

Report for St. Johns County Superintendent Search Community Survey

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Response Statistics

	Count	Percent
Complete	3,478	99.7
Partial	11	0.3
Disqualified	0	0
Totals	3,489	

1.Choose the three (3) items that you feel are the most important for your district in the area of Personal Leadership Qualities:

Value	Percent	Count
Models integrity and ethical leadership	62.0%	2,163
Demonstrates active listening and responsive communication	45.3%	1,579
Leads collaboratively and builds high-performing teams	40.2%	1,402
Innovates successfully and encourages creative solutions	25.7%	896
Makes decisive choices, even when unpopular	25.4%	886
Unites diverse groups to achieve common objectives	24.1%	842
Implements strategic thinking and organizational skills	23.0%	803
Manages high-stress situations effectively	20.6%	717
Exhibits charismatic and visionary leadership while honoring traditions	16.1%	561
Drives progress through agreed-upon goals	15.4%	537

2.Choose the three (3) items that you feel are the most important for your district in the area of Instructional Excellence and Leadership:

Value	Percent	Count
Creates educational opportunities for all students in all environments	54.1%	1,885
Develops career/technical programs aligned with workforce needs	38.1%	1,330
Demonstrates proactive leadership in raising achievement levels	34.0%	1,187
Executes strategic plans with measurable outcomes	29.5%	1,027
Demonstrates mastery of education reform and state standards and implements curriculum exceeding them	28.9%	1,008
Develops and oversees comprehensive safety and character-building programs	28.7%	1,000
Manages special education programs effectively	26.1%	911
Closes achievement gaps with proven strategies	23.9%	835
Prioritizes early childhood education initiatives	17.5%	610
Cultivates shared vision among stakeholders	15.8%	551

3.Choose the three (3) items that you feel are the most important for your district in the area of Business, Finance, and Operations:

Value	Percent	Count
Maintains transparent financial practices	58.3%	2,031
Manages fiscal resources responsibly	56.5%	1,968
Develops programs to maximize resources	40.2%	1,402
Creates innovative funding solutions	30.3%	1,057
Manages large-scale operations and budgets	22.7%	792
Secures community support for initiatives	21.1%	737
Projects financial and enrollment trends accurately	20.3%	707
Develops strategic budget controls	19.4%	676
Implements efficient support services	17.0%	592
Communicates complex data effectively to stakeholders	12.1%	420

4.Choose the three (3) items that you feel are the most important for your district in the area of Board, Staff, and Community Relations:

Value	Percent	Count
Motivates staff and students toward excellence	63.6%	2,217
Creates positive learning environment	56.0%	1,951
Improves or removes underperforming staff effectively	47.2%	1,644
Fosters parent and community engagement	45.1%	1,573
Builds inclusive stakeholder relationships, including with representative employee organizations	20.1%	700
Mobilizes community resources and collaboration	18.8%	655
Demonstrates interpersonal effectiveness	15.6%	545
Partners productively with and shows responsiveness to School Board	13.3%	463
Employs a comprehensive communication strategy by engaging media and diverse audiences	10.4%	363
Builds strong governmental relationships	7.5%	262

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

Value	Percent	Count
Holds self and others accountable	60.1%	2,096
Creates support systems to ensure school effectiveness	41.5%	1,447
Maintains high expectations for all	35.2%	1,228
Delegates effectively while maintaining accountability	29.6%	1,032
Creates systems supporting school achievement	28.4%	990
Aligns professional development with strategic goals and program effectiveness needs	28.2%	984
Elevates performance through strategic plans with measurable outcomes	26.3%	917
Establishes clear performance metrics	21.9%	763
Applies data and climate assessments for improvements	14.4%	501
Implements comprehensive evaluation systems	11.0%	382

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

ResponseID	Response
2	The community and the students.
3	There are some good teachers, support staff and admins
6	Parental involvement, focus on actual curriculum that educates students, stays away from initiatives that don't do anything or are divisive (e.g. DEI)
8	As a teacher, I currently do not see any strengths within our district. Staff is underpaid and administrators at schools are poorly trained and cannot effectively mentor or evaluate teachers.
9	Community and median income
10	Veteran teachers, High School Academies, Parent support
11	Parent involvement
12	Great teachers and special education is good
13	Top school district in the state. My daughter's school has gone from a 'c' school to a 'b' school, and possibly an 'a' school.
14	teachers that have been in this county for years
15	reputation of district
16	I don't know...just please don't find some rightwing nutbar that's going to push their absurd version of "Christianity" in our public schools!!
18	Families move here for opportunities for their children - they are actively involved and could be utilized more. Teachers who work through difficult situations (disruptive students, low salaries and horrible provided curriculum/books).
20	current education standards (maintaining #1 district in FL) and also the community is strong.
22	Our teachers are our biggest strength. We are also blessed with a high-performing student body, and a community that generally cares about the schools.

25	support of all employees and students, availability of district level support for all employees, and financial responsible
26	recruitment and retention
28	We have the resources and community. We have AMAZING faculty and staff! This is an incredible district
29	student education safety and security
30	The teachers who have been there a long time when the district was so excellent.
31	Support staff and communication
33	We have many great people who care deeply and historically highly rated schools
34	High parental involvement; variety of programs (FLVS, academies, FCTC, dual enrollment, AP)
35	The quality of the teachers is superb and the staff is excellent.
37	Opportunities for growth
38	That despite a "good old boys" system in district leadership, schools still manage to perform well. The excellence in teachers and the family involvement
39	high performing, emphasis on safety, leadership programs for students
40	Veteran teachers! Parent/community involvement
41	The veteran teachers are wonderful,
42	Dedication of support staff and educators
43	Affluent area - lots of property taxes and engaged middle class parents
44	Wonderful teachers
46	Teachers, Parental Involvement, students
47	Music program specifically band, technically significant classes like Physics and advanced math

48	Passionate teachers, character counts, recognition and celebration of staff and students
49	Parent support and good teachers
50	Teachers. Parents. Students.
51	Holding students to high standards and maintenance/upkeep of buildings
52	High expectations and community involvement
53	Parent involvement is exceptional. The majority of the teachers and support staff are highly qualified and extremely effective.
54	LOTS of money in the budget, demand for school options
55	The partnerships with the SJSO to maintain school safety, the dwindling number of phenomenal educators who are dedicated to furthering the educational careers of our local students
58	District tends to attract high achievers
59	High achievement
62	Strengthen the ESE programs within the district
63	Education
66	quality of schools and teachers, involvement and support of residents/community
69	Veteran teachers, Strong community, eager teachers
71	Integrity, not worrying about doing things right but rather the right thing for our children and educators.
79	Very little, I am so glad to see this superintendent leave and hope that who ever comes next works to clean up the mess and corruption he is leaving behind. The teachers are the only strength on this mess of a district. There is no safety or care for students by the district. No common sense. It really can't get worse
80	Na
81	Ability to adapt to changes, teamwork, honesty.

82	Multiple academies and opportunities for learning
84	Stop Hiring MAGA Cult members!
85	Excellent curriculums, motivated students republican controlled county
88	teachers, support staff
89	Our outstanding teachers, and commitment to AP, and advanced classes
90	None
91	A rated schools, rigorous curriculum, well maintained schools
92	Administration has always been open to listening to
94	Innovation, and the ability to win the community over to items like the sales tax initiatives.
95	Better programs for students that need to xtra support throughout each school not just one school.
98	Great teachers and support staff
100	Good test scores, good student behavior
101	Quality of teachers, caring staff, involved community
104	Proactive, realistic, fast-acting
105	1. Someone already employed at SJCS!
106	Specialty programs & Spec Ed
109	Performance, communication
110	Support and Communication
111	Stop being political; be separate from police and governor ignorant viewpoints
116	NA hasn't done well. Superintendent needs to change
117	Holding students accountable for their learning.

122	Honestly don't have much to say here. The district has changed significantly and the current admin has failed to respond to challenges transparently and appropriately
123	Non partisan, good leadership in schools
124	Creating solutions by working with what we got
126	Former no.1 public school district in FL and community support
127	Parent involvement and community resources
129	High income area, making it easier to fund raise and gain parental involvement. School diversity-the area has students/families from all walks of life.
133	Communication/Support
135	Excellent schools
138	Family focused, prioritization of education
139	I don't think our district has had any real strengths since before COVID.
142	Desirable location to attract employees. Dedicated and honest superiors.
143	Well funded, experienced instructors.
144	Community involvement
147	Family involvement, committed staff & professionals
150	Familial support and career and technical training programs (they need expansion but I love that they exist).
151	Funding, affluent families, growing district
152	No comment. Keep wokeness out of our county and schools. Everyone is the same and everyone is capable of working hard.
153	School performance
158	Clean schools, good communication
160	Rigor and safety

163	Demographics. St. John's is near the top in per capita income, there is no serious challenge from private schools for the public school population.
164	Kids 1st always.
165	Adapt and overcome
166	Clean school environments, motivated teachers
167	Clear communication, efficiency and effectiveness
168	School ratings.
170	Parental involvement, strong dedicated teachers
172	Effective teachers who care and the community partners.
174	The district staff has always taken pride in their accomplishments and works hard to try to reach every student regardless of any social, economic, family, or any other obstacles that need to be overcome.
175	Community support, ample resources and support for teachers.
176	Parent and community support
177	County rates one of the best in the state and ability to identify underperforming students work with them in a smaller group setting to help foster improvement while having parents involved
178	Room for growth and development.
182	\$
183	Parents who find value in education and instill that value and respect in their children. Strong teacher force.
184	I am not happy with the district. There are no real strengths. Only good ole boys get promoted. Every thing negative is swept under the rug.
185	Resources & Quality of Schools
186	Building accepting, open minded, caring students who cheer each other on. This is not yet achieved but at PIA, I see the desire is there. Still needs work to engage the community and our students as a whole.

194	Saint Johns needs a leader who doesnt care about diversity or any other social matters. We need someone who can come in and raise the bar academically. We need someone who will ensure standards are enforced regardless of politics. We don't need a politician, we need an educational leader.
195	The whole thing needs work
196	Strong teachers and well maintained schools
198	Academy Programs, AP Opportunities
200	Dedicated hardworking teachers and staff.
201	Successful school and student performance
202	Teachers, the ability to adapt to growth
203	Strong community
204	Its community. Its small town feel. Quality of education.
207	Ratings and Teachers
208	demographics
212	Communication, emphasis on quality education and learning.
213	I would say high ranking in the state but its based on false pretenses and serious grade inflation
214	Dedication of staff, High expectations of students and staff
215	Community
216	None, needs a complete overhaul
217	Quality of education and parent involvement
219	students are scoring well on state assessments/opportunities for students (electives/academies)
220	high achievement parents, community financial support, strong teachers

222	Academy choices
223	Collaboration and unity
224	St John's county school district is one of the best in the nation! Our schools are high performing and offer high rigor academic programs and opportunities to students to excel their futures. The school district has extremely high performing teachers and administrators.
225	Great teachers and families
226	Community and parent buy in
227	1. Good values and character. 2. Don't push or implement Woke nonsense. 3. Protect children
231	I am from Thousand Oaks, California. We are way behind and living in old age. I couldn't find not even one strength compared to thousand oaks, Ventura county schools.
232	Sub Training Program
234	Teachers must be paid more.
235	Community support to schools and district communication to parents
236	Nothing comes to mind right now
237	Quality of the staff
238	It used to be the academic standards, but they have fallen (imo) because of the districts inability to pay their teachers a better (living) wage. There is enough money in this district, use it or the property values will fall because no one wants to pay property tax for a declining or sub standard school system/education
239	Growth
240	Teachers with experience and strong commitment to student success 2. Parent involvement
242	Staff and student safety, parent and teacher communication
243	Keeping up with growth as much as possible & overall honorable school board

244	Inclusivity and collaboration
245	Financial Tax Base, Instructional Staff
246	Has previous experience in a classroom, understands real needs of teachers and students, and Employs quality over quantity to ensure proper education
247	Academic Excellence
248	Personnel and program. Offerings
249	?????
250	This is a republican district, the demographics are the strength
251	My son's IEP is excellent and has helped him be very successful, even with ADHD. The sports program at my child school plays students based on ability, not based on favorites.
252	Community, values, accountability
256	Quality teachers
258	Testing
259	Student achievement and performance
260	Na
262	High quality education, and effective communication through the schools
263	.
265	Great schools, character building programs
267	The district listens to the parents and an environment where kids want to succeed in.
268	I think you currently have a superintendent with integrity and ability to create relationships.
269	Forward-thinking curriculum resources, experienced staff
270	High level, effective teachers, accountability for all involved in the education system,

	high levels of communication with parents to keep them up to date and well informed.
271	Staff support
272	AICE program,
273	Safety
275	High Standard of learning achieved among students
276	I would like to see more funds put towards teachers salary and retention and recruitment of high performing teachers
277	Teachers and Support Staff
278	Academic achievement and supportive staff & faculty
280	Teachers and support staff
281	The school Psychologists
283	Our teachers
284	Teachers, staff
285	-
287	Hugh academic standards and variety of academies
288	community, experienced teachers
289	Conservative Values, Parental Engagement Recruitment and Retention of Quality educators
291	N/a
292	Students, teachers, resources
293	Learning environment, support parents when child underperforming, quality of staff
295	Not adopting DEI programs, hiring multiple LEO's for every school.
296	Safety

297	Very consistent over time in terms of policy, widespread public support, focused on collective success
299	Quality and reputation
300	Strong leadership, great teachers, great counselors.
301	1. IB, AICE, SJCAA, Academy programs 2. Teachers & Staff (for the most part) 3. Students
302	Academic achievement, community engagement, patriotic beliefs
303	High standards, community engagement
304	Academy programs, and fine arts programs
305	Parent involvement and High expectations
306	The passion of the great teachers who love the kids!
307	Communication and accessibility
308	None, it has lost it's ability to teach children. Considering private school. Teachers are constantly absent or leaving. With very little communication from principal.
310	Managing to educate the huge volume of children
313	Integrity and goal oriented
315	Community involvement, dedicated teachers and staff, commitment to high standards in academics/athletics/arts/and personal growth
316	Academy program, parent involvement, academic rigor
317	The Teachers
319	Effective collaboration with parents
320	School choice, availability of varied curriculum
321	K-8, Great Academics
323	Enthusiasm for the students to learn and reach goals

325	School security, strong educational foundation, teachers with great academic backgrounds
326	Quality school admin, clear report card expectations for K-2
327	As far as I can tell, we focus on reading, writing, and arithmetic. There are many places in the United States I would not send my kids to public school because they are training kids to be left wing activists from the time they are 5 years old. St John's county is an exception to that and I appreciate that. I don't want right wing politics at school either. I simply want my child to be educated in basic subjects at a level of excellence that sets him up for success later in life.
329	Building a strong team, high retention rates of high performers, execution of strategic vision
330	Build nice new schools, use resource officers, offer a variety of options for high schoolers
332	Please choose someone who is kind, effective, and NOT political. We don't need a culture warrior in either direction. We need someone who is there to lead and support students, teachers, and staff in a positive way. Someone who is empathetic with high emotional intelligence.
333	Academic achievement & special education programs
334	Prioritize and protect special education. Stand firm against "stakeholders" and listen to parents. They are the ultimate stakeholders. Non political agenda.
336	Parental involvement. Most of us parents came here to protect our kids. We are mostly conservative in the district .
341	School building and properties are well maintained.
342	High student performance, good programmatic choice options, and solid reputation
343	The communication platforms work well so that parents are informed. The school campuses are clean and well kept from a maintenance perspective.
344	Academy programs, AICE, and IB programs
345	Safe school environments quickly addressing any bullying; academic excellence
347	brand, relatively high income household community

348	Physical security of students, adherence to traditional standards, transparency
349	Motivated students/parents, high achievement oriented area
350	Budget, strong leadership, accountability
351	Strong and effective teachers who don't give up.
352	There are no strengths.
354	1. Setting and maintaining high expectations 2. Implementing researched-based practices 3. Creating safe learning environments
355	Transparency and leadership
356	The students who do well in school
357	Safety High scores
358	Data based decision making, a focus on our ESE students, emphasis on improving student outcomes
359	I feel one of the strengths of this district is realizing that each child is off incentives and things that motivate them for some kids it will be football for some kids. It will be music for some kids. It will be performing for some kids. It will be chemistry I appreciate and have seen firsthand how respecting each child from the bowling team to valedictorians as their own individual person I have seen for myself the transformation of people and children that I know through these programs, and as my daughter has traveled after the years in school, her theater program has made a tremendous difference in her life. she was bullied in elementary school, and her life was transformed into sixth grade when she began musical theater , also, I appreciate how the school tries to keep up with their safety practices. Unfortunately in the world we live in there are some very horrible things that have happened at schools and I notice the safety measures that our district takes and I appreciate the transparency that I have seen with Pedro Menendez,s new principal this year .
360	supportive, caring parents and education staff
362	School staff cares about their students, district has high educational standards
363	Reputation of sjcsd is still highly regarded it is faltering. We need a leader who is isn't afraid to protect the right to a free public education despite the public's decline in our reputation
364	The parent involvement

365	Parents willingness to help
366	Using community business partners and not focusing on standardized testing imand not promoting teaching to the FAST.
369	Quality teachers, demographics
370	Ratio between teacher and student
371	Communication and Support
374	traditions, people
376	The teachers and staff and community stakeholders
378	Some of the staff cares
379	Proactive parenting, support of most business
380	Communication
381	Test scores
382	Community support and funding
386	Genuine care for each student, academically, socially, and emotionally.
387	Excellent, caring teachers. Relevant curriculum.
389	N/A
390	Responsive communication, programs to foster an equitable education experience, resistance to negative "culture war" impacts on education (l.e. book bans, demonizing populations based on race, gender, sexuality)
391	Communication and transparency
394	High District Test Score Compared to other School Districts. "Character Counts " initiative for students
395	Not sure we have clear strengths.
396	Safety taken seriously and Academy's offered

400	Parent/Guardian Communication and Staff Communication
403	Strong work force
405	Management of threats and reported danger.
407	Holding people accountable
408	School buildings are well maintained and are a clean and safe. Professional administration at our K-8 and High school, overall teachers are quality educators
409	Experience, connected to our community, proven leadership
410	1) Large high school curriculum with ability to move schools (academies) 2) strong ESE programs 3) character counts initiative
411	The teachers are amazing! Having a school in the neighborhood.
412	Facilities and motivation level of students
416	Educational rankings, staff, and leadership
417	District ESE department and elementary curriculum department
418	The intervention of staff to help a struggling student. The tier program literally helped his grades improve.
419	Career academies are really neat
420	Parent involvement, willing to listen
423	Not woke.
424	efficiency and accountabiliy
425	Academic performance and character development
426	High expectations, staff collaboration/class alignment, and a diverse population with outside experiences.
427	Educators, students
428	History of high performing schools, excellent teachers, great communication from

	school district
429	Safer schools
430	Community relationships and high quality teachers
432	Our district has highly qualified teachers and staff
433	Highly qualified teachers, better distribution of resources, implementation of technology on B and C schools
434	Property tax base is large and growing so there is no reason to say schools are underfunded.
435	AP offerings. Academies.
436	Income of schools from taxes, highly educated community surrounding schools
437	Reputation
439	Tradition and legacy
440	The high ranking and performing schools. It's why we chose to move here in 2024
441	Students seem above average and most parents are involved with their schools
442	Diversity, Safety, Funds.
443	I have been disappointed in our integrity and I question what the school boards vision is for the future of our school district!
444	Safety, Staffing, Grades
445	Track record of achievement; thoughtful career academies at high school level
448	Quality school locations
450	Effective curriculum aligned to state standards
451	Character Counts initiative, collaboration with law enforcement, student and family relationships
452	Parents who take their children's education seriously, good teachers who care about

	students.
453	Talented teachers. Desirable communities
454	Character counts
456	Teachers, school board responsiveness to community, resources
458	Good teachers that teaches kids math English science history
459	Student focused. Character
460	A strength of our district are the teachers in the classroom.
461	All teachers are not of the same caliber. When you pay peanuts you get monkeys. Until we are able to identify a top teacher and pay them what they are worth, we will never get better and won't be able to keep the Best .
463	Academy and Special program (AICE, IB) choices. Pls expand these to more schools
466	The buildings are good and the academies are growing.
468	A common vision and a belief in collaboration
469	Maintaining educational excellence
471	Teachers and support staff
472	Teachers, parents, and reputation
473	Large district with many schools and the half cent tax
474	Great Teachers and ESE Program
475	Communication with parents, strategizing learning techniques with parents.
477	Strengths? How about weakness. Kids that need accommodations shouldn't be mixed in with kids that do not because it takes away from their learning objectives. I have been told that my son is having an issue in a certain area and that the teacher can't help him because she has to deal with the kids with accommodations in his class. So kids with accommodations get specialized help while the kids that don't have to figure it out themselves.

479	Parent/teacher communication and student achievement
480	Generally high performing, but unfortunately declining. Mostly good teachers, but sadly many are leaving.
482	You need to build more schools Mill Creek Academy is way over capacity you need to start sending to Nocatee and other areas that don't have any overflow
483	Achievement and growth
485	We have only been in the district for 6 months, and are extremely happy with our children's education thus far. I come from 15 years in elementary education and I feel the district has a solid curriculum. One of our biggest concerns was worrying about if our children would make friends quickly, and they have made lifelong friendships! Communication from their teachers is weekly and if we ever have concerns, our questions are answered in a timely manner. We knew Pine Island was overcrowded but we haven't even really felt that from the events we have attended. They have done a great job in terms of organizing and promoting events to bring the school community together. We will be zoned for the new Seabrook school, so I am sad to leave the PIA family, but excited for a new journey at the new school. I'm sure it will be just as amazing or even better than PIA. We appreciate everything the district does for our children! We fully support the district, administration, and teachers!
486	Looks like school district is only management and teachers wat you think about this
487	Quality teachers
488	Academic performance and Teachers
489	Wealth of residents: affluence. Demographics are not diverse - homogeneous population. Many new facilities.
490	We have teachers who are qualified and excited to teach.
491	FL is a red state. Ron DeSantis is governor. FL rejects critical race theory and DEI.
493	Community resources through the partnerships in our schools, building and planning for future growth, communication with stakeholders about district needs and ability to collaborate to achieve more funding for school programs
495	Veteran/quality teachers, caring administrators
496	It's transparency to parents, and it's focus on American excellence
497	Test results, creating a safe student environment,

499	Curriculum, we provide updated curriculum for our students. Facilities, our new and existing facilities are well maintained.
501	Families that want participate, some excellent teachers and staff
502	Technology and the arts programs
503	Quality of teachers and professional learning opportunities for teachers
505	Consistency and effectiveness
507	Attracting most qualified teachers. Accountability for faculty.
510	Active community, more financial resources than other districts, and good admin
511	Ranked #1 or #2 - possibly 3 among county schools in all of Florida. And technology ranks amongst the best in the state.
512	Teachers, students and parents
513	Continually achieving high scores for testing and being the number one district in Florida, Hiring the best and brightest teachers.
514	Family structure corporately, public interest in education, and high level performance of students
515	Manage budget efficiently, be open and honest with parents.
516	Strong parent/community engagement in the success of their student(s)
517	Student's scores, academies offered
518	Quality of schools, engaged parents
519	Support, understanding, community
522	Overall achievement from all or most schools in the district & variety of post-HS certification programs (CTE)
524	Community support, belief in education
525	Test Scores, grades and education excellence

527	Safe, not too bad, not too woke
529	Keeping school about school and not LGBTQ and other non academic initiatives
530	Strong communication with families and communities. Fund raising.
532	Right now this district is a mess!! You are lucky the teachers you have stay!
533	Technology and dedicated teachers.
534	Transparency, Accountability, Safety
535	Good communication, good web enabled programs for family use and support
536	Communication and safety
537	The passion and dedication of our teachers and support staff
538	Quality educators that embody professional excellence and are willing to show up for our students and community.
540	The district provides some support and training for students to enter the workforce directly out of school. The district supports athletic programs.
541	High achieving schools, excellent teachers, educational options
544	Educated parents that care for the education their children are receiving and help teach their children when teachers don't teach effectively.
547	Exceptional staff and curriculum
549	The experienced teachers, the response to growth, new programs
551	Population, location
552	Our educators and staff
553	Available resources,
554	Program of choice in highschools.
555	Early release model for planning/PD and K-8 financial model

556	Teachers who truly enjoy educating and love the students. Mostly Supportive parents
557	Excellent performance and high standards for students, active engagement from staff and parents
559	There are a few strong advocates here who really understand the importance of public education. We have some teachers who are excellent and doing a great job despite Florida failing them on many levels.
562	Accountability, integrity , and effectiveness
565	Teachers, support staff, students and parents
566	Parental support for children and schools, high academic performance standards, excellent principals
567	Character and relationship building
568	Many teacher/staff, students, security
569	Maintain a high performing staff with a measurable outcome.
571	Money (richest district in the state, organized for the most part
572	Follow states direction on cultural issues. Safety also has been good.
574	I have seen no strengths.
575	High Academic Performance, Academy Programs
576	Teacher qualification verification process and to notch HR department!
577	Great teachers, parent involvement,
578	Unfortunately, I cannot name any.
581	A long history of high standards, a majority of ethical board members
582	Ensure all students feel accepted and included. Provide school staff with the support and resources needed to be effective in teaching our kids. Maintain open and transparent communication with parents and the community.
583	The strength of this school district is being in a higher socioeconomic status county

	with highly involved parents.
584	Size of the district should allow for more resources/collaboration.
586	Parent support, large and competitive curricular offerings, well ordered physical logistics
588	Working class parents looking to be engaged with their children's education, top teachers in the state.
589	The teachers and the teachers
590	High achievement scores, managing growth of the community, and strong principals
592	Zero
594	High quality instruction and high standards
596	Sense of community, engaged educators
599	Hire on merit not DEI
602	Technology, high performance in both students and staff, innovation
603	ESE support and transportation support for special needs kids
604	Many scholastic options for high school, caring staff, quality education
605	reputation, revenue and growth
606	Excellent teachers, excellent school curriculum, excellent parent support
607	Teachers working together in each grade to support different learning styles for each student
609	1. Highly focused on safety and security rather than woke nonsense like the district we moved here from. 2 - teaches out of books instead of giving kids computers
611	Education and ESE Department
612	Caring and supportive teachers, great communication from district and schools
614	Pay raises for teachers, involved parents

615	The program of choices offered.
616	Parental involvement is fantastic. Keep it up. The high level of instruction needs to be continued.
617	Truth, empathy, and honesty
618	The quality of the teachers in this district is second-to-none in the region.
620	Devoted teachers, small class sizes
621	Our amazing teachers and community support
623	The Teachers, resource officer at each school,
624	Good teachers and staff
625	Maintaining strong educational and achievement goals based on measurable metrics.
626	The teachers, teamwork between admin, teachers, and parents, the
627	Take DEI out of our schools! Get back to teaching and leading students in an American and responsible way.
628	Parental involvement, available funds in the community.
629	Financial resources, highly qualified teachers,
630	Community involvement, high standards in teachers, safe environment
631	Community Involvement, High School Academies, and High School Athletics
632	The district is very on board with educational initiatives and activities for students please keep going with this. Keep to maintaining a great learning environment and experience for our kids, teachers, and staff.
633	Reputation of the district and financial stability of the community
635	Our students continue to have high scores and high graduation rates despite the drop in the amount and the quality of teachers and staff members. The District somehow manages to remain high-achieving despite all the interference and control coming from parents.

636	Diverse community/student population with engaged parents. Dedicated and knowledgeable teaching staff
637	The ability to find solutions to accommodate a booming growth in student population, and the facilities are always well taken care of.
638	n/a
639	High quality programs supporting autism and staffing the school to support the neurodivergent. Amazing PreK program and ESE program!
641	Inclusiveness and support of student advocates
642	1.The specialty schools that are geared towards children interest and 2. Teacher parent involvement that is fostered by the district schools.
643	The socioeconomic status of our county and the underpaid teachers.
644	Teachers, academics, safety
645	The teachers, teamwork between admin, teachers, and parents
646	The community is the greatest strength in this district. Parents and community leaders care about the success of its schools, it is why many of us moved here. The community must be included in plans for success.
647	Decent communication for weather related issues, gets next years school calendar out timely but that's it's. Much much more improvement is needed. The schools feel like progblems
648	Quality leadership, and community involvement
650	Excellent teaching staff. Focus on character development.
651	Conservative, pro education, non woke policies
653	Staff, academics
656	The students, most staff, after school opportunities for the students
657	Consistently A-rated, large array of programs and development outside of the classroom setting.
658	Lots of parental support and involvement, many high achieving students, HS academy

	programs
659	1. We have highly educated teachers who are committed to excellence and hold students to high standards. 2. We hire only the best and expect them to function without micromanagement from administration.
661	Communication, collaboration among staff
662	Growth and reputation
664	Facilities and parental engagement
666	We have only been here a couple of months so do not feel I have enough of a handle on how things are run here.
667	Remediation .. retention .. community input
668	Saint Johns County is the best school district in Florida. It needs to maintain this status
670	The teachers and the high quality instruction
672	Teachers who are suffering under current leadership, support staff
673	High scores
675	Parents, teachers
676	Educational achievement & staff responsiveness
677	Passionate educators
678	The district puts students first when it comes to academics.
679	safety; fair assessment of knowledge by levels; opportunity for career growth
680	Open honest communication
681	None right now it's a shit show
682	The academy programs and the over all student performance metrics.
684	High academic scores, focus on STEM

686	Communication
687	Great high school programs, ESE programs are ok
689	Anticipating growth and putting the necessary funding in place toshp
690	- has managed to limit impact of conservative educational movements
692	Strong performing schools, experienced teachers
693	Inclusion of different races and genders, very wealthy county (spend that money on higher teacher salaries and kids supplies!) , music and arts are strong here
694	Adhering to tradition and rejecting modern "woke" ideologies.
695	PD support
696	Dedicated teaching professionals - SJCSD has a lot of talented teachers. Good parent involvement in schools.
697	Collaboration, high expectations
698	Many highly educated people with shared goals of excellence
699	No idea, the district has problems make sound decisions as well as your policies on bullying and students defending themselves when attacked
700	Nice learning environment, great teachers, many programs to help students with diverse needs
701	NA
702	Competent educators, effective standards
703	rankings statewide, do not hire a liberal yankee
704	Traditional educational strength and family values
705	Strong bond with the professional community through sound partnerships. A strong cadre od adjunct instructors to help further flaship program.
706	Commitment to Excellence, Staff Support

707	Professional and determined teachers who NEED to be compensated better in order to keep them! Families who value the education these amazing teachers deliver
708	high academic
710	Elementary staff is caring
711	Teachers who care; a high level of families who can get by on 1 income, so they have a parent who can be involved/supportive of school programs
712	Superintendent Forson has been very communicative with parents through messages, he even came to the church my family attends to talk to students. This school district has a high academic performance compare to other counties, though there is room for improvement.
713	Amazing teachers, parent involvement
714	Excellent teaching and support staff. Reasonable class size.
715	They're not influenced by big politics and keep the child first
716	Some good teachers, students come from higher socioeconomic backgrounds and tend to have educated parents, lots of new or newer schools
717	Consistently achieving a rated schools
718	Management and Policies
723	Safety, Extra-curricular and Community Opportunities through schools, Academies
724	I think more often than not the district listens to parents
725	It's community outreach and it's higher standards compared to other nearby counties
727	Qualified, dedicated teachers, and striving to maintain a high level of competency in keeping the high excellent standards of St John's Count
728	The district has some really good schools, the district has great academy
729	Staff/teachers, educational excellence
730	None at the moment

732	We're new to the district, but we've had 2 great teachers in K and 1st grade. Attracting, developing and retaining the best teachers is #1. We have also had great communication at a teacher to student/parent level.
733	Managing growth as best as possible, taking time to work with experienced leaders, campus safety.
734	Educational standards, communication with parents, safety of children and staff
738	Aspiring, quality education, student support
739	Student achievement and building character.
740	The educational standards that are set and met by the school board for successful running of schools. The ability to provide the children with whatever essential needs they need met to ensure success for all children
741	Facilities, involved parents
743	Academic achievement
744	great community involvement
745	Has qualified and creative teachers. Has a grasp on growth.
746	Diversity of programs
747	Athletics and high performing programs like IB
748	Efficiency, safety for the kids
749	Schools are safe and clean
750	Very good at teaching the average student.
752	Some great teachers, highly rated school, test scores are good
753	You're teaching foundational reading properly. Our personal school community is very active and positive.
755	Superintendent and school board in general practice servant leadership. The integrity and ethics of the Board and administrators, whose common sense approach protects and cares about the character development, well being, and quality of education of children.

756	High academic performance and exceptional Educators and staff.
757	Reputation due to high achieving students
758	Be better do better great things will happen
760	Academic excellence
761	As an employee for the past 16 years I think the district has cultivated a culture of success and high achievement across all schools and departments. That culture carries forward and the next super needs to grab the reins and keep it going.
762	Teachers, parents, academics
763	Happy environment, safe environment, academic excellence
764	Reputation, teacher quality
765	Diversity and high performing student population
766	Great Teachers and strong connection with SJSO
768	Community and integrity
769	Alignment with Christian beliefs and conservative values
770	Over brought curriculum for the varying differences of learners, fantastic staff, and maintained buildings
771	Parent and teacher involvement, communication effectiveness and accountability
773	Teacher quality
776	The environment and the people in this district
777	Ability of parents to help, children's prior knowledge before entering kindergarten
779	Inclusiveness, kindness, academic success
780	The teachers, the use of data analysis at the school/student level, variety of programs to meet student needs
781	1. It isn't and doesn't promote Anti-American rhetoric. 2. This district listens and

	includes the parents.
783	Parental support and highly effective teachers
784	Integrity, accountability, transparency
785	Maintaining best schooldistrict
786	High state tests scores, great school based leadership
787	Holding developers more accountable to aiding and funding the growth of the county. Only putting those qualified into district positions
788	Parental support, dedicated staff and teachers, great kids
789	test scores, many opportunities for high school students (academies, IB program, AICE, etc.)
790	Independence (from state)
791	Parent and community involvement, high performing schools
792	Teachers, Support staff, volunteers
794	Innovation and dedication to learning
795	teacher flexibility in classroom
799	Teachers and ratio of students to teacher
800	Parental and community support
802	Haven't seen any.
803	Strong leadership and support education programs to help struggling children with education.
804	Good teachers, good schools, the leaders who listen for needed changes
805	Unfortunately no positives in the ESE area, someone needs to step up
807	Diversity and community engagement

808	Many schools are already up to standard...just need to ensure they stay there. Many areas of the district are in a positive financial situation.
809	creates cohesive and inclusive environments for all students. Respects teachers and gives them the support they need to succeed in their classroom. Creating a comfortable environment for the teachers.
811	Great parent and community support
813	1. Reputation of having among the best teachers and a quality education. 2. Quality families whose children are generally respectful and serious about their future. 3. No political or LGBT indoctrination on the level of other districts.
814	Performing Arts but they need district support which they don't get currently.
815	Tight budget management, community involvement
816	Good reputation, good results
817	Growth and high academic performance
818	None
821	Educational effectiveness, strength of parental input.
822	Hire a Leader who is Conservative and NOT Woke or DEI focused
823	Already a top district, resources
824	1. Reputation of having among the best teachers and a quality education. 2. Quality families whose children are generally respectful and serious about their future. 3. No political or LGBT indoctrination on the level of other districts.
825	The teachers are amazing and truly care about their students. Keep supporting the teachers, and they will help the students.
826	Positive environment
827	Communication & safety
830	Quality teachers and strong goals
831	Education

832	Economy, Tourism, Natural Resources
833	Availability of resources and well-maintained facilities
836	1. School buildings are good. And building for growth has done well
837	Top teachers; supportive families
839	Teachers
841	Highest performing district in a lower performing state. Effectively promotes keeping God in our schools.
842	Schools have state of the art facilities and resources to keep up with rapidly growing communities.
843	Excellent testing scores, organization
845	Good teachers and parent involvement.
847	I'm really not sure what the strengths are. I have only witnessed negative things since moving to this district.
848	Teachers and support staff
849	We are very happy the curriculum appears NOT to include gender identity ideology.
851	#1 district in NE Florida; love that the staff is so engaged with the students (at WCES)
852	State rates St Johns County high,
853	High academic standards, a lot of staff development
854	I don't have faith at all in our district. As long as we bow down to these small special interest groups, this district along with every other district in the state will fail our students.
857	A sense of community & feeling safe in our schools
858	Dedicated district and school administrators, decisions made are always student focused and driven
859	Communication, high standards, great teachers

860	High student performance.
861	The teachers are the strength. You must be able to attract, motivate and retain great teachers. In the past sound decision-making has been a strength - not so much in the past couple years.
862	Having more police presence at schools. Smaller class sizes. More emphasis in math and English.
864	N/a
866	Keeping our children safe. Extracurricular activities
869	Teacher student ratio,
870	Accountability for educators
872	Performance
873	Career and Technical Education, staff recruitment
874	1. Reputation of having among the best teachers and a quality education. 2. Quality families whose children are generally respectful and serious about their future. 3. No political or LGBT indoctrination on the level of other districts.
876	Professional development & the SJCEA
877	High school Academies, high performance
880	High School Career Academies
882	Integrity, honesty and educational support
888	We have some amazing teachers and staff that are dedicated to seeing students reach their highest levels of potential. At the high school level, I appreciate the abundance of opportunities that are available to the students.
892	Behavior response and community involvement
894	Variety of courses, more language classes, strong discipline consequences for misbehavior
895	1. Continued growth and expansion

897	Highly rated schools, population growth
899	HS academy programs and Bright Futures program are great tools to help kids focus on interests with an opportunity to encourage them to attend college/attend
900	1) student opportunities- both directly available at schools or indirectly available through the school 2) school principal's involvement and accessibility
901	Community partnership especially with parents, transparency, and research/science based decision making.
902	Solid supports in place between district and staff. Strong staff leadership.
903	1. Parents' higher income level compared to the neighboring districts 2. High teacher dedication and knowledge
904	Teachers, leadership in the schools, embracing diversity
905	Involved parents & high academic expectations
907	Course options
908	Strengths~ we are high in the state for a reason. Bev Slough and others have done an excellent job.
909	Someone to come in with integrity and fire everyone who's moral compass is missing
910	Significant increase in property value that increases taxes and give the district the ability to pay teachers more, great facilities for students to learn, safety
911	I feel that you have full parental involvement
912	We have strong community support.
913	Fantastic teachers and diverse HS academies
916	1. Inclusion and support for all students.
917	Leadership, accountability, progressive
918	Students performance
919	A schools throughout the county, great principals, teachers, and staff

920	The median pay of the parents allow better results with overall scores.Great teachers
922	Encourages family involvement. Offers resources to kids who need it.
925	Integrity and ethics...conservative in nature
929	Respect and cultivate teacher appreciation
930	Money, principals, new buildings
931	The reputation
932	Fantastic educators
936	Standards-based learning to enhance academic success and attaining high quality teachers and staff.
937	Higher standards in teaching, teacher to student ratio (although needs to improve)
938	Effective communication and rapid responses in all situations
939	History and grounded principles.
940	Not politically motivated. Believes in science based curriculum and not biblical based education. Will continue to provide the leadership to make St. John's county schools the best in the State.
942	1. People do care about the kids. 2. Certain departments do great work.
943	Be accountable for the education of all children in the district
944	Ability to meet fast growing population
945	Transportation, school workers, students
946	Not politically motivated. Believes in science based curriculum and not biblical based education. Will continue to provide the leadership to make St. John's county schools the best in the State.
947	Parent involvement, amount of resources
948	1. High pooulation of parents who prioritize edualcation 2. Teacher and administration that care about kids and education .

949	1) career academies in HS 2)safer environment for students 3)enhanced learning opportunities
950	We give classroom teachers autonomy to do what's best for their students. We have high expectations for all students.
951	Stable employees and kids safety
953	Quality of schools and parent involvement
955	Character Counts implementation, High school academies
957	Culture and accountability
958	Ability to lead in a public safety crisis, puts teachers and students first
959	School based decision making, the best teachers
960	Community involvement, welcoming schools
962	Safety
963	A rating, not woke, school safety
964	I don't
965	Safe
966	Continuing to keep and maintain a high grade level as district that has us one of the top in the state. Maintenance teams that fix/repair all facilities across the district.
967	Amazing teachers, involved parents, and a growing population
969	The dedication of and work ethic of under paid and under valued teachers who still go above and beyond. Teacher who try to navigate a system that does not value their professionalism.
970	high academic standards/performance
971	Growth, top district in the state
973	Community engagement, diversity of athletic opportunities, partnership with law enforcement

977	Effective teachers and supportive parents
978	Safety, parent/teacher communication,
980	Teachers and sports & arts programs
981	academic excellence
982	High standards in teaching characters
983	Safety and quality of teachers
984	Above average test scores and teacher competency
985	Student achievement, quality of teachers,
986	Class size, workforce programs, early college options.
987	High behavior and academic standards
988	Les by locals who understand the community
989	Currently I don't think there are really, very many strengths at all. In the past, our district put our teachers on pedestal, gave them the sport they needed and paid them enough money that they could not only survive but thrive. ESE students had more available assistance, and I have watched all of this decline over the past decade. I am hoping with this change in leadership, will come a change in giving our teachers priority and the resources that they so desperately need to be able to teach the future leaders of our community.
991	Great teachers and lots of programs to help students succeed
992	Our media centers are the hub of the school! Our extracurricular activities build character and excellence!
995	Providing services to the gifted population.
997	The teachers and students.
998	Caring and Hardworking Teachers!!
1000	Career Academies, ESE support

1001	A community leader
1002	NA
1003	Tradition, teachers, parent involvement
1004	Great schools
1006	Excellent academics, safety of students and staff.
1007	Clearly define the district's policies and hold those placed in leadership of the individual schools accountable to follow those policies and not deviate from them to meet their own needs.
1011	Good Parents Good Teachers and Good leadership
1012	Positive environment, dedication to excellence
1013	Ketterlinus has great teachers
1014	Great teachers and administration
1015	ESE /preK program, growing schools to support area growth,
1021	The superintendent is approachable. Both the union and the district treat each other with respect
1025	Parental involvement, and funding opportunities
1026	Programs of excellence, wealth and education of residents, potential for growth
1027	School choice
1028	Good teachers, great counselors
1029	High educational standards, development of diverse leadership
1031	Safety communication
1032	Job security , building schools
1034	Acceptance of all types of learners, an effort to make all schools in the district high performing

1035	Academic excellence, apolitical
1037	been here 5 years and can't think on one
1039	Quality teaching and learning- Character really counts with SJCS
1040	Staff at most schools are good for the kids. Less bullying that other districts near us. High expectations.
1041	Quality veteran teachers, effective ESE educators
1043	Great schools and teachers. Good scores.
1044	Staff
1046	Organization
1047	School standards and teachers
1048	Responding to community needs, 2- fiscal accountability and transparency 3- district operations to support high growth.
1049	The school facilities are excellent and the funding available in this country is unlike other areas.
1050	Parents, Teachers, businesses.
1052	Beautiful new schools
1053	Academic excellence, budget transparency
1054	The quality of educators, Educator willingness to learn, and how collaborative teachers are.
1055	This county needs someone that is able to develop budget solutions to build additional schools and staff them with high performing staff that will be supported by increased revenues proposals that will get voted for.
1057	Family involvement, put safety first, building/maintenance
1058	The ability to adapt to the growing population within the district. Having many former teachers from St. John's County School District in district positions.

1060	The strong caliber of the teachers within the district, higher level of standards as compared to other districts, positive parent involvement
1061	elementary is good
1063	Safety, education standards are high, and maintain a family friendly environment
1064	Communication character expectations
1065	Communication, safety and countability
1066	Money & demographics
1067	Good programs of interest, good ESE resources
1068	Top performance and that's it!
1070	We have strong parental support and excellent teachers.
1071	Underpaid teachers still giving their all. Experienced School staff making up for inexperienced/potentially unqualified staff and teachers. Current Reputation but it is slowly being tarnished
1073	Support safe, positive learning environment, support gifted programs, provide more resources for student personal development.
1074	Not sure
1075	1. Diverse high school curriculum levels ranging from remedial through AP/IB. 2. High school athletic opportunities
1076	Continue to keep competitive pay for veteran teachers at the forefront.
1078	High achievement and communication with parents
1079	Great teachers , pursuit of excellence
1081	Staff that have stayed with the district and have a dedication to excellence
1083	Fiscal responsibility, school safety, high academic standards
1084	Maintaining high student achievement. Promoting education for employees to keep academically current.

1085	Nothing
1086	Teachers, paraprofessionals, support staff
1087	Commitment to student achievement, community support
1089	Diversity of staff, hardworking teachers
1090	Community Support and Engagement
1091	Supportive staff, parent involvement
1093	We moved to St. Johns for the values the community has on education excellence and athletic excellence. The combination provides a great opportunity for children to grow into strong and well-rounded adults who know how to work hard. I want the new superintendent to continue to focus on helping motivated and hard working students achieve their maximum potential. The school district that we moved from focused on "closing the education gap" and took away all honors classes. This ruined the school district and resulted in very low state passing scores. I do NOT want someone who takes away and discourages kids to take honors and advanced classes.
1094	Excellent staff, overall development of kids
1096	Reputation and community involvement.
1097	Parent involvement, open space (outdoor education/activity)
1098	school performance, effective teachers
1099	Teachers and high per capita income
1100	Communication, Transparency
1101	The competence of the assistant principals
1102	Communication, honest, business savvy
1103	Student achievement and resources/support for families
1104	Teachers and community
1105	School safety measures

1106	Safety for students is biggest strength
1107	Communication, opportunities for students
1110	A schools
1111	Growing district with many resources. Great programs for students.
1112	Safety of schools and athletic programs
1113	Strive for academic excellence, strong leadership, sense of shared responsibility
1115	Financial funding for growth, high standards of excellence and effective school leadership
1116	Graduation rates, Early Childhood Education
1117	High performance
1118	Community resource partnerships, high achievement
1119	Parental involvement in many cases outstanding; continued growth of school with high achieving families.
1121	Communication, budgeting for all students and rules followed by all
1122	1) the representatives of the district attend a lot of events at our schools and show support when they can. 2) They put on excellent graduations
1123	Effective Leadership and Accountability
1124	Staff are the greatest strength
1125	Caring staff, positive reinforcement for students and effective teaching strategies
1126	Academics and growth
1127	The fiscal resources of the community, and opportunities for educational opportunities outside classroom at all levels
1128	The district offers high quality coursework to create students that are ready for post secondary education and the job force. They have a wide variety of programs at the secondary level which foster engagement.

1129	The teachers. Collaboration
1130	High performance, character counts, helping kids with learning struggles
1132	1) The teachers and 2) the community support for the district.
1134	New schools and location
1136	The district's desire to achieve academic excellence.
1138	2. Younger age group families are moving here and school district is still relatively small. There is lots of room to make this district better. Young students are easier to be influenced through education and the district will have bigger impact on them. They will be the walking testimony of this school districts quality. Starting from elementary school, we should set up higher standards both academically and for extra curriculum activities. School bands can start in elementary level, arts and school sports teams. These are very standard educational offerings, as well as leading students in offering voluntarily community services. It goes both directions. Students can do community cleanup projects once a quarter..
1139	High expectations, conservative history, community connections
1140	Great School System and learning environment
1141	TEACHERS TEACHERS TEACHERS
1142	College preparedness, teacher retention
1143	Place, teachers, frenship
1145	Commitment to excellence
1146	The academy program opportunities
1147	Unsure, we just moved here from out of state.
1149	Quality Teamwork at large scale.
1150	There aren't many
1151	New school facilities that need to be staffed well. High income area that could yield exciting programs to help our kids excel.
1153	Diverse inclusiveness, safe and positive environment, and support services

1154	Educational quality, small class size
1155	High grade school performance. Sports and activities for students. Conservative values.
1156	We have wonderful support staff within our school and our district. We have safe schools and great opportunities for families to be involved.
1157	Character development
1158	Trying to adapt to the demand
1159	Many families in the district who want to be involved in their children's education, and many people in the education department who want to properly educate our children.
1163	Parental involvement
1164	No woke policies
1166	community involvement
1167	Advocate for school accountability with students with special needs or under IEP or 504 plans
1169	Community engagement. Effectively handling growth
1170	A tradition and history of excellence. Involved and supportive parents.
1171	The competency and effectiveness of the teachers and staff that work with students and families. The diligence of a leader who understands the importance of the role he/she is in charge of; in all areas of the school system. Clear understanding of financials and budgeting to create a district that is efficient and abundant for the students and teachers to achieve success along with opportunity.
1172	The teachers and principals, activities offered
1173	Nothing. Needs to be completely revamped.
1174	Teachers are the only strength!
1176	Community involvement and focus on importance of high performing educational programs
1177	Teachers working with peers from other schools to assess standards equally.

	Teachers are dedicated to teaching students to achieve higher thinking learning.
1178	Supporting good teachers when the occasional wackadoodle parent becomes...unreasonable. Also, I believe new teachers are receiving a lot of support from proven and seasoned teachers.
1181	No comment
1183	I've lived here for 6 years and have seen a great decline in the St Johns County school district. I can't, with good faith, say that there are any strengths at the moment.
1185	Education and strong parent population
1186	Staff & grades - control how overgrowth is dispersed
1190	The quality of the children's education
1191	Overall ratings of county schools, excellent dual enrollment programs
1192	Include families in process management
1193	1. Culture of learning 2. Student social/emotional needs 3. Funding to support academic achievement
1195	Reputation
1197	Strong educational institutions, conservative
1199	School physical security, communication via text/email
1200	Create systems to help all students and school employees succeed, strong leadership and manages budget well
1201	I give my job it's all because I care about our community and kids education
1202	quality teachers, supportive administration
1204	Performance ratings
1205	Strong academic programs. Community engagement. Diversity and inclusivity.
1206	Lots of resource classes, organized, technology

1208	Communication and safety
1209	I love the character counts program
1211	High achieving for general education
1213	High expectations from teachers and transparency with parents
1215	Community & parent communications and high graduation rates.
1216	Strong community support.
1217	Extracurricular activities, appropriate testing
1218	The district has high achieving staff dedicated to the community.
1219	Tax base, focus on education
1221	School leadership (administration)
1222	Increase salaries for all staff
1223	The teachers and parents involvement
1224	Teaxhers and staff at schools
1226	Accountability, high expectations, rigorous learning
1227	Academic excellence, safe schools, high expectations
1231	Programs for elementary, middle and high school. Support for IEP. Professional teachers that care about student success.
1233	Commitment to vision and high expectations of student achievement.
1234	Dedicated teachers, strong parent involvement
1235	Staff (personnel) and academic opportunities
1236	Put education first.
1238	class size, high standards, security

1239	Transparent communication and great teachers
1241	good scores, good resources for special needs
1245	Growth and organization
1247	You seem to be keeping school safe, school seems organized
1250	It's teachers and staff
1253	Promotes character for students. Consistency. Love of the area.
1256	Community foundation. Continued educational infrastructure investments. Appeal for elite education desire
1258	idk
1259	Community, staff support, fostering growth
1262	Couldn't say at this point
1263	Teachers, staff, and parents being involed with student life.
1266	Community support, students and teachers
1267	I can't. I ended up sending my youngest to a private school outside the county for quality education. Also, county school offerings are not equal from 206 to 210.
1268	Supportive community
1271	some of the teachers and staff are very passionate about helping the students succeed
1272	The parental involvement in this district is superior. The long tenured teaching staff who've come to the county from all over.
1273	High education for gifted children
1274	Ability to grow in the understanding of diverse populations and minorities; Ethical treatment of minorities; Support for the emotional as well as academic wellbeing of students.
1275	Just moved to the district, so not sure

1276	Current level of excellence with staff and administration, Community commitment to educational excellence
1277	Supportive community, supportive staff
1278	Not sure
1281	Diverse population and activity opportunities for students. Exposure to STEM and arts programs from an early age.
1282	St John's is an affluent county due to the residents who live here. Tenure teachers are the cornerstone of the county
1283	They are heavily vested in maintaining their status.
1284	Keep school system growing at the same pace of the new neighborhoods.
1286	Caring staff & community involvement
1287	Your staff at the middle school is a credit to the district. I had honestly lost hope after our experiences with Wards Creek, but apparently the administration is much better at Pacetti. It is a true strength of the district
1288	Teachers, support staff and community
1289	Police presence at schools, academic excellence
1291	Communication
1292	Financial resources, parent involvement, reputation
1293	Financial strength and good leadership
1294	The teachers undying commitment to student success, proactiveness and character
1295	Parental involvement in schools and consistently high school ratings
1296	You make a lot available to high achieving student. The district does a good job of keeping our students safe.
1297	Academic Excellence
1298	Community respecting education, desiring higher education, extra curricular activities

	& learning activities.
1299	N/A
1300	Our district holds high standards for our educational standards, programs and standards. We also provide high quality behavioral and character education and support for our students.
1301	Teachers, and growth
1302	Caring teachers and quality of education provided
1303	The ability to adapt to such extreme growing populations, most staff is there for right reasons,including Prek
1305	Tim Forson's presence and approachability. We see him and his family at school events, which is great! Small class sizes is a huge strength. At least for the schools in the southern part of the county.
1306	Elementary Curriculum Maps, Elementary ELA District support
1307	Good schools and community.
1308	High income area with educated parents to support students
1309	Many academic and character building opportunities exist for students and parents.
1312	Celebrates students
1313	Diversity across the schools and family involvement
1315	Teacher effectiveness, school support staff effectiveness and that's it
1316	Quality of teachers
1317	Academic excellence, family support, character importance
1319	Teachers, community involvement
1321	Effectiveness, communication
1322	Teacher's and staff.

1323	This community of full of talented and super caring teachers and staff; we keep losing them due to pay and being overwhelmed with the amount of students yet we are one of the fastest growing areas. This leaves so many awesome teachers and super staff so overwhelmed. We have community support and parents care about their children(s) teacher(s) and want a win-win partnership. I feel when all sides are heard, better solutions can come about.
1324	Excellent teachers & PTO
1325	Tim Forson is a piece of shit along with his staff. We need someone like Jim Springfield or Clay Carmichael. Take the trash out and get a whole new crew that doesn't lie or cover up situations to get funding for the schools. We need someone from another county that is trustworthy because he has brought our school system down.
1326	Cognia accredited schools
1327	Culture and academics
1328	Inclusivity, diversity, equal opportunity, shared responsibility is always required
1329	Best school district awards
1330	Quality of educators
1331	Diverse programs, high achievement, no political interference
1332	Parent interest, Academies in high school, large impact of the community that drives attention (good & bad), nurses & media center resources
1333	The teachers and support staff are the backbone of the district.
1334	Large budget, plans to build new schools, involved parents
1336	Communication
1337	Curriculum, student safety, & bussing
1338	Maintaining student discipline and teacher parent communication
1341	Teachers & Support Staff
1342	History of excellent test scores; should be drawing talented workforce.

1343	Integrity, compassion, effective
1345	Excellent teachers, parent involvement
1346	Growth management, Human Resources, schools ,
1347	community cares about education, district has existing high achievement
1348	Career Academies are great
1349	High school performance, quality teachers
1350	The teachers
1351	Care,loyalty, and fairness
1352	Parent engagement and high standards
1353	Focus on education, its importance, all activities supporting reading. Could add a push to educate kids on not being online as much. More education on its dangers to safe guard the young especially kids whose parents are not monitoring them.
1355	It's disappointing to say that I'm struggling to answer this question. There are some administrators and some teachers that I think are excellent and those are the districts, most significant strengths.
1356	Faculty who care for the kids at PVA and Principal who listens at PVA
1357	Ability to maintain Safety, security, protection
1358	Hiring intelligent teachers, hiring intelligent principals
1359	Our growth is one and our high standards the other
1360	The district people I've interacted with seem very friendly and approachable. Also I'd say they support that staff well.
1361	High performance
1362	1. Quality of teachers 2. Communication of Superintendent and School Board with the public 3. Clear expectations of levels of performance and achievements including character building

1363	Sadly the district has gone down hill in the past ten years. Growth has not been managed well. Lowering standards for hiring g teachers. Unfortunately I still have 6 years left for my youngest child but oldest just graduated 2024.
1364	Safety, high value staff members, and efficient organization
1365	Strong vision - strong community engagement - strong data collection
1367	Community involvement and wealth. Parents are engaged and willing to help if they're on board with what is going on in the school.
1369	Quality of education, no over the top propaganda.
1371	High performing schools and good teachers
1372	High school opportunities...early college, academies, AP classes, etc. and many effective, dedicated teachers
1375	Strengths: Growth with small town feel.
1376	Top rated schools in state
1379	Things were amazing before all of the recent growth.
1381	A grade level school
1382	Involved parents & best in state teachers
1383	Good communication between parents and schools
1385	Academics is the only one
1386	Our teachers, and leadership
1389	Academics/test scores and quality of teachers
1390	I'm not proud of how this district manages student overpopulation, leaving politics out of schools and board decisions or creating any strategies to retain and pay teachers a fair wage. The school board is not going a good job.
1391	Keeping out WOKE policies, working with SJSO to keep students and staff safe, transparency with incident reporting

1392	Focus on diversity for individualized student learning
1393	Community support. Parent involved in student achievement.
1394	Acceptance of all students.
1395	Communication & transparency
1396	Unfortunatèly as a parent of one child I have not had a positive experience in the St Johns school system.Thebtwobschools in which my child has completed have lacked empathy, communication and ownership.
1397	Focus on education. Clearly defined academic standards.
1398	Community outreach in the south end, test scores in the north end
1399	Small district with potential to customize needs of children in community; already a high achieving county; string parental support
1400	RB Hunt Elementary
1403	Someone who truly values there employees, and relationships with the community.
1404	Teachers and staff
1405	1. Many of the teachers truly love our children and go out of their way to provide so much more than just education (while others are overwhelmed by all the testing and the stresses it puts on kids). 2. the schools desire to exceed goals which they pursue by testing/ quizzing ad nauseam and it is too much. Not allowing these young students to find fun in learning. Allowing retesting (that doesn't teach real life lessons, but enables kids to think they don't have to apply themselves is destructive versus helpful to our youth). I guess it means more funding for the schools but who is that helping? (So this is a strength but it's actually more harmful to our children's learning how to live in the real world).
1406	Parent engagement, positive relationships with teachers, safety.
1408	Parents, location, community involvement
1409	The district has excellent academic standards and teaching staff. Staff appear to care deeply for students.
1410	High achieving scores, core values, highly rated

1411	Dedicated teachers, high achievement
1412	Teamwork , high education outcomes
1415	It's diverse, affluent, and technically progresssi
1416	Family atmosphere and teachers that care about their students
1417	High standards. Understanding the importance of education.
1420	Keeps kids education above catering to new political propaganda. Relatively safe district which allows time and money to go toward educational needs.
1421	Parent involvement,
1423	Diversity of programs and classes
1425	Higher standards, Effective results and positive environment
1428	Academy opportunities, sports programs, technology initiatives
1429	funding; academic achievement
1430	High performing teachers and staff, community involvement, maximizing available resources
1431	Many high performing students, parents and teachers.
1432	Test scores innovation
1433	Teachers, character counts
1435	Working with average to slightly above average students
1436	Finances, School Ratings, Teachers
1438	Several administrators population district size
1440	Curriculum, Teaching Staff, Great Schools
1441	Transparent
1442	None come to mind. Too many problems. Maybe 1 would be we have many teachers

	who care.
1443	Parental support, children with school readiness skills and small percentage of highly skilled amazing xperienced teachers.
1444	Ability to adapt with population growth and maintain one of the best school districts in FL
1445	Community engagement, academy programs, value excellence
1446	Great teachers considering the fact they are underpaid and expected to pass students who don't complete assignments or pass exams initially and have to work harder to keep St. John's an A county.
1447	Well qualified teachers, ESE support, Community support and involvement
1448	None
1450	St. John's county has the best staff/teachers. They create a positive learning environment for all students through many challenges.
1451	Teaching staff and education in major subjects not electives
1454	Good testing scores, good counselors for children to talk to
1455	Parent/community involvement
1457	Parents actively involved with kids education, high household income and teachers that listen to parents
1459	Its a hot or miss, depends on the individual teacher. Been in the district since kindergarten
1461	Professional development & employee growth
1462	Diversity, Teacher autonomy in the classroom, and the availability of resources
1464	Small class sizes, quality staff/educators, plenty of opportunity for children to grow and learn
1466	No comment
1468	N/A

1469	High achieving students overall culture
1470	Great schools great curriculum family friendly
1471	Culture / Performance
1472	Ability to accommodate growth and innovation
1473	Great teachers, high level classes offered
1474	Education quality and competitiveness
1475	Student offerings for diverse needs and communication.
1476	Our child attends SJVS and the method of teaching with Pace charts is effective in our lives and the strength of the team is remarkable.
1479	School Start times for grade levels are accurate based on research
1481	Current top rankings in FL for public schools which is a result of leadership, teachers & supporting staff. Family involvement & commitment to our children & community.
1482	Diverse family aspect and also supporting religious values where traditionally public schools shy away from
1483	A leader who works with educational and non-educational employees gives them the respect their raises and continuing Ed classes if need
1484	student acheivement
1486	Growth and advancements
1489	Quality of education, parent involvement
1490	Opportunities and content of programs
1493	High academic performance and parental involvement
1494	Safety, curriculum and communication
1495	Teaching quality, broad curriculum, support services like school nurses, SJCS support, counselors

1496	demographics, resources
1498	Tech schools, magnet schools
1499	Parents and children contributing raw, superior talent
1501	High performing students
1502	The standard of excellence for student performance, and quality of teachers in the classroom with community support
1504	Teachers that want to teach beyond the basics and motivate kids to learn
1505	We moved here because the schools here are the best in the state, the teachers care about our kids and are teaching them well, the school is organized
1506	clear goals
1507	Na
1508	Our teachers
1509	Safety
1510	High school academies, teachers
1511	None at the moment
1513	Curriculum and community support
1514	Parent involvement to support teachers/school administrators; teachers and staff are proficient and caring; safety systems and protocols
1516	Excellent teachers, nurturing environment that makes kids excited to go to school and learn each day
1517	Creating innovative, achievable and supportive resources for staff and students.
1519	Recruits and retains qualified teachers, managers, growth, effectively to the extent possible in our county
1520	The ability to increase teacher pay if they chose to do so. No teacher=no bragging that this is the best school district. Superintendent should be in the schools reguarly to determine what can be accomplished to improve moral. NOT sitting in the district

	office.
1521	Good teachers. Good reputation.
1522	Academic achievement, security of students, dealing with growth issues
1524	By now I don't think the district has any.
1525	Student achievement,
1526	quality of educators,
1527	Community, family centered, & goal oriented
1528	Stop mis managing our funds and pay your teachers properly. It's not all about tests and scores, you need critical thinking children and adults that actually want to be there instead of dread it.
1530	District is highly rated in the state. Yet it's rated high not just through some metrics but through actual creative programs designed to give students unique, practical learning experiences. You want an outside to come to this district and say "wow, this places is locked in on what kids need to know and do to prepare for the future."
1531	Unity, organization
1532	Our curriculum is diverse, the ability to obtain an AA degree in high school, our sports programs.
1534	Critical thinking: The ability to consider multiple perspectives and challenge biases Problem-solving: The ability to find solutions to problems
1535	Safety for students, good teachers
1536	New tax levied so now you can pay teachers more!
1537	Safety and program variety
1540	Knowing individual students, positive attitude
1541	Standardized, documented practices; low leadership turnover; strong academic culture
1542	CTE programs, CTE teachers

1543	Leave the woke stuff out of this district.
1544	Student achievement, response to growth with lack of funding
1545	Community
1546	Academy options and life preparedness
1547	Resilience and hard work
1548	money, programs, teachers
1549	Well trained staff
1551	1) Significant Community Support for Schools; 2) Talented Staff and Educators; 3) Improving Infrastructure (Facilities, Technology, Transportation)
1552	Food Service for the economically challenged. ESE & EBD services. Caring teachers.
1553	Most of the teachers I've encountered have a passion for teaching. I like the academy options for HS.
1556	High quality education and flexible scheduling of school hours
1558	High student achievement and safe school campuses.
1559	socio-economic level of residents
1560	High state ranking in athletics and academics
1562	A servant leader; present at campuses; approachable.
1563	We need visionary Leadership, some one who will ensure progress towards academic excellence and equity. Someone with strategic decision making, data driven problem solving and someone who is relationship building. Collaborating with the community and builds holistic student development
1564	Families want to participate in school life and teachers are driven to succeed.
1565	The teachers
1566	Reputation of high academics vs other Florida counties

1568	Excellent education and student development
1569	Respecting Parents concerns, Outstanding ESE program, Hiring Great Teachers
1573	Students success through teacher support - utilizing retakes and remediation to mitigate F's at the semester
1574	That we are the top district in the state.
1575	Multicultural
1576	High student achievement and graduation rates compared to other Florida counties
1578	Safety, quality educators
1580	Academic excellence and community involvement
1581	Quality education, drive, community connections
1582	Teachers
1583	It's personnel and the community
1584	conservative leadership, anti-woke
1585	Create a safe and excellent learning environment for students and staffs.
1588	The one overall strength, I can point out, is the district ability to constantly maintain the title of best school district in Florida
1590	Community support, belief in education
1591	Professionalism and high achievement
1592	For the most part overall safety & academic success.
1593	Performance, libraries, resources
1594	1. Education.2. Diversity
1595	Transparency & communication
1596	High standard curriculum, safe environment for students

1597	High achievement levels, variety of strong academic programs (IB, Academies, etc)
1598	High standards in academics,
1599	Test scores, safety of students, staff competency
1600	The district is very effective when it comes to the safety of the children, but I also feel that the district along with the education system does not put enough emphasis on the basics by the basics I mean, reading and writing skills children these days, have horrible spelling, and I don't feel the teachers nor the schools emphasize enough how important it is to have basic grammar
1601	High degree of respect and trust among residents, reputation statewide
1602	Quality of teachers, parent engagement
1604	.
1605	Level of educational quality and staff
1606	The collaboration and relationships between our school board members and how they interface and support stakeholders, the same can be said for our security protocols and school safety team, and the diverse programming options we have including academies, academic and career dual enrollment options, and special education programming make us truly unique.
1607	1. Dedicated and hard working school staff (school admin, teachers, support staff) despite low pay. 2. Supportive community. In my opinion, it is imperative that the next superintendent is not from St Johns County. We need someone with a bigger vision who has worked in a growing, larger district. The current cabinet operate as a "good ole boy" network with the mindset that change is a bad thing. They are short sighted rather than being forward thinking and proactive.
1608	Community outreach, programming
1609	The tax revenue we have to utilize.
1610	Veteran instructional staff and media services
1611	excellent reputation, athletic program
1612	We have great veteran teachers.
1613	Desirable school system

1614	Teachers
1615	Diversity, use of technology, quality of most teachers
1616	Great teachers, high performing schools, great leadership
1617	High Academic standards, individual accountability and non-woke environment where everyone is treated equally
1618	Student performance
1620	Maintain traditional topics in school and don't conform to new societal pressures
1621	Data and relationships with the board and stakeholders
1622	Efficiency, transparency and accountability
1623	Teacher pay, Advanced class opportunity for high school students, communication with public
1625	Safety
1626	Quality of people
1628	Teacher support
1630	Communication, School Safety and a positive learning environment for ESE students.
1635	No nonsense. No overspending. Academic Excellence.
1636	High expectations,
1637	Variety of programs,communicative
1638	Popular area to live
1639	High performance, good communication
1640	overall test scores and parent communications/involvement at school levels
1641	Money
1642	Nonpartisan. Out of politics. Not political.

1643	Managing budget, strong leadership, great employees.
1644	Works with stakeholders to ensure all needs are being addressed and communicated. Communication systems are set up well within the district between the school, board and community (students and parents)
1646	Managing budget, strong leadership, great employees.
1647	Holding staff and the community to achieving high expectations, creating safe communities in schools, allow staff and school personnel the professional freedom to make decisions and drive goals that are aligned to their class/ staff.
1649	Well organized and communication is high
1650	High expectations for student and teacher success
1653	Dedicated teachers and staff and helpful parents and community.
1654	Teachers, Technology, Grad Rates
1655	Right now I struggle to identify any strengths as I believe that the district as a whole is struggling in many areas.
1656	Dedicated long-term staff, a drive to maintain excellence as a district
1657	ESE district staff, willingness to negotiate with the union to support teachers with significant experience and expertise
1658	The most significant strengths are great teachers, great curriculum, and a focus on the whole child - including the character counts education alongside high academic expectations.
1659	The quality of the teachers seems to be excellent.
1660	Population growth means steady funding, opportunity to improve and succeed if stop listening to culture war noise and focus on kids critical thinking
1661	Always top rated schools. Safety.
1662	academic excellence. the diversity of academic options for the training of new professionals. the presence of the community
1665	High standards for staff and students; listening to concerns of staff and families

1666	High achievement and communication
1667	Teacher quality, effective communication
1668	Opportunities for growth for all stakeholders
1669	excellent staff, willingness to carefully evaluate books before removing them from distribution or use, willingness to teach the truth in history, government, civics and social studies ,
1671	None at this time. Schools need to start punishing the students and teachers who cause harm and division to otherwise well-performing students and effective teachers. It's been the other way around for two decades.
1672	Superintendent Forson is one of the main strengths of our district. His knowledge of the district as an educator and coach provided him the unique perspective needed to guide our ever growing district into the premier district it is today. Our next leader should meet or exceed the standard he set. Parent engagement is the next strength. Our kids succeed because of the support from parents and community members. From my perspective, all cannot be placed solely on the shoulders of the teachers.
1673	Teachers and diporto staff
1674	High performing; high quality educators;
1675	Keeping our kids safe,
1677	Resources are allocated to every school in the district. Good communication. Law enforcement authorities are readily available for school emergencies.
1678	dedicated teachers and support staff
1679	Sadly, I don't see many strengths of our current leadership at the school district. It has gone downhill since Dr. Joyner left. It is more of the good old boy system now, more political and no accountability.
1681	budget, quality teachers
1683	Core values and standards
1685	community involvement, quality of teachers
1686	Higher education, Security, positive leadership.

1687	Some of the higher end leadership have vision and take action steps to achieve those visions.
1688	Teachers but we continues to lose good ones
1689	Quality of education, athletic strength
1690	Inclusiveness, integrity, reform
1692	Academic, class sizes
1693	Safety for all students and staff including a cop on site all school sites, effective educational plans for students to succeed in their grade level
1694	Career Academies & Programs of Interest
1696	Highly qualified and experience teachers with proven data is a definite strength. Although this may not be true in all parts of the county, there is a high level of support from the community and stakeholders.
1698	Parent involvement, opportunities for gifted students, the deaf and hard of hearing dept
1700	Kyle Dresback
1701	Communication and better raises
1702	Motivar, tener planes que garantice el rendimiento, fomentar el respeto
1703	Quality of educators
1704	good teachers, high education standards, school safety
1705	High quality, safety
1708	the weather and the weather
1709	the weather and the weather
1710	the weather and the weather
1712	Location, community, and community involvement
1713	High scores for non-ese but poor ESE program.

1714	Proper funding. Administrative and staff excellence. Parental involvement.
1715	Transparency, communication, high standards
1716	Implement the values in the constitution
1717	Their teaching staff is one of the best in the state. Their support staff for those with disabilities is very good.
1718	Teachers, meeting child's needs, and safe environment
1719	Strong parental involvement, teachers who truly care
1720	We have sent our biological, adopted and foster children through our school system. Some of our children have been gifted, some have struggled academically and some have been in traumatic moments. The school district, in general, has been supportive of our students whatever their situation. The district does a good job meeting kids where they are. I also find our virtual program to be absolutely amazing. They are incredibly supportive of their students.
1721	PVPV Rawlings is the best school around with inclusive learning and care. We didn't have the same on Ocean Palms and PV High School.
1722	The high percentage of parental involvement. High expectations.
1723	Most teachers care and are overworked, under supported and under paid. Yet still put in more effort than deserved.
1724	Curriculum & lots of options of courses for varying abilities & future goals
1726	Our families and our location
1727	HS academy, current district rank
1728	Quality teachers, staff and school administrators
1730	Quality teachers, quality administration, community support
1731	Someone who risen from teacher to administrator within the SJCS and has a proven his or her compassion and leadership
1732	Community involvement, wealth of county, involvement in the growth of the county
1733	K-8 schools are effective

1737	Community, Talent, Resources
1738	The teachers and staff
1740	Right now. Not much.
1741	Teacher retention and community involvement
1742	Conservative morals and character building, high achievement reached by students, positive teacher and principal relationships
1743	Good Teachers
1744	Good Teachers
1745	Educational standards, accountability, communication.
1746	Amazing teachers, Special Ed programs, staff support
1747	Excellent teachers, great facilities
1749	Parent involvement, great teachers, sense of community
1750	Not sure as our experience has been negative
1752	High scoring student testing and low crime
1755	I like that the district focuses on academics and character development. One thing I am disappointed with is that St. John's County schools are known to pay their teachers less than other counties. I feel like parents who work hard to put their kid in a St. John's school, collaborate with teachers and ultimately you have my have easier children and parents for teachers to work with. Are your teachers paid less because a decent amount of kids are "teacher proof?" I am so impressed by PVPV Rawlings teachers and staff and it really was surprising to me when I heard they are paid less than other counties like Broward. We left Broward because I wanted my boys in a top public school.
1760	No lockdowns for the covid hysteria.
1761	high socioeconomic level, great leadership example in previous superintendent Joyner, Character Counts program,
1762	The pillars

1763	Parental involvement and teacher performance
1765	Transparency is a must. Politics dont belong in our schools- protect teachers and students
1766	teachers, resources
1767	honest and transparent
1768	Communication and quality teachers
1770	High character of school board members & current superintendent, caring teachers and staff, IEP support services
1771	Striving for mastery of grade level standards for all students and management of resources
1772	The teachers, some of the principals
1775	pushing students in high school to be in high level classes, and overall academic achievement
1776	academic scores
1777	Academic achievements of students, appreciation of traditional family values
1778	Credibility and tenacity.
1779	Excellent ranking in the state, extending building plans
1780	Ample resources
1782	Conservative values, focus on fundamentals, no progressive agendas
1784	Students have to opportunity to explore different "tracks" that give them foundational knowledge in a career field. This sets them up for success. Zone free makes this an option no matter where the family resides in in district.
1785	Strong academic metrics, income levels, and quality educators.
1787	Strong teachers/staff (committed time wise and learning/desire wise)
1788	1. High achievement metrics.

1789	A rating schools
1790	Does well with parent and community involvement
1791	I appreciate that the district stands behind its rules for student safety and dress code despite unpopular opinion at times.
1792	Educated parents, dedicated staff, community support
1795	Quality of education, safety of our children
1796	A lot of wealthy families. Small size relative to urban districts in Florida.
1797	Diversity and AP classes for advanced study
1798	We have heart!
1799	Grades grad rate
1800	The district has a local, regional and national reputation for educational excellence. Supporting and building that reputation as our greatest asset will result in improved educational opportunities for students, improved compensation for teachers that are deserving and doing the front line work, and better outcomes for our students.
1801	Quality education in schools as measured against other districts in the state. We were first and now we're third. We need to ensure that we have good and a sufficient number of teachers to cover classrooms against the rapid growth we've experienced over the last few years.
1805	Being able to equally treat the south end of the county with the North end . Do not treat the area's of our district different. Treat Al the kids with respect and equall. By this I am starting to see the north end kids getting more stuff. Don't leave the south end out ...
1806	Dedicated staff, flexible at the school level, caring about students
1807	Teachers, students, parents
1808	Teachers and safety
1809	Not sure
1812	Generosity
1813	Communication, I felt that Mr. Forson always communicated in a timely manner &

	effectively. He led with his heart.
1814	General excellence; aim is to lead students to PVHS and Neas.
1815	Safety, positive environment
1816	High quality educators, rigorous standards for success
1817	You have some very passionate teachers working at our school.
1820	academy offerings
1821	Overall School ratings, great teachers, increased enrollment
1822	I think this is a pretty sucky district in general but with two things that you guys are best at is pissing people off and wasting money
1824	Parent support, expectations for high achievement
1825	motivated stakeholders, financial resources
1827	s
1828	low use of iPads/technology and apps during classroom instruction (teachers are teaching and using paper quizzes, worksheets, and in person feedback. Computers are in the lab and used for homework and outside class time), safety on campus (very present officers, procedures are being followed in the front office and at events, curriculum is far above the level that we were receiving at a high ranking district in dallas, the teachers are established and doing a great job teaching effectively with the current curriculum in 3rd grade.
1830	High sciences, great students, teachers and guest teachers who are committed to students
1831	Strong leadership and high expectations
1832	Communication and collaboration
1834	Good teachers
1835	Great kids - Great people working in the schools
1836	High achievement standards, dedicated teachers, parental engagement,

1837	High achievement standards, dedicated teachers, parental engagement,
1839	Fostering community support and mobilizing those resources, and organization
1840	Still have reputation of academic excellence. Still have reputation for safe/secure schools
1841	Collaboration by staff to ensure excellence, transparency, communication of goals
1842	Faculty and parent support and involvement.
1843	Career Academies, High Academic Achievement and administrative communication with stakeholders
1844	Strong involvement of parents & community in schools; strong resources & efficiently run school district
1845	Community/family involvement; strong teachers; supportive administration
1846	Quality of the instruction, performance of the students testing outcomes
1847	High quality education, Growing district, diverse community
1848	veteran teachers,
1849	Well maintained and safe school facilities.
1850	accountability, strong integrity in leadership
1851	Community/Stakeholder Involvement, welcoming, safe and engaging school environments and great staff.
1853	High student achievements, lots of parents volunteer, high household incomes
1854	we have high performing students and a huge swap of engaged families. We should be in innovating new programs and ideas to make schools and classrooms, more inclusive and more successful for students who are on either side of the Bell curve.
1855	Teachers
1856	Parent involvement, academic excellence and conservative values
1857	Dedicated, high-performing staff; variety and success of programs of choice

1858	Reputation.
1860	Consistency in standards and prioritization of student success
1861	No idea, sorry
1862	Communication, safety, opportunity
1863	Desire for excellence, Opportunities for students of varying abilities and interests
1864	academic excellence, strong fundraising
1866	great community
1867	from my experience so far, the school we're at is a very warm, engaging environment and everyone seems to genuinely like it there. i can't speak to the full district.
1868	our teachers and admin
1869	High test scores, caring teachers and staff
1870	Conservative
1871	Parents and students are your most significant asset, aside from trained teachers.
1873	High performance; strong reputation
1875	Community, stakeholders support
1876	Teachers and support staff care about students, character counts pillars and good communication with parents
1877	Technical college, opportunity
1878	This county has the highest average income level in the state - we have plenty of resources.
1880	Wealth, community support, environmental opportunities
1881	Effective teachers and safe schools
1882	Parents care, strong teachers, good principals

1884	Parent involvement, rigorous teaching, innovative student engagement
1885	Good communication, clearvisio
1886	Parental engagement, good quality teachers
1887	Culture of excellence, high standards
1890	Eliminate common core (it's still there as a parent switching grom
1893	High standards and expectations
1894	Money. St Johns County has money and it should be utilized properly for the success of our future leaders. We need strong role models who active in the development and strengthening of our community. Actions speak louder than words.
1896	Safety, Strong community involvement and higher performance than surrounding areas
1897	Growth, diversity
1900	Safety
1901	Safety and transparency
1902	Safety and communication
1904	Student achievement, variety of high school programs, strong athletics
1905	Unsure
1906	New schools being built are same blueprint that Dave's money
1908	Still looking for that answer. Very unimpressed with the current school district. May bloated to those who are retiring. It's apparent that they school Districtonly cares about the staff not the teachers or students
1909	opportunities, well known
1910	Organization and Responsibility
1911	The level of education that students receive, The high quality of academies and programs students can participate in

1912	tradition, social and emotional health
1914	Class size, community support
1915	Ensure reasonable ratios, maintain A rating
1918	Caring teachers who go above and safety
1920	Variety of courses available. Teachers and staff that care about the students. A good curriculum.
1921	The district has a majority of good teachers. The district also has high test scores overall.
1923	There are many excellent teachers; sufficient resources
1924	N/a
1925	Family involvement
1927	Find great teachers who have a passion for teaching. Special education programs. Placing importance on not just grades but also Character development
1928	communication
1929	Education and opportunities
1930	Academies, teachers who care about students
1932	1.Addressing the needs of the whole persons development, remembering the priority for strong character education will expectations.2. strong Student and Family Support Systems and Services.
1933	No comment at this time.
1934	Lots of wealth moving into the general area and the donated funds that can be utilized. Unfortunately, wealth also demands power.
1935	Demographics, parent support in many schools.
1936	Overall education and the communication
1937	Reputation through performance, Community Engagement (Parent and Business

	support), Safety
1938	High quality teachers, academy choice programs in High schools, excellent leaders/admin in schools
1939	Transparency, strong parental support, strong teachers
1940	Parent communications, finding ways to handle over growth
1942	Highly involved parents, and state of the art schools.
1944	Community involvement,
1945	There are many parents/community partners willing to help.....if they will be permitted to do so
1946	Teacher and staff, safety of schools
1948	Student achievement and communication with parents
1950	Safe and friendly learning environment; Good teachers and staff members; Group of parents who care about children's education.
1951	Compassionate teachers and administrators, utilization of funds
1954	Great elementary school achievement, early intervention for young students needing support with reading
1955	Leadership, Cooperation, Support Systems
1956	Keeping up the testing scores
1958	Kindness, safety
1959	communication, school based leadership
1960	Facilities, School Safety, K/8 Vision for new schools
1961	Communication, Focus on academics
1962	Gods community collaboration, people with common objective, great infrastructure
1963	Nothing! County is beyond repair!

1964	Teaching excellence and community collaboration.
1965	The reputation of the district makes it easier to entice top level educators. This reputation has been tarnished by the uncontrolled growth of the region and needs vigorous work to rebuild. Too many educators that don't seem to be the level that we were accustomed 12-15 years ago
1966	The State of Florida has a highly reputable and strong public education system. St Johns County has done a great job of keeping its standards High and consistently ranking in the top five in the state. We need to continue to do this while also not losing sight of cherishing each student and supporting the educators. It will be a challenge to keep the bar High while embracing the growth of St Johns county. The district needs to figure out a way to maintain the education quality we are known for.
1967	The teachers-who are leaving in droves due to lack of pay
1968	Parent engagement, community support
1969	The district has handled the quickly growing population to the best of its ability with the given resources. The district has maintained their high academic performing standards despite the high teacher turnover and student population growth.
1970	Execute events safely and in partnership with parents
1972	high standards
1973	Conservative & NOT WOKE!!!
1975	Great teachers and great schools
1976	Hiring well trained staff,
1977	Parent engagement and support
1979	We have committed and talented staff at the school and district level.
1980	Clear listening to subordinate
1981	Community involvement
1982	Historically, our strengths have been academic excellence with smaller schools. The last few years have resulted in population and school growth and I believe the quality has diminished some.

1983	parental involvement due to socioeconomic makeup of the district
1984	Small class sizes compared to other states, good teachers.
1985	Involvement with the district
1986	Teachers and the academy programs at the High School.
1987	Our school district has been high performing for a number of years and has a high number of dedicated highly effective teachers.
1988	Wealthy area=higher parent involvement, Historical Ranking (now slipping), Fortunately some teachers stay for the love and not the pay
1989	It's people.
1990	1. Parent-teacher cooperation and interaction
1991	performance
1992	We work together as a team, supporting each other
1994	1. Allow parent and community volunteers.
1995	History of achievement and small class sizes
1996	New buildings and Facilities (Rather than old facilities).The performance of the schools are important and attractive for the community, but Florida educations systems lag behind the vast majority of states. So my view is that the best in Florida is average at best when compared to national standards.
1997	The ability to respond to rapid growth and maintain testing standards
1999	the community involvement and willingness to help, the amazing teachers who teach in our schools
2000	Teachers, foresight for growth, community engagement
2001	Parent involvement, stable leadership, and a noncombative school board
2002	n/a
2003	Creative learning approach

2004	Partnering with UNF and the academies
2005	History of success, Excellence among many school based staff and administration, Strong community support
2006	high expectations
2007	Wanting to do what's best for students; reaching out to underprivileged students & families
2008	Parent involvement. Student achievement
2009	balance of strong academics and athletics
2010	Academic excellence, low dropout rate, dedicated teachers
2011	An expectation of excellence.
2012	Rank in state, effectiveness of teachers hired, programs offered
2013	Focus on safety of students and staff
2015	Quality teachers. Student excellence and how to achieve it. Safety
2016	Parent responsiveness, high expectations for students
2018	We have strong teachers that do their job very well. Awesome schools.
2019	Planning, execution and overall well-being
2020	Community involvement, available resources
2022	commitment to academics, high testing scores, family involvement
2023	Consistent systems in place and veteran teachers who "carry" teams
2024	reputation, retaking options, limited homework
2025	Academic excellence
2026	Zoning
2027	Educational performance, discipline

2028	teachers and district level subject specific mentors
2029	Teacher support
2031	Safety, communication from teachers
2032	Parent engagement
2033	Standards and community involvement
2034	High standards, experienced board
2035	Strengths include many diverse high school academies and college credit opportunities (IB, AICE, AP, dual enrollment)
2036	Staff that works very hard with resources/ PD
2038	Character Counts program and hiring the best teachers
2039	Students are the priority. They listen to the community. They aim for growth from all groups.
2040	commitment to scholastic excellence; open communication with community
2041	Integrity, character, and honesty!
2042	1. quality of employees attracted to a high-performing district 2. recognition of teacher leaders
2043	safety, good environment and learning.
2046	Honesty, academic performance, community support
2047	transportation, sports, safety.
2048	A good foundation to build on with a history of high achieving students
2049	Athletic Coaches and Athletic directors
2050	Diversity of the classes offered
2051	Academic standards, variety of opportunities for high schoolers

2052	Safety, leadership of our current superintendent
2054	Supportive community,
2055	Population growth, financial opportunity through property/income values
2056	Excellent student outcomes, commitment to advanced placement
2059	One of highest academic achieving counties in Florida, has some excellent teachers
2061	High quality education; focus on character building; safety and security
2063	I don't believe are school district has any significant strengths. I believe the school system has been failing students for a long time and out prior/current superintendent only cares about school ranks not about the students.
2064	Excellent (yet underpaid) support staff, dedicated community.
2065	A strong and experienced school board. High quality principals and teachers.
2066	High performing, Quality of Instruction, Teacher Engagement
2069	Committed teachers and staff, variety of choices of path of education in the upper years.
2070	the teachers and instructional support staff in schools
2071	Teachers, School Staff
2074	Ability to build & operationalize new schools to keep up with the growth.
2075	Growth, Financial stability & Families believe education is important
2077	The parents of the students.
2079	Parent involvement, high expectations with accountability, communication
2082	Safety, safety and safety. Hardening our schools. Call me and I'll help: (551) 579-5392 Mike Dumas
2083	lying, padding numbers, dumbing down our children
2084	people want to be in St. Johns County, high expectations

2085	community, trust in the system, holding schools to higher standards than baseline
2086	Parent and community involvement, strong academics, excellent teachers and staff
2087	High standards and community involvement
2088	The veteran and experienced teachers have built SJCS D with their hard work, dedication and knowledge of teaching children. The support staff of this county is also filled with caring and hard working people.
2090	academic achievement, school community/comraderie
2092	Student safety and communication
2093	Quality of Education, amount of new K-8 schools added, programs of study offered
2094	Teacher retention and student achievement
2095	Student safety and communication.
2096	Sense of community
2097	Support staff (paras and subs), information technology enhancements, school academies & online learning
2098	New schools, talented students, diverse learners
2099	Effective communication with student body and parents
2100	Engaged parents, strong district and school-based leadership and business and local government support.
2102	community involvement and excellent teachers
2103	A population with high valuation of education, a diverse population, highly devoted faculty
2104	We take pride in our students, and fund our schools.
2106	Effective teachers, high performing students, community partnerships
2108	Community support, managing growth and high expectations, strong leadership in district.

2109	Safety, Adapting to growth, Campus leadership
2111	high expectations
2113	We have had great leadership for many years.
2116	We do well at testing and have lots of high-level students.
2117	Highly motivated and highly qualified veteran teachers who stay with the district despite the constant reminder that they are not worth pay increases. Caring veteran teachers (new to SJCSD and from SJCSD) that take new teachers under their wings to help support in any way and guide through the many curriculum obstacles.
2118	good facilities
2119	Clear communication, encourage students towards effective goals
2120	community support/relationship and post-secondary collaborations with other agencies
2121	Family involvement, access to community/local business support, rapid growth of region
2122	Education, leadership
2123	community pride in the district, commitment to achieving high standards and unlimited potential with managed growth
2125	The BRAVE Care Connect program
2126	High performance
2127	Strong parent support, financial resources
2128	N/a
2131	We have a diverse population within the county and need a superintendent that can meet all needs not just those of the north end of the county.
2132	unknown
2133	school safety, district growth management, transportation is solid
2134	CTE Academies

2135	Strength of the community
2136	Good teachers and learning resources
2139	Academics, sports
2143	Proper Resources, Good teachers
2145	Excellent teaching, Supportive District
2148	Listening to the parents, lobbying for more funding
2149	Academic excellence, character counts, diversity in curriculum
2151	Supporting Students
2155	1. Maintaining success of student growth: Grade A status.
2156	Quality of education and willingness to work with the union and community
2157	senior educators in the classroom, relationship with police department,
2158	High achievement on evaluations like test scores, focusing on academics vs. wokeism
2159	1) Provide resources for non-standard education, ie, enrichment or higher level (AP, Honors or Advanced) classes to challenge students appropriately. 2)Programs to support underprivileged families.
2160	Demographics and tax base
2161	Employees, including support staff
2162	Test scores, quality education for mainstream students, reputation in the state
2164	adaptability to fast growth of needs for education, communication to the public was great this last year prior to elections/votes,
2165	Our staff and community engagement
2166	Good teachers and good facilities
2167	Small classroom size, schoolclu

2168	Consistent performance, quality instruction
2169	The teachers
2171	teacher ability
2172	Teachers and Instructional support staff
2173	Dedicated Staff, Great Families
2174	1. Partnership with law enforcement to protect our staff. 2. Classroom size
2175	Strong teachers,
2176	Community support. Recruiting the best teachers and supporting to do the best work
2177	Community Involvement, High Expectations, Credibility
2180	Programs for high schools. Teachers.
2183	Highly rated schools that need to maintain that level of excellence.
2184	High performance, qualified teachers
2185	Teachers, Parents
2186	integrity and achievement
2187	High performing academic expectation, availability of Academy Opportunities for High School students which provides students with real world career education and experience.
2188	Strong communication and leadership
2191	Perhaps the inclusivity and the ability to choose a female Supe of color
2195	Teachers that care for success of students. Availability of extra help.
2196	It's in an affluent district and so far hasn't allowed guns into the school. Guns should not be aro
2198	Teachers and support staff are the number 1 strength in our district. We should do everything we can to keep our veteran teachers.

2201	Effective communication, puts students and faculty first and listens effectively to parents
2202	Caring parents, veteran teachers
2203	Quality of Teachers
2206	Parent engagement, influx of people moving, affluency
2208	Class sizes are lower in most schools, excellent teachers
2209	1. Powerful and effective Protection of school environment and students safety. 2. Fighting bullying effectively. 3. Reliable and good school sponsors.
2214	Parental involvement and effective, experienced teachers.
2218	Resources and High Expectations of staff and students
2220	Academics, music/art/theater, Athletics
2222	budget, county partnerships
2223	location, students/families, teachers working together on site
2224	Employees, Educational standards
2226	The tenacity of the teachers
2227	Parental involvement
2228	Most staff/ communication/
2230	teachers and students
2232	Strong leadership, Student focus, Inclusive environment
2233	community support and school achievement
2234	high test scores
2236	support of community and effective , caring teachers and staff
2238	Large percentage of outstanding teachers and caring about student success

2240	Parental involvement and intentional planning from district employees and school-based.
2241	Able staff and safety
2243	Academic achievement, positive board and community relations
2244	Responsive teachers, Online communication software, responsive administrative staff
2245	good insurance, people,
2246	Parental involvement & parental expectations
2247	Honesty, Integrity, Moral
2248	high performing
2249	Student performance outcomes, character building
2250	great teachers in elementary school
2251	Passionate teachers; involved parents
2252	Great Teachers
2253	The high standard placed on education and achievement
2254	It has great music programs. It has gifted classes.
2255	Growing school district with a small community feel.
2256	Good counselors, caring office staff, good pto's
2257	Focus on character, supportive HR department, strong ESE department
2258	1. The community in St. Johns County really cares about our county and schools and wants to invest in them. 2. I have lived in this county for over a decade and the last two superintendents have done an excellent job of working with the faith-based community leaders to allow them to help in areas where it's needed. It's a beneficial partnership for the schools and would like to see that continue.
2260	Sense of community and student achievement

2261	teacher planning times
2262	effective teachers, involved parents
2264	Academic achievement
2265	Family Oriented, High Academic Achievement
2266	Hopefully fiscal strength given high growth of the county.
2268	Numbers, Achievement, the teachers
2270	High expectations and hard working employees and students.
2271	To be aware first hand of the workings of the district at the school level.
2272	successful (data) schools with a positive environment and good character initiatives
2273	Community engagement, Safety & Security, top notch facilities
2274	The district's teachers and parents.
2275	academic excellence, growth potential, more funding option
2276	Strong leadership, teachers compassion for students
2277	Academic Excellence, student engagement
2279	High Achievement and Consistency
2280	teachers and support staff
2281	Student Achievement
2282	Availability of programs, community involvement, growth management
2284	CTE programs, Academic programs, Arts Programs (support for Title 1 schools)
2286	Beachside HS principal, new buildings/equipment
2287	Teachers and staff want the best for students.

2288	growth
2289	1) Admired school district; 2) Parents that care.
2290	performance/School Grades
2293	District works hard at achieving excellence, traditions are strong, safety is a top concern
2294	1. Safety for schools 2. Giving students ways to stay passing
2295	Dedicated teachers and diverse academic and extra curriculum options
2296	Volume of kids, newness of buildings, community that doesn't realize how you all turn water into wine with lack of funding
2297	good principal, strong educators
2298	Believing they are number one in Florida and then testing on their laurels as the metric deteriorates.
2299	Community Outreach and Funding
2301	School Program Opportunities and Accessible Input
2302	Teachers, Academic education offered and parent involvement in their child's education
2303	absolutely none, this district has failed every student and parent consistently and is only getting worse. It should be ashamed of itself. The lies and deception of this district is criminal!
2304	Flexible
2305	Team work
2306	high test scores
2307	high level of expectations, professionalism
2309	Strong academic programs, dedicated staff and inclusive, supportive environment.
2310	Variety of specialty learning programs, Communication with families

2311	Community and parental involvement,
2312	1. The current community are successful, intelligent and involved in the school system. 2. The resources and financials are growing at a very fast pace.
2313	School Hours, PD Opportunities.
2314	As a whole and within our schools, SJC is a community and that can be seen at events all across the district. Our teachers are also extremely engaged and as a result, we have some of the highest test scores across our state.
2315	hardworking teachers; hardworking staff
2316	High achievement scores/ parental involvement/ community support
2317	Character education and resources being provided for staff
2319	Programs and academies, potential scholarships
2320	1. Genuine care and concern for every students. 2. Well-being of employees. 3. The concern of educational growth in the county2.
2321	n/a
2323	Quality of curriculum and resources, communication, and resource availability
2324	Engaged parents
2325	wealth, business partnerships
2326	Excellent school system
2327	The engaged community, foundation of successful schools, and the culture associated.
2328	Our supportive parents, our teachers who are willing to stay, collaboration
2329	Character education, high performing students
2332	You know how to spend a lot of money on things that are not needed
2333	Conservative values and high academic performance

2335	Diversity
2336	Honesty, Accountability, Creativity
2337	dedicated staff
2338	The teachers, the community
2339	transparent practices, streamlined administrative practices
2340	High Academic Achievement
2342	good community support, facilities, good teachers
2343	Our diversity and our history
2345	I believe one of the district's most significant strengths is its commitment to student success, as evidenced by its robust academic programs and support systems.
2347	This district is diverse, and has been maintaining a high standard considering the rapidity of its growth. The infrastructure to handle the impending growth is being addressed. Because of the district's growth the lack of teachers who are the foundation of an efficient school district should also be prioritized pronto.
2348	The willingness to try new educational approaches that coincide with the changing workforce; ;
2350	The quality of the school staff and teachers.
2351	Has to be a member of the community that understands what is needed. Has to have experience with high level expectations of the current school district.
2352	Good teachers, beautiful facilities and opportunities for learning
2353	High achieving students
2355	Academic performance, reputable staff
2356	Teacher investment, student achievement
2357	Parental involvement, growth, finance
2360	Anti woke

2361	One of the top districts in the state and mostly likeable teachers.
2362	strong academic performance, dedicated and loyal teachers
2363	Providing academies which gives students an opportunity to explore potential careers and obtain college credits
2365	Honesty, Strategic and Fairness
2366	Parents willingness and want to be included and high standards and expectations for students and staff.
2368	Parental resources, community communication, budget friendly
2370	Leadership in the schools
2371	St. John's county is ranked high in FL
2372	None. My experience with our school has been nothing but aggravation and frustration since my 2 kids started there.
2373	1. Opportunity to get AA degree or other technical certificates while still in high school. 2. Emphasis on character counts. 3. PBS systems in schools..
2376	Continued single family dwelling housing growth provides tax base for school system to excel. Teachers are held accountable for school performance (should be). Generally a higher annual income, lower crime district supports a stronger school system outcome.
2382	High expectations, Positive learning environment, parental involvement
2385	Reading, Math
2386	In my particular school, parent involvement, community involvement, teacher retention
2388	Education rankings, achievements and programs for students
2390	Excellent teachers and responsive superintendent
2391	1. Curriculum Resouces 2. Facilities 3. Family Engagement
2392	High achieving parents with financial resources

2393	the community has faith in their public schools
2395	good teachers, caring school environment
2396	teachers and students
2397	1. Career academies. As a student, it's difficult to deny the benefits of the academy programs. They allow students to try out a career and receive many opportunities through the programs. They also allow students to go to the school of their choice in the county, which is a wonderful bonus to the programs. 2. Online school, allowing students to have blended schedules and have access to other courses is very valuable and more unique than some other districts. 3. Retake and remediation, the option to retake is a huge benefit to students. Grades are higher and I feel my opportunities are better because my grades are higher.
2399	Parent support, community resources
2400	1. reputation, 2. parent input (can sometimes be detrimental though), 3. high expectations for student achievement
2401	The IB Diploma Program is hands down the best education and rigor in the area for exceptional students, character building initiatives at the elementary level, class options for varying learners in middle schools
2402	high quality employees, family and community support, transparency
2403	Highly motivated staff, Collaborative teams
2404	motivated teachers, room to build
2406	Strong leadership Skills
2407	High achievers great teachers
2408	quality of teachers
2409	1. Amazing staff and support staff who truly care for the students. 2. The course offerings for our students. 3. The community support for SJCSD.
2411	Quality of instruction, excellent facilities
2412	Student achievement, caring staff, community involvement
2413	Small classes, challenging curriculum, professional staff

2414	parents willing to provide support and expertise if asked, strong community involvement
2415	Educational performance, csc support
2416	Communication and accountability
2417	The teacher
2418	High student achievement, High Professional Success
2420	Tax base, higher percentage of engaged parents, school environments
2421	None
2422	Our teachers and support staff, safety and our partnership with law enforcement.
2423	SJCSD holds students to high standards while also providing ample resources for students to be successful.
2424	Teachers and overall communication
2426	Transparency in spending, promoting from within by growing future leaders, Recognizing excellence at all levels; students and employees
2427	Technology
2428	High standards and performance. Quality of staff.
2430	None
2431	TEACHERS. Any future superintendent needs to build positive relationships with St. Johns County School District teachers and staff and support them. They work tirelessly for our students every day.
2433	Educational opportunities, and diversity.
2435	They won't cancel school, this district sucks
2436	We have the best teachers in spite of them being paid.
2437	Education and transportation

2439	AVID PROGRAM... when my daughter attended the program was very beneficial for her to recognize her strengths & lifelong goals. The other program offered in high school were the TEACHING ACADEMY, CULINARY were just a couple offered at ST AUGUSTINE HIGH.
2440	Teachers passion, great principals and schools! We are loosing our edge! We need innovative forward thinking and paybthat makes everyone feel valued.
2441	To attract talented teachers
2443	Listening to constituents, professional leadership and reachable, measurable goals
2445	Most elementary schools are very student-focused. High standards for all students!
2446	Financial support from parents and parents supporting school needs, desirable teachers/staff want to work in St. John's countywide
2447	Reputation of a rated schools, responding to parental suggestions that focus on academic excellence
2448	Putting children's safety above school non-closure for hurricanes and SNOW days
2449	Parent involvement, availability of resources
2451	Having grades done and making sure we're kind
2452	Good teachers and ,special support staff
2454	I believe that Tom Foresan on was a power hungry superintendent that only cared about producing high standard test scores, getting hours in and running the district in a way that certainly did not put the kids 1st. I began homeschooling my kids after my last conversation with him. Pleasepleas
2455	Academic achievement and character
2456	I think high parental involvement in certain areas is a huge strength, as well as a unique community rich is learning opportunities for
2457	Nothing!! District is a mess....we need someone that's the opposite of Forson that puts the children and their needs and safety first. NOT test scores!!! School should be a sanctuary for our children NOT a Jail!! Stop only caring about scores and treating our kids just as a number. None wants to out their kids in a jail like environs that's what our schools have become. We aren't a great school district just because our test scores say so!!

2459	Student Ed opportunities, well funded schools, caring staff
2460	Caring staff, Ed opportunities, well funded schools
2461	Classroom size, new facilities
2463	It's "A" School district
2467	being sigma and being the alpha of the pack
2469	Parent involvement & favorable demographics
2470	Does not let "woke" agenda drive decision making process. Prepares children for the competitive real world life that comes after grade school.
2472	None
2474	Hiring locally, Building to meet the demands of students, supporting CTE programs
2475	community relations, conservative
2476	parent involvement/pto and the physical plant
2483	Size of district, community support
2485	Professional staff, facilities and district ranking.
2486	i am a student and have had many issues. i think the best thing about it is the administration staff at any school.
2487	academy opportunities
2488	Collaboration, Communication
2490	Feels safe and communicate well with families
2491	Leadership
2492	Schools are excellent, the teachers really care and it's a safe place for kids to learn and grow
2493	AcademiesCollege in high school

2495	strong leaderships, excellent teaching teams, variety of choices
2498	Family involvement
2500	diversity, great teachers
2501	Academic excellence and caring teachers
2502	Education quality, sufficient resources for a well-rounded education, and the school is a safe place physically for my child to learn.
2503	Eficacia, transparencias y conviction
2504	The district is diverse and teachers are well qualified
2505	High test scores and student achievement.
2506	We have an excellent teaching staff in our district. There is great collaboration amongst the sheriff's department and school resource officers to keep our kids safe. St Johns County is a desirable area to live and raise our kids and we should continue to have strong leaders in the education field.
2508	No DEI hires, hire based on merit. Keep the lgbt education out of public schools
2509	measurable achievement goals, curriculum planning and effectiveness, communication with community and stakeholders
2510	Funding seems allocated well, student performance, out of classroom immersion experiences
2511	the food
2512	Our career academies at Highschools and our Motivation for our students.
2514	testing proficiency, organization
2515	Technology and parent involvement
2517	Hands-on teacher assistance when requested.
2518	Collaboration, Ethical, and Compassionate
2523	Teachers who care and go above and beyond.

2524	Teachers, learning opportunities, low class size
2525	Growth
2526	I think a strength is being able to access materials needed to drive instruction
2527	Independent School Board from political affiliation. District focused on maintaining high academic standards that make St. Johns Co. desirable. Ability to limit populist agendas impact our district nearly as much as others.
2528	Responsiveness to legal threats and Access to Multiple Resources
2529	Hire good teachers, push high performance of students
2530	Education. Safety.
2533	academic achievement, Career Academy and CTE opportunities, ability to maintain performance during rapid growth
2534	Communication, Direct connections to students through programs, Taking feedback from students, parents, and shareholders.
2535	our students and our teachers
2536	teacher performance
2537	A strong community engagement, high-quality teaching staff with a focus on professional development, a well-defined curriculum with clear learning standards
2538	Attracting competent staff, communicating with staff and families
2539	lots of money even maybe too much money
2540	lots of money even maybe too much money
2541	lots of money even maybe too much money
2542	lots of money even maybe too much money
2543	lots of money even maybe too much money
2544	lots of money even maybe too much money

2545	lots of money even maybe too much money
2546	lots of money even maybe too much money
2547	lots of money even maybe too much money
2548	lots of money even maybe too much money
2549	Unions and people I work with
2551	Performance and learning
2552	Community involvement, qualified experienced teachers, and high performing district
2553	The ability to achieve and maintain excellence in education. The success of each student.
2554	Trying to maintain high level of educational standards
2555	School grades. Programs to support students and teachers.
2557	Impartial and Integrity.
2559	academic achievements and high performing teachers
2562	The district has a lot of experienced and dedicated teachers and in-school administrators. There are strong magnet programs at the High School level.
2563	teachers, diverse elective classes
2564	QUESTION NUMBER 1 AND 3
2565	Low poverty
2566	the teachers, paraprofessionals, veteran ESE teachers
2569	Staffing, accountability & celebrate successes
2570	Creating nurturing environment for leadership; Willingness to listen
2571	Stakeholder involvement, positive environment
2572	Innovative Academy Options, Strong Community Support, School Safety

2573	Our schools have excellent programs.
2574	The programs in place and many of the teachers
2575	high academic achievement, listens well to parents, responds to problems
2576	I believe this district is community oriented, full of families with different backgrounds, cultures, nationalities & ethnicities. These neighbors want to serve the schools where their kids & fellow neighbors attend. I feel there is a lot of collaboration opportunities.
2577	test scores, reputation
2578	Hires hard- working teachers
2579	It's reputation and it's teachers
2580	High graduation rate, character counts, utilizes community organizations/resources well
2582	Parent engagement, teacher & staff quality
2584	Excellent teachers, engaged parents
2587	People's loyalty to their schools,
2588	Concerned and involved parents, willingness of the people to tax themselves for better schools, a wealthy district.
2590	Quality of education, willingness to assist/tutor
2591	employee relationships and collaboration
2593	Not sure there are any
2594	Collegiate readiness in high school with AP and Dual enrollment opportunities and extensive areas for community service.
2595	Strong parent involvement and pride in the district, parents and teachers who care about the school system, and a county that prides itself on excellence.
2596	Quality of education
2597	Academies and Honors

2598	The teachers and the community
2599	Identify qualiti for kids
2600	retained teachers, retained support staff, career academy programs
2602	Resources and commitment of staff
2604	some of the wonderful people (teachers & staff), previous reputation of St Johns County (prior to the reputation going downhill rapidly in the past couple of years)
2605	Having financial resources, an overall population of strong administrators
2606	Investment in students learning
2607	It is just St. Johns
2608	Building good character, positive learning environments and creating clear pathways for success
2609	High achievement
2610	Community involvement and high academic standards
2612	community engagement
2614	Hiring of qualified and experienced staff.
2617	Rigorous curriculum and academic choice/workforce development
2618	Character development, Collaboration, Academic Achievement
2619	opening of new schools to help control class size, high academic standards, character development
2620	affluent communities, funding and resources, newer facilities
2621	Consistent academic performance
2622	community involvement and high expectations
2624	Curriculum, exceptional student services, and responsiveness

2625	Very disappointed in staff and leadership, only a few good teachers that communicate and many don't even respond to emails.
2626	Emphasis on character and academic excellence.
2627	Teachers and school leaders.
2630	Dedicated teachers who deserve to be paid more and safety procedures
2631	The community's value of the importance of education. Good teachers and staff.
2633	Teachers and Employees
2636	Honesty, Accountability, and Equality
2639	Solid education for kids
2641	Better funded than surrounding counties.
2642	Community building, sponsorships, and sports/activities
2643	Dedication of Teachers, Parent Involvement
2645	Instructional and Non instructional staff are dedicated to their students. Great support for ESE departments for some of our schools.
2648	Top rated school district, lots of involved parents, safe schools
2650	Honesty and integrity, transparency, open-minded leadership
2651	Newer school buildings creating a better environment
2652	Educators and academic performance
2654	Academic performance, special needs programming/curriculum and athletics
2656	Keeping up with growth, student focused personal
2657	Integrity work ethic
2658	high achieving, support of parents and families
2659	Athletics, teachers,

2660	I would consider the following strengths of our district as: 1. The implementation of academies in the schools as a way to help direct students towards a rewarding future. Not all students are headed for college but all students graduating have to look towards a career after leaving school. 2. Allowing students with help from parents, mentors and teachers to achieve goals by working together for their students.
2661	Focus on education importance and improvement by sticking with the basics of learning: Reading, Writing, Arithmetic as examples. Stop teaching 'woke' agenda in classrooms; let the parents do that and return parents' access to what is actually being taught at each grade level by giving them a written plan prior to school year for each grade. Bring prayer back in school. It certainly can't hurt!
2662	Sense of community, high standards of education with conservative approach, leader
2663	Parents who care about education, higher incomes of families, different programs for different types of students
2664	The teachers and leaders that are doing what they do for student learning not to be a place on a scale.
2665	Improved communication within the community, improvement in hiring quality
2666	An "A" district, community support
2667	We have a mayor who listens and parents who are involved.
2668	Good school and district support admin
2669	High performance for students and meeting the needs of a growing community
2672	Parent Involvement, Community desire to improve teachers wages
2673	A HIGH LEVEL OF EXCELENCE FROM TEACHERS AND ADMINISTRATION
2674	Community involvement, high standards
2675	Growth, teacher retention because of low pay
2677	Solid test scores, stable funding
2678	Quality of Programs
2679	Quality of education

2680	Family's need to be involved at home with education, high quality teachers
2681	Athletics, Programs for students that are extremely intelligent, Early Ed
2682	LISTENING to staff and making the district competitive with other districts in the state (ie: salaries & ESE services)
2685	Students, parents, teachers
2686	staff and rigor of curriculum
2687	teachers and parents
2688	Quality of our school system and teachers, resources for our students
2689	unsure
2691	The Arts magnet programs, high test scores
2692	high expectations for staff and students, understanding of curriculum expectations, proven effective instructional practices
2693	Focus on excellence, maintenance of high standards
2694	Visibility in the schools/lead by example
2695	Support, Communication and Safety
2697	Resources available
2698	Educated families with expectations; highly involved student extracurriculars
2700	Quality of Education, Program availability
2702	Students first, Safety and collaboration
2703	School safety
2704	Academic rigor, course offerings (including advanced, honors, and academy programs),
2706	parental involvement, school board leadership,

2708	NA
2709	None I feel like this district is the worst I have ever seen! I'm so disappointed. I can't believe for how high the home prices are here and this is what we get is a SHAME.
2710	The teachers are amazing.
2711	Communication with parents, AP courses offered, organization
2715	Teachers, parent wealthiness, solid school based administration
2716	CTE programs. Veteran teachers
2717	Character counts program at freedom crossing academy
2718	Admin/School Board relations, quality of staff
2719	1) Our historical success with top tier teacher recruitment and overall scores. 2) Strong parental and community involvement and support of our schools.
2721	I think we have done an amazing job with school safety - from Centegix to the partnership with the sheriff's department and the refusal to accept the guardianship program.
2723	Perception that we serve all students
2725	Quality of students and programs like International Baccalaureate
2726	Character Counts, and dedication toContinuous improvement
2727	Communication has gotten a lot better and great community partnerships.
2728	high academic standards, strong character building, clear picture of standards and how to help students meet those standards
2729	Our dedication to excellence, traditional strongholds and "growing" diversity.
2731	Potential Increase in Teacher Pay due to Recent Election, Family Oriented County
2733	The district has a large (and growing) tax base and lots of qualified people who want to work here
2734	Students academic success & safety

2736	NA
2738	Reputation for excellence in the state, student safety
2739	The teachers
2740	(1) Conservative values and traditions; (2) Adherence to Governor DeSantis' policies and ensuring our communities that jaded curricula/materials are not pushed upon our children; (3) Accessibility and responsiveness of board members
2743	Academy opportunities
2744	Teachers, principals, school employees
2745	Wealth, parent support
2746	1) Diverse student population; 2) High expectation from the residents in respect to public schools
2747	Broad opportunities for learning for all in the system and moving forward not backward with educational opportunities
2748	Training new teachers, PTO
2749	ratings
2750	excellent pool of teacher applicants, high parent participation / interest
2752	Support teachers, be a servant leader, be invested in SJC
2755	Precise, collaboration, and understanding
2757	Quality teachers and staff, available community resources, cultural diversity
2758	The St. John's Florida school district stands out for its strong academic performance, consistently ranking among the top districts in the state. It also benefits from highly qualified teachers and staff who are committed to student success and ongoing professional growth. Additionally, the district offers a wide range of extracurricular programs, including athletics, arts, and STEM, ensuring students have opportunities to excel outside the classroom. These strengths collectively create an environment where students can thrive academically, socially, and personally.
2759	outside the box thinker.

2761	Currently the two strengths of the county are program of choice in middle school (Murray only) and there are some fantastic teachers that stay not because of fair compensation or respect from admin, parents, and students but because it works for them personally.
2762	Parent engagement, school board direction
2763	Academic rigor, teacher respect from students, dress code
2764	Well rounded teachers and keeping politics out of school and focus on academics and how to better our children's critical thinking and learning
2765	Strength: nepotism and denial of teachers actual ability to do their jobs that should be a higher caliber with less political stands
2766	Increase test scores
2767	Nothing
2768	Student success, high academic standards
2770	Accessibility to the school board members
2771	Teachers
2773	1)increased population0. 2) neighborhood people are attracted to. 3) we do a great job Teaching to the Test.
2774	Students and Parents and dedication of teachers to families
2775	Teachers who want to teach, paying good teachers more
2777	Track record of excellence, putting achievement over cultural and political trends
2778	Our teachers are our strength. We need to treat them better.
2780	Managing growth
2781	School Choice, Academies, Student to teacher ratio
2782	High expectations and standards
2783	A rated schools. Great communication with parents. Not falling victim to the brainwashing and destruction of the far left liberal views that schools should be

	teaching certain things to our children instead of parents. Parents have rights. It's not the schools job to influence certain points of view. Teach facts only.
2784	Teachers that care. Parent involvement.
2786	High socioeconomic level
2789	Parent involvement - financially and volunteer. Maintaining position as one of the best districts in Florida.
2791	Great teachers that we need to keep. That's number one and two
2792	our teachers
2793	I feel that the district needs to hire an outsider. The "good ol boy" system is apparent.
2796	High performing schools, classes that prepare students for life after high school,
2799	Involved parents, great teachers and support staff
2801	Veteran teachers and support staff
2803	Academic excellence, community engagement and support.
2804	Our teachers and opportunity for growth
2805	teachers, students, parents
2806	Leadership, teachers, support staff.
2807	Doing what's right for the children not what's right for the government or any church.
2808	No comment
2809	School choice through Academy
2810	Accountability, communication, and safety
2811	Communication and academic offerings
2813	The school district has been able to maintain a diverse and welcoming community for ALL students and stakeholders, maintaining a balanced community that does not value one group over others. Additionally, the district communicates effectively to parents

	and other stakeholders within the community.
2814	Diversity, inclusiveness and curriculum
2817	Reputation for excellence, good community
2818	academics, and community support
2819	1) High student achievement levels; 2) Despite poor pay, still attracts quality teachers; 3) Provides high quality education even with unprecedented growth
2820	Our district benefits from a strong tax base and generous community support, allowing us to invest heavily in the success of our students
2821	Student, teachers, community
2822	Explaining
2823	Student Opportunities and Campus Design
2824	Great teachers
2825	Admirable School ratings, operating with the students best interest in mind, personable and familiar to St John's County
2828	Communication and Leadership
2830	children whose parents value education
2832	Development of effective education, based on diverse needs and matching individuals learning ability while.
2833	Communication
2835	Supportive administration
2836	Supportive administration, effective, passionate teachers
2839	Some of the staff members, the learning expectations and the staffs job responsibilities.
2840	With district growth you have individuals from all across the country who have taught in different environments. You should capitalize on their strengths and experience to

	improve SJCS D
2842	The parents
2843	opportunity to excel, diverse populations, and safety
2844	Existing excellent schools, good school leaders
2845	Maintaining high grades
2846	diversity, inclusivity and efficient planning
2848	The drive to be the best from parents and community and I think you have a good foundation set at the schools.
2849	1. The teachers; 2. the staff; 3. the community.
2850	High expectations for all and some very good teachers
2851	Good teachers. Great staff members
2852	history of achievement; highly regarded by community
2853	Parents involved
2854	Leadership
2855	Record of excellence, quality of career teachers
2856	Family involvement and talented teachers
2857	Diversity in staff and students and admin support for all employees
2858	It seems that a lot of the responses are the same answers , but worded differently. How about we teach, as apposition to ready for passing state test. There's an idea ?
2859	The staff that keeps focus despite having 2-3 jobs
2860	Dedicated teachers, high academic performance
2862	Concern for the safety of the students
2864	Size. Academies. Technology

2866	Good strategic plan. Great people implementing it.
2867	Growth in the county; keeping pace with building schools;
2868	The variety of academy options for high schoolers, the diversity in education, and the ability to support advanced learning styles (AICE, IB, etc.)
2870	Positive learning environment, Not involved in social distractions
2872	Size and finances
2873	Our teachers, our community-school partnerships
2876	Teachers
2877	Academies, reading/math
2880	We have exceptional leaders and instructional staff in place. There is a good relationship between the superintendent and the school board. Parents want to have their children in our school system.
2881	I think the excellent teachers in the district are a huge strength, as they really care about their students and go the extra mile. Also, the communication support provided for families is fantastic, ensuring everyone stays informed and involved.
2882	Teachers. Excellent Administration in some of the schools. Many parents willing and able to be participate in their children's education.
2883	Highly effective teachers, Community help
2884	Technology
2885	Test scores, safe schools
2886	high achievement scores/ student motivation
2887	School staff and building principles
2888	The district is diverse in terms its student/family body, history, and developing/growing communities. Due to its diversity, the district has varied resources to help connect and support its students/families, schools, and community.
2889	none

2890	forgiving; educated; some leadership
2891	Family support
2892	St. Johns is one of the highest performing school districts in Florida.
2893	Availability of resources and seeking excellence
2894	how well they treat their staff
2895	The people
2896	Technology availability for students & teachers. Parent involvement for student and school success.
2897	Safety & Funding
2899	Parent support and teacher dedication
2900	Hardworking teachers
2901	Student success, qualified teachers, high rating
2903	Positivity and efficiency
2904	Some amazing staff
2905	teachers who go above and beyond, and community support
2906	The parents of the students who are actively involved in their kids education goals. A county people want to live in.
2907	Recognition, engagement, community involvement
2908	Dedication of our teachers to the students, continuous growth and achievement of students
2909	Quality reputation. Decent principals.
2910	Good schools, teachers, and staff
2911	Parent willingness to volunteer and partner with schools, teachers who love their students and want to see them be successful

2912	Educators, staff
2913	Variety of Academies at the high schools, wonderful IEP support
2914	positive climate, student centered, strong school and district teams
2917	The three most important initiatives our district undertakes are the development of specialized academies, fostering student voice, and enhancing communication. By creating academies, we provide students with tailored educational pathways that align with their interests and career aspirations, ensuring they receive relevant and engaging learning experiences. Additionally, empowering students to express their opinions and contribute to decision-making processes fosters a sense of ownership and engagement in their education. Finally, prioritizing clear and open communication among all stakeholders—students, parents, and staff—ensures that everyone is informed, involved, and invested in the success of our schools. Together, these initiatives create a vibrant and responsive educational environment that supports student growth and achievement.
2918	dedicated staff members; family support
2919	Variety of educational opportunities (academies and vocational options...there's something for everyone). SJC kids can try careers on for size to see if it works before they pursue a degree or career.
2920	High standards of inclusion for all abilities, accountability
2921	Working together, positivity
2923	Dual enrollment and collaboration programs with local universities, extracurricular programs, and human resources: dedication of teachers and focus on the academic success of students.
2924	Our district has consistently prioritized and invested in state-of-the-art safety measures and has also prioritized responsible spending and having enough reserves for an emergency
2925	Making education priority
2926	Parent involvement, experienced admin & teachers
2927	At this point m, not much
2928	None
2929	Parental involvement and high expectations

2934	Safety and academic excellence
2935	Let's keep St Johns County School District #1 in the state and nation. Let's start paying out educators competitive salaries so we get highly qualified people to come from other states to teach here.
2936	Strong student performance on assessment
2937	Most of the teachers in the district are caring, dedicated, and passionate about their jobs. We need to support them and continue to offer resources. We also have a wide variety of special programs and arts programs that contribute to so many students and need to be kept resourced.
2940	The district is high performing which draws people in. The reputation of SJCDS is talked about in the community and surrounding areas. Word of mouth is relevant.
2941	Population growth, socioeconomic level, infrastructure
2943	X
2944	Wealth of county, desirability of mid sized school district to parents,
2945	Strong teachers, strong parental involvement
2946	communications to families
2947	teachers who provide high quality education to neurotypical student population; school program choice for neurotypical high schoolers
2949	Student achievement and community involvement
2950	High school academies, high academic achievement
2952	Na
2953	Quality of employees; Dedication of the leadership
2954	Organized and Plentiful
2956	high standards and high performance of our students
2957	New young educators, sense of community

2958	Diversity, Access to leadership,
2959	1. At the elementary level, definitely the teachers. 2. A supportive community.
2960	quality teachers,
2961	that we don't fly pride flags at our school?
2963	Parents and Students
2964	1.That community supports public schools (so much that they voted in favor of raising the millage) 2. Character counts program
2965	achievement of average/above average learners
2967	Academic excellence, superb teachers
2968	Parent involvement; clean facilities; safe environments
2970	Choose a good leadership and knowledge to the role.
2971	Parents—we continually give to the district, both time and money, and now even more tax dollars. I'd like to see some major changes.
2972	1) Good Communication
2973	1) Good Communication (2) Professionalism
2974	NA
2975	NA
2977	Conservative values, involved parents
2978	Building character, teaching basics
2979	Support from parents in the community and the few experienced veteran teachers left.
2981	The Airspace program and others like it.
2985	Reputation, location and community. However the schools in some of the higher PVB areas are not meeting up to their reputations. Landrum or Ponte Vedra High School.especially Landrum golf program very shady. With commissioner relationship to MSG tournaments Dave Myers does not have practice for team. We are sitting in

	backyard of PGA headquarters. Something needs to be done here.
2986	Supportive staff and positive learning environment
2987	building and grounds maintenance
2988	Active participation and funding
2991	Positivity of the employees
2992	High expectations of excellence, community involvement, and Character Counts!
2994	We have highly qualified personnel at the program specialist level of the District; school leaders genuinely care for their faculty and staff
2995	Great teachers, Great use of upgraded technology, Community partnerships
2996	High school options, hands-on learning, parental input
2997	Elevates performance
2998	Curriculum district wide implementation of programs amazing in service learning for staff
2999	Communication between staff and parents is strong. Planning. Accountability.
3000	school.
3001	N/A
3002	Child safety, Schoology tool that allows parents to see what is going on weekly which allows the ability to support child at home.
3004	Higher income, parents interested in children's education, available extra curriculums
3005	Learning opportunities for our students, Many teachers are in it for the students
3006	Adaptability and security
3008	Ability to adapt to the population, clear cut standards for all
3009	Quality teachers

3011	Our district has driven, caring educators and staff. We are also willing to be creative and do what is best for students. We prioritize PLCs, but we provide teachers autonomy to creatively meet the needs of our students.
3012	I believe our district has a strong framework and extremely dedicated staff, that with the right leadership can ensure the students of our district are given everything they need to succeed
3013	top rated in the state, and parental support
3015	Communication and balancing the growth in district
3017	Program availability and course selection
3019	Strive for excellence and community support
3020	Quality teachers, good community involvement, affluent area with financial resources
3021	A school district; effective communication
3022	1. Choice in providing Higher Education opportunities for students that Merit I and want to excel. 2. Creating curriculums to prepare students for higher education success.
3024	Great employees and involved parents
3025	quality teachers,
3026	1. Academies for students 2. Teachers have good PLC teams for the most part
3028	PLT's implemented in the schools, Support from district cast members
3029	No woke LGBT materials in our schools, clear that there are only two genders, conservative values
3030	support and communication
3031	Community and parent support
3033	School leadership, financial controls, facilities
3034	veteran teachers; teachers who are sacrificing self for student performance; supportive parents

3035	Employees (best teachers in the state),
3037	Communication and accountability
3038	Our talented teachers and the districts commitment to academies and character counts.
3039	Community engagement, Effective Leadership, Instructional Knowledge
3040	base clientele/student population have ability to learn no matter what; there is a group of very knowledgeable and experienced educational/instructional leaders in this county; most "hearts" are in the right place- KIDS!
3044	Strong curriculum
3045	Community engagement
3047	Managing Growth, Servant Leadership
3048	Community support, highly qualified instructional and non instructional staff, and growth
3049	Strong leadership
3051	The diverse classes offered at the high school level to prepare students for a career.
3052	financial resources
3053	High performing schools and staff members, involved community
3054	IEP/rti awareness, academies in hs
3055	high performing teachers, support of community
3057	Conservative values, high expectations for students and faculty,
3059	Teachers and parent involvement
3061	Involved parents, high achieving students, quality teachers
3062	Inclusivity, transparency and communication
3063	I'm grateful our school system isn't trying to brainwash our kids with hateful, anti-American rhetoric. Most of my child's teachers have been kind people who seem to

	like and care about kids.
3064	CTE Academies and Programs of Choice
3065	Student Preparedness for college, teaching staff
3066	1-Residents and students in our district. 2-taxes collected from property. 3-parental involvement.
3067	reputation, accountability
3068	1. Managed to maintain high performance on state measures. 2. Facilities has done a great job building new learning spaces
3069	So much diversity that we should celebrate. Strong, hard-working teachers who give their all.
3072	Strong parental involvement, focus on academics and NOT activism
3074	Top district in state, innovative
3075	Locale and financial support
3076	competitive, wealthy, engageble
3078	Our teachers, our support staff, and our students
3079	Teacher quality, Highly graded schools, Strong leadership
3080	Smaller county
3081	Growth -
3082	Teachers who really care about students and their success, valuing who our students are and their safety
3083	Faculty, Students, Strategic Goals
3085	Potential for great community support from stakeholders; strong leadership potential among staff including educators; growing community with growing financial support for district initiatives, if channeled properly with new growth across the county
3087	Teachers that follow state guidance and care about teaching over indoctrination

3088	staff development / PLC support
3089	reputation, test scores
3090	I think that our population is a strength since we have fewer socio-economic concerns than other counties. I think that our history of higher achievement is a plus since it sets a higher standard that many don't want to drop.
3091	Collective effort from teachers, parents and admin to make it a top school district in the state. Priority to make each school great and all students competitive.
3092	Various programs offered.
3094	I think people have a false sense of strengths in the district
3095	Administrative School Based Staff, Results, Relationships that are caring
3096	Prioritizes students first, quality staff
3097	community support & small size
3098	funding and leadership
3103	Strong parent and community involvement which helps teachers and staff develop strong, educated students
3104	academic excellence, early learning programs
3105	Strong community support; experienced teachers and staff.
3106	Safe, community-minded predominately Christian leadership that produces high achievement
3108	Communication and listening to ideas or suggestions of parents/guardians to handle different situations. Pairing the best fit staff members to students
3109	SES background of district. Parent buy- in, blind adherence to district policy
3111	Affluence
3113	?
3114	Academic performance, quality of teaching staff, focus on diversity in student

	population
3118	N/A
3121	Excellent teachers and staff, excellent leadership, and excellent communication.
3122	Excellent teachers and staff, excellent leadership, and excellent communication.
3123	The teachers, staff, and parents.
3125	Excellent teachers and support staff, High standards
3126	High academic achievement, experienced and qualified staff
3128	High standards, most of the teachers are supportive
3130	quality of teachers, curriculum standards
3132	The district has changed over the years, I can not really name any strengths at this time
3133	Education support , School environment
3135	that we are known for being a strong district throughout the state, the staff and support district wide
3137	High standards for learning.
3139	Parents
3140	Two significant strengths of this district are its availability resources in all aspects and its fast growing community! This district has all the available resources to continue to be a great district and if the school doesn't have a resource the easy accessibility to the community and to ask them for help will take up for what it doesn't have .
3142	community involvement, tax base
3144	High Standards, Quality educators
3145	We have amazing veteran teachers, who continue to be the backbone of every school. Our support staff is underpaid, overworked, and undervalued. We have a very passionate community.

3147	We value electives and the arts, we maintain a strong and positive reputation across the state, we use the PLC process effectively.
3148	Achieving high test scores, academy enrollment.
3149	Great teachers that are dedicated to our children.
3150	Meets needs of each community, Academy based high school programs, community involvement
3152	The array of offerings that students can choose from.
3153	Safety, communication and expectation of high performance
3154	Reputation, families
3155	Open minded, modernizing, unbiased
3156	The communication between the students, parents and teachers. I feel that the district has done a great job in listening to concerns from everyone.
3158	The district has done well at maintaining its high performance in spite of a quickly growing student population.
3160	Schools seem to be safe from attack.
3161	Teacher dedication and in the past, teacher qualifications.
3163	Academics and Athletics
3164	Teachers
3166	High achievement, Good Quality Highly Trained Teachers
3167	The teachers and their passion to teach despite all the roadblocks consistently put in their way.
3168	authentic, open and friendly
3169	Academic achievement, teachers, staff
3170	Accountability, maintain a safe learning environment, encourage creativity while maintaining learning

3171	good resources, good teachers
3172	1) #1 rating, 2) excellent teachers and staff
3173	Leadership and Integrity
3175	As a whole good teachers and staff, good attempts at engaging parent/community w school, and excellent leaders with ESE department (Richardson and Curtin)
3176	A rated schools, teacher communication
3178	should have financial security, strong family commitment to education in the community
3179	Academic excellence, commitment to students, ESE program
3180	Communities/ families looking to support the schools and the reputation of being a great school district
3181	Communication, safety and high achieving schools
3184	Clarity, responsibility and accountability
3186	Willingness to partner with churches and community groups. Provision of forums for parent input.
3187	communication
3188	putting the needs of the children first
3189	Employing quality teachers and capacity planning.
3190	Out teachers and staff and our community involvement
3192	Academic excellence and character education
3193	fram star trek
3195	Community support, parental support and fiscal soundness.
3196	location, excellent teacher/staff
3199	We have a fairly high income per capita, let the parents of the children pay their fair

	shair and not abuse the system
3200	all staff, leadership, community
3201	True open door policy - you can approach any district level staff with problems or concerns. Relationships are key in this school district.
3202	Our students performance well, often with little to no assistance
3203	Academic excellence, building community and employing excellent administration staff.
3204	Strong academics, strong extracurricular activities and phenomenal teachers
3205	1. Security at our schools 2. Community involvement
3206	The few Veteran teachers that still remain
3207	Implementing great solutions for academic and further/ life oriented success being stable and financially fit.
3208	The advanced classes and academies.
3209	engaged parents, demographics, experienced teachers
3211	Supporting staff and students ,
3212	Resiliant
3214	Excellent teachers
3215	Staff.
3218	Communication
3221	Caring and academic excellence
3222	Academy program opportunities
3223	Reputation as a high performing district, community involvement despite growing size, relationship with SJSO and safety of students/ staff
3224	reputation, early release Wednesday schedule

3226	teachers and student accountability
3227	Strong leadership and parent involvement
3228	Proven success in instructional outcomes for students over many years, partnering with SJRCC for dual enrollment classes, instructional professionals dedicated to do whatever is necessary in the best interest of the children, (often to their own family's detriment and with little support or praise).
3229	None
3230	Motivated students, teachers, and faculty. Unique opportunities for student learning, such as the Marine Science Camp in the summer.
3232	tradition of high level student achievement & district performance; (2) family, community & stakeholder engagement; (3) state-of-the art school safety systems and excellent partnerships with law enforcement
3234	The educators and support staff.
3235	\$, education level, good teachers
3236	Parental involvement and community support
3237	The dedication of career educators in the district. School front office staff
3239	Communication from teachers with parents and school academies
3241	Parental involvement, engaged teachers
3242	Students are not over-tested
3243	Beach river
3244	A positive environment.
3246	The district delivers a good education to students that are neurotypical, and do not have any learning disabilities or social/emotional challenges.
3247	Managing our growth by hiring quality teachers and maintaining our culture
3249	Supportive community,

3250	Endorsement opportunities
3255	Community support, dedicated staff.
3257	Care about student safety, quality education
3259	Good relationship with their Direct Support organization, Investing in Kids (INK!), professional development programs
3262	1. focus and dedication of the staff. 2. support of the community
3266	The location, the history, and pride the community takes in the school system.
3267	We have a vibrant community with varying backgrounds
3269	The district's strength is its reputation which stems from test scores and A rated schools. Academically, we have strong schools but that means strong teachers. Let's not rest on our laurels. The strength of test scores and A ratings is because of the people that worked for that- the teachers and staff that develop kids to perform at that level.
3270	Staff and students
3272	The teachers and school based staff
3274	the abundance of PD provided to teachers
3276	Accommodating and appeasing parents, training new teachers and orienting them to the district's expectations.
3278	wealthy base, engaged families
3279	ESE, communication
3280	High percentage of residents in public schools, engagement with and prioritization of schools from the community
3281	Teacher hiring and school autonomy.
3283	Teachers, Support staff and students
3284	Parent involvement, Student achievement, facilities

3285	Right now not many. These questions do not ask the important things. Who is going to unite teachers, staff, school board members? It used to be (Joe Joyner) when we all worked together. Teachers, parents, admin, school board members. Now we are so divided.
3286	none
3287	Student achievement
3289	parental involvement and financial support
3290	Lots of new schools, Very expensive district offices, CTE
3292	Our growth gives us the ability to change and build new programs. Our teachers and parents are engaged with the students.
3293	MTSS process, Early Childhood, community involvement
3294	Community, Teachers and Leadership
3295	The district has fantastic teachers.
3297	Socioeconomic status of our communities are higher than some other districts and the community wants to support the schools.
3298	The high caliber of students
3299	Strengths include excellent working environment and collaborative parent involvement.
3301	test scores, teachers, principals
3302	Teachers and staff, parent involvement
3303	amazing staff at all schools and parental engagement
3305	PLC process and academies
3306	The experience of our teachers is one of our best strengths and should be valued, protected, and maintained as the top priority.
3307	Community and shared want to have the best schooling and teachers for our children.
3308	I do feel like they value safety in schools.

3311	Enrollment numbers increasing because of scores and reputation
3312	The teachers and non-instructional, innovative programs/academy's/stem/AP etc, , academic performance ,
3313	Demographics and talent
3314	Communication
3315	Supporting teachers and achieving high test scores
3316	The veteran teachers are the only strength I see in district and they are leaving in droves due to poor leadership at the district level.
3317	great schools-student achievement, teacher quality
3318	Some parent involvement, support for ESE teachers and paras
3319	Hopefully maintaining small classes , not overcrowded class, focus on academics
3321	(1) Influx of families w/ children and thus are keenly interested in high quality schools/education; (2) Good income prospects for the district
3322	Dedicated Teachers who love what they do. Community, Parents are involved.
3323	Academies for high school, curriculum maps
3324	Meeting the needs of high achieving students academically; Offering a variety of programs to keep students interested in school.
3325	Academic success and safety program
3326	The ESE Department / Current Superintendent
3327	Strong faculty support, and high expectations
3329	The quality teachers that remain
3331	Prestige, Reputation
3332	The schools have high ratings; The district has an information communication system to inform parents of important information.

3333	There are some good Principals and Assistant Principals. There are a lot of good teachers, too.
3334	enticing people to go to school in this district, student scores
3335	Clear communication
3337	organized, data driven
3338	The school district needs to be working interactively with parents to ensure that the majority of students are getting what is needed for success. Special education programs need to be developed for students who need help but the mainstream education needs of the district students should be a priority.
3340	A place where people want to come learn. High accountable and expectations.
3343	Creative freedom for teachers while using curriculum to supplement lessons,
3344	Community, cohesive work environment, pd
3345	Teacher response times to emails need major reform - guidance counselors need to be reformed or given assistance with current workload - admin needs to be more involved with under performing teachers
3346	Teachers, ELA District Leader Kate Houston
3347	General education performance
3348	The teachers and other staff
3351	The teachers and school district staff. But, we must stop the overdevelopment when the infrastructure to support it is not already in place.
3352	Innovative, growing with the population growth and achievemnet
3353	Communication to staff and parents, willingness to "listen" and visibility
3354	Right now.. not impressed. Work to do
3356	professionalism, preparation and hard wwork
3357	safety; well maintained buildings

3358	Parents who stress education to their children: and that must be fostered. A new and modern infrastructure that should attract good teachers.
3360	Quality teachers
3362	District-level ESE staff, VE teachers at Pedro Menendez High School
3363	The schools are all A grades school thanks to the students that work hard and the teachers who work extra hard to ensure St John's keeps up with the standards.
3364	Keeping most of the children safe in school being on top of threats
3366	academic achievement, dedication of the teachers
3367	Relatively wealthy with very few behavioral issues.
3368	Transparency and high standards~recognizing students gifts and talents as all students may not be gifted academically, but we are in desperate for those gifted in trades.
3369	Dedicated Teachers and Supportive Community
3372	Strong reputation, excellent community support with sheriff and businesses, veteran teachers
3375	Driving teachers out of the profession and promoting quantity over quality education.
3376	Reputation for academic excellence for typical learners. Support for character building in k-8
3378	Teacher passion, collaboration, reputation
3379	For high school, I appreciate the variety of classes that are available for the students. Another district strength is realizing that we need more funding for all of our schools and attempting to create a strategy to attain it.
3380	The districts ability to respond to overwhelming growth despite budget restraints. The district has always been very transparent and willing to engage the community to educate the public on issues that directly affect the district.
3381	Good Teacher pay, Communicative teachers and principals, great security is comforting,
3383	Quality teachers and school safety

3384	Education, growth, economy
3385	inclusivity
3386	1. Consistent high performance on state testing 2. Low teacher vacancies
3388	performance reputation
3389	Experienced educators are the best part of our district. Opportunities for students engagement in a variety of academic and career options.
3390	None. District has deteriorated.
3391	teachers, supportive board
3392	> have been disappointed with the system as a whole.
3393	Experience Teachers, Resources
3396	High performing schools and communication
3398	Teacher dedication
3399	student performance, community support/trust, Culture
3400	Unfortunately there are no significant strengths. SJCSD is very poor at communicating with parents and neglects major bullying issues by mandating that these children get a slap on the wrist for the most horrible things.
3401	Reputation of excellence attracts families who value education, and this is a self fulfilling prophecy. The district has done a great job of building upon this to continue to attract families who value a strong public education system. This will be a challenge as the state environment continues to expand the use of vouchers, draining public ed dollars. Our district has taken a measured approach to more controversial education topics and that is a strength. The ability to be thoughtful and not reactive to book banning attempts has set us apart.
3402	Quality teachers
3403	Teachers' innovativeness. Opportunities for Professional Development.
3404	Strong commitment to education by parents, students, administrators and teachers.
3406	Na

3409	High academic standards.
3411	Size and reputation.
3412	providing community opportunities for staff at a discount,
3413	Teacher accessibility, administrative support of teachers, respect of parent's input.
3414	Community support and high quality teachers
3415	meeting the needs of special communities; offering courses/programs to meet current or future needs
3416	The dedicated teachers are the biggest asset in the school district.
3417	The students
3418	Relatively small size, many teachers who really care
3419	still known for being top district (may not be for long if things continue in the same direction)
3420	Inclusion for Special Needs Students Hardworking Teachers
3421	At this point the school district is implementing policies inconsistent with what is actually good teaching practices. They are money driven and not student driven! I am teacher who has been teaching in the county for over 20 years and I'm sadly watching the policies implemented by this county getting more and more ridiculous with no concept of what actually goes on in the classroom. There really is no real professional development for teachers, they put on a show of professional development with no real value. They are shoving math down our kids throats without any thought to their success! I could go on and on, but the truth is 40 Orange has no idea what goes on in the classrooms in this county. Hopefully we will get a superintendent that will be in touch with reality instead of their spreadsheets
3422	Veteran teachers, dedicated staff, some parents
3423	Variety of programs offered to students, drive for success
3425	Teachers
3426	Veteran teachers
3427	Every teacher I have met cares and is doing their best. The teachers and admin have lot of great ideas but they can't do them due to funding. I like the character counts

	program.
3428	1. attempting to integrate technology into the classroom.2. The career academies at certain high schools and trying to recruit new teachers.
3429	Sports programs, college prep, excel
3430	Willing parents, ? , ?...
3431	Communication to parents, calm yet prepared in stressful situations, consistent
3432	Special programs like SJCCA. Ability to accelerate high-achieving students in advanced courses starting in middle school.
3433	The veteran teachers and support staff
3434	Community schools, veteran teachers
3435	Communication, Safety & Organization, excellent principal and staff
3437	Strong school leadership, caring and skilled teachers
3439	Maintenance of reputation, effectiveness with RTI and testing standards, and teacher quality management and performance
3440	Caring Teachers,
3441	The most significant strength of the district is my child's teachers and their love and dedication to the learning and development of my children. The next most significant strength is the support staff we have in our Title 1 school because they are essential in helping support our teachers and our students.
3443	Reputation. We are losing this though.
3444	Reputation, location
3446	Not sure. We don't have strengths. Just average
3447	Not Kyle Dresback
3448	Not Kyle Dresback
3449	Academic achievement, safety, culture and climate

3451	Recognizing and establishing need based programs for children to be successful across diverse spectrum. Focus on safe learning environment
3452	Accountability, order, overall good communication
3453	Community involvement and inclusion
3455	communications, safety
3457	communication
3458	working with all children
3463	availability of afterschool care for low income families, community events
3466	resources, community support
3467	kid activities
3468	Score and staff
3469	Staff, success rate
3470	Affluence, history of number 1 district
3471	Success rates, staff
3472	Many programs, high achievement levels
3473	The Education and career programs
3474	Quality teachers, effective governance, communication
3475	Keeping AP psychology available, having the choice to retake
3476	leadership, clubs and extracurricular opportunities
3477	Wednesdays, resources officers
3478	The academies, our extracurricular presence
3479	IB, Career academies, community

3480	Level/Quality of education, sense of community
3481	N/a
3482	Education, diversity
3483	Quality of education, availability of extracurricular activities
3484	Exceeding education standards, good facilities
3485	N/A
3486	Strong educators, good communication of expectations
3487	Legacy of excellent leadership, community that cares for its schools and programs
3488	Budget, diversity
3489	Teachers, class options
3490	Career academies, high academic performance

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

ResponseID	Response
2	The current superintendent, continued issues with cell phones and bullies, allowing disruptions at school pertaining allowing children to dress up and act like animals disrupting the Learning environments
3	Lack of growth projections, Good 'Ole Boys Clubs, Not representing ALL students and their backgrounds - NOT everyone in this district is Christian
4	Population growth and teacher and support staff shortages
5	Managing growth
6	County growth and teachers to support the growth
8	Growth and budget/financial transparency
9	Teacher shortage and salaries
10	District communication-maybe a monthly newsletter?, Keeping proven toxic leadership at school level-look at turnover
11	Over crowding and the space, resource, and financial challenges that brings to the classroom.
12	Lack of DEI initiatives, underpaid teachers, limited curriculum
13	Too much unnecessary spending. I work for the school district and I have personally seen how much money gets wasted!!!!!!
14	Teacher pay and retention
15	over crowded schools, too much political influence from the state/governor, funding

16	Overpopulation, inequality
18	Teacher salary and support. Not enough self-contained options for students who cannot function in a normal classroom (whether behavioral, medical, etc). Horrible curriculum - I was teaching middle school science and the provided textbooks were impossible to use as a teaching resource. County provided curriculum was lacking.
19	Very low pay for all teachers
20	Issues in replacing teachers and lack of support for them. Speaking as someone who left teaching in St. Johns myself. We NEED support!!!! Telling schools half way through the year that there will be cuts leading to larger classroom sizes and greater responsibilities is not OKAY!
22	Teachers need to feel more supported by the board and less micro-managed. In addition, the bugeting and negotiating system needs work. It is entirely too adversarial. Finally, our district office is overstaffed and needed to be trimmed back. Too many chiefs in the downtown office.
23	Pay for all teachers and staff, higher pay scales for veteran teachers, not enough to attract teachers here to keep up with growth
24	The district is pandering to the small minorities, student behavior is horrible and the strategies to manage it is not effective, low level education
25	appropriate compensation for K-12 and college faculty and staff, and continuing to offer the proper support to faculty and staff to ensure schools and students remain successful in their endeavors.
26	pay
27	Allocating funds, competitive salaries
28	Treatment of teachers has been awful for years and so many continue to leave. Parents can be very unsupportive, students are more difficult, pay

	is low. WE NEED TO RETAIN OUR FACULTY AND STAFF and make it a priority. We always put parents and students first without realizing that putting teachers first is how you best support the community. Please save our teachers.
29	staffing not following code of conduct failure to report school issues
30	Not a lot of teaching, poor student my behavior and ineffective rewards for bad behavior
31	ESE and retaining high quality teachers
33	Growth, teacher and support staff retention particularly in ESE, limited resources and solutions for students who need additional support
34	Lack of laptops for every classroom at the 9-12 level. We need laptops in EVERY classroom.
35	Growth and innovation with technology
36	The growth in the County requires additional resources, while the compensation plan are too low to attract superior personnel. 2. The curriculum is below standard for the national standards that will be required of these students in the future. As the politics become more divisive and states drive curriculum there is no doubt that parents will be demanding updated and accurate information be taught. My concern is that a individualized curriculum will become par driving us to be forced to pick and choose where we want our children to go. 3. As a result of these issues funding will will be unfairly split and we will end up with rich and poor schools with St. John's County having the majority of poor schools.
37	Pay, overcrowding, we need more community involvement
38	Hiring a superintendent who has NO experience with a large district. We continue to hire from within and do not get varying points of view. Continue to do things the way they have always been done

39	growth, ability to build and maintain schools and facilities, ability to hire and retain employees
40	Rapid growth, politics in schools, unfunded/partially funded legislation
41	Our veteran teachers have left due to low pay(at times barely more then a new to teaching new hire). We need to raise veteran teacher pay , we need to effectively remove behavior problems that disrupt classrooms so those who want to learn can
42	Rapid growth of schools and retaining quality/qualified staff.
43	Allowing frivolous book challenges wasting financial resources and everyone's time - if they care so much about infringing others first amendment rights they should homeschool or go to private school
44	Over capacity schools and no clear plan for handling future overcrowding, excellent teachers that are underpaid.
45	Diversity
46	Growth, Partisanship,lack of funding
47	So many new residents. Existing schools like Cunningham Creek and other longer standing facilities are run down and over populated while newer ones are built then students and teachers leave for greener pastures. I no longer have elementary school aged students, but even the original kindergarten classrooms have been bumped for specialty programs while there is an entire portable city growing behind the school every year. I pulled my youngest out due to the terrible former principle who was prompted to a new school. It is an issue and a challenge.
48	Inclusion, lack of consequences for misbehavior and student distractions or PBIS, not pushing middle and higher achieving students as much as low achieving students

49	The size, high school grade inflation, providing too many APs, lack of avenues for
50	Teachers retention. Growth management
51	Retaining qualified teachers, training for employees in new positions
52	Staffing the anticipated growth
53	Uncontrolled growth coupled with lack of proper funding; a school board that makes promises and does not follow through; lack of transparency at the school board and district level
54	lack of accountability and parents don't trust the district because of that, lack of financial transparency and lots of waste, too much focus on DEI initiatives and not enough on practical education
55	Education reform to include additional innovative supports for ESE students, overcrowded classroom sizes with an insufficient number of teachers to accommodate them,
58	Teacher:student ratio
59	Overgrowth
62	Overgrowth of population, underservicing ESE population
63	Uncontrollable students
64	Over crowding, high teacher turnover
66	population growth, finances to support appropriate budget(s)
68	Managing growth, retaining quality teachers, communicating effectively with families
69	Teacher pay, lack of respect, lack of trust

71	Integrity , fiscal responsibility, and taking ownership by our administration
73	Overcrowding
74	Not letting the loud minority dictate public education
78	Some unprofessional higher ups
79	The superintendent and his lack of care for students. My daughter was sexually assaulted on the school is in kindergarten and he did not care and did nothing, He is a heartless monster.
80	Accountability of students with behavioral issues
81	The growth of alternative education and loss of funding to that.
82	Overcrowding and safety
84	End book bans, and work on DEI
85	Close to Duvall and democrat failures driving people south
87	Fast growth & not enough pay to get amazing teachers in the county
88	Leadership and accountability
89	Budget, and over crowding
90	Unfairness against kids when it comes to staff
91	Growth, teacher shortage , teacher pay
92	Teacher quality has seemed to decline over the past 5 years
94	The unchecked growth of the county. And a long term plan to balance growth with financial stability for the district.

96	Transportations and student population
97	It is not ready for struggling kids.
98	Low pay for teachers; going to be difficult to keep those great teachers
100	Need more funding, class size
101	Overcrowding, wokism, paying teachers well
103	Overcrowding, funding and staff compensation, hiring and retention of qualified personnel
104	Fast growth
105	Growth
106	Overpopulation, Special Interests, Poor long term planning
107	Budget, teacher retention, teacher pay
109	ESE resources, meeting goals, class sizing and planning for the future effectively
110	Pay and Time Off
111	Politics, safety (school threats)
114	Lack of good teachers
115	Keeping teachers with the low pay we are getting
116	ESE, passing the buck, staff not educated well enough to support ese
117	Attendance, student behavior, and student population
118	Traffic control due to reduced busses and increase in parent drop off/pick up. Variety of electives or specialization courses.

119	Over population
120	There needs to be something in place to control bullying.
121	Growth, high expectations,
122	Lack of transparency, inability to accurately project growth, failure to find a way to fairly compensate teachers (especially experienced)
123	Rapid growth, people wanting to politicize everything/inject their political beliefs
124	Providing an appropriate educational setting for students with disabilities
126	Overcrowding of schools/lots of portables and lack of sufficient resources (computers, etc) to maximize children's learning
127	LACK OF RIGOR!! As a teacher myself it's hard for me to see other poor performers get pushed through, teachers not holding kids accountable and not making higher level lessons.
129	Too much input from outside influence groups such as M4L. Too much pressure from state government to do away with needed practices, teaching and values.
130	Teacher retention
131	Lower percentile
134	Teacher pay which leads to highly effective teachers
135	Over building not enough ese programs for post education
138	Population growth, quality staff retention
139	Teachers pay, ESE services being provided effectively, and poor use of funds.

141	Lack of resources for special needs kids/ lack of holding students accountable/ communication with staff and students especially in high school (counselors- Ms. Moseley)
142	Pay for support staff such as bus operators and janitors.
143	Republican control, ignorance.
144	Growth, growth and growth. Inefficient use of funds
145	Overpopulation, school size, lack of teachers
147	Inconsistent involvement of families, underpaid and undervalued staff
148	Overcrowding, quality and supply of teachers, low pay for teachers
149	Funding to staff
150	I think there is a lot of problems with teacher pay and accountability for all teachers. There is an extreme amount of slack given to teachers that underperform, especially coaches in the high high school setting.
151	Too much focus on testing and not real learning, teacher retention and pay, elimination of recess and free play
152	Too many new residents and not enough planning and money spent on schools. I did not say that we need to raise more money but we need to stop building more homes and start building more schools with the money that we already have. I also don't understand how we are a schools yet there is a large percentage of students that are behind and in special education courses that needs to be addressed in of itself.
153	Teacher pay.
154	School choice, overcrowding, diversity

157	Better teacher pay, veteran teacher retention
158	Politics, inability to hear parents and student concerns constructively to assist a positive experience for the students and families involved when a situation arises.
160	Teacher pay, insufficient elective choices
162	Overcrowding. Bullying. Too much focus on standardized testing
163	Believing is based on the efforts of the people at Orange Street and not the demographic advantage or the teachers in the classroom.
164	School staff won't work with parents for special education without 100 hoops.
165	Growth unpaid employees
166	Expansion and teacher retention
167	School curriculum is not challenging
168	Inclusion of students with challenges or special needs while not allowing that to disrupt the class time for all students in the room. Keeping teachers with the low pay and extra hours required. Political involvement in public school education - curriculum needs to be education based not religious or politically motivated.
169	A need for more robust curriculum and professional learning
170	Class size, teacher pay
172	Growing too fast, giving into parents, not holding students accountable for their behaviors.
173	Incoming families from other counties
174	Growth, staff to support growth and finances to carry all of it in to the future.

175	Growth and state funding restrictions for public education.
176	Unsustainable growth rate in county
177	Too many students per classroom, not enough schools to keep up with county growth. Holding developers accountable for building schools to support growth
178	There is a lack of consideration of non-traditional, highly effective educational and instructional methods. There is also a great deal of parental and community miscommunication and lack of effective education.
179	Student personal responsibility, lack of enforced rules, lack of student accountability of their own actions
182	staff, growth, and following fact-based standards for curriculum
183	Funding for classrooms. Lacking technology computers aren't available to teachers or students easily. Overcrowding at newly built high schools.
184	Standing up against parents who are just plain wrong. Protecting bullied students. Hiring actual good principals instead of some ones buddy.
185	Staff who know how to work with children with Autism, and I hope the next person has no political party affiliations.
186	Overcrowding, k-8 is too big of a gap. Should have smaller elementary schools , middle schools and need more high schools to deal with current overcrowding as it ages
189	Growth
191	Not enough quality teachers because of low salary.
192	1. Continuous rapid population growth. Lack of

	well rounded education (career exploration)
193	Workforce preparation, enrichment outside of the classroom
194	i think there is a lot of behavioral coverup as well as grades in the county. There is far too much violence in the schools that goes unreported and will only get worse as the county population grows. We also need a leader who can secure finances outside of homeowner taxes and can pay the good teachers to stay.
195	Accountability with teachers and administrators
196	Low teacher pay and STUDENT BEHAVIOR and most importantly the amount of students are who are too far below grade level to be effectively engaged at grade level
198	Atmosphere that supports bullying, state that discourages inclusivity, district that is fearful of powerful right wing special interest groups
200	Keeping pace with growing community and the ability to hire and (retain) high performing staff.
201	Communication with parents and inconsistencies with teachers expectations
202	Rapid growth, teacher pay
203	Teacher pay, Teacher retention, quality of instruction
204	Communication, need technical advances, transparency.
205	Growing population, experience teachers
206	Overcrowding
207	Enrollment, funding
208	Cell phones, lowered standards for students, and

	a lack of summer school.
210	Exceptional student education
211	Building schools fast enough for the growth. Have we considered partnering with large charter school companies
212	Science/Math aptitude and importance of science, mathematics, and engineering
213	Grade inflation is ridiculous and deceitful. 85% retake policy is a joke. Straight As for every student no matter how insufficient their knowledge. It sickens me
214	Managing growth, Having staff voices be heard while experiencing this growth
215	Population boom, inflation, transgender
216	Lack of ESE support/knowledge, lack of teacher's teaching graduation requirement classes that actually know how to do and teach the subject
217	Teacher to student ratio and teacher morale
218	Attracting high quality teacher candidates to the profession, special needs support, and PAY.
219	money/growth
220	removing behavior problems from classrooms from the beginning, creating parent accountability with behavior problem students, reducing behavior problem distractions in already overcrowded classrooms and spaces
221	Over crowded schools, teacher retention
222	Over population of schools
223	Not enough support staff for students with services and curriculum that is not engaging

224	One of the greatest challenges the district faces is our community is growing faster than construction can take place! Construction cost have risen over the years. The district has a balancing act of figuring out when to open new schools, improving current schools, and keeping up with residential growth. All while ensuring the projects are within budget.
225	Teacher pay and overcrowded schools
226	Retake policy and realistic expectations
227	Managing growth and hiring qualified teachers
230	The district is so large and feels impersonal at some levels. Too much reliance and money spent on boxed curriculum rather than teacher expertise, pay for teacher and school staff and low morale, more social challenges with students due to changing society and parental beliefs.
231	Libraries are way far and very limited books. No school programs to improve communication and language. No free lunch and it is very expensive.
232	Pay, student to teacher ratio
233	Pay your teachers more. 70k starting minimum
234	Too many students in one class room
235	Growth impacting climate and culture and hiring and retaining qualified staff,
236	Staff only there to collect a paycheck and worry about certain populations. Staff not involved with students when a possible problem arising. Bullying is being swept under the carpet without recourse.
237	Increase pay for staff
238	Getting rid of Tim Forson is a step in the right direction. Second is parent and student accountability and third is PAYING TEACHERS WHAT THEY'RE WORTH !!!

239	Growth
240	1. Increased growth in the community and low salaries.
242	None
243	Growth, extensive cheating giving false picture of success, screwed up woke ideology
244	Funding and community collaboration
245	Population Growth, Teacher Pay
246	Underpaid or under qualified teachers, Rules/standards being made by someone never having been in a classroom
247	Inclusivity, diversity
248	Social emotional needs.of students
249	Overcrowding, bullying, overcrowding
250	The growth, is out of control. The schools are over crowded.
251	1. Poor quality of teachers, poor pay for educators and teachers quitting throughout the school year. My second biggest issue is allowing high school kids to do remediation, when they receive a poor grade. I know this is a practice only. Allowed in St Johns and not neighboring counties. If my child gets an F on a test, that's what he earned. You're not doing the kids any favors allowing them a do over. It's also unfair from the prospective of kids getting bright futures scholarships. If a St Johns kid constantly gets Fs, but is allowed to do remediation for an 85, he is later able to get a scholarship he did not actually achieve grades for.
252	Overpopulation, low pay for teachers and staff
253	Not utilizing modern education design. Lots of worksheets and sit and get. Lack of collaboration and effective technology (not programs, but as a

	tool)
255	Not enough support for ESE students and fulfilling IEPs. Overcrowding in classes. Not enough teachers
256	Not teaching relevant information for future job market. Only teaching to a test and not critical thinking. Need mastery based education.
258	Inclusion, diversity and teachers pay
259	Leadership in schools
260	Na
263	.
264	Politics, ultra conservative extremism, erasure of historical facts
265	Gifted programs, funding for labs
267	Avoiding political wokeness and creating an environment that prevents school violence.
268	Growth, handling student behaviors, and school sizes
269	Limited staff, funds and resources
270	Too many students per class per teacher, growth metrics for the county obsolete due to the timeframe of projected needs over a 5 year period.
271	N/a
272	Safety, transportation/roads/student population growth
273	Top talent acquisition and retention, securing appropriate funding
274	Principles who put staff needs first before the

	children's needs
275	High property rates not allowing local area schools to grow. Poor infrastructure in newly built school areas and charters should not be allowed district dollars
276	The biggest challenge is the lack of funding, especially with money being taken from our public schools to fund private school education that is not held to the same criteria and standards or our excellent public school system in St. John's county. As the richest county in the state, the teacher salary is embarrassing, the teachers we have truly do this because it is there passion and they should be recognized and supported in any way possible.
277	Transparency, Discipline, and Budgeting
278	Phone use, underperforming & misbehaving students
280	Lack of oversight on administrators, decisions that impact classrooms without receiving input from teachers first
281	Keeping up our scores
283	Overcrowding
284	Parental involvement, book challenges by few impacting all, food choices at school are lacking in nutritional value, teacher pay is way to low,
285	-
286	Over crowding and the need for portables. We lived in Arizona and master planned community developers were required to set aside land and contribute to building the neighborhood school
287	Population growth and infrastructure to support it
288	The inability to retain teachers and staff due to low pay.

289	We haven't experienced any significant issues in the last 5 years
290	Rapid growth, need for good teachers, more programs and resources for school aged children in all parts of St. Johns county, not just the richer side
291	What state John's county is slacking on the kid's safety just like a couple weeks ago this month the 2 kids are seriously injured could have been prevented if you guys had proper lighting and sidewalks should be change ASAP
292	Safety, growth, losing good teachers
293	Over population in schools, not enough technology in classrooms, no teacher assistants
295	The building of new schools is too slow compared to county growth,
296	Retaining current teachers
297	How to effectively manage growth
298	Behavior of parents and kids has gotten really bad. This needs to stop.
299	Class size and proactive communication on tests
300	No. 1...maintaining high standards for teachers in the face of teacher shortages and population growth.
301	1. Anti-education sentiment: undermining IB/AP, book bans, curriculum that attempts to rewrite history from a White Christo- theocratic perspective 2. Teacher & Staff shortages/pay 3. Overcrowding
302	Maintaining academic standards, recruiting the best teachers
303	Education mandates that are at odds with

	educational standards
304	Funding growth population
305	Teacher knowledge and special education
306	Over crowding. Loosing too many good teachers due to lousy pay
307	School bullying and extracurricular activities
308	Lack of teaching, lack of teachers, and lack of communication
310	Overcrowding, unmotivated and burned out educators, unresponsive to IEPs & 504s
311	Note having classrooms for just autistic students to serve there needs. The teachers pay scale is disgraceful and embarrassing.
313	Population & class sizes for the future
314	Fast growing, Overcrowding putting stress on the teachers, boring curriculum
315	Population growth, teacher salaries, technology resources for schools
316	Politicization of our schools, lack of diversity
317	The Teachers pay needs to increase and the overcrowding of schools
319	Growth
321	Growth and Financial
322	Growth/overpopulated schools and teacher salary
323	Technology improving but our systems falling behind
325	Great teachers, security system

326	Student behaviors, teacher turnover, same expectations for ALL schools Even though they are significantly different
327	Increase in students and population growth.
329	Capacity, high performing teachers, classroom space, after school programs and communication of those programs
330	Teachers being paid way too low, Drug use and fighting during school, total lack of support for athletics other than football,
331	Teachers and students not knowing where to turn when they believe the school is making wrong decisions. Students not being able to meet graduation requirements being given ieps just for waivers.
332	Funding shortages, low teacher and staff salaries
333	Class sizes & dei
334	Political agenda. Potential funding cuts
336	Several principles can't handle the students and cover things up
337	No discipline in the classroom, kids should be accountable for their actions, this is main reason no one wants to teach anymore
338	Overcrowding and the inability to meet the needs of gifted students in elementary and middle school.
340	Safety and threats, budgeting
341	Meeting the needs of our students of color and students of low income households. Enough staff to address mental health of students. Incorporating enough planning time for teaching staff

342	Communication, inexperienced/new teachers that need mentoring, bullying and lack of classroom management
343	Lack of degreed teachers due to low pay. Overcrowding in NW St Johnas.Appropriate amount of time between classes so students can put books in a locker. Childen are carrying around 30 LBS of notebooks. Lack of physical textbooks. Everything is online and kids don't get a break from screens. Missing life skills classes such as Home Economics, Shop, Study Skills, Home Room.
344	Inequity between schools, growing too fast, not paying teachers enough
345	Growth; cultural differences
346	Racism
347	growth of the district
348	Improving school security and preparedness of expanding school district
349	Politics, lack of inclusivity, banned books and government influence
350	Budget
351	Support teachers - WAY TOO MUCH extra demands- takes over the time teachers need with the students. Scale down the "extras" - teach and let the teachers keep basics
352	Low pay and no support for teachers.
353	How to keep standards high with influx of students along with stop building schools next to schools and in terrible locations without infrastructure to support it. Ex: Beachside
354	1. Consistent and thorough professional development 2. Support and collaboration with veteran personnel

356	Shortage of teachers , school overcrowding, influence of leftist and Marxist ideas into the schools/school curriculum
357	Low pay for all, lack of actual classrooms
358	Lower pay for staff is leading some of the highest quality personnel to seek jobs elsewhere, continuing need for training staff to meet the needs of students with disabilities, supporting staff to improve the retention and overwhelm they are experiencing
359	Sometimes I feel that some of the teachers especially of the arts are underappreciated. It seems that they get their hours cut, and they wind up leaving the school. Some of the best teachers I have seen in this district I've had that happen to that I do feel that it's a problem, also, perhaps if there was more of a presence in social media, the school could find fundraising ways to help come along side of the teachers that I was gonna cut especially the teachers with me. It's a big difference in the students lives.
360	no trained dyslexia/reading specialists, PIA too big!
362	Overcrowding, attracting highly qualified staff due to low teacher pay compared to other districts in the state
363	cowing towards parents political views. Not standing up for teachers .
364	The fast growth , overcrowded schools and overcrowded caseloads
365	Budget cuts for teacher salaries and overdevelopment of our communities putting strain on capacity of our schools, teachers and classrooms
366	Responding to growth and not taxing those who have called this county home for decades. Hiring and retaining qualified teachers.

367	Growth, class size, respect
369	Support for teachers & staff, terrible food served to our children, lack of funds and bus drivers
370	Bullying and entitled parenting
371	Employment and
372	Support in schools, appropriate response to match situations
373	3
374	academic achievement, sports
376	Political focus on right wing ideology, equal outcomes for
378	Allowing students to retake tests is setting kids up for failure
379	Military & job changes causing students to transfer in and out, changing of local housing inventory
380	Overcrowding
381	Lack of creativity, engagement and rigor in schools.
382	Accountability, transparency and collaboration
385	Low teacher pay and inability to retain strong leaders and teachers due to low pay
387	Large classes
390	Influx of students exceeding capacity, teacher retention/attrition
391	Overcrowding and lack of meeting individual learning needs
393	Protecting the integrity of our public schools in a

	rapidly evolving political environment towards the abolishment of the department of education,
394	Exploding Student Population in School District. Paying Teachers what they deserve for their effort in the classroom
395	Low teacher pay to be competitive with other state districts. Lack of non-curriculum learning in the elementary programs. Such as Spanish immersion programs and music programs that actually teach instruments.
396	Mental Health needs to be addressed more seriously, Bullying needs to be addressed and better electives offered
397	Politicization of education taking away access to literature, ie Moms for Liberty.
398	or students with special needs; hiring unqualified teachers poor options/support f
399	Growth
400	N/A
403	Overcrowding not enough teachers
404	I don't feel teachers are paid enough.
405	Staff turnover, lack of support for non honors students, rampant bullying
406	Low teacher pay and incentives, poor planning/overcrowding
407	Holding students accountable for their actions, fights assault sexual assault, not to bury it under the rug
408	Bus driver shortage, we would like to see more opportunities for fun at LPA. The school could add more events that bring families to school after hours to further the sense of community.

409	Growth and maintaining our performance standard
410	1) not enough school counselors 2) not enough quality teachers 3) rapid school age children growth
411	The teachers are under paid and leaving. The schools are crowded.
412	Disengaged or burned out teachers at the high school level, safety on campus, teachers vaping and setting bad examples
413	Recognizing and promoting arts and humanities by providing Increased support to teachers and programs. Teachers/parents shouldn't have to raise funds to use a bus or take personal leave for trainings.
416	Very low pay and long hours for teachers, St Johns is in the Dark ages with HR software and communication tools
417	Growth and behaviors
418	Dress code. Bullying.
419	Measured and commented n sense reaction to normal childhood behavior and not over reacting
420	Out of touch admin at 40 orange, too much caseload for teachers, chronic absenteeism
421	Improve athletic facilities and commitment to athletics as a whole
422	Teacher turn over and teacher pay
423	Keeping up with population Growth, getting good teachers, avoiding politics.
424	efficiency and accountability
425	Supporting and overloading teachers workloads, insufficient planning time, and trainings for

	paraprofessionals
426	It's very large with inadequate representation for all community. The class/school sizes are large.
427	Educators, student
428	Pay for teachers, keeping up with growth, financial resources to support schools
429	Need better teachers, school safety measures, more bus drivers
430	Competitive salary for teachers and over crowding of schools
431	Hiring good teachers. Teachers replacing the retiring teachers appear to be less competent or lazy uploading material on Schoology. Maybe they feel irreplaceable and exploits it to the detriment of their students.
432	Not enough assistance for teachers in lower grades like kindergarten.
433	Construction, redistribution of resources, renovation of old buildings. Better technology equipments for old schools, improvement of
434	Woke politics, ridiculously high traffic congestion.
435	Overcrowding. Teacher turnover.
436	Poor planning for increase populations, more school choices
437	Not enough funding to support the growth in the county
438	Managing the fast growth of the district and allocating resources fairly
439	Funding. Keeping teachers. Keeping up with inflation with teacher salaries.

440	Unsure
441	Students and parents taking ownership and accountability for their actions, hiring good teachers
442	Evaluation, Staff skills
443	Accountability! Integrity!
444	Growth, Teacher Pay, Safety for our children
445	Anti-education special interest groups (e.g. Moms for Liberty); effectively training and resourcing staff to support students with IEPs
446	security,
447	Ask for money too often
448	Gun safety for our students. They should not fear going to school
449	Hiring employees that aren't fit to work within the school district
450	Inconsistent and ineffective gifted education, school sizes are too large
451	GROWTH, Enrollment & Salaries
452	Bullying, social media distraction
453	Great teachers leaving due to the lack of a progressive pay scale.
454	Teacher pay and respect
455	ESE services overall, and opportunity disparities between schools
456	Growth/overcrowding, teacher pay, politicization of schools

458	Large developments around area with large students numbers in schools. District needs to build more schools
459	Rapid growth funding
460	The challenge facing our district is paying our teachers more!
461	Keeping good teachers
463	Teacher salaries are way too low. Good teachers are leaving the field. Raise teacher salaries to a livable wage in the area they teach! Stop banning books and letting ridiculous political issues guide the education of our kids.
465	Competitive teacher and staff salaries in relation to cost of living in St Johns County. Surrounding districts pay more. We want our district employees to be able to work where we live.
466	Teacher pay in FL is significantly lower than in other states. This negatively impacts the teacher candidate pool and many highly qualified teachers are leaving for other professions. This trickles down to mean that we have fewer highly qualified teachers. The district needs to pay a better salary. The district also needs more technical programs. This is a growing area and there is only one option.
467	More effective and transparent communication around school safety, issues facing our schools and their resolutions and transparent budgets.
468	Divisiveness in community due to political values and growth in the county
469	Growth outpacing space & teachers. Underpaid teachers.
471	Student safety and employee pay
472	Teacher retention and pay, increased ELL population, growth

473	Title one schools falling behind, oversized class sizes, useless professional development
474	Over Population, Staffing Challenges
475	IEP transfers between schools and making sure the transition is as seamless and student supporting as possible?
477	Teachers salary. Start paying them so they will stay and not look for a job somewhere else. Security is also an issue. It seems like people at the school are just going through the motions. Once students are in the school gates should be closed. Ive also watched cars at drop off drive the wrong way because they didn't want to wait in the car line. This is extremely dangerous. There is no staff or barrier at the gate to prevent it
478	Teacher salary and recruiting
479	Student behaviors, class sizes
480	Student behavior, student learning gaps, teacher pay,
481	Growth and maintaining quality of teachers
482	Mill Creek Academy is overcrowded none of the other schools around especially in Nocatee. Don't get any overflow start sending these kids to all the other schools and stop sending them all the overflow and Mill Creek it's ridiculous.
483	Growing population and class sizes
484	The pressure to change to what other counties are doing even though it's proven that what is being done in SJC is working
485	Overcrowding, but we feel the district is handling that with the new school being built. Also I know transportation services haven't always been the best. Not sure if it has something to do with staffing or the communication among staff members, but in Seabrook there were a lot of

	issues.
486	St Johns district employees are lowest pay , what can you do ?
487	Low teacher pay
488	Too much waste at the district level and teacher pay
489	Identity - need caring to return as a rudder. Growth and overpopulation. Employee morale and career progression.
490	The teachers are not backed by the district even when following district policies. The parents can complain, the district caves, and the teachers are left discouraged which is why they leave. Create effective policies and then stand by them and your teachers. Right now, parents are in charge.
491	Keeping FL a red state. Keeping critical race theory and DEI out is
493	Lack of subs and general para support in remote/title one schools especially in special education, teacher pay compared to neighboring districts, growing student population
494	Teacher retention, consistent rules and expectation in sjcsd schools, low teacher pay
495	Teacher and support staff resignations, Good Old Boy Mentality,
496	It's growing population, obtaining superb teachers, and staying inline with the constitution and American principles.
497	Overcrowding, retention of our best teachers, being fully staffed, academics aren't very rigorous
499	We need to provide more social and emotional support for all students, not just those struggling.

501	Low salaries for teachers, schools are so crowded .
502	Teacher pay/retention, student safety, teacher shortage
503	Teacher Pay; teacher shortage
505	Teacher pay and learning locations (aka excessive portable use)
507	Low teacher pay. Teaching to the test.
508	Growth and maintaining good teaching with good teachers
509	Not enough staff
510	Too heavily focused on accelerating students, underpaid teachers, growth
511	1. Pay for teachers and 2. Incentives for teachers
512	Too many positions downtown, wasting money on positions that are not necessary and not focusing on what is important which are the schools, not titles downtown.
513	Low pay and high cost of living in the area, leading to teachers leaving and going to other districts.
514	Preparing for diversity, retention, collective impact
515	Budget constraints in recruiting and keeping high performance teachers
516	Unplanned growth; inability to hold large scale developers fiscally responsible for the educational needs of the community that they are building for/selling to; splintered levels of responsibility (ie - too many individuals responsible for similar/equivocal tasks so that no one person is responsible/accountable for lack of performane/performance inadequacy); school level focus on completion as opposed to excellence (not pushing students to their best but

	rather mediocrity)
517	Low teacher pay, lack of appreciation for teachers & staff
518	Lack of accountability, poor pay for teachers
519	Safety of our students and support in difficult times
520	Special Education
521	Growth and not accounting for that growth, unwillingness to move to a more technologically advanced district
522	Unrestrained population growth within the county placing stress both financially and socially on the existing resources and infrastructure.
523	Keeping effective teachers and staff, increase in pay, training for ESE staff and IEP, effective teacher training, implementing techniques and providing students with computers
524	Growth, achievement gaps, early childhood education
525	Growth!
527	Uncontrolled growth, not very demanding curriculum
528	Teacher pay / testing / behavior of students
530	Not enough staff/Substitutes. Not enough training offered.
531	Teacher pay, need to ensure diversity representation (i.e. fighting unnecessary book bans)
532	Pay your teachers and staff - stop overcrowding these schools

533	Growth and declining parent support.
534	Population Increase, Traffic Delays, Funding/Taxes
535	Removal of disruptive students from the learning environment, Financial Waste/fraud (Bartram Trail Athletic Director and department), entitlement programs taking too much budget away from core educational requirements
536	Funding and teacher pay
537	Well, Saint John's County voted about 70% Republican, so a strong anti-intellectual and anti-education bias among parents :/
538	Overgrowth and the thinking that educators are solely responsible for student learning, engagement and behaviors, support from home is absolutely vital to student success and the overall development of our students.
540	The district must find permanent, not portable, solutions to our growing student population, and must provide additional supports to school staff who are being asked to do more with less.
541	County causing a drop in teacher quality and a lack of consistency for students and educators
542	Budget
544	One significant challenge is that children with learning disabilities or sensitivities are thrown into the same classrooms as the other children. This hinders the young kids trying to learn with constant disruptions, and the child with the disability or sensitivity isn't getting enough 1:1 support. There should be special education classes. Second issue, the district is growing extremely fast and do not have enough staff or school supplies (books) to teach effectively. Three schools need to be planned and built out BEFORE kids get smashed into portables. Teacher pay should be higher now after this last election, so hopefully 🍷 higher pay will entice

	better teachers to stay. (Though, I just looked at possibly becoming a substitute, but I could make more at Wendy's, so that needs to change. Why should an adult with a college degree work for that amount).
547	Overcrowding.
549	District personnel in higher roles who lack integrity in professional and personal lives, response to technology needs, and focus on teacher recruitment rather than retention
551	Changing perceptions, Values
552	Overcrowded schools which results in staff not being able to handle behavioral problems such as bullying and teachers having no control over their classrooms. Traffic problems at start and djsmkss the
553	Managing growt
554	Underpaid teachers and support staff. Not enough teachers for growing district.
555	Poor school scaling (lack and misalignment of funds for needed spaces), lack of competitive salary or honoring salary from prior jobs for teachers/admin, and lack of advocacy for resources/technology, arts, PE, etc.
556	Lack of resources/misappropriated resources, lack of enrichment (Gifted, challenging/new resources), lack of staff/teacher training for ESE
557	Large influx of people could strain resources if not handled appropriately
559	Ineffective school board. Inability to advocate effectively for our district as Florida attacks public education. Inability to listen to parents, students, employees, and other stakeholders.
560	ESE, teacher retention, communication,

562	Effectiveness, poor hiring, lack of accountability
565	Growth, transportation and safety
566	Schools are extremely overcrowded (my children are at pine island academy), very little support for my child who is above average
567	Fast growth
568	Lack of social emotional learning and book bans, teachers/staff who are no longer fit for the classroom.
569	High influx of kids with a diverse background and maintaining high quality staff.
571	Schools can't support growing population/traffic patterns, the district has a history of non-reappointing teachers out of the blue.
572	Teacher pay needs to be higher
574	Limited sports. You have failed students in this area. The teachers union thinks they have a monopoly on education but we have been much more effective at educating via home schooling. The only value anymore with public schools is athletics which you have limited and would get rid of if it weren't for parents. How sad that my son couldn't play basketball. My junior high was 1/8 the size of LPA and had 4 basketball teams so everyone could play. You aren't effective imparting knowledge and the biggest challenge is really the teachers union who push an agenda and are lazy. My mom taught school and my wife has taught school. Outside of a couple good teachers the public school teaches at LPA I've met are unimpressive. Get back school sports for everyone who wants to play! Those lessons about character and discipline are the only value you can provide. Us parents will make sure our kids can read and write if we left that to you it wouldn't get done.
575	Overcrowding Due to Rapid Population Growth, BUDGET Constraints, High Staff Turnover Rates

	with RECORD HIGH Resignations
576	Not enough space in schools to meet projected enrollment. ESE services for students.
577	Maintaining only allowing kids living in districts to be in school. The local schools should stay with local students
578	State testing, safety within schools
579	Understaffed schools, not enough support in EBD and IND classes
581	Unchecked population growth, staffing shortages in the classroom
582	Maintaining school safety. Maintaining quality staff and teachers.
583	A significant challenge of this county is being in the lowest quartile of teacher pay for the state, with priority only made in recruiting teachers with less than 5 years of experience vs in retaining high quality experienced teachers. Another challenge is poor communication and responsiveness with parents and the community. Many of the issues that are brought to the attention of the board fall on deaf ears and are ignored.
584	The fast growth of the district and loss of experienced teachers
585	Book bans and pay equity
586	Lack of diverse learning styles and curriculae (ie classical education, charter schools, etc), too much control of operations and control at the direct level leads to one-size-fits-all solutions (ie modify policy to allow more authority at the school level for some key decisions), overemphasis on virtue-signaling in place of individualized educational planning and execution
587	Input from the conservative government that has

	nothing to do with education, ex Moms For Liberty
588	Teacher retention due to being the lowest paid district in the state despite being one of the wealthier districts.
589	Teacher dissatisfaction, parent lack of involvement in students achievement after school hoirs
590	Poor wages for staff, too much control over what is taught in the classrooms, and lack of diversity
591	Not conservative enough and have caved in to the woke demands.
592	Too high of expectations for students. No time to release energy through outdoor/indoor play.
594	Keeping up with growth and regulating classroom sizes
595	Lack of qualified teachers and overcrowding
596	Educator tenure, pay and benefits
597	School board not backing educators-Not enough consequences for students who continually behave poorly or violently. Asking more of educators and taking more of their time
599	Overcrowding, lack of discipline in the classroom which hinders learning, mixing IEP students with general population slowing the learning process.
600	Wages
601	The large student to guidance counselor ratio. Students have a hard time getting taken care of effectively.
602	Accountability and transparency
603	ESE program should support Behavioral therapy and OT as it helps kids

604	POPULATION OVERGROWTH, IRRESPONSIBLE OVERDEVELOPMENT understaffed and underfunded schools
605	growth, accountability and equal opportunities for students with disabilities and legal plans
606	Employment and pay: More teachers are needed in high school, more bus drivers needed
607	Overcrowding and constant rezoning
608	Racism, bullying/fighting, lackluster gifted progra
609	1. Falling victim to whatever organization created this survey of mush mouth word salad qualifications - this is a DEI org recruiting a woke superintendent. Don't use a third party - make the selection on your own.
611	Advocates for ESE students in IEP meetings and structure
612	Managing unprecedented growth, funding for programs at schools for extra help/tutoring
614	Making sure curriculum is developmentally appropriate for the grade they're in
616	The over the top growth makes moving forward with our instructional plan difficult. All schools need to be held responsible for moving all students. An A is not just an A. Low income schools work very hard to close the gaps. Mid and high income schools need to move all of their students as well.
617	Book banning, lack of diversity, no history
618	Adult continuing education and trade education opportunities are not well communicated.
620	Ignorance, lack of funding for extracurricular education

621	Our financial situation, the board and district's disregard for our veteran teachers. Even with our new millage these veterans are being ignored and left out. We need to be attracting more veteran teachers, not running off the ones we have.
622	Overcrowding due to incompetent county decisions
623	Lack of school culture at individual schools within the district bc teachers can so easily transfer between schools, large student #s in resource classes (35 - 60) Art, PE, Spanish, Computers and lack of one to one technology (providing each student w/ Chromebook or iPad) and Low pay in a wealthy district.
624	Overcrowding and low funding.
625	Maintaining measurable and consistent performance evaluations based on merit
627	Getting bad teachers and staff out of our district. Spending responsibly. Being accountable to parents.
628	Small-district mentality (good ol' boy). Willingness to be okay with the current state of teaching. Failure to innovate and push to retain good teachers.
629	Teacher shortage, increasing ese population
630	More funding and opportunities north in the county, while the south side falls behind. Crowded classrooms and too much growth for school system. Burnt out teachers
631	Teacher Retention, Lack of Technology, and Teacher Pay
632	At the moment, funding for older schools. Anything extra for the kids comes from the PTO. That's great for districts with parents in high tax brackets, not for lower incomes. Especially when fundraising for events so that the PTO can help the schools.

633	Erratic response to growth; declining standards and student performance ("everyone gets an 85" and "everyone is in advanced"; the district wants it to seem like it is stronger academically than it is; we need one-to-one devices, such as Chromebooks - it is 2025 and this is an embarrassment that it feels like 1999 from a tech standpoint.
634	Not focusing all resources to the north.
635	St John's Co is still growing too fast and there aren't enough schools. The District continues to cry the blues about not being able to pay staff so good staff keep leaving for better paying jobs. Staff feel used and abused.
636	Poor funding to compensate teaching staff and attract more talent. Continuous change caused by attrition
637	The growing student population, and the ability to retain teachers from other districts with more enticing pay and benefits. Lastly very little engagement from school board and currently hard for parents to communicate issues that may need escalation if not resolved at the principal level.
638	n/a
639	Need more awareness and support for ASD and ADHD kids and inclusion. Need to add more educational tools for teachers of all grades to understand social and sensory challenges for the neurodivergent. Need less processed food in school lunches.
640	Retaining/hiring high performing teachers, capacity/space in schools
641	Problematic teachers need to be addressed
643	Kyle Dresback is ineffective and is a significant challenge that is holding back the district, that veteran teachers are not paid better, and a bloated overpaid district office (see my first point re: Kyle Dresback).

644	Hiring/keeping teachers x 3
645	The amount of staff positions and pay at the district level, the promotion of problematic people to the district instead of firing, teacher pay (which perhaps can improve with reevaluating the prior two issues)
646	Lack of forward thinking leadership and actions. Do not be reactive, be proactive and plan for success as much as possible.
647	District is too big for current board, maybe look into joemt
648	Overcrowding and teacher dissatisfaction
649	Growth
650	Underpaid teachers and staff. Reliance on PTO funding and initiatives for new equipment and classroom tools.
651	proper use of money, raise standards lost because of last Super
653	No consequences for bad student behavior, not holding parents accountable for their child's behavior, keeping up with the counties growth
656	Removing DEI, its an unnecessary theory. If you're qualified, you're qualified. Bringing back workshops that align with workforce needs to prepare students
657	Overcrowding
658	Underpaid teachers, class sizes too large (especially in middle and high school), pushing kids into advanced classes to get points and look better in district standings
659	1. Our students and their parents are entitled, and know that we fold under the slightest pressure rather than enforce our own rules and standards.

660	How fast it's growing.
661	Ese Implementation and intervention is lacking and in some schools not happening at all. Schools need to improve on discipline.
662	Growth and staff retention/morale
663	Over population bringing district scores lower and district dealing with high risk emergencies like COVID, hurricanes, bomb threats, or active shooters.
664	Crowded and staff turnover
666	Continued large influx of new students, Florida's continued focus as FAST testing being the end all be all so teachers are teaching to the test not teaching curriculum effectively.
667	Rezoning ... school growth... consistency
668	There are very good teachers in Saint Johns County. However this art of great teaching is not getting replicated across all the teachers. The result being some are good teachers and some are not so good teachers
669	Bullying, bullying, bullying
670	Growth of the community and understaffed schools
672	Ineffectiveness leadership, catering to parents who do not understand what really takes place in classroom, overcrowding by and mental health challenges.
673	Dyslexia Education, middle schools seem to be forgotten, lack of technology for students
674	Not enough staff and space to be able to handle to people coming to the area.
675	Paying the teachers!!!!!!!!

676	Buses being on time, functionality of online grade reports
677	Retaining teachers; teacher pay especially for experienced teachers; keeping veteran teachers
678	The district bows down to parents and does not hold the students or parents accountable. They are in the "I'm sorry" business. The district needs to back its administrators so they can back the teachers. The behavior that has become acceptable from both students and parents puts teachers' physical and mental health at stake. The district is also growing at a rate it can't keep up with. We need someone who can manage the growth successfully.
679	The intermediary between the employer and the employee is the biggest problem. Or a strict set of cliches that the intermediaries in the field of employment must follow. There is no flexibility in questioning the possibilities and abilities.
680	Over population
681	Bullying under control decent knowledgeable teachers you don't have now
682	It's difficult to avoid the pressure of idiotic woke groups to dumb down curriculums, it's also difficult to manage the antisocial behavior of some students.
683	Overdevelopment and lack of high schools
684	Tallahassee driven politics, explosive growth
686	Parent control
687	Teacher retention and students not having skills to function after high school ends
688	high taxes, overcrowding, unpopular woke policies
689	Lack of proper budgeting

690	Avoid startup charter schools to compete for funding; population growth;
691	The school library containing inappropriate materials and harmful computer use by using Code Math games (offensive music) and allowing students to google celebrities and other non educational items during school hours.
692	Rapid growth, school overcrowding
693	MAGA idiots and politics in general.
694	Fear of Rejecting "woke" ideologies that might alienate individuals or groups who view such movements as essential for social progress. We left NYC just for this reason
695	Principles spending too much time evaluating teachers, therefore not having time to enjoy time in the school's classrooms. Evaluations should be every two to three years unless there is an issue with a teacher.
696	Teacher pay is FAR too low. Leftist religious/political ideology needs to be kept out of public schools. School infrastructure (keeping up with population growth).
697	Consistency and equal support of all programs
698	Budget, school safety, politics
700	Pushes to politicize education from the external environment, difficulties securing funding with push for private education, low pay for teachers
701	Safety of students and how potential threats are handled.
702	Discipline, recognizing high achievement and performance in basic educational goals
703	Fiscal responsibility while protecting wildlife. stop the development. st. john's county is a shell of what it once was. almost unrecognizable

704	Growing populations and class sizes
705	Failure to see the district in terms of growth and value because of lack of vision.
706	Increase in student population, maintaining excellence
707	Teacher pay and retention! Wasted spending on curriculum that isn't needed.
708	High academic achievement. Strive to attain highest FAST scores in Florida. Ignore other metrics. Families take care of those.
710	over crowding, ms and hs teachers keeping motivation
711	A local increase in book challenges and removals, which goes with a state government intent on rewriting history and silencing LGBTQ voices. A strong ability to support neurotypical learners, but not students who are autistic or otherwise neurodiverse (learn from other states!) and massive growth in the county (the district HAS to stop rezoning kids all the time!)
712	Disciplinary problems is the most significant challenge. Unruly students against teachers and peers create a difficult environment for learning. The district should give more power to principals to manage disciplinary problems. The second big challenge is unqualified teachers, some come from other backgrounds not related to teaching and they have no idea what to do in the classroom and don't know the content they should be teaching. They don't have any training in pedagogy. People willing to work as teachers coming from other backgrounds should complete a mandatory exhaustive training in pedagogy and the content of the class they will teach.
713	Financial accountability, losing great teachers.
714	Influx of new children in area and school/class size. Retaining excellent teachers with salaries and benefits.

715	Teacher pay, growth
716	Teacher positions are not filled or are filled with temporary, under qualified people. Curriculum being created by politics, therefore requiring parents to supplement learning to have complete understanding of significant historical events and literature, or parents doing nothing and having uneducated children.
717	Crowded schools, less opportunity, lower student accountability
720	Not being able to retain teachers and teacher pay
722	ESE
723	Over populated on students effecting under-staffing and parking; underpaid teachers and staff
724	TEACHER PAY!!!!!!
725	Staffing and the speed of growth in a troubled economy
726	Not enough pay to keep or hire quality teachers
727	Loss of state and federal publicity c school funding and to make sure students are able to have strong curriculums for academic achievement in today's society not having curriculums limited due to political or community bias issues
728	Teacher pay, retention, diversity within schools.
730	Communication and accountability
731	Retention of skilled teachers, low pay, rapid county growth
732	Continuing to attract, pay and retain the best teachers is #1. Keeping pace with the growing district and keeping the quality of education high while expanding is critical.

733	Behavior of students, ESE growth, teacher loss due to lowpay
734	Population growth, student to teacher ratio
735	Need to charge the builders more, and make them pay to build more schools.
737	Overcrowding, underpaid and unqualified teachers
738	Fast growth, strained staff
739	Teacher salaries and over crowded schools.
740	Ability for children to be able to afford and do more extracurricular activities while in school. And the special education program needs to better funded and serviced.
741	Teacher is abysmal, principals is too high
743	Too big, need smaller classes, be like the old days more
744	Teaching only to perform well on state standardized testing.
745	Keeping up with growth. Paying teachers more so they won't leave the district.
746	Rapid expansion due to large student populations
747	Lack of consistency building to building, ESE and ELL support
748	Building every student, healthy nutrition in schools for kids
749	Prohibiting discrimination and enforcing firm discipline when it occurs
750	Limited programs for the high or low performing. Ignoring student behavior issues. Not empowering teachers.

752	Finding/keeping good teachers, overcrowding
753	As an educational expert and first-time parent to a Kindergartner, I can honestly say that your lack of emphasis on technology and outdated instructional methods will hold the district and students back. You need to be focused on leveraging AI to benefit the district operationally and instructionally. It seems like St. John's School District isn't aware of the paradigm shift that has happened in education.
754	Good teacher retention, effective and honest communication.
755	The woke, liberal agenda that cares not for the well being, mental health, and character development of children – but rather is focused on pushing its own agenda and immorality upon the young people of our district.
756	The growth in our area, and funding resources.
757	Grading remediation. It should only be for a D or lower and highest grade on retake a C. Need to clearly define roles for employees to contact in HR
758	Holding back wrongs words
759	Over growth and not enough schools to accommodate the growth
761	The massive influx of families from out of state poses a culture clash. The rate of growth is putting strains on all aspects of the organization. Of course salaries will always be an issue, especially in a county that is so affluent, housing for employees is cost prohibitive.
762	Rapid growth, diversity of demographics, competitive teacher salaries
763	Over crowding, better arts programs including symphony for middle schools, more magnet programs

764	Too much political influence from Tallahassee and overzealous parents (book bans, etc); school safety and removing behavior issue students
765	Overcrowding and low teacher pay - we should have the highest to retain the best!
766	Massive influx of people and students not being factored into building new schools which are already too small. Teacher burnout.
768	Navigating changes and challenging times
769	Lack of keeping parents accountable for the student's behavior. Lower pay for teacher. We need more teachers.
770	Declining testing scores and violence in our schools
771	Being proactive versus reactive
772	Over crowding, teacher pay/staffing, implementing and upholding strict rules and regulations regardless if parents like it or not. Standing firm with rules.
773	Funding. Dept of education.
774	poor teacher pay, too much money spent on curriculum that is not aligned to standards or is poorly written, mismanaged funds
775	Nicotine and drug use
776	Teacher shortages and student achievement gaps
777	Growth, keeping veteran teachers of newbies are getting paid more, not enough support for the teachers
779	Politics, overcrowding, teacher pay
780	Growth!!!!

781	1. Federal oversight. 2. Paid for studies labeled as science guiding policies.
782	Growth
783	Teacher salaries and ESE resources
784	Budget, growth, staffing
785	Teacher retention
786	Overcrowding, teacher retention
787	Slowing the growth and recruiting teachers
788	Rapid growth, teachers leaving, elective class sizes way too big
789	lack of funding toward things like our gifted student programs and buses available for field studies, managing rapid growth in area
790	State mandates, growth
791	Out of control growth, compensating our teachers and staff well to attract and maintain talent, security and safety
792	Alarmist organizations that misrepresent and distract from the actual needs of the district
793	Board needs to listen to teachers while encouraging them toward excellence.
794	Acquiring talented educators and budget
795	Amount of district staff and high salaries for each, promoting problematic employees to the district (to "remove" them from their school/location), teacher pay, accountability for those who are underperforming at schools (and unwillingness to let tenured teachers go regardless of performance)

796	Removing principles who last in performance.
797	Politics, growing too fast, staff pay
799	Under paid teachers and additional resources/options to assist high school transit to college
800	Maintaining highly effective teachers at the high school level
802	Growth of the county. Lack of staff, 10 month staff and 12 month staff.
803	Find good teachers and providing good salaries for good teachers.
804	Leadership who does nothing with problems, overcrowding, money management
805	ESE, staff and communication
807	Lack of resources and over capacity/pver population
808	Too much growth in too little time. Lack of quality Instructors. Too little support for the folks who go against "popular culture " thinking and want to get back to basics.
809	lack of teacher support so that they can foster a great learning environment. teachers being moved around at the start of school year is unacceptable
811	Too many students and growth
813	1. Rapid growth and dependent, especially with high density that brings in large volumes of children. There should be impact Feds on these developments to build the necessary schools to support them. 2. The pressure from teacher unions and political affiliations for teachers to be activists pushing BLM, DEI, and LGBT. 3. More focus on the gifted and high achievers. Better guidance on college readiness and course selection, although the Academies are an

	impressive achievement. There's room for improvement with the guidance counselors. I would also encourage DARE training every year.
814	Teacher pay is to low.
815	Growing too quickly and hiring quality talent given low salary
816	The main challenge is everything that teachers are faced with in all directions. But especially from some of the parents. Over here in Aberdeen, people complain a LOT. But they don't really do their part. It's not 100% the teacher's job. It would be nice if there was some push-back from the district on the "squeaky wheels" sometimes. Like spell out what is expected of them, because they don't seem to know. Maybe that would help people elsewhere who don't know either, but aren't complaining. Like a "we're all in this together" document and spell out the responsibilities for the student, the parents, the teacher, etc. Could be different for elementary, middle school, high school (guidance, etc.). Maybe it's ridiculous, but I bet the Guidance Dept. at Bartram would appreciate someone besides them trying to tell some of these parents that they want the kids to do their registrations instead of the parents. :)
817	Out of control growth and poor teacher pay
818	The school board members and florida government changes to education
820	You don't pay hope VETERAN teachers what they should be paid. You do a lot of talking but actions don't show. You don't hold kids accountable and perpetuate bullying.
821	DEI, pandering to certain groups only.
822	Hiring qualified Teachers and raise teachers salary's to make sure we have actual teachers who know how to teach.
823	Growth, politics

824	1. Rapid growth and dependent, especially with high density that brings in large volumes of children. There should be impact Feds on these developments to build the necessary schools to support them. 2. The pressure from teacher unions and political affiliations for teachers to be activists pushing BLM, DEI, and LGBT. 3. More focus on the gifted and high achievers. Better guidance on college readiness and course selection, although the Academies are an impressive achievement. There's room for improvement with the guidance counselors. I would also encourage DARE training every year.
825	The teachers need higher pay. This enables better retention and engagement.
826	NO DEI
827	Buses, lack of space & class sizes
828	Growth of the county and how to maintain schools high scores
830	Not paying teachers enough. We are losing the best teachers because of the horrible pay. We continue to grow as a district and more and more of a burden is placed on the shoulders of teachers who are not paid well in return.
832	Taxes, Traffic flows, Cost of living
833	Student-teacher ratios, raising the curriculum bar versus teaching to FAST tests.
836	1. Growth/overcrowding. 2. Salary 3. Allowing bad teachers to continue while good teachers aren't rewarded.
837	Substandard Veteran Teacher Pay; Managing Growth Issues
839	Size, communication and transparency with the community
841	Influences from outside Florida which may impact

	curriculum.
842	Maintaining high standards for schools in regards to student dress code and attendance because of excessive parent interference.
843	Financial
845	The high turnover of teachers is the biggest concern that we have (my son is even dropping an academy because of the turnover). Secondly, I want the schools to teach important fundamentals that will help in their careers, not social issues that should be taught at home.
847	1.Retaining teachers due to low salaries. 2. Overcrowding. 3. Students who have IEP's or those who need more instruction are not receiving specialized instruction.
848	Effective communication, ese guidelines and
849	It could become challenging to withstand calls from parents and teachers to become and "inclusive" school district which really means to adopt gender identity ideology. We hope the schools hold the line.
850	Hiring people that know what they are doing !!
851	The curriculum expectations for Kindergarten are extreme: There is too much stress placed on the 5 year old's to learn at this pint in their lives.
852	Population growth, teachers pay needs increased
853	Overcrowding, too much testing
854	The fact that you teach to a test, this and every district will fail our students.
857	Teachers that hard ass teach yet the school & district do nothing about it. So many issues at Creekside High....some very questionable teachers. Ms. Jauch has to be the absolute WORST teacher at that school yet nothing is

	done. You would look into all of the parent complaints on her.
858	Recruiting minority candidates; closing the achievement gap for our lowest performing students
859	Inclusion
860	High employee turnover and low morale
861	Responsible management of the budget. Showing leadership in navigating change while not expecting the long-term residents to bear the brunt or assume negative impacts on their kids due to the growth.
862	Over crowding, teachers, teaching the subject and not their personal issues. Teachers Bringing personal life events to the classroom.
863	infrastructure and high expectations for all students and instructional staff
864	Not inclusive when it comes to deaf and the hard of hearing population especially when those students are attending public schools
865	Student safety in school. To many fights, with intent to do real harm.
866	Nease dance team. Need to fund our coaches back !
867	Keeping up with population growth. Upgrading academic and athletic facilities
868	Overcrowding and under paid teachers
869	Safety. Mental health of students, equal resources for women's sports. Decent, reliable WiFi in school
871	Pay of staff, too many people leaving
872	Overcrowding schools and teacher

	turnover/shortage
873	Appropriate resources in under performing schools
874	<p>1. Rapid growth and dependent, especially with high density that brings in large volumes of children. There should be impact Feds on these developments to build the necessary schools to support them. 2. The pressure from teacher unions and political affiliations for teachers to be activists pushing BLM, DEI, and LGBT. 3. More focus on the gifted and high achievers. Better guidance on college readiness and course selection, although the Academies are an impressive achievement. There's room for improvement with the guidance counselors. I would also encourage DARE training every year. A good interview question to ask the superintendent would be what he thought was best about his childhood education, and what he thought was lacking. That might shine light on the direction he'd take the district. I want a superintendent who will foster love of country, reject a racially and politically divisive presence, and focus strongly on the 3 Rs, along with science and a history that's isn't purged of our Christian bedrock.</p>
875	Transparency, teacher appreciation, and special needs education
876	Behavior and scores.
877	Teachers leaving mid year
878	Growth (specifically staffing new and retaining veteran teachers), meeting the needs of students who have extreme special circumstances without sacrificing the education of others, more support at the school sites for students and teachers.
879	Getting money to cover basic needs that the district is asking parents to provide. It's disgusting that teachers have to pay for supplies for their students

880	teacher pay and the inability to attract effective instructors. Overcrowding, transportation.
881	Book banning and taking away teacher's ability to effectively teach.
882	Unknown
884	Fast growth
887	We need healthier, more wholesome lunch options
888	First and foremost the growth is completely out of control. New schools are continuing being built, but staffing becomes a tremendous burden. There are also now new high schools planned but multiple Academies which is a terrible issue. Lastly, the amazing teachers that are currently staffed are not awarded properly based on merit and years of experience. We need to do more to keep the teachers that go above and beyond on a daily basis.
891	parents and students nedss
892	Academics, supporting higher functioning elementary students, no where near enough staff, paras, or substitutes.
893	Growth, discipline, teacher retention
894	Lack of accountability for student misbehavior, lack of support for teachers, under-paid staff
895	1. Pay for teachers is to low comparatively to others in the state. Losing many quality employees to smaller districts with lower test scores. This will catch up eventually! Additionally the district is too top heavy with salaries downtown in positions that have little impact at the school level. HR too small and inexperienced
896	Extremist ideas and agendas, teaching to testing.
897	Teacher remuneration falling below other districts.

	Falling school ratings. St Johns County no longer being #1
898	Teacher burnout/ teachers not able to meet needs of all students/ consistency with discipline
899	Overcrowding due to extreme poor planning. Courses are becoming limited or unavailable due to constant overflow from rezoning
900	The population growth in the county and safety
901	Lack of continuity and, high teacher turn over
902	Pay does not equal job duties. Schools are understaffed and staff absorb additional job duties they are not compensated for. High burn out rate.
903	Poor financial accountability and lack of clear career path for employees
904	Competitive salaries, child safety, separation of church from school
905	County is too large & space to accommodate growth
906	Overgrowth, high ESE population without adequate resources, need a superintendent from outside the district with a vision for the future
907	Unhealthy competition that overlooks the importance of mental health and character
908	Need to prioritize higher seasoned teacher pay (who have a PROVEN track record in teaching) more money so we retain the best and brightest. Make them earn it and be accountable.
909	People who don't care about kids in positions to make decisions for them
910	Special needs support program are not good (ex: strategies program is useless), lack after school, extracurricular activities that are not sports related

911	Not enough technology in the classrooms. Not enough support for WSE teams
912	Teacher pay
913	Teacher retention, teacher pay, meeting the needs of diverse students
914	Producing academically, socially, and mentally prepared students for the next level of education or career. Not teaching to the test, but producing well-rounded and confidently prepared students.
915	Overcrowding
916	Funding, growth and meeting needs of current schools in addition to new schools.
917	Finance, retention of staff, safety
918	Nasty books in our schools Wokeism in our schools Ungodly things shoved down the throats of our kids in the name of acceptance
919	Lack of diversity in school staff and low teacher pay
920	Budgeting needs to be better. Need to develop a career path for the teachers. Make principles more accountable for their staff and school performance
921	The disconnection of the bus system and the accountability of the district's bus company employees. The communication is lacking especially in times of siuth
922	Resources. Lack of Master's prepared teaches.
924	Lack of diversity too many holidays celebrated in the classroom that not everyone celebrates
925	Funding and parental overreaching
929	Teacher salaries and incentives

930	Staff pay, special education, space
931	Teacher Moral/pay, overcrowding and lack of special education
932	Significant challenge in underfunding employees
933	Standardized testing for the sake of testing without any real benefit
934	Dealing with the exponential growth of the population and the effect it will have on the schools and student body
935	Crowded school, not enough teachers, pay doesn't go along with cost of living.
936	Retaining quality teachers due to teacher salary and elective choices for some middle schools.
937	Liberalism, Democrats, DEI, Socialism
938	Testing requirements and maintaining employees
939	Woke culture, Following what others think our schools need. Basic curriculum
940	Partisan politics. Teaching facts. Keeping religion out of school curriculum as fact based.
942	1. Top end District constantly takes care of its own and leaves schools to suffer. 2. Horrible development of staff outside of cultivating AP's and Principals.
944	To keep cost down yet pay teachers what they're worth
945	Pay for employees, rapid growth
946	Partisan politics. Teaching facts. Keeping religion out of school curriculum as fact based.
947	Teacher/staff shortage

948	1. Retention of excellent teachers in lower performing schools 2. Information technology from too many sources from different teachers 3. Websites including calendars of events are outdated and calendars are not maintained.
949	1) after school clubs in high school 2) participation of school level events such as science Olympiad, FBLA 3)
950	We are growing faster than our funds can keep up with. We have an increasingly diverse population (ELL, ESE, ASD, low SES).
951	Teacher's salary is so lower
953	Too many male principals, some of which have had relationships which their staffs which presents a rough working environment. The county knows who these people are and should be more proactive.
954	Poor fiscal management and lack of partnership with teachers
955	Staff hiring due to personal relationships, not expertise. rapid growth and lack of experienced staff
957	Diversity
958	Teacher pay, teacher attrition (great teachers fed up with lack of support leaving), and lack of bus drivers
959	Distracted students due to cell phones, not all schools are 1 to 1 students/laptops
960	Low teacher pay, teacher turnover, communication
962	Social media- lack of funding from state-
963	continuing to excel in school ratings despite population growth, protecting children from woke influences, protecting children from physical harm

964	Lack of professionally educated teachers. Teachers lack disciplinary tact by sending students to Gaines and writing them off because they haven't been trained effectively to handle and mentor students. They would rather harm not only the student involved but their educational needs
965	overcrowding
966	Salaries for teachers and All support staff
967	The radical increase in enrollment
968	Unqualified personnel who are correcting their performance and no consequences so unfair work load, not enough ESE support so we are completely burned out in title one schools, pay is not worth it, after benefits I can barely afford my bills as a mom of a 2 year old
969	Behind in technology, behind in curriculum and not trusting teachers to do what they do best!
970	teacher salary, using resources wisely
971	Growth and staff shortage
972	Keeping expectations for staff the same, regardless of their experience levels
973	Insufficient teacher salaries, too much emphasis on teachers having to be instructors and disciplinarian, lack of authority and influence with Planning Zone Authority and Board of County Commissioners with respect to housing developments without adequate schools to accommodate increased enrollment levels, and having to implement policies on transgender issues.
974	Staff support and fund for electives
975	The increased student population, low teacher salaries
977	Retaining and hiring quality educators school

	overcrowding due to too much growth
978	Growth of the community, teacher shortage
980	Teacher pay new & veteran. Old school facilities not up to modern capabilities
981	transportation and traffic control
982	Retaining good teachers and teacher pay
984	1. Staffing
985	Equity in each school and the quality of each school in the education they provide. Some schools do so much better in the education they provide.
986	State testing, teacher accountability, enforcing programs that don't work for all students, ensuring multiple learning strategies for students.
987	Not all students need college readiness. We need to offer career and technical school options.
988	Underperforming schools in the south end of the county.
989	I think the biggest challenges are salary, we need to pay our teachers a lot more. Enough that it will encourage the best of the best to teach our students. We need more schools and we need more support stuff! Nurses assistance to teachers, guidance... My daughter's high school has multiple guidance counselors and it still takes many days to be able to get an appointment to be seen. If a student is experiencing a mental health issue that is affecting their education, being able to be seen right away is imperative. Pay more money higher better people and our district will be number one again.
990	Population growth and teacher pay
991	The schools on the southern end of St. Johns county are extremely old and teachers are paid

	more in surrounding counties
992	Dress code! It is HORRIBLE!!!! Student discipline needs to be enforced!!! Our students are not held accountable!!!
993	The growth within our county continues to increase at a speed that our schools can't keep up with. Properly staffing seems to be difficult. Training, onboarding, and an increased teacher pay scale should be implemented. We have to support our educators in this way if we want to see long term sustainability in the people who choose education as their career path.
995	Overcrowding, lack quality teachers, and competitive wages compared to other counties in the state.
997	Investment in extracurricular activities and forward thinking. SJCS D is being passed by other districts in these endeavors because they refuse to invest in them.
998	1. Inequity in resources between north and south end of county. 2. Ineffective leader gets moved to a job at Orange Street or one is created for them. 3. No money for raises for teachers or support staff, but money for top heavy downtown.
1000	Teacher pay, teacher shortages (experienced teachers)
1001	Transparency
1002	NA
1003	Leadership, PLC ineffectiveness, nepotism
1004	Over crowding due to people moving into the area. Keeping the district 1st in achievement scores.
1006	Being able to pay employees a living wage and keeping up with the growth of the county.
1007	School administrators NOT holding their staff

	accountable for things and siding with them over a parent. As a parent I have felt not "heard".
1008	Retaining employees, employee compensation, growth and expansion
1009	Lack of diversity, community members who feel othered, excessive testing
1010	Teacher compensation
1011	Safety and Overcrowding
1012	Growing population,
1013	Book banning extremists and outside influences
1014	No challenges, but we only have 1 in Kindergarten at this time.
1015	Lack of available teachers and paras starting and remaining with a class for full school year, lack of subs to fulfill illness/absences, AP movements too frequently without consideration to what is not stable in the school they are
1016	Overcrowding, terrible bus schedule, certain aspects of curriculum that are not about education, but DEI propaganda
1017	Community involvement, support of the students mental health, drugs
1018	Low teacher pay, crowded schools, too many Christian holidays celebrated
1020	Lack of teachers due to lack of pay, too many district staff and not enough school-based staff
1021	Teacher/School grading systems. Cell phones
1023	Teacher pay, adequate support/mentoring for new teachers, re-evaluating professional development

1024	Population growth
1025	Population growth, public funding, censorship
1026	Managing growth, managing growth, managing growth
1027	This school district is a farce. Teachers are underpaid and under appreciated as well as understaffed. Behavior among students is not managed well. Growth is not being managed well. I am disgusted with this district if it was possible to fire the entire admin and start over I would welcome that!
1028	Too many Christian holidays celebrated, need to include Jewish and Hindu and other students holidays or just have none.
1029	Comparable resources in all schools.
1030	ESE programs are lacking, southern schools are ignored for funding
1031	Increase in population, competition makes it harder for less achieved kids to get picked out
1032	Over populated schools, teacher turnover ,
1033	Teacher retention and pay
1034	Leadership not always listening to lower level staff who are working directly in the positions that need change. Different expectations depending on the school. Lack of mentoring or help to teachers or leaders who are struggling or having complaints
1035	Wokeness, national slumping achievement, teacher pay and retention
1037	Pay for teachers, no consequences for discipline issues
1039	Diversity in employment- wages/salaries-under staff in areas- large turnover of employees

1040	The way money is managed causing issues with staff retention.
1041	Retaining teachers, paying teachers a livable wage that reflects the cost of living in this county
1043	Rising costs, need for increased special needs support, more tech options
1044	Need to pay teachers and staff more. Less religious holidays in the classroom. December is horrible for non Christian kids.
1045	Lack of arts education; too much emphasis on testing, not enough on "hands-on" learning inside and outside of our classrooms.
1046	Teacher retention, teacher shortage and teacher pay.
1048	Fiscal innovations to provide necessary funding to run quality school, providing innovative changes to the ESE program options for all students with unique abilities
1049	The changes to curriculum regarding history and sex education are a travesty need to be addressed as they are not giving students accurate information. Book banning is unconstitutional and it should be up to parents, not schools to decide what books are acceptable for their children.
1050	Budgeting, and of course money.
1051	Retaining quality teachers and competitive pay for teachers/employees
1052	GROWTH!!
1053	Limited space in schools, limited opportunities for gifted students
1054	Special education programming- This does not matter to the current superintendent and should. Also, pay your teachers more and treat them

	better. You treat them like servants and not people.
1055	Overcrowded classrooms and schools and uncompetitive compensation for teaching staff
1057	Teacher pay, too many summative/formatives, not enough relevant training choices
1058	The growing population in the school district and improving professional collaboration
1060	Overpopulation of the community, the increased issue of bullying
1061	middle and high schools are weak - socially, academically, etc.
1063	Overcrowding, budget for teacher salaries, and retention of qualified staff
1064	Growth, classroom safety/bullying
1065	Bullying, no respect, lack of communication between school and parents
1066	Conservatives
1067	Overpopulation of students, inadequate staff
1068	The total neglect of you early childhood teachers in VPK positions. We are responsible for your future student and are the most neglected underpaid employee. The lack of support between board and union.
1070	Rapid growth and slow response to it.
1071	Teacher pay. Lack of bringing in qualified/strong teaching talent due to lesser pay and benefits. School admin piling on ESE/IEP students and behavior issues on senior teachers and giving students that are easier to manage to inexperienced or underperforming

1072	Outgrowing space
1073	Overcrowded student enrollment, hire more excellent teachers to promote students' personal development.
1074	Growth, good teachers and ability for teachers to teach in a way that kids will learn the necessary curriculum for life and not just to pass the standardized tests for higher school ratings.
1075	1. Underdeveloped gifted program in elementary/middle schools 2. Teachers and administrators with inadequate training in child development and classroom management
1076	Funding and teacher pay
1078	Overcrowding and behavior
1079	Budget, funding for non core classes and activities
1080	Staff retention, addressing Leeann issues when it is evident many staff are leaving a campus due to admin conflict
1081	To value our long term dedicated teachers.
1082	Anticipating and projecting growth, and providing forward thinking strategies to solve over crowding.
1083	Poor attitude of teacher complaints about salary communicated to students, classroom control by teachers, vaping in bathrooms
1084	Keeping up with current educational trends. Maintaining academic excellence.
1085	Not focusing on Academics and being too involved with politics
1086	What teachers are paid. St. John's is known for being the leading school district in the state and yet they are the lowest paid. This school district will never retain experienced and valued teachers

	if they are never properly compensated.
1087	Growth, lack of qualified staff to meet growth demands
1089	Underperforming title 1 schools, low pay leading to poor teacher retention, underfunded ESE programs.
1090	Low Educator Compensation and Rapid Community Growth
1091	Retention and culturally inclusive learning
1092	Rapid Growth, Teacher Pay
1093	Rapid growth and hiring/keeping great teachers
1094	Overcrowding schools, few dual enrollment opportunities
1096	Lack of funding and poor teacher salaries.
1097	Unsustainable growth, use of current county facilities
1098	overcrowding and budget
1099	Teacher pay, growth
1100	Budget, Expectations
1101	Leadership failures with some principals, lack of support and opportunity to transfer
1102	Overcrowding not enough schools and teachers pays
1103	Keeping up with growth and pay.
1104	State government interference, low teacher pay
1105	Qualified teacher retention, mismanagement and lack of transparency of budge funds and failing to

	address bullying/harassment amongst students.
1106	Overcrowded classes, portables, not paying teachers enough
1107	Transparency with decisions
1108	Not enough high schools. Problems retaining teachers due to pay.
1110	Republican leaning ideals
1111	Not enough staff supporting ese students across the board. Pay needs to improve to sustain staff in high needs classrooms and schools
1112	Retention of teachers and the lack of funding for high school athletics.
1113	Limited school funding, particularly in teacher salaries, hinders educational quality;Teacher support is insufficient regarding reimbursement and essential academic resources;The response to community growth and increased academic needs is more reactive than proactive.
1115	Extremely rapid growth due to regional development and required implementation of politically biased state standards and curriculum content
1116	Growth, meeting individual goals/needs
1117	Student over population teacher retention
1118	Staff trained to support students with ASD and various other needs
1119	Teacher and staff pay must increase. In comparison to other states and districts with like achievement, teacher pay is a barrier to getting and keeping good educators. Continued growth will require strategic planning.
1121	The lack of communication within the schools. The office staff is horrible at PMHS. The

	bookkeeper should be fired , she has no clue!
1122	1) They hire mostly from within and do not think with an innovative mind. The same people are promoted so nothing gets fixed or improved. 2) There does not seem to be a lot of action toward teacher raises which is the #1 issue in education in St. Johns County (and everywhere else).
1123	Sustainable Achievement and Innovation
1124	Not enough room for students in schools, not robust enough ESE programs, not robust enough special training academies (magnet),
1125	Underpaid and overworked teachers and staff, screening and management of behavioral issues in early elementary which affects other students classroom experience.
1126	The budget, pay of all especially; non-instructional staff,
1127	Lack of community involvement, focus on meeting state standards rather than exceed or looking towards other state standards as a model for excellence.
1128	The district is doing the bare minimum for children who should qualify for IDEA, they inflated grades for kids who are on the higher functioning side and deny FAPE by refusing parents written request for evaluation. Parents feel disconnected from the school and excluded from the school community with limited access to school events, classrooms and most important the teachers. The districts refusal of FAPE for many students has led to high magnitude behavior that is being managed by undertrained staff while parents are being blamed or villanized by school administrator.
1129	Veteran teacher pay. Retraining good teachers
1130	Too many students entering district & not enough good teachers , keeping teachers just because they have sooooo many years of teaching but don't teach very well & do not instill confidence in

	students' abilities
1131	Teacher pay is not commensurate with level of achievement for the county, our teachers are performing well but their pay is low by state standards
1132	Attracting and retaining high quality staff and poor pay for staff,
1133	I feel that the district does not have the proper resources or set up for the most vulnerable of our population. I think we are far behind other districts like Duval County when it comes to children with special needs. I think we should spend some time researching and looking into a reworking of these programs. The lack of competitive compensation with these roles also plays a part in our downfall with this part of our community and leads to a lack of retention of ESE support staff.
1134	Teacher pay needs to be increased to get and keep staff
1136	The character counts program.
1137	Rapid growth
1138	<p>1. Not following the rules set is worse than not having rules. For example, school dress code is not checked daily. Students who break the rules should not be allowed to stay in school. Need to stick to it. Also, restrooms smells Marijuana and vaping often. This is noticeable and staff should check class by class for eliminate all drugs and vaping devices to allow positive studying environment. It can be done. If school can close for days for storm, school can stop a class to identify students who possess drugs. District needs to foster seriousness of law and rules. We need to be role models for future citizens. 2. Adjust admin staff ratio to teaching staff. Need to raise quality and budget for skillful, knowledgeable teachers. Examine the budget closely to slash wasteful spending. Teachers need to be tested annually on subject matter to ensure they know the subject. Students need extra coaching on Science Olympiad. There is none currently at</p>

	BTHS. Students are organizing themselves but there is no one teaching them or organizing teaching, therefore, the ranking of the school in competition is not impressive. Students have potential. It is matter of setting up higher expectations and work together to achieve it. We need district to set reward system to promote t
1139	Rapid growth and the need to keep school size smaller, supporting schools with the staffing needs based on the size of the student population as a ratio not a static number
1140	Keeping track of student adn parent needs and feelings.
1141	TEACHERS TEACHERS TEACHERS
1142	overcrowding/frequent rezoning, charter school competition
1143	No
1144	Good character training for students, work with big business and small business to direct students toward their goals for success in life.
1145	Overcrowding and teacher retention based on salary/work environment
1146	The need for trailers in brand new schools
1147	Only in are for 2 weeks and I feel like the community in the Silverleaf area of St Augustine is growing faster than the schools and roadways.
1148	Maintaining the high academic standard with the increase in student population
1149	Growth and acclimation.
1150	Bullies in schools. Weapons. The kids roam free in the halls fighting, bullying to the point kids are wanting to commit suicide. Nothing is being done

1151	Fast growth in the area with concern of quickly over crowding our new schools. Poorly planned roads and turn lanes for big schools that make drop off, pickup and access to school challenging.
1152	Rapid growth
1153	Budget and over crowded schools
1154	Population growth
1156	We don't retain experienced teachers because the pay is not competitive. Most teachers and support staff require additional financial support (additional jobs) because our salaries are not high enough. We need to do a better job of supporting students who have learning differences with 504s and IEPs
1157	ESE student success
1158	Inclusiveness, providing Christian input
1159	To many families with many children are overwhelming the schools. Not enough teachers who can afford to live and teach here.
1160	Over population, too many people have moved into STJC
1161	Over population
1162	Diversity and inclusion with in staff, staff support, district personnel, leadership and students.
1163	Class sizes too large. Not enough MALE TEACHERS and MALE influence. I am a woman saying this by the way.
1164	Must avoid teachers union priorities in favor of student benefits
1166	growth and teacher retention
1167	Overcrowding. Poor pay to teachers. Lack of resources for students with special needs or under

	IEP or 504 plans
1169	Fiscal responsibility x 3
1170	Erosion in the quality of instructors. Expanding education resources in pace with fast population growth.
1171	The district should allocate funds more for student based resources and programs. Building renovations and improvements are also lacking in some of the older schools.
1172	1) Losing teachers (we need to direct the funds raised by the two tax referendums to veteran teachers, not just new ones); 2) Not enough ESE, support for learning disabilities, or proven anti-bullying programming to ensure all children can thrive 3) Too much politics—the school board should stand up to the anti-LGBTQ book crusaders so they can focus on tackling actual education issues and overcrowding
1173	Teacher pay and retention. Overpaid district employees.
1174	Lack of teacher pay and too much on their plates between district and state expectations
1175	lack of ESE support, lack of accountability from teachers, staff, Admin especially principals and assistance principals, academics: too much focus on teaching kids to take a test and not enough of actually educating them
1176	Growth, lack of diversity for board members, and declining budget
1177	The equitable pay of teachers who have taught for ten or more years in comparison to beginner teachers. The union getting school board to pay teachers what they are worth in comparison to other districts with lower performing on state testing.
1178	The salaries, of course! Figure out how to recruit and retain good teachers! Managing/eliminating

	unnecessary jobs at the district level.
1180	Growth/overcrowding, recruiting and retaining the best teachers
1181	Population & overcrowding, staff constraints, and pay/financials
1182	Lack of technology, budget cuts, teacher salary (especially for "experienced" teachers), unnecessary requirements that require time for underpaid employees, TOO MUCH TESTING. We are testing student that have met the highest achievement level on progress monitor 2 more times, which is about 6 hours when they have already achieved the goal?
1183	Overcrowding, teachers are not paid enough or valued, bullying isn't taken seriously, children with IEP's fall through the cracks
1184	Lack of finance education for students
1185	Lack of consistent policies across schools, lack of support for ESE students, lack of awareness to staff morale
1186	Population
1190	Too many incoming students
1191	Schools being overcrowded and good teachers leaving
1192	Overcrowded schools
1193	1. Efficient use of funds to support teachers resources and salaries.
1195	Teacher pay
1196	Losing great teachers and keeping some teachers in classrooms that need to retire
1197	Growth, large class

1198	Budgets, communications, staffing
1199	Population growth, teacher quality, political motivations conflicting with learning
1200	School safety and responsiveness to threats
1201	Growth of our county and employees to work
1202	acquiring and keeping quality teachers and staff, security, budgeting
1204	Growth in the county, funding for teacher salaries and Technology for students
1205	Budget constraints and resource allocation. Teacher recruitment and retention.
1206	Safety, retaining good teachers, and over crowded
1207	Under paying teachers and supporting staff
1208	Over crowding
1209	The district needs a complete makeover for the ESE department
1211	Retention of ESE teachers and support staff,
1212	diverse workforce, adequate workforce capabilities, capacity planning
1213	N/a
1215	The fast growth of student population and not big enough schools built to withstand the growth. Paying teachers higher wages to be able to afford and stay in our district.
1216	Incredible rate of district growth, opening new schools as well as integrating new students into the district
1217	Busing transportation and "summer slide"

1218	Keeping up with the population increase and diverse needs of the community/students.
1219	Pressure from religious and political groups to teach doctrine outside of traditional liberal arts educational programs.
1221	Lack of communication within the school/district leaders, poor ESE/gifted programs, little consistency between schools policies/grading, different resources in schools, lack of employee pay/appreciation and stress on employees specially when new schools open and there being a shift of employees BEFORE budgets are given out(employees have no idea if they will have kids the following year or not)
1222	The influx of new students because some schools are over crowded
1223	teacher retention, growing ese population, radical growth
1224	Not paying staff appropriately to keep the best in the district. Focusing on new teachers instead of keeping those who are loyal to the district and the profession. The overgrowth and lack of planning causing overcrowded schools.
1226	Growth of population and economic development
1227	Overcrowding,teacher recruitment and teacher retention, teacher pay
1228	Overcrowding in classrooms & low wage for teachers
1229	Transparency
1231	Teacher pay. School planning to support population increase.
1233	Teacher retention; diversity; salaries
1234	Low teacher pay, diverse student needs

1235	Growth of the district at quick pace and resources available to staff/students/instructors
1236	Not sure if any
1237	Growth
1238	overcrowding due to overdevelopment, unable to keep high performing teachers on staff, security
1239	Lack of a gifted program, lack of resources and attention for special needs students, and low pay for teachers resulting in turnover
1241	resisting the extreme rights political agenda that defy proven educational standards. fighting needless book bans and curriculum changes
1242	Lack of communication and support for support staff
1245	Growth and teacher shortage
1246	Fiscal, collaboration with government leaders
1247	Stop paying teachers so poorly they do not stay, stop allowing kids to pass just you you get good ratings, stop allowing principals who apply no discipline for rowdy kids, allow parents in school more so we feel more connected,
1248	Lack of communication with parents of special needs kids on what the entire education process may look like.
1249	Getting good teachers. Overcrowding. Preparing kids for college
1250	Growth and overcrowding, not keeping up with technology innovations
1251	The pay is low. There is no dyslexia testing, accommodations or programs.
1253	Growth. Money. Top heavy.

1254	Removal of character building programs, stop book banning, need for higher teacher pay and support,
1256	Hopefully no growth with affordable housing. Attempting to fix what isn't broke, yet effectively working well.
1257	Controlling enrollment, student safety at all times
1258	staffing
1259	Staff turnover, communication, rapid local growth
1260	Student violence, achievement levels
1261	Retention of veteran teachers, lack of support for teachers with ese students and the students themselves
1262	Liberalism infiltrating the school system
1263	Too much growth too fast. Do not want the schools to be overwhelmed with hiring the wrong staff
1266	ESE, Efficiency of systems and processes, and lack of input from stakeholders
1267	Inequality. From career academies in high school to the county athletics, the southern end of the county suffers. I drive my daughter to middle school and soon high school because no bus is provided
1268	Difficulty adjusting to diversity, staff retention (all positions), transportation growth
1269	Lazy teachers
1271	unbalanced discipline, some teachers do not belong in the classroom but they are and the students are paying the price
1272	Uncompetitive pay compared to the districts

	across the county lines in all directions. Prioritization of filling teaching positions with inexperienced under qualified teachers.
1273	Overloaded classrooms
1274	Inability to have libraries in every school (EHC); inability for therapists to abide by their code of ethics and offer evidence based strategies for LGBTQ students due political disagreements; Limited access to learning materials based on SEL discourse.
1275	Not enough of sports programs
1276	Growing safety concerns , overcrowding of schools and classrooms
1277	Low salary, parental involvement
1278	The county is overwhelmingly conservative so it's best to pick someone who aligns with community values for the majority
1279	Micro managing
1281	Uneven distribution of resources, inaccessibility of lower-income students to academies outside their zoned schools (due to needing personal transportation)
1282	Controlling the amount of students with aggressive behavior in the classrooms. There is zero support for the parents who child is in a classroom with a child who has stabbed another with a pencil, chocked kids out etc. There is no support for the teachers who are also being abused. There needs to be specificity guidelines that the school board and Superintendent have in place which supports the parents, teachers and staff with violent students.
1283	They focus on inaccurate analytics that lead to overpopulated, under-infrastuctured schools that support strategic goals only at a macro level. Constant interruptions to the education process due to educator turnover/losses. Extracurricular

	activities are woefully unfunded and (along with academic settings (supplies) and services (busses)) and put excessive strain on families.
1284	Find good teachers, pay them better and give a really good education. This district is not a 10.
1285	Overcrowding in the school and teacher retention
1286	Waiting until kids are enrolled before including them in projected capacity (overcrowding) and knowing what career & college majors to explore
1287	Providing accurate science and history education that allows students to maintain equal understanding with out of state peers. Local politics. Locals trying to ban books, due to their ignorance
1288	Low pay for support staff/non instruct and teachers. Lack of listening to the community
1289	There should be a social worker at each school, 1 school counselor per every 300 students at the high school level. There are positions that hardly require much work to be done while other positions are over worked and over stressed.
1291	ESE Services and lack of funding for staff
1292	Need more guidance counselors and other support staff; teacher pay; planning for growth
1293	Overcrowding leading to high students to teacher ratio and low level on average of rating of middle and high schools
1294	Poor parenting, growth in student population, low teacher pay
1295	Teacher pay and overcrowding
1296	Under supportive teachers, average level kids not challenged enough in needing higher expectations in the classroom.

1297	Rapid population growth in St Johns County
1298	Unrest on social media and challenges social media bring to students lives.
1299	Bullying in schools, lack of closing achievement gaps for low level learners
1300	I feel teacher pay is a large issue because it isn't comparable to the state or country. I also feel like we waste a great deal of money on new textbooks m
1301	Managing k-8 schools.
1302	Issues at middle & high school levels
1303	Salaries that compliment the work that all staff and faculty do, lack of special education Paraprofessionals, fiscal support overall due to fair growth
1305	Growth and funding. Seems as though funding is going to newer schools and northern schools. The schools in the southern part of the county are in major need of a "facelift". And funding, there's never enough to support "all the things".
1306	rewarding veteran teachers
1307	Safety.
1308	I don't know if many elementary school age kids who are enjoying school. And most kids I know are struggling in one or more areas. Teachers are forced to teach too much and teach to past tests. The fun of learning is gone. We are considering home school options.
1310	Over crowding, class size, not enough teachers
1312	Lack of appreciation for educators and communication gaps
1313	Lack of respect by children and parents, over

	development and rapid growth
1314	1) rapid growth of student population 2) raising property taxes to pay for schools
1315	Increasingly high budget while failing to allocate more for students, over spending on admin, too many admin personnel
1316	Not paying teachers enough, test re-take policy!!! It needs to go.
1317	Secular infiltration, transgender agenda, inappropriate age appropriate curriculum
1319	Portables (environment), attendance zones, we need more schools
1322	Keeping our teachers happy,
1323	Growth at a very fast pace, not enough resources for special needs students, not enough schools to handle the growth at this pace.
1324	Safety. Inclusivity. Bullying
1325	Communication and deceit
1326	Bullying
1327	Growth and infrastructure
1328	Communication and transparency, be able to creatively solve the problems. Have an ear on reported issues from their perspective as well
1329	Growth, adequate payment to teachers
1330	Growth (and effectively managing the growth), low educator pay,
1331	Growth, political pressure
1332	Maintaining quality educators & staff within Growth, competitive compensation, kids not on

	grade level being based to next grade (disservice to child & seen this repeatedly)
1333	Increasing pay for educators and support staff; having a leader who supports faculty and staff
1334	Disgruntled teachers, student enrollment exceeds capacity, no system to address teachers with poor performance, complaints against them
1336	Students not being challenged academically, not enough quality teaching, overcrowded schools
1337	Availability of guidance counselors to the students, bussing, students eloping from campus without anyone noticing
1338	Traffic control and student drivers.
1339	Fair and competitive compensation
1341	Paying teachers and support staff adequately & County Growth
1342	Growing too fast, can't build schools fast enough and they're overcrowded the day they open.
1343	Support for Kids with disabilities of which there is a growing number, no accountability
1344	Significant growth to student population; low salary for teachers
1345	Retaining good teachers, overcrowding
1346	Special education spiraling budget and rapid growth, lack and f collaborative decision making current model isolated to top executives, CFO and finance
1347	low-paid teachers, shortage of teachers and substitutes, book bans and "parents' rights" groups
1348	Over-enrollment, school excellence dropping, ESE

	resources are disgraceful
1349	Low teacher pay, overcrowded schools, not enough funding
1350	I think we overbuilt schools. Development is slowing down
1351	Every student should be respected , treated the same way, no matter what and who is he
1352	Growth (too many students for resources) and poor teacher pay (can't attract or keep good teachers)
1353	Technology and kids being online more. I think it's a distraction. I think the size of our schools is a challenge. My child is athletic, social, highly monitored and will be ok at the huge highschool but to a kid not as socialized our schools are huge. Maybe making hallways by grade more a community or even "grade neighborhoods" to make things more intimate fostering belonging.
1355	Academic driven at any cost. It's disappointing to see the lengths that the schools will go to in order to keep the A rating and funds coming in. Students who have not earned a diploma or getting them because numbers are being manipulated. The no less than an 80 or 85% requirement on assignments should be removed. It's time that the students earned their grades and kept the grades that they earned. I also believe there should be stricter consequences for bullying, and that mental health should become more of a priority. I would love to see St. John's County teaching to the whole student rather than just the diploma.
1356	Favoritism to some families in the district
1357	Growth, overly political influences, performance
1358	Over crowded classrooms and burnt out teachers who are underpaid
1359	How to navigate the growth of the areas and providing the right amount of support to maintain

	excellence
1360	Expanding a lot and not putting enough focus on the older schools, getting rid of positions that we need. Not sure if this is a district wide thing but gifted students need dedicated pull out time to meet their needs. It's impossible for teachers to be able to effectively do this
1361	Teacher retention, salary
1362	1. Rapid growth of population. This includes class capacity size, transportation, and maintaining quality teachers for the students.
1363	Growth and hiring of teachers who are qualified. Especially at the high school level with math/science courses. I live in Nocate and you have to deal with the Noc A Moms. Unfortunately they keep getting crazier. I have had kids at multiple schools over the years and PIA seems to be getting out of hand with parent issues. Good luck
1364	Communication with parents about school closures and events could be better. Giving parents time to plan for childcare when schools are closed is crucial. Sending out email and text reminders would acaso be very helpful. That is definitely lacking. More resources for neurodivergent children. More extended day slots. A lot of these things are it very difficult for working parents to make ends meet and keep a steady job. It takes a toll and definitely affects our children too.
1365	Teacher shortages - low pay rate to substitutes - lack of correct students behavior because of the poor support of parents with no parenting
1366	Excessive growth, low teacher pay
1367	E-bikes/scooters, bullying, poor school lunches, and funding for teacher pay.
1369	Continued overdevelopment of the country which will lead to crowded classrooms.

1370	Curriculum not set to exceed state requirements
1371	We need programs and services for kids with dyslexia
1372	Overcrowded schools, bullying-racism, teacher pay and compensation
1373	Partisan politics corrupting school boards and ridiculous book bans
1374	Over population, underpaid teachers, inadequate special needs services
1375	Salaries don't align with cost of living, even after recent increases. electronics not available one to one in Southern schools of any
1376	Support for ESE programs, population growth, teacher shortage
1379	Way too much growth too fast. Very difficult to keep things are great as they were. Many of the folks moving here are doing so because their kids have special educational needs which is taxing the district resources.
1381	Too crowded
1382	Gifted education not being funded, equity
1383	High teacher turnover, lower teacher salaries
1385	Budget short falls. Politics. DEI Support.
1386	Overcrowding, budget constraints, talent acquisition
1389	Financial funding and overcrowded schools
1390	Teacher pay, politics present in the school board, moms for liberty destroying education
1391	Teacher pay, retaining high performing staff,

	student disciplinary action
1392	Class size and reliance on standardized test instead of personalized students learning trends
1393	Student population growing faster than schools can be built. Low salaries for all involved in education including bus drivers, custodians, coaches, support staff, administrators and teachers.
1394	Top heavy. Too many Disttict employees in positions that don't directly impact students,
1395	Being able to make choices & lead even if doesn't go with the flow if others, do the right thing
1396	Egocentric staff, lack of respect for their students and parents and allowing bullying from students and teachers
1397	Too much growth and not enough qualified teachers.
1398	Underserved populations, student engagement, classroom management
1399	Population growth; retiring teachers; child behavior impacted by technology and dysfunctional home life
1402	Maintaining high performance during rapid county growth
1403	Love for diversity and employees
1404	Low teacher pay and excessive administration
1405	1) no fun in educating (or very limited) 2) pursuit of meeting scores/goals is paramount to providing an enriching environment for all students to learn valuable life lessons and how to apply themselves
1406	Lack of sensory training for staff , update playground with sensory games,

1407	Low pay, high qualifications, not enough staff
1408	Getting and keeping teachers. Paying enough
1409	Teacher shortages, dealing with student mental health and politicization of education.
1410	Keeping staff, paying staff and students moving around
1411	Low salaries, limited access to technology (lack of 1:1 laptops), lack of input from teachers (curriculum, classroom materials,)
1412	This system needs significant help with special education. My child school has had three different teachers so far and we're only in January. There also needs to be more resources for children with special needs and better planned outcomes for them
1413	Growth, qualified teachers
1414	Population growth, staff pay, politics
1415	Mental health and transparency
1416	Teacher pay, consistency in the classroom
1417	Too much growth in a short time. I would like to see the district continue to offer each student a terrific education
1420	Growth of population. Need for more teachers and finding/hiring qualified and experienced teachers.
1421	Rules/laws from Tallahassee that take our control away, inability to make developers pay us more money for schools, not paying teachers enough.
1423	Lack of true support for students with behavioral/neurodivergent behavior issues
1424	There is no real "gifted" program. There is a lack of variety in elementary school. There seems to be

	way less "fun" projects like dioramas, or posters, or different ways of learning or presenting. It is very "busy work". So many worksheets and just a lack of creativity.
1425	Lack of diversity, programs improvement and opportunity to excel
1426	Understaffed in schools and top heavy in district positions.
1427	Rapid growth, retaining quality teachers
1428	Introduction of technology & laptop initiative, banning backpacks for safety. Installing metal detectors for safety.
1429	coping with government disregard for student development; overcrowding with community growth
1430	Being innovative and forward thinking while adhering to state standards
1431	Salaries should be raised for high performing teachers. Create major incentives for high performing teachers and principals. Not everyone needs high pay, but if 20% of teachers got really high pay and other had the opportunity at achieving higher pay. That would incentivize all teachers. It would be nice if there was major recruiting in the corporate world to hire 'celebrity/star teachers'. Alternatively the best biology teacher in the district records videos of the key biology lectures. These lectures are given as HW to all biology students in our district. Then kids come in and do class work on each video topic. Then the in classroom teacher can assist students where needed. Aka flip the classroom.
1432	Overcoming, staff burn out
1433	Teachers leaving, art and extracurricular programs fading or phasing out, underperforming district personnel

1435	Funding/wages, being successful with underperforming/special needs AND gifted kids
1436	Pay incentives for professionals that want to transition as a certified teacher.
1437	Paying and retaining our teachers through growth
1438	Growth teacher retention and training
1440	Scaling to meet demand, Maintaining Quality and Reputation
1441	Efficient
1442	Over crowding due to infrastructure issues.
1443	A school board that does not listen to its stakeholders, retaining and rewarding veteran teachers to keep them in the profession instead of pushing them out, ensuring ALL Special needs students receive an appropriate education including 18 to 22 years old.
1444	The population growth too fast and not enough resources
1445	Great teachers who are underpaid, extra curricular opportunities in school
1446	Not building schools to house the amount of students who attend them. Not providing sufficient funding for schools for teachers, textbooks, academics, athletics, where does all the taxpayer money go for education? Why are we allowing students to pass classes when they don't do the work? Why are we hiring coaches for athletics who aren't knowledgeable in the sport? The education and schools in St. John's County are not what they once were and are truly disappointing for the future of our county.
1447	District written testing for students is not well done, students computers with constant issues, teacher pay

1448	Growth
1449	Having the ESE students in the General classroom when they would thrive in a smaller class size. These students need to be taught life skills.
1450	Teacher retention, community support
1451	Liberalism - the safe space discussions and bullying. Focus on education
1453	Administration at FCMS(should have been fired years ago), over crowding, middle schools not supporting school sports (cheer, football etc.) at FCMS the principal will not even allow the banners when they win to be placed in the school or acknowledge anything except volleyball and BB
1454	Not enforcing the code of conduct (bullying and dress code), not hiring good teachers for all classes and kids, Kids do not like going to school they need to find a better way to have kids enjoy school while they learn (I have heard so many kid lately say how much they hate school), Not planning for growth in St Johns area, they need more school supported sports
1455	Administrative expectations
1457	Lower income housing being developed, and parents not has involved in education, and lowering student intelligence pool.
1458	Growing too fast, large class sizes and not enough staff
1459	population overgrowth in certain zip codes, unbalanced zoning
1460	Not paying teachers what they are worth as the number 1 district in the state
1461	N/A
1462	Uncontrolled growth, negative political climate and

	teacher shortage due to non-competitive benefits.
1463	Community growth and increasing school populations
1464	Staffing, bullying, bussing
1465	Discipline
1466	Under paid support staff / to many chiefs not enough Indians / flexibility in utilizing effective personality's with those of students strengths
1467	Teachers are underpaid.
1468	Lacks diversity among teachers, ESE programs are behind
1469	Systems thinking and application, strategic accountability measures
1470	Overcrowding not paying teachers staff etc enough
1471	Morale / Explosive Growth / ESE
1472	Disparity amongst schools and staffing shortages
1473	Overcrowded, summatives 70% grade!-all test, lack of communication from super/school board when complaint filed re:resolve. Peer bullying elementary too and lack of principle/teacher communication. Multiple issues with hiring coaches that are not good fit and should do more extensive background checks on non district employees and reference previous employers and why fired previous coaching jobs, need sports funding, no buses for away games, sports should be a priority, etc
1474	Overpopulation and lack of resources for Staff
1475	Growth and teacher shortage
1476	The amount of people moving in to this county is

	<p>more than the system can handle. The portable classrooms to me are not secure enough and the teachers are understaffed. The district has been working diligently to ensure proper safety for students and safety for students on buses but with the influx of new students we are overwhelmed with new neighbors and until the county growth rate slows the schools are going to continue to be understaffed. We have great teachers and staff in virtual education and I wish we had enough resources and staff in brick and mortar to help the students who need just a little more time on classroom work to be able to achieve the same success as virtual learning allows.</p>
1477	School size / amount of students / student to teacher ratio
1478	Over crowded schools, under qualified teachers, under paid teachers
1479	To many chiefs not enough indians
1481	Growth, while positive, requires balancing constant reasoning & building of new facilities which requires significant funding. Maintaining & attracting quality teachers, admins & support staff for the growing school base.
1482	Staffing and capacity. Safety in pick-up and Drop off areas. Logistically roads have not accounted for large amount of vehicles at those times and now including heavier traffic in general
1483	<p>First of all, I'm a school bus driver and you have no respect for school bus drivers their pay is disgusting. We should be up at the top of the list I get teachers are and they get good raises but so should bus drivers if it wasn't for the drivers you would not have students in schools Discipline why is it that you have a student quote of conduct but your principles do not follow the student code of conduct. I believe that needs to be addressed. A book should be out and a parent should sign and I think School should have a little committee making sure that parents read that and they know the rules and the student code of conduct what's in there Signed and returned to the school every year there seems to be a problem with that and</p>

	drivers bus drivers have problems with that and discipline at schools principles need to be re-educated you cannot give out tickets or or ice pops. It doesn't work. You need to follow the rules that whoever designed the student code to conduct And follow that that's the issue with kids. They have no respect for teachers bus, drivers administrators, and that has to be addressed I think that wearing uniforms should be part of that and implemented what these children are wearing to school is ridiculous.
1484	growth, teacher pay, cell phone use
1485	School safety, including mental wellness as a result of bullying, not enough is being done to stop bullying proactively, a culture change is needed immediately at all grade levels, more accountability is needed by teachers and administrators to prevent and address. Equally, why are we still dressing out in gym? Girls who are already the subject of bullying do not need to be put in the inappropriate position of undressing in front of peers who may later taunt them, equally it's unnecessary since the only thing they actually do in gym is walk in circles on the track, hardly a cause for a change in clothing.
1486	Pay and communication
1487	Low pay for support staff and lack of teachers
1488	Staffing shortages, student behavior, proper training
1489	Inappropriate reading materials available for elementary age children, liberal school board members
1490	Lack of interpersonal time with teachers/ staff
1492	Pay for teachers, real learning,
1493	Population growth and academic regression
1494	Population size, transportation and quality

	teachers
1495	Accurately predicting growth needs, managing significant new school construction costs, ensuring curriculum is challenging enough to prepare kids for college
1496	Overreaching parental involvement; Overcrowding
1498	Transportation and ESE PRIGRAM needs help
1499	Failure to focus on math and reading superiority in a global world.
1500	Growth, quality staff, school based communication
1501	Misspending of budget resources. Lack of focus on education excellence for competing beyond Florida. Teaching to the lowest common denominator rather than each child getting the best education possible. Holding teachers back from teaching more than the minimum
1502	The extreme growth of population, limited resources despite that growth.
1504	Distracted by cultural programs rather than excellence in math, reading and critical thinking skills
1505	Traffic, safety, security
1506	Seasoned teachers leaving because they do not feel appreciated and supported
1507	Teacher retention, paying veteran teachers appropriately, hiring qualified teachers
1508	Lack of funding
1509	Bullying accountability
1510	None

1511	Overgrowth, teacher shortage, teacher quality
1512	Low staff to student ratios - especially for Elementary schools.
1513	Underpaid teachers and school zoning
1514	Gender (homosexual/transgender) agenda being pushed on teachers and curriculum; AI and students abusing cheating;
1515	overflow & resources
1516	Impact of politics and policy from school board and state
1517	Reliable and experienced staff along with ongoing supportive professional development
1518	Staff shortages and low pay
1519	Keeping children, safe and preventative health are sacrificed over academic goals. School nurses are completely overwhelmed, and the district does not seem motivated to address the issue.
1520	Teacher Salary Pay needs to be increased immediately and continue to do so. Provide ALL resources to your schools in terms of textbooks and computers before the school opens to maintain student and staff success.
1521	Reputation is declining. Teachers not being paid near enough. Entitled students with lack of respect.
1522	Boxing out woke agendas, need to focus on academics. Schools are too big and limit opportunities for some students as a result - sports, leadership opportunities, social skill building,
1523	Teachers are underpaid
1524	Overcrowded, high school students without math and science teachers with the knowledge, limited

	access to stem because of the overpopulation
1525	School equity meaning not all schools offer the same educational experience. Some schools are clearly run better than others. School leadership is different and some administrators don't share the same views and vision and values as the team as a whole.
1526	cutting funding, financial mismanagement and lack of financial transparency
1527	Growth (classroom size/ratio to teachers), maintaining high academic performance, safety protocols (which I know there is only so much within the districts control)
1528	Misuse of funds, lack of support for staff, poorly prepared students for real life challenges.
1529	Under staffed and under paid employees
1530	School safety. The present and future are changing so rapidly and trying to figure out what kids need to be doing now to be fully prepared for that future.
1531	Thriving for excellence and success. Not enough Financial support (e.i. Sports)
1532	Lack of quality teachers/instructors, not paying teacher/instructors a wage that is competitive with other districts, not paying all of our teachers/instructors a wage that is appropriate for the cost of living in St Johns County. Not removing the out dated pay cap on tenured teachers/instructors and have their wage adjusted to match what new teachers would make at that point in their career.
1534	School safety Protecting students, staff, and faculty from threats like school shootings is a constant concern. Chronic absenteeism Students missing school frequently can be a sign of disengagement and educational barriers.

1535	Over population, finances
1536	The district caters to parents too much. Let the teachers teach. Remove or eliminate all of the bueacracy in the classroom. Too many peripheral tasks in the classrooms. Teachers work at home too much. Where are the laptops at Lakeside .. sitting on a pallet in the hallway for weeks!
1537	Special Needs education and resource deficits, school choice challenges, cost of extra curricular activities
1538	Fast growth- city road infrastructure doesn't support school traffic. Teacher supports/retention.
1539	Understaffed schools, overcrowded schools
1540	Not stopping or communicating appropriately about bullying, behind on number of students per classroom
1541	Population growth; lack of innovation; achievement gap (high quality instruction for all learners)
1542	Large class sizes, underperforming students, apathy
1543	Not paying the teachers!!!!!!
1544	Low teacher pay causing good teachers to leave, teacher morale
1545	Specifically in middle school some of these teachers need to be let go
1546	I don't know
1547	Addressing fears and negativity of parents, making innovative decisions
1548	growth, state mandates
1549	No budget , no enough laptops , no other

	programs like gifted child
1551	1) Improving Compensation for Staff and Educators; 2) Comprehensive and Strategic Long Range Planning
1552	Top heavy. Teacher retention.
1553	The growth. Teacher pay/SLP pay
1555	1.) Overdevelopment/excessive growth in the area leading to staffing and space shortages. 2.) Pay isn't competitive with general cost-of-living or with surrounding districts.
1556	School capacity and teacher turnover
1558	Achievement gaps for students with disabilities and equal accountability for all employees.
1559	socio-economic level of residence
1560	Kids can't run in PE class! It's ridiculous! Kids should be able to be kids!
1561	Overcrowded schools, address cheating by parents from other districts
1562	No Newcomer's Center for our excessively growing ELL population. ESE students being pushed into Math and ELA without proper support. Both, of these cause huge stressors on our teachers and our general Ed. student population effecting data all around.
1563	Over crowded schools, underpaid teachers and our drop in rank
1564	Proper preparation and prediction of Population growth. Recruiting teachers that are interested in a career in teaching and not just a 2-3 year job.
1565	Growth and turnover, experience
1566	The voucher system causing budget constraints

	and teacher pay
1567	Over crowding, keeping up with technology (AI, etc)
1568	Overcrowding and possible alternative agendas that don't reflect the values of the majority of parents in this area.
1569	Over crowding due to population growth! Deeply concerned the quality of teachers will be reduced due to meeting the demands of increased student population.
1570	Parent / school communication
1571	There is a significant lack of response to the student growth zoned for Mill Creek Academy. There is also a borderline illegal lack of support and response for students with disabilities.
1573	Safety
1574	We need additional special education resources and more qualified resources.
1575	Increase Population
1576	1. Excessive and uncontrolled growth 2. Retention of experienced and dedicated teachers 3. Declining parental participation
1578	Low pay, overcrowding, lack of incentives for new teachers
1579	Over building
1580	Limiting educational and after school options (Spanish as a resource, sports)
1581	Teacher dissatisfaction in pay, effective discipline, community developmental growth
1582	Funding/Budget, Growth Management

1583	Managing the future growth with resources (both current and future resources)
1585	Help the underpaid support staff to make good income to survive in economic crisis.
1587	Managing educational needs and political influences
1588	The northern age of the county does not have enough high schools, or schools in general. Beachside high just open two years ago and already they're building trailer compartments because class sizes are becoming too big. The county has to change the way it builds schools it needs to build With the expected growth in mind, not the current needs.
1590	Growth, AI, modernization
1591	Special Education and Funding
1592	Diversity in staff, transparency, & the lack of accountability for students and staffs who can get away with anything.
1593	Quantitative evaluations, book bans, exclusions
1594	Overcrowding schools, Sport facilities, Transportation to offer more field trips
1595	Overpopulation & classroom sizes
1596	Budget issues, athletic officiating is subpar
1597	teacher workload and pay, very rapid growth of district (getting good quality teachers, overcrowding, etc)
1598	Growing too fast!, keeping teachers that are "tenured" when students still suffer, not recognizing the individuality of students
1599	Budgets - pay teachers competitively

1600	The main challenge of educators in my personal opinion, as there's too much politics involved with the education of our children by politics, I mean those on the higher levels seem to worry more about themselves and their jobs than they do with our students
1601	Maintaining excellence and strong culture while managing growth, innovating and pushing forward instead of maintaining status quo
1602	Correct placement of students and providing gen ed teachers with supports for students with behavioral challenges
1604	Underfunding
1605	Population growth, strain on community resources, keeping up with the children safety.
1606	Growth of the county and it's impact on schools, our community lacks supports for students with mental health needs and disabilities that will be needed once they exit the K-12 system, and our need for experienced teachers and support personnel.
1607	Growth, staff pay, lack of developing leaders/ succession plan, "good ole boy" mentality.
1608	Secondary grading policies, lack of one to one technology, lack of district funded resources, transparency with goals, increasingly crowded schools and classrooms
1609	MAGA parents gone wild....they are dumbing down our education system.
1610	Compensation for Veteran teachers and NOT working with county to stop new home development, the district needs to hold builders financially accountable to the county
1611	Does not address the needs of kids with challenges (just tries to push them somewhere else out of the school district), teachers have too much on their plate and are inadequate at

	developing relationships with students. teachers who bully
1612	Parents rights and too much parent influence.
1613	Not enough technology available for classrooms, discipline system is not working... students don't care.
1614	Exponential county population growth, teacher retention, special education programs
1615	Overcrowding, lack of funding
1616	Growth in student population
1617	DEI poison, academic accountability students, teachers and parents, revisionist history and the rise of relativism nationally.
1618	Transparency in finances, staff morale, and ESE programming
1619	Safety of our students. Problem students should be removed more quickly and harsher stances taken against repeat offenders with significant issues. Community/parent involvement must improve for students to excel...
1620	The school conforming to societal pressures, overpopulation, and school safety
1621	Relationships with the teachers and the district, allocation of funding, and the implementation of curriculum (choosing the correct curriculum)
1622	Funds management, over crowded schools,
1623	Too many mislabeled ESE students vs reading deficit problem, programs/classes to support new ELL students, overcrowding
1624	Over crowded schools and under paid and under appreciated teachers and staff

1625	Special education, teacher pay, valuation of teachers
1626	Keeping students ingauged
1627	Not enough schools in overdeveloped areas ie Silverleaf
1628	Consistently coming to schools and visiting classroom (for extended periods of time) to see how and what teachers are going through on a daily basis
1629	State educational funding, and maintaining the historical integrity of public education.
1630	Staffing, managing district growth.
1632	Student and teacher's involvement and engagement in different programs
1634	Rapid growth, teacher frustrations
1635	Scaling the system up while maintaining quality
1636	Growth
1637	Lack of direction, lack of foresight for impacts to the community infrastructure, lack of true instruction (assign and learn on your own)
1638	Not enough schools or teachers to match growth; teacher pay too low
1639	Overcrowding and liberal policies in standards
1640	retention of good teachers and promotion of low performing students not ready (emotionally or academically) for next grade level standards
1641	Entitlement
1642	Growth and hyper-partisan politics

1643	Financial and funding for growing population.
1644	Confined growth, maintaining a proper budget and cultivating a stronger relationship with teachers to continue to support and hire the proper staff.
1646	Financial and funding for growing population.
1647	Making quick decisions and responding to the public during unforeseen circumstances, providing adequate resources for all students, creating a community that goes beyond a school
1648	Inaccessibility of admins, overcrowded schools
1649	Maintaining high ranking
1650	Teachers leaving mid year and lack of pay for teachers
1651	Teacher academic accountability and discharge of inefficient staff
1653	There are two main challenges to the district. 1) The district not allocating funds properly to schools and areas. Some areas are struggling due to massive increases in population and growth, but they are not gaining the extra funds needed to effectively educate the kids. 2) The school district and administration bows to parent demands way too often. The district needs to be responsive and quick in handling disruptive students. Not just put them in a corner with their own specialized teacher. District and school decisions should be made for the good of the many, not the needs of the few. It is one thing for some parents to not discipline their kids, but based on what I have seen, they expect the schools and the district to follow suit.
1654	County Growth, Excessive use of Portables, Shortage of Teachers competent in subject taught
1655	Teacher retention. Managing extreme growth, Managing student behavior.

1656	Budget cuts and explosive growth
1657	Ineffective administration, failure of administration to actively support and encourage staff, failure of school administration to foster a positive and inclusive climate for all staff
1658	The most significant challenges in the district: overcrowded schools, not having students have their own Chromebook (most schools in the country are one-to-one on technology now), and not paying teachers a higher salary than other districts when we are the top district in the state.
1660	Low teacher pay, poor teacher performance, school capacity far behind growth
1661	Quick growth causing overcrowding and need for additional schools.
1662	The increase in new residents due to the growth of the area, especially non-owners due to the new rental condominiums. The growth of a community with cultural diversity that is not included and undervalued.
1664	Overcrowded schools, lack of communication, safety inside of the school
1665	Meeting needs of all students/diverse needs; population growth
1668	Too lenient, not enough accountability for students through all grade levels
1669	Ability to retain highly qualified and excellent teachers, adherence to "watering down" the truth of history, government, science & social studies of extreme conservatives who don't want "the truth to make some one feel bad".
1672	Housing and cost of living is way too high based on the wages for normal working people. Hate and political bias are affecting our schools which leads to more division and discipline issues.

1673	Increasing number of students and lowering salary for staff
1674	Growth; ese ; teacher retention
1675	Enforcing the dress policy
1677	Making sure new schools are managed effectively. Maintain high standards of education for every student. Find educators who have a vision for high education standards not just looking after the students for the day.
1678	retaining good teachers; improving salaries; dealing effectively with rapid growth
1679	The lack of a true leader(s) who make ethical decisions. Hiring the new CFO was a political decision, not one based on education and experience. The district has a responsibility to the community to put the right people in positons putting politics aside.
1680	ignorance, political influence, misguided priorities
1681	teacher pay, over spend on sports
1683	Growth and maintaining standards
1685	extreme growth, housing costs for teachers
1686	Financial assistance for school need programs.
1687	Long time leaders who are not held to the same standards as others.
1688	Quality Retention of high level educators, recruitment of educators to a field that used to be flourishing and weeding of bad apples at the student and leadership level
1689	Growth and safety
1690	Budgets, special education reform

1692	Enrollment
1693	Teacher to staff ratio because our county doesn't know how to stop overdevelopment
1694	Overpaid and underperforming administration & Transportation resources outside of daily to and from school buses
1696	Due to the sheer size of the county, schools are unable to provide 1:1 computers, which presents a challenge since most of the curriculum has a tech portion build into it. In addition, the rapid growth of the county, which is again causing some pockets of the district to be overcrowded, but this is starting to be dealt with by building new schools. Furthermore, although St. Johns County continues to be at the top of the state in performance each year, it is towards the bottom in this area for pay, which is causing some highly qualified teachers to switch districts. A district that performs so well should be able to make sure those who play a large part in that success should be able to pay for basic daily needs and not struggling paycheck to paycheck.
1697	Retaining our good teachers.
1698	Uneven treatment of kids from wealthy families, teacher morale, teacher pay
1699	growth, teacher's not compensated enough, lack of certified special educators and master's level teachers.
1700	Kyle Dresback needs to be the next Super
1701	Hiring and raise increases
1702	Implementar clases para niños que están en el gifted program, enseñar valores, motivación para leer y aprender
1703	Lack of diversity, staff doesn't look like the community. Superintendent was non responsive to inquiries.

1704	low teacher salaries, bus and transportation, book bans
1705	Safety always remains top priority, managing rapidly growing population
1706	Managing growth, recruiting and keeping faculty
1707	Keeping hard working teachers and staff
1708	low pay, unprofessional leadership and lack of effort to engage with parents on issues
1709	low pay, unprofessional leadership and lack of effort to engage with parents on issues
1710	low pay, unprofessional leadership and lack of effort to engage with parents on issues
1711	Retention of teachers, lack of technology and lack of drive from teachers to inspire students to reach their potential
1712	Growth, and disregard for the disadvantaged
1713	Poor teacher pay. Ineffective ESE program. Transportation
1714	Continued funding for new school expansion given population growth.
1715	Politics, budget management, parental pressure
1716	Constant switching of teachers that destabilizes the students. Hiring qualified teachers that are dedicated and good with academics
1717	Facilities need improvement to may pods at Timberline creek, had the money to build a new facility but not to update older school. Outdoor gym facility at Timberline but no internal facility.
1718	Ese program, need more ese teachers and teacher pay

1719	Out of control growth, teacher and staff being overwhelmed, not enough staff to support kids with an IEP.
1720	I believe the growth of our district is our biggest challenge. I would say the needs of our special education students is a priority. I believe we need to raise our teacher salaries to keep qualified staff.
1721	Share the idea the school cares about the students and try to be inclusive with different learning processes.
1722	Financial conflict between best for school vs best for student. Need increased support for all extracurriculars including sports, clubs and school spirit culture improvements.
1723	You don't care about fair pay for teachers, yet bloat budgets at the district level for workers who never do anything while teachers work 12 hours or more a day for a fraction of the pay.
1724	Significant growth in community & population & underpaid/not competitive with neighboring districts when it comes to teacher salaries
1725	Lack of ESOL sufficient ESOL support, teacher pay
1726	Safety, student emotional well-being
1727	growth, teacher attrition, teacher pay
1728	ESE support for students and teachers, proper school funding for ESE support and retaining teachers
1729	Understaffed
1730	ESE population needs and supports, teacher pay, teacher evaluation system
1731	Lost student achievement due to Covid and teacher burnout.

1732	Over capacity, getting developers to invest in the school district, hiring staff
1733	Not listening to teachers, growing too fast and not being able to keep up, we need better resources in the classroom (not choosing textbooks based on cost)
1734	Underpaid and understaffed
1735	Equity, character development, separation of church and state
1737	Funding, Talent retention, Leadership support
1738	The pay for the teachers and staff, the benefits/ insurance are lacking.
1740	Lack of teacher support against the parent criticism. Teacher pay and maintaining high quality/effective teachers. Bringing more consequences to students and parents. Communication through parent created accounts should not be tolerated.
1741	Overcrowding, administration
1742	Keep our morals and character strong despite trends of introducing non scholastic education such as gender identity ect. This should be addressed at home and not a part of education
1744	Poor leadership on the school board, budget accountability, parent communication
1745	Population growth and finance
1747	Retaining teachers and staff due to low salaries, overcrowding- influx of new students without new staff or schools
1748	Teacher pay, state restrictions on education material
1749	Parent/child not held accountable (behavioral problems persist as result and negatively affect

	other students sometimes directly when not corrected); no one proactively addressing e-bikes/scooters on same path as regular bikers is an accident (and possibly fatal one) waiting to happen, especially when the ages span from kindergartners to 8th graders); too many different systems for parents to keep up with (schoolology, HAC and email—where do we find what?!?).
1750	Over crowded schools, population growth, and teaches who stand up for students
1751	Over crowded school, bullying, needs diversity inclusion
1752	Residential Overgrowth and DEI programs
1753	Book challenges becoming stressful for ELA teachers, and we need an AI policy for cheating which is becoming a BIG problem
1754	Growth and getting and keeping good staff
1755	I guess I responded with challenges in the prior answer. Teachers are leaving the industry and it has become a privilege to work in education. I say privilege because the pay for SJCS D is lower than Duval and other districts. You can't afford to live off the wages you pay teachers without a partner or someone helping that teacher financially or she/he doesn't have kids. I am so happy and impressed with PVPV Rawlings and so disappointed to learn the district is paid less. You all do such a wonderful job, please pay your teachers a comparable wage to other districts so we don't lose our SJCS D teachers to other districts or professions.
1756	Use of resources-for instance, my kids come home with all of their books practically untouched. Retaining good staff. And not enough busses.
1759	Growing student population, low pay for teachers, antiquated technologies in the classrooms
1760	Do not succumb to any pressure for lockdowns ever again

1761	rate of growth, competitive salaries, financial management
1762	Safety
1763	Administrative burden, under qualified school principals and assistants, extremely underpaid teachers.
1765	Keeping politicians out of classroom. Pay for educators. Safety
1766	consistent leadership decisions, consistent teacher support, equitable decision making, watering down academics/maintaining high expectations.
1767	overcrowding in high schools, too much residential development, no life skills courses available at all high schools such as home economics and auto/wood shop
1768	Rapid growth and I believe start times should change; high school 7:30, elementary 8:30, middle 9:30
1769	Pay for district employees and improve the need more support for our staff with ESE students
1770	Teachers who fail to communicate effectively resulting in many parents requesting a class change, to no avail; failure to enforce dress / technology use code
1771	Growth and the stretching of resources required as part of that growth
1772	Christo-fascist state government aided by sycophant superintendents like Tim Forson, Racist, homophobic, transphobic, parents trying to impose their religious beliefs on public schools and creating an unsafe environment for children
1774	Teacher retention, student safety, parental communication

1775	compensation of teachers and support staff that is affecting retaining respectable educators, including, but not limited to, ESE staff, AND too many positions at the district level not helping the students or teachers.
1777	Should offer more vocational training for older students
1778	Budget Issues; Lack of parenting with many students, retaining our excellent teaching staff thrucom
1779	Dropping state ranking, continuing overcrowding in spite of building plans, trouble keeping excellent staff due to low pay and minimal increases
1780	Bullying is common and unaddressed. A comprehensive program beginning in Kindergarten and following through to High School. We also need to have training in how to discern facts when disinformation is so rampant.
1781	Staff accountability in protecting and monitoring students during school
1782	Political and progressive influence, social media,
1784	Rapid growth due to poor city planning puts a strain on the school district. Teachers are not paid in reflection to their valuable contribution.
1785	Growth of county, School Board Member Transparency, and Educator Retention,s
1787	Growth/large quickly and dispersed goals; Need for recognition of employee strengths/support for employees
1788	1. Making sure certain teachers are not indoctrinating our children with leftist progressive ideology!!!! Any teacher pushing this (LGBT, trans, white-hate, etc.) needs to be fired IMMEDIATELY!!
1789	Teachers pay

1790	The lack of staff and resources for special needs education and support
1791	The rate of growth and staffing
1792	Building K-8 to save money, under staffed, where is all the money that was sent aside for all the positions that do not get filled.
1793	The state of Florida
1795	Keeping up with population growth, retain high quality educators
1796	Lack of effective supports for students on IEPs. Lack of technical or vocational education outside of St. Augustine.
1797	Class size increases, drop in counties academic ranking and low teacher pay
1798	We are over crowded.
1799	Limiting access to information, teacher quality, pay
1800	Budget equality. It's incredibly difficult to manage needs equally as each community/school has different needs. A challenge for the right leader will be organizing priorities to serve the needs of those specific schools/towns while supporting those priorities with resources.
1801	Growth in the county and maintaining high educational standards.
1804	Poor planning on the county level to handle overcrowded schools
1805	Treating everyone fairly. It's well known the north end parents are wealthy. That should not deny the south end from getting the same as the north end
1806	Poor leadership at the principal level, financial and staffing strains

1807	Low pay, overcrowding,
1808	Teacher retention and hiring
1809	Not sure
1810	Budgeting, growth, and maintaining excellence
1811	Making the most out of the money from the state, providing the best education without solely focusing on state testing goals
1812	Money and Pay
1813	Rapid growth & teacher retainment.
1814	School zone uncertainty and unpredictability due to new development in St Johns; challenge of finding excellent new teachers for new schools; challenge of meeting needs of gifted students in elementary school; national push towards wokeness in education which affects St. Johns also and should be pro-actively resisted.
1815	Providing assistance to all kids who need it, communication
1816	Overcrowding of schools, too much development, underpaid teachers and staff
1817	Additional resources needed for our IEP child. Also allow more socialization at lunch by letting students eat with whomever on any day vs just Wednesdays which made making friends very difficult when we moved here
1818	Overcrowding
1819	Keeping staff
1820	Racism, bullying, teachers not teaching
1821	Managing funds, too much focus on state assessment tests

1822	The district is not effective at teaching or anything else really it's mostly just a bunch of the middle age women who sit there all day on their phones and yell at people
1824	Behavior
1825	encouraging creative and analytical thinking in the students, freedom to build up libraries
1826	Communication, parent involvement and interaction, middle schools (kids do not take sun during the year)
1828	Would love to see a ban on personal cell phones/watches for students during school hours, they are distracting students from learning, hinder in person social relationships, promoting cheating, etc. The book anxious generation lays out wonderful evidence of how this is harming our children and I would love to see our district be a leader in this. Growth and keeping the high level of excellence we are used to in our district. Staying traditional with education practices, and not becoming a tech heavy district like so many have become (sounds good in theory, but terrible in practice from our experience).
1829	Rapid growth, maintaining respect for diverse communities,
1830	Growth, student teacher ratio, funding salaries
1831	Exploding growth resulting in overcrowded schools, shortages of teachers and bus drivers
1832	Managing enrollment growth and staffing
1833	The district micromanages the schools, administrators, and teachers too much. They have created a culture/climate in the schools of "us vs them". The district needs to put more flexibility at the school level allowing the administrators to make the most effective decisions for their student population. There is too much of a "one-size fits all" approach coming down from the district with no regard if that is what is best for our own student

	population.
1834	Transparency, safety, communication, dismisses parents' concerns, does not listen to parents
1835	Growth - We need lower class size - teacher pay is terrible - Too much testing
1836	Rapid growth, teacher shortages, "stressful" environment for teachers and students
1837	Rapid growth, teacher shortages, "stressful" environment for teachers and students
1838	Size of classes and resource devoted to individual students
1839	Making sure all curriculum is inclusive and honest to history
1840	Growth, maintaining academic excellence, maintaining safe secure schools
1841	Teacher-to-student ratio, overpopulated school leading to less opportunities for parental involvement and recognition ceremonies
1842	Growth is happening too fast and the district cannot keep up. Academies are a disservice to the middle schoolers - they need the true middle school experience - better sports on campus and more foreign language options. Overcrowding of classrooms due to staff cuts. Allowing kids in AP classes who should not be there to acquire more funding and look better to the state.
1843	Rapid growth, teacher retention given non-competitive pay, and safety
1844	Lack of respect shown by students towards teachers; high achieving teachers leaving schools due to combination of reasons - lack of support from management, increase in cheating by students overlooked by mgmt.
1845	Fast growing population; safety

1846	Rapid expansion, updating the older campuses
1847	Building schools at appropriate pace to keep up with growth while also maintaining the high quality education that has driven the growth.
1848	low pay for teachers compared to surrounding counties, K-8 schools that are too big for the administration to handle, no consistency from school to school
1849	The extreme growth in the county
1850	pay for staff and pay for athletics
1851	Growth, growth, growth!
1853	Lots of teachers are leaving, teaching only for testing, decrease in school funding affecting electives in middle school
1854	teacher turnover is ridiculous. We aren't putting our money where our mouth is in this regard.
1855	Growing student population
1856	explosive growth, inadequate compensation for teachers
1857	Growth of student population continues to exceed facility growth; loss of teaching and leadership talent as a result of poor culture at certain schools; unrealistic parent expectations and lack of parental support
1858	Underestimating the inflow of new students, no publicly funded extracurricular programs, poor pay for veteran teachers
1859	Growth and lack of space for increased student population. Lack of highly qualified teachers due to increased need.
1860	Population growth teacher staffing at new schools

1861	Over population
1862	Behavior issues and transportation
1863	Over crowding/large class sizes which leads to over worked educators and school staff. Money and technology is being funneled into building and equipping new schools and older schools are not given comparable resources and technology
1864	too many teachers leaving for more pay somewhere else, class sizes too large
1865	Growth rate, quality teacher retention,
1866	fast growth with infrastructure not in place, teacher shortage, cutting programs that should be in place
1867	too many kids, too few schools. low pay for teachers and staff
1868	losing teachers and lack of support for new teachers
1869	Low teacher pay, lack of support for these teachers and classroom
1870	Teacher pay and retention, professional development
1871	Hiring trained teachers and experienced principals who can handle the influx of new families to the district, including managing their expectations while respecting what is actually possible.
1873	Overcrowding and poor long term planning; safety and bullying
1875	Hubris of the Orange Street administration. Arrogance
1876	Funding, availability of extended day services
1877	Lack of support for the technical college. Poor understanding of the technical college needs

1878	Safety of students - the risk of gun violence is unreasonably high. Religious extremists trying to force Christian education into public schools. Refusal to teach an age-appropriate comprehensive health education curriculum.
1879	Lack of transparency & accountability, fear of change, nepotism
1880	Growth, cost of living, political climate
1881	Overcrowding, which will lead to needing more teachers. Teachers are already underpaid and my son has had a vacancy every year since being in middle school. Paying teachers more and valuing them by not overloading their classes will help retain teachers. I am a teacher in Duval with a student in St John's and I was shocked at the lack of options for free sports in middle school. St. John's has students who struggle and whose parents work. More options for those students would be helpful. Students in middle school have many racially charged conversations. More diversity is happening in St. John's and the district needs to tackle these issues head on. Cultural inclusion training is a must for teachers. Duval goes over and beyond to be inclusive. St. John's needs to do better.
1882	Staffing high quality faculty to meet population growth, standards/testing requirements set by state and national governments, retaining quality faculty
1884	Influx of families whose priority is not education, overcrowding, slow reaction/ no foresight for growth
1885	A clear shared vision, clear communication of goals supporting a shared vision, and cultivation of support systems to achieve the goals.
1886	Overcrowding, Not enough state funding
1887	Retention of teachers, effective relationships between district and local schools

1890	Common core is still being taught.
1891	Population and space to teach while keeping class size at 25 or less
1893	Growth, inadequate teacher pay
1894	Lack of accountability and fear of lawsuits.
1895	ESE subgroup
1896	Mental health and behavioral support, rapid population growth, teacher and bus driver recruitment and retention
1897	Over growth, quality teacher retention
1898	Student to teacher ratio, overgrowth, high turnover of teachers
1899	Schools not supporting diversity in all ways. History being removed from school books and class plans.
1900	Pay
1901	Overcrowding, the county approving too many homes and the schools not being able to keep up, teacher salaries
1902	Teacher retention and support staff pay
1903	Teacher funding
1904	Inexperienced/ineffective teachers due to salary, lack of resources for ELL students, poor management of fiscal funds.
1905	Quality Teacher Retention, advanced learning curriculum
1906	Over growth that burdens school system, teacher happiness, teacher pay

1907	Accountability
1908	Poor leadership. Please hire outside of district or go to an elected superintendent
1909	underpaid teachers, growing too fast, unhappy teachers
1910	Budget and Resources
1911	Teacher Pay and Retention
1912	to much online, kids are sitting and not thinking in groups and barley even talking anymore duringg school. giving into trends (example allowing furries in school)
1914	Maintaining quality of material, maintaining the way things are going currently
1915	Overcrowding, staffing issues due to low teacher salaries
1917	Lack of qualified teachers. Non competitive pay.
1918	Growth and destruction of gifted program. Leader was not qualified and hired due to nepotism. Working under good friend.
1919	Under paid drivers and attendants
1920	Low pay for teachers and staff. Too many are quitting and leaving for higher pay.
1921	Overcrowding in schools. Fighting in school.
1922	Rapid growth of the area population
1923	Disconnect between district goals and state goals; low teacher pay; micromanaging teachers to traditional teaching style rather than teaching centered around state benchmarks to which teachers are held accountable for student mastery

1924	Safety and protection of students and staff
1925	Unrestrained growth
1927	Lunch food is disastrous and has no flavor. It is an issue for the kids that don't eat lunch and then have to go the rest of the day very hungry. Need more solutions for children with ADHD. Teachers that are excellent only stay for a couple of years. Issue seems to be salary.
1928	not enough teachers
1929	Conservative views, waning support of the arts, book banning
1930	Lack of teachers, crowded schools making classroom sizes too big, traffic
1932	1.Radical conservative control limiting education materials and programs. 2. Community & Families disrespect for educators which fosters student lack of respect and confrontation.
1933	1) Providing teacher with in-class and pull- out support for the increasing number of ELL students coming into the district. 2) Providing teachers with more assistance with students who are on the spectrum and are mainstreamed into regular classrooms. (3) Providing teachers with greater support with students with major issues in the classroom.
1934	Effectively managing the explosion in population. Limiting radical community groups trying to push their agenda that will ultimately affect all students' personal values (eliminating important books and education and exhibiting hostility in general). Essentially, if you don't want your child to learn history or keep an open mind towards other groups of people, don't push that attitude of ignorance and bigotry throughout the schools. Lack of effective communication between the schools and parents. 24 page emails sent out with one line, hidden announcements are not ideal. When I call a school or email an educator, I would like to be able to get a response, not crickets that make me doubt the departments or

	the people exist.
1935	Learning gaps, student motivation, untrained second career teachers.
1936	Security, the people make the decisions and keeping up with the standards
1937	Teacher or Administrative Performance (not removing ineffective Administrative Leaders fast enough), Population Growth
1938	Not enough funding for teachers and appropriate resources needed, hiring and keeping quality ESE teachers and lack of support for those teachers and students, professional development that is never differentiated or meaningful for teachers to help them with what they really need
1939	Growth
1940	Removing troubled children from classrooms, overcrowding and need for more schools, finding enough teachers
1942	Increasing enrollment, and low teacher pay.
1943	Teacher retention, low teacher salaries
1944	Diverse population, special education needs that don't fit the "mold", struggles to be open minded to ideas that don't fit tradition
1945	The rapid growth is outpacing our physical ability to house students and creating a very difficult situation for the teachers and staff who are doing their best given the situation
1946	Lack of funding for teachers and staff, inability to retain high level staff
1948	Growth, lack of support for post secondary transition (need BRACE advisors at the high school, college tours, support with grants, scholarships, etc).

1950	With the rapid population growth, hard to maintain the quality of new school; Extra curriculum activities are not as rich as hoped; Academic contents are not challenging enough for excelled kids.
1951	Low paying teacher salary, not enough supervision throughout the schools, not enough drug and alcohol prevention
1953	Budgets, staffing, growth
1954	Community divisiveness, book bans, violent threats
1955	Student Accountability, Parent Student Accountability
1956	Rapid growth, insufficient funding, low salaries for teachers
1957	growth and overcrowding, staff retention
1958	Safety, bullying, teacher shortage and PAY
1959	teacher pay, concerns with ESE students across the board
1960	Needs new and outside perspective in key cabinet positions, Navigating changes coming from DOE, Budget
1961	Political nonsense, Growth, AI
1962	Growing population, limited amount of staff, people's reluctance to participate in common goals
1963	population, cost of living
1964	Arbitrary district mandates/ decisions that trickle down. Ineffective admin.
1965	County commissioners have allowed unrestricted growth without developers contributing to infrastructure that has stressed schools regarding

	space and numbers of quality educators
1966	<p>1) Class sizes. My 3rd & 5th graders are at a brand new K-8 Academy and already classes are larger than should be, with TA's that are hardly helpful and barely speak English. Because of substitute teacher shortage, often these TA's aren't in the classroom. 2) Resources: education is expensive, but it blows my mind that a new school opens and the teachers don't have access to basic resources they need to get through their day (paper, post it notes, paper clips, laminating machine.) The STEM, Art, and Music teachers are phenomenal & doing their best with the little items they have. 3) Growth. I commend the district on their Forward Thinking to keep up the same massive growth of St John's county. Keep up the good work and please continue to put students & education first. We need to keep our amazing teachers, faculty & staff!</p>
1967	Lack of experienced teachers especially at the high school level
1968	Fiscal transparenc
1969	The district needs to cut the fat, eliminate/counsel underperforming tenured teachers, incentivize nontenured teachers to stay, and create/support programs and classes catered to students with learning challenges and for those students who thrive in the arts.
1970	Integrity with putting the children's safety over image and cultivate more transparency
1971	Growth in the community, overcrowding in schools
1972	ESE programs and support
1973	Be family friendly & NOT WOKE
1975	Teacher/staff pay and keeping up with the growth
1976	Salaries for staff are low this needs to be addressed as many people can't afford to live and work in St. John's county. Keeping staff at

	schools, being able to stand up to parent groups
1977	Rapid growth, teacher retention, maintaining excellent standards with both of those. A lot of parents have been using external tutoring just to meet standards. This doesn't sit well in what is supposed to be the best county in the state. Is it because our county can afford external tutors to support meeting and exceeding standards?
1978	Overcrowding, bullying
1979	The district needs to continue to evolve its willingness to listen to its staff rather than making decisions on high and informing everyone of those decisions. Respect for faculty and staff goes beyond emails. This willingness to listen to and work with faculty and staff has improved this year. It will strengthen our district's achievements to continue on this path. The district/school board would also benefit from limiting the ability of 1-2 people to use countless hours of staff/district time. I am specifically referencing the amount of time taken to deal with appeals to book approvals in our schools. The current system gives too much power to people appealing the process, leaving most parents unrepresented.
1980	Needs more pay to keep staff
1981	Budget. Need to pay our teachers A LOT better
1982	Increased population, choosing lowest cost option for facilities resulting in the need for reconstruction (e.g. hiring non-tennis court companies to build tennis courts) costing our district more instead of choosing the best value proposal, lack of teachers staying in their position resulting in late year hires
1983	good teachers, lack of educational experiences outside of the box such as agriculture/farming/resource economics
1984	Child behavior and lack of parental accountability. Parents are so quick to defend their kids and complain that it adds unnecessary stress to the teachers and administration. Students should be held at higher standards and parents should

	always listen to both sides before being quick to defend their kids. From my talks to other moms, they are always complaining about staff and defending their kids. But as a sub, I encounter some of these kids in the classroom and realize often, the kids are the problem, not the teacher.
1985	Growth
1986	Overgrowth in the schools, too much standard testing and not having time to teach students how to study. Low Reading level.
1987	Retention of highly qualified teachers & financial transparency
1988	Size/Growth, Low Pay/Turnover, Capital Funding
1989	Lack of communication and lack of updated visions.
1990	Population growth, best utilization of school buildings for ocean palms and pv rawlings
1991	growth
1992	Growth
1993	Class sizes and over populated school.
1995	Growth/overcrowded
1996	It seems to me that the teacher quality and teacher turnover is a problem. Teacher compensation has to be a significant factor and should be addressed so that high quality teachers can be recruited and retained. As mentioned before, the Florida standards are sub par relative to national averages, so if you want to be the best then I do think that focus needs to be on overachieving since the bar is so low in this state.
1997	Recruitment and retention of teachers
1999	definitely the growth of the county and the pay of

	the teachers
2000	"Good ole boy" leadership, pay for staff
2001	Take highest achieving students further, early learning, and CTE
2002	MAGA/Moms for Liberty
2003	Growth
2004	Ron DeSantis, Right wing groups who are only interested in making money off education, and book banning. Also, people who don't understand that woke is empathy.
2005	District systems that are misaligned and supported for success for all in all schools, People in district leadership without proven records of supporting work in schools with a high level of success, short staffed in schools, especially in critically short positions
2006	diverse needs, not enough planning time for teachers, no consequences for students disrupting class, no consequence for lack of attendance
2007	Identifying and providing support for the increasing number of students in ESE (including Gifted) and their classroom teachers; providing meaningful PD for teachers
2008	High expectations for students. Communication with parents from the school regarding individual students.
2009	Academic teams are not recognized as such. For example, we have debate teams at our schools that compete throughout the entire year across the state and the coach's stipend is \$250/year while sports teams coach seasonally and some receive 10x that amount. This needs to be addressed.
2010	Veteran teacher retention, negative climate, non-creative problem solving

2011	Rapid influx of new residents. Previous poor financial management that has put our district in a place to play catch up.
2012	Teacher pay, support staff pay
2013	Teacher shortage due to influx of new students and low pay compared to other districts. Lack of real teaching, have to focus on test taking.
2014	poor teacher salaries for veterans, academic and extra curricular resources for title one students vs academy students
2015	Staffing, Budget increases and the need for more schools to be built
2016	Lack of responsible financial incentives for tenured and highly effective teachers, unreasonable expectations for instructional staff without adequate compensation
2017	retention of qualified teachers, providing vocational studies for students not attending academies or college, and the support for the ARTS programs in various High Schools,
2018	Teacher and support staff Pay!! Retention of quality teachers.
2019	Community involvement and parental discretion.
2020	Lack of 1-1 devices, lack of teacher support, lack of holding accountability
2022	teacher pay scale and veteran teacher pay
2023	Transparency, ineffective or untrained Assistant Principals in leadership roles and a number of principals who are passive aggressive to staff and cause internal transfer situations but do not get addressed at the district level
2024	lack of funding to effectively support ESE students, teacher/staff turnover, over crowding

2025	Not being able to keep up with population growth
2026	Teacher retention, teacher pay
2027	Rising right extremism and racism
2028	1. Poor leadership in District Admin showing teachers are a dime a dozen and not interested in retaining them; 2. Choosing principals/APs who are not qualified to be in those positions and make toxic workplaces; 3. Balancing growth with poor teacher pay
2029	Entitled parents and disrespectful students
2030	low pay for veteran teachers (20 yrs), the tremendous growth in the country, making sure that ineffective teachers are identified and helped within a limited amount of time. Too many teachers are just passed along.
2031	ESE needs more support, more counseling for all students
2032	Growth management and enough resources to include teachers, supplies, schools, etc.
2033	Population growth and maintaining standards
2034	Growing community, influx of interest from neighboring counties
2035	Unequal distribution of support and resources through schools based on location (in newer schools, those with more wealthy families, vs older schools or those in less privileged areas). Also decisions around special cases and needs (IEPs, 504s, discipline) should put the student at the center and consider their best interest, rather than blanket one size fits all decisions that the school board tends to make
2036	Growth, limited training for school/teachers on innovative new initiatives/ no one holding school leadership accountable

2037	Keeping pace with the population growth in the county.
2038	County population growth
2039	Growth. Funds.
2040	pressure from State government; significant population growth
2041	Compromising values and morales.
2042	1. teacher and employee pay is too low compared to workload, cost of living, and other counties 2. the current board and superintendent do not listen to veteran teachers and employees when they give feedback regarding the challenges they face 3. the current superintendent and associates do not speak on behalf of employees to the school board, they take their own personal goals and needs as priority over employees despite pushback from employees, parents, and the community
2043	Better salary for teachers and staff, more sympathy between students and healthier foods.
2046	Teacher shortages, declining enrollment, mental health issues
2047	school overcrowded, lack of good salary for teachers.
2048	Focusing not just on academic wellness of children, but also the social emotional wellness of children. Pushing students in accelerated classes without the necessary study skills to succeed, providing ESE services with Fidelity
2049	1. Good ol boys network downtown 2. Lack of initiative towards athletic facilities
2050	The fact that the Superintendent and BOE allow construction of new developments be approved and go to the desk of the commissioners office when clearly we do not have room for additional children. Schools/ community need to demand

	that the developers pay and construct schools before the first house is built.
2051	Equality across the district pertaining to budget and continued growth
2052	PAY, Equality between instructional and non-instructional,ESE department
2053	Concern for true student education in lieu of a priority to school rankings.
2054	New home building, increased population, infrastructure with roads not sufficient
2055	Managing and preparing for that population growth, teacher pay to attract high quality teachers, PTA/parent and family involvement
2056	Uneducated and uninformed parents involved at school board meetings
2058	Not terminating ineffective teachers
2059	Decreased communication with parents, lack of financial resources
2060	Teacher turnover, appropriate attention for new and existing schools
2061	Safety from shootings: need metal detectors and more safeguards and education; Combat racism and hate speech: create environments that are inclusive of all walks of life - character counts stuff should include love and acceptance of all walks of life
2062	Grade inflation, classroom management, more interactive classes
2063	Not putting funding where it belongs. Not caring about education only caring about test scores so St Johns county can keep there A rating.
2064	Poor leadership, poor handling of growth, poor compensation across the board, support staff are

	vital to the school and are barely making a livable wage
2065	Rapid expansion and federal cuts to education support.
2066	Overcrowding, Zoning challenges
2067	Fast growth
2068	Integrity and trustworthiness
2069	Keeping teachers in this community with current pay (especially teachers with longer employment in this district. Bringing younger learners into a greater learning day that may include full day vpk, and addition of partial day vpk with 3year olds. Education success for children of all abilities.
2070	teacher salary and retaining veteran teachers
2071	Teacher pay; District planning; Insufficient revenue from developers
2073	Not enough school activities like chorus, band. Not enough help for students that need extra help /learning disabilities
2074	Teacher salary & retention.
2075	Education needs to focus on workforce skills. We need more STEM and less bureaucracy
2076	Lack of play in primary grade levels
2077	When school board members run, they are not transparent about their values & principles.
2079	rapid growth, teacher/administrator retention, political interference/entitlement
2082	Stopping school shootings with a real-world plan. Stop the platitudes. Start executing. This is a solvable problem and I can help explain.

2083	teacher pay, growth in the county, mandates from the governor
2084	keeping up with the growth, staffing shortages
2085	population expansion, dropping standards for inclusion and scores, teacher hire/retention
2086	Growth (student population, need for new schools) and associated issues
2087	GROWTH and budget
2088	The district struggles with effective programs for special education. They also do not understand or value the veterans teachers in regards to compensation.
2089	Explosive growth & development
2090	teacher pay, lack of student/parent accountability for student performance
2091	That everything is measured based on standardized testing. You can not get help for your child unless the school will look bad based on testing outcomes.
2092	Overcrowding, new school openings
2093	Additional High Schools are needed to handle influx of students in the area, pay increases are needed to attract high quality teachers that can afford to live in the district due to rising home costs. Would like to see more diverse sports programs offered thru schools
2094	Rapid growth and ESE support
2095	Increasing classroom size, competitive pay for teachers and staff, and curated teaching for each student's learning style
2096	Political interference, antics of the far right, supporting inclusivity and exceptionalism.

2097	Area growth versus school planning, not enough utilization of computers, availability of classes for real world experience
2098	Closed-minded parents, politicians, ignorant school board leaders
2099	Maintaining enrollment growth and providing teachers a livable wage income
2100	Continued rapid growth (infrastructure and systems/systemic processes), strain on financial resources (in all areas from learning resources and educational support personnel to updating older facilities) and quality and availability of talent for teaching and leadership vacancies (recruitment/retention).
2101	Growth of our county and the inability to keep up, curriculum, adequately preparing our students for the future while understanding that all students don't go to college and will enter directly into the work force
2102	teachers salary lower than duval despite cost of living in St. Johns is higher, certifications determine success of academy teachers
2103	growth, older schools with poor facilities
2104	Accessing and maintaining funds that come from our growing county, keeping our teachers at competitive salary rates.
2106	Teacher retention, leadership, accountability
2108	Growth, student and teacher mental health support, supporting students who need special education
2109	Hiring and retaining qualified/experienced staff, Budgeting, Meeting the needs of Special Education students
2111	lack of understanding of classroom needs, slow bureaucracy, title 1 needs

2113	At this moment, the fast growth of our district seems to be the biggest challenge. It has created many jobs that are not being filled as quickly as they are being created. This has results in our district hiring staff that are not as highly qualified as they should be. If teacher pay were higher, we might attractive higher quality teachers.
2114	Teacher pay, student accountability, retake policy
2116	Growth issue too fast and shortage of staff across the district. Lack of motivation for student who are challenged and want to drop out. Too much parent influence when making decisions. Parents should have a voice but not the final say! Pay is not where it should be with inflation and needs to increase in higher increments and should not be voted on it should happen annually no matter what!
2117	The first is that statements were made about retention as opposed to recruitment when it came to the millage, and yet recruitment is receiving a higher push. Second, teachers who truly care for their students and go the extra mile for students that cannot afford to live in the county they work so hard for. Third, the significant loses of veteran teachers who feel used and unappreciated in the area of pay.
2118	bad gifted program
2119	Finacial need, Initiates for more developed projects
2120	over growth and underfunding
2121	Little accountability with respect to teacher/principal involvement, difficulty with retention/recruitment of quality staff due to pay compared to other surrounding districts
2122	Budget, education
2123	Growth of the district and need for replacing older buildings with new ones

2125	Placing ASD and DD students into EBD classrooms because there are no ASD self-contained classrooms in the district. This has been an issue that has been going on for years and these students needs are not being met.
2126	Racism among the kids at the schools at a heightened level, lack of transparency, lack of trust
2127	Too much growth, not investing in school infrastructure
2128	Teaching to the test. Unclear answers on state tests
2129	The rapid growth is affecting consistency across the district. Schools are inconsistent in student and teacher expectations.
2131	Lack of transparency, lack of diversification and equality among all schools in the county.
2132	teacher pay and seasoned teacher retention
2133	equitable resource allocation between established and new facilities, technology is insufficient for students and facilities, staffing and recruiting will continue to be a challenge if you do not pay your talent
2134	Too many administrative positions that could be combined into fewer positions --- alot of administration doing nothing
2135	Cousework not challenging
2136	Lack of diversity and cultural representation in curriculum
2137	Competitive pay for teachers, ESE (lack of testing for actual disabilities when students do not perform on grade level and providing meaningful supports, and resolving discipline/truancy issues with students.

2139	Not enough support for the kids that need it
2140	Communication, transportation, availability for discussions
2141	Support systems
2143	Bullying, lack of discipline options for students
2145	Increased ESE, increased student behaviors
2148	Safety and behavior modifications, getting funding for advanced technology and school needs
2149	Retention of seasoned teachers/staff, rapid growth, and radical agenda of Moms for Liberty
2150	Population and school space for all students.
2151	Not supporting teachers
2152	Teacher pay, population growth
2155	1. Pay Scale for educators especially those who have are veteran teachers who have chosen to stay in the district. 2. Balancing the growth of the county and keep schools open with great teachers.
2156	Overcrowding of schools and the fact that in some schools, the parents, rather than administration, "call the shots."
2157	Too much focus on what parents want - focus should be on all students in the classroom. Need to figure out a way for 1-2 students in a classroom from preventing learning by the rest of the students, lack of trust by staff to have their backs, ask but don't actually listen to employees on what they need. Clear communication is needed, even when the answer isn't popular. Teachers have to feel supported.
2158	Maintaining high standards in a growing county

2159	1)More timely or decisive communication during community events. 2)Proper forecasting of community growth for new buildings and/or enhancements.
2160	Limiting growth and state/political meddling
2161	Rewarding long term employees for their dedication & service
2162	Support services for ESE students, a lack of diversity of learning options for neurodivergent students
2164	employing teachers and staff that are aligned with passions & gifting resulting in dedication and excellence in performance; increasing pay and resources for our teachers (the boots on the ground), communications on ongoing initiatives so the public is aware of the challenges, innovations and projects of the school board
2165	Growth and Communication
2166	Growing pains, testing and inconsistency between schools - everyone does their own thing.
2167	Teachers pay. Lack of qualified teachers.
2168	Funding for new schools and staffing (all related to the continual growth of the county with lack of infrastructure), and too much focus on gender identity and dysphoria (let parents handle it).
2169	Top end paid way too much, male teachers aren't held to the same standard as female
2171	trusting, supporting, and providing pay that supports teacher tenure/experience
2172	Keeping effective teachers and treating teachers with respect
2173	Keeping staff, Hiring ESE staff

2174	1. Delay and poor communication regarding IEP implementation. 2. Growth within the county in regards to school overcrowding, particularly in the northwest areas.
2175	Lack of parent accountability, lack of discipline teacher burn out
2176	Overcrowding, maintaining good teacher recruitment
2177	Change the way we do PLT/PLC or do something new, lessen the amount of work for teachers or pay for that extra work
2178	Teachers and support staff are underpaid.
2179	Teacher retention because of low pay
2180	Low teacher pay. Overcrowded classrooms/schools
2182	Teaching kids what to think, instead of how to think and solve problems.
2183	Staff not supported by school administrators.
2184	Growth, need for new schools
2185	Retention of staff, federal regulations
2186	school size and resources
2187	Massive influx of migrants who speak no English, schools over capacity while other campuses are under capacity
2188	Unorganized
2189	Requiring greater cost sharing from new developments/developers.
2190	Overcrowding of schools, schools not building fast enough for the influx of students

2191	Teacher Salaries are below national averages Special Education classrooms are disproportionate
2192	Student performance. Counseling for college/career preparedness outside of IB programs. Quality classroom instruction without free/phone time.
2194	Overcrowded schools and building new schools that aren't large enough to accommodate the amount of students moving in
2195	Overcrowding. Teachers under paid
2196	Not being inclusive to ALL students, not accurately teaching history.
2197	Staffing & declining student achievement
2198	Growth, staff shortage, unequal opportunities for students based on school, principal autonomy without oversight
2200	Staffing and overgrowth of community
2201	Playing favorites, too fast growth that they can't keep up and putting people in positions that they aren't qualified for
2202	State mandates, low teacher pay, developmentally inappropriate state and district testing
2203	Lack of accountability of principals
2204	Retaining high quality, experienced teachers
2205	Unchecked growth, under-compensated teachers, lack of transparency from SJCSd leadership and school board
2206	Out of control growth, not enough resources for teachers, difficulty attracting staff
2208	Excessive growth in St. Johns County, low

	salaries for seasoned educators, declining enrollment in some schools therefore boundaries need to be changed to accommodate all students/educators
2211	communications, organization
2214	Population influx and constant rezoning.
2215	micromanagement, district IT restricting controls for teachers and management. give us back our permissions
2217	ESE in-school support, growth of population
2218	A sense of community among admin and staff and teacher pay
2220	Growth, financial decisions
2221	Growth, over use of K-8 structures
2222	existing leadership staff
2223	teacher pay, ineffective admin staying where they are, lack of support for title 1
2224	staffing, district performance as seen by community and state standards
2225	Growth, not enough teachers,
2226	Leaders who embrace change and technology. Leaders who are proactive instead of reactive. Leaders who hold all employees accountable for their performance
2227	Administration issues, failure to oversee administration (especially at higher education schools) Not responding to complaints about administration
2228	Accountability for ALL dept heads from custodial to the top

2230	teacher pay and retention
2232	Teacher and staff recruitment, Mental health and behavioral issues,
2233	Staff pay and hiring enough staff
2234	teacher and support staff pay- you cannot have an effective system when staff constantly leave due to low pay, continued rapid growth that the schools can't keep up with
2236	growth and teacher salaries
2237	Population growth, retention of best teachers, common sense decision making
2238	managing the rapid growth and creating more hands on, interactive programs for students who may not be college bound
2240	Growth and affordable housing for our essential workers.
2241	Safety of students, better pay for good staff, and planning for growth
2243	Growth, innovation
2244	Behavioral issues of students (fights), lack of positive school assemblies, lack of social activities(school dances)
2245	not letting go people that do not perform
2246	Enforcing dress code & discipline in the classroom
2248	staff turnover/retention
2249	Continuing to promote inclusive education including performance standards, holding individuals accountable for their actions and performance

2250	need more teachers in the highschoools , smaller classes
2251	We have grown too large too fast; we need something with large scale district experience and fresh ideas. Do NOT hire someone currently in the organization. Someone with some business acumen.
2252	Staff Shortage & Over Crowding
2253	budget, increase pay for teachers and support staff, competitive salry compared to the r
2254	Growth..building new schools and zoning..
2255	Lack of communication, staffing, and community growth.
2256	Too many students with IEPs in one classroom making teachers stressed, poor communication to parents regarding curriculum each week (how do we guide at home without this?), poor consequences when students misbehave (they misbehave because they don't have consequences- leaving me as a parent to feel my children are unsafe at school)
2257	Managing growth, budget needs: schools need more personnel to serve students
2258	1. Retaining teachers in the schools. There is too much burnout and teacher attrition. 2. The schools in the northern part of the county seem to have more resources than the schools in the southern part of the county where the demographics are vastly different.
2260	transparent spending, lack of engagement from teachers in developing district goals
2261	growth and ineffective use of district money
2262	listening to teachers, state and district testing
2264	Social media use

2265	Parents, Micro-management of Administration.
2266	High growth so teacher to student ratio, getting solid qualifications for teachers to hire.
2267	Need more resources for Special Education Programs and effectiveness
2268	Technology driven future means more tech needed for students daily, teacher burnout/frustration
2270	1. Providing fair and competitive teacher compensation. 2. Demanding more from students and staff without providing support. 3. Managing growth.
2271	Student behaviors, Understanding the needs at the school level and unique differences of the k-8 from ES, MS, and HS buildings.
2272	retaining quality teachers and balancing growth within school zones
2273	Managing growth which includes diverse cultures, succession planning
2274	Top heavy administration and not good with finances.
2275	overcrowding, understaffed, competitive salaries
2276	Budget, Classroom support for teachers
2277	Competitive teacher pay, growing too fast
2278	Safety. Overcrowding. Staff retention.
2279	Rapid Growth and keeping up with that growth
2280	growth and new visions needed
2281	Teacher retention, administration training

2282	Equity/diversity, support for ALL learners, making tough administrative decisions with resistance to positive change
2284	Transportation for CTE programs, Reactive not Proactive in many areas, Growth
2286	Students lack of respect for teachers (parents fault) and teachers inability to lead effectively
2287	We need someone who has a focus on innovation at all levels K-12, we seem to offer innovation at the HS level but are lacking in elementary and middle school. The focus on technology needs to expand to all grade-levels, we can't wait to HS to offer these options. We need someone who will ask the question, "Is this best for students?"
2288	low pay for ESE
2289	Antiquated ways of teaching. Districts need to adapt to the fast changing world and better prepare our children for the modern world.
2290	lack of unity/lack of support for teachers
2293	Too much bureaucracy, transcripts need to be one page to send to colleges
2294	1. Funding for the wrong things 2. Communication with the community
2295	Overpopulation, lack of monitoring of bullying, lack of support and diversity for students with mentally disabilities (504 plan)
2296	No proper funding, teacher turnover, state mandates
2297	TEACHER PAY FOR VETERANS!
2298	Fighting the anti-intellectual mandates from Tallahassee while simultaneously educating young people. Trying to convince teachers that the lousiest pay in this geographic region is acceptable because we are the "best school

	district" in Florida.
2299	Where to put funding, equal opportunity
2301	Student Behavioral Blindsided-ness (Big addictions to relatively small concerns: social media, vape, and audiovisual profanities)
2302	Teacher burn out, lack of support for staff, and misuse of budget
2303	the lack of accountability and taking action to do what is right. STOP incoming students if you do not have the schools, staff or means to educate them
2304	Company support
2305	Shortage of experienced teachers that stay in the field.
2306	teacher/staff retention, equal financial support/growth for south end of the county to maintain facilities properly and keep up to date with new schools being built
2307	pace of growth in the county, teacher shortages/turnover, lack of skill training centers for HS students
2309	overcrowded facilities, maintaining equity amid growth, staffing shortages, funds allocations
2310	Maintenance/Repair of existing facilities, Hiring of Stable & Qualified teachers who will listen to student concerns
2311	Recruiting and retaining qualified employees
2312	1. How to manage the growing community and resources.
2313	Teacher Pay, District Communication to teachers.
2314	Safety and technology are a joint issue. We need

	more to get the social media aspect under control so that our students aren't at risk physically, mentally, and emotionally.
2315	student behavior and discipline
2316	growth is too rapid- schools are overcrowded/ teachers are under-paid- leaving many vacancies in critical shortage positions and causing teachers to be less motivated to perform their highest
2317	special education department (not enough help) and resources for students are limited in elementary for reading online
2319	unmotivated staff, schools addressing the wrong issues,
2320	1. The growth of the county and space for them to live in.. 2. Housing pricing and the ability to have enough affordable housing. 3. Wage increase keeping up with the
2321	n/a
2322	It seems that staff and teachers are worn out
2323	transportation and compensation
2324	Lack of effective services for children with special needs or different learning styles/abilities
2325	resources, effective training
2326	Growth
2327	Rewarding the good work of those who have helped accomplish and maintain a high standard, while continuing to manage finances and expectations.
2328	Teacher retention and growth
2329	Need for better professional development opportunities that support

	district/staff/school/student needs
2330	safety
2331	Our lack of ability to recruit and retain highly effective educators.
2332	You spend a lot of money on things that are not needed
2333	Overspending on infrastructure and tech and under spending on people and training
2335	Educational performance of students
2336	Curriculum, Cultural norms, Discipline procedures
2337	teacher retention
2338	The overcrowding, teacher staff funding
2339	growth of the county, disparity in schools based on locations
2340	Maintaining a safe school environment especially in the Middle Schools
2342	ESE district support is not cohesive or effective, student/parent behaviors/accountability, lack of planning
2343	growth, funding, student achievement
2344	Loss of student base because of vouchers/other state initiatives. 2. Lack of state support 3. Growth
2345	The district faces challenges with budget control, limiting resource allocation and equity. There's also a lack of diversity, which affects inclusivity, and a reliance on outdated traditions that can hinder progress and equal opportunities.
2346	Overcrowding, teacher retention, resources for teachers and classrooms

2347	Lack of teachers, diversity in leadership.
2348	Revamping and changing the current food system of offering overly processed foods that lack basic nutritional needs for developing children; 2) understanding that many of the ultra-processed food and food additives in SJCS D breakfast/lunch programs contain ingredients that cause significant physical and behavioral issues and having the courage to address these concerns
2349	Teacher Pay and Behaviors in the classroom.
2350	The growing and diverse population. The fast paced changes in technology.
2351	Growing population issue. Keeping the school district #1 in the state.
2352	too fast growth diluting past successes. Depth of growth not as strong as size of growth. Growth for all kids, not just in more affluent areas.
2353	INSTRUCTIONAL PAY, morale/respect for teachers as adult professionals, staff shortages
2355	County population growing too fast, safety
2356	teacher retention
2357	Transparency, Communication, Principals knowledge of District plans
2360	You cut buss service , bring it back
2361	Rapid growth and overcrowding
2362	Growth, lack of infrastructure (schools and staff), PAY
2363	Increasing staff diversity and overcrowded schools
2364	TEENAGE DRUGS, SAFETY FOR ALL, AND TEACHERS NOT UPHOLDING DRESS CODE AND BEHAVIORAL ETHICS

2365	Fairness and the delivering value to the entire county. The biggest challenge Growth Growth
2366	Communication could be better and high growth is a concern so want to ensure the district is retaining and attracting top talent in support staff, teachers, and administrators.
2367	The exploding growth of the district is very alarming.
2368	Rapid notifications in emergency events (Facebook gives out more info and faster than the district), empowering and educating parents on all of their options for their kids
2369	Inability to support different learning levels in a classroom, teacher experience coordinates with grade level, students leaving district for homeschooling means schools are not offering real engagement with parents or students.
2370	Support for ESE programs and teacher pay
2371	Over crowded schools and classrooms.
2372	Obviously money since you solicit money from me constantly for basic educational purposes. Since when do we get emails to supply break room snacks for teachers ??
2373	1. Need to improve drop out prevention. Students are slipping through the cracks (i.e., absent for months before finally offering home instruction). 2. Need to address behavioral concerns more in schools and on buses. Consequences not consistent across schools. Students getting in school consequences for actions done on the bus (i.e., fighting on the bus and then getting ISS). 3. Better pay for Instructional positions that are not teachers (i.e., Behavior Specialists are considered Instructor positions but are not eligible for Teacher of the Year recognition or significant specialty pay.
2375	Teacher shortages

2376	Continued growth is a strength and a challenge, especially given recent pressure to rapidly grow Multi-family housing. Teacher pay is less competitive than worse nearby school districts. Teachers should not be expected to teach to all learning challenges in one classroom. Separation by skill and competency level should be done in all grades, not just high school.
2378	overcrowded schools
2380	Teaching to the test, Lack of technology integration or by the school district, lack of forward thinking transparent leaders (good ol' boy network)
2381	Salaries & Integrity
2382	funding long term
2384	The growth
2385	Taking away of facts in history, classes
2386	In my particular gem of a school., no district initiative to help keep enrollment up
2388	Not enough educational support for students
2390	Growth along with financial constraints
2391	1. ESE Funding 2. Instructional and Non-Instructional Staff salary and hourly rate is not competitive
2392	Lack of communication and small minority groups wasting district resources on culture issues
2393	keeping our public schools strong and funded in the face of state government emphasis on private vouchers and charter schools
2394	Veteran teacher pay, one to one tech for students in elementary
2395	keeping up with pace of growth, maintain

	standards under new government
2396	underpaying teachers and overloading teachers asking them to maintain the #1 rankings at the state level in achievement but being amongst the lowest paying teachers in the state.
2397	1. Losing teachers. Many teachers have left my elementary, middle, and high school, for many reasons, but it's very disappointing to see so many wonderful teachers leave. 2. Offering more classes in school during the school day. Starting students in math in middle school makes it more difficult for students to take strong math classes in late high school that aren't too difficult but still prepare students for college.
2398	Growth. Upkeep of older schools to match "shininess" of the newly built schools.
2399	Teacher retention, classroom teacher salaries, lack of power to control discipline
2400	1. not advocating for at-risk students when faced with discriminatory state policies, 2. teacher compensation, 3. holding coaches accountable / to ethical expectations
2401	Lack of communication and collaboration between district and parents, teachers, and community, budget being focused on district level and unneeded expenditures rather than teachers and school resources, overreach from district into programs that are exceeding expectations
2402	growth, supporting students with special needs, blending new neighbors into one school community
2403	Parents are making too many of the decisions in all areas. There needs to be some push back and consistency from school to school regardless of site based decisions.
2404	over population and diverse expectations from the community

2406	Monies being properly distributed evenly throughout the schools in the county. Also, focusing on the schools that are not in the Northern area of the county.
2407	Growth management
2408	overcrowding
2409	1. The inadequate pay for both teachers and support. Due to lack of pay SJC is unaffordable for most. 2. Student behavior is increasingly harmful to staff. 3. Overcrowded classrooms with not enough physical support in the classrooms.
2410	An ever growing population during a teacher shortage
2411	Teacher satisfaction, student accountability (failure recovered to an 85% is ridiculous - we are not Lake Woebegone), maintaining authority in the face of pushy parents...
2412	Funding, lack of affordable housing
2413	Classes with a variety of skill levels, assistants for behavior disorder children, fast growing community overcrowded schools
2414	Overcrowding in schools, budget shortfalls and shortage of well qualified teachers and too many under qualified teachers
2415	Difficulty to get matrix reviews done without hoops
2416	Future endeavors and creating a unified district
2417	The district administration and the extreme political favoritism
2418	Growth, Costs
2419	Low teacher pay, fortified is being used as a harassment tactic on fellow students,

2420	Disparities in opportunities and outcomes, low teachers pay, growth
2421	Too many people, last minute on weather school closures, cares more about getting their money than student and staff safety.
2422	Access to technology, class sizes, teacher retention for hard to staff positions.
2423	The district is far too concerned with bigger picture scenarios and doesn't spend enough time focusing on individual schools/situations. In addition, there needs to be far more funding and school board engagement with the visual and performing arts.
2424	Need to pay teachers more
2425	Not taking school off when it is seriously needed and underfunding many schools like Pedro Menendez
2426	Budgets and facilities
2427	Bullying, school fights
2428	Extreme growth. Lack of budget to adequately compensate our vital teaching staff.
2430	Lack of trust
2431	1. The current trend of book banning and 2.School safety
2433	Receiving and implementing student feedback.
2435	Not canceling school. Cancel school
2436	Over crowding school, not being fair with busing for all students, not paying teachers to keep them
2437	Bullying and the use of illegal drugs

2438	Not competitive with Duval county in regards to teacher leadership and transparent teaching expectations
2439	BUS DRIVERS...we are in desperate need. KEEPING OUR CHILDREN, TEACHERS & ALL FACULTY SAFER... There have been TOO many incidents this year.
2441	Over testing and pushing online homework for kindergarteners
2443	Focus on meritocracy and success rather than DEI goals
2444	Pay the SPEECH pathologists!! And pay ESE and teachers better
2445	Rapid and exponential growth, overcrowded classrooms and schools! Unchecked bullying!
2446	Space/classroom sizes growing, government officials of the county continue to allow growth without plans for school overcrowding
2447	Teachers that may be qualified on paper, but are not effective communicators, work policies invading the classroom and curriculum
2448	St Johns county always being the last district for weather closure days
2449	Higher pay for veteran teachers/ encourage retainment of experienced staff, more planning time for staff (in line with neighboring districts) to allow staff to better meet the needs of our students
2451	We are faces grades and friends
2452	Need to improve Timberline creek school and all schools that have modules.
2454	Lack of true care and concern for the children - security and actually taking action when a child sees or hears something that is concerning.- and

	the obsession with test scores!!!!!!' Not every child tests the same. District scores do not characterize a district. Good quality people, teachers, students and parents that are good people define a district.
2455	Decision making
2456	I think maintaining excellence is difficult as well as keeping up with lots of new development
2457	Safety and genuine health and care of our kids!! You're killing them!! They are humans not robots
2459	Absolutely Poor school design No Consideration that student drop/Ipick up is a Community & Environmental BURDEN, Lack of Creativity to foster student Wellness: better playgrounds/morning play at drop off, Lack of Creativity to open tax payer funded schools for further student/community use of facilities, but should get extra maintenance funding allotted
2460	Insistence on Keeping schools open during weather events instead (gogogo mentality). Inadequate school design that is a Burden to the community & environment and does not promote student/staff wellness bc it limits outdoor time, Lack of creativity/Openess to resolve problems. See Volcano Vista hs -NO traffic and surrounded by middle and elementary school
2461	Teacher and administrator pay, transportation program, transparency and fraud
2463	Diversity in leadership position
2466	Not enough teachers
2467	too many betas... i will whip them all into SHAPE
2468	population overgrowth. too many private schools being funded via taxpayer money. schools too far apart.
2469	Bureaucracy, lack of innovation, administrative staff capabilities

2470	Slow adoption of woke agenda. Initiatives that allow underperforming students to "try again" effectively leveling out student scores; this does not prepare children for the real world. Lack of preparation should have commensurate implications.
2472	Schools not abiding by rules put n place by school district. Teachers lack of education help. Principles and asst principles being lazy and not helpful.
2474	Human Resources, Purchasing, ,
2475	support of technical edu., purchasing department.
2476	lack of accountability for teachers & administrators, too much focus on "programs" vs teaching
2479	1. Losing veteran teachers because they are underpaid.
2480	The district is not paying veteran teachers what they should to keep them. In general, teachers are not being paid their worth - not compared to surrounding counties especially with this county being one of the top ones in the state.
2482	Population growth and teacher support
2483	Growing population, financial support from state
2484	Lack of planning for new schools, technology training and early education of foreign languages
2485	Politics vs equality and overcrowding.
2486	lack of leadership and a sense of community.
2487	bullying, school safety, advanced learning-gifted support
2488	Not sure

2489	teacher morale, district top heavy, overcrowding
2490	Overpopulation in classes and schools due to rapid growth in the area. Lack of police patrol monitoring speeding within school zones.
2491	Managing rapid population growth
2492	N/A
2493	Better careeducation for children with physical and mental impairments
2495	treating students unfairly, not giving students more opportunities (e.g. some MS provide biology but some don't), characters emphasized (e.g. faculty/administration needs to actively react to unethical behaviors)
2496	Teacher salaries, fast growth of student population
2498	Bullying. Holding teachers and parents accountable for their child's actions. Stop the bullying.
2499	special education, pay for special education
2500	rapid growth
2501	Retention, low pay, and overcrowding
2502	Budget given population growth, keeping good teachers, and maintaining high quality education
2504	The school is overcrowded. Students are in portables . Playgrounds don't have enough activities
2505	Retaining teachers, paying teachers appropriate wages.
2506	Overcrowding is a big concern due to the population boom the last few years. Teachers salaries are to low. We need to pay our teachers more.

2507	Growth of our population
2508	Population growth. Finding qualified teachers
2509	n/a
2510	lack of teachers for the growth and the new schools seem to get all the better resources
2511	teachers pay
2512	Teacher's Pay and better spending/allotment of our budget, also quicker and more detailed responses to weather events (hurricanes and possible snow).
2513	lep ese in middle school and above
2514	lack of discipline in schools, financial accountability
2515	Changing of and limited training and practice for new standardized tests
2517	Too many students moving to district. Quality and caliber of teachers adversely effected.
2518	Keeping and finding Quality teachers who have a passion for teaching and challenging students
2520	Rapid growth and teacher salaries are too low
2523	Bullying and not enough accountability. Lack of listening to parents and students. Bad leadership. underpaid teachers.
2524	Rapid growth, gross under payment of teachers and staff, teaching based off state tests vs actually teaching children
2525	Growth forecast and infrastructure
2526	Too many people in District office

2527	Push for political and conservative ideals directly impacting education curriculum. Political and societal pressure to adapt to not fact based curriculums. Banning of books and altering of history curriculum to whitewash events.
2528	Putting people before policy, Lazy logic - penalizing all for the misdeeds of few, attending to students over reaching data goals
2529	Maintaining good staff because of low pay and high cost of living
2530	Our current superintendent
2533	rapid growth, teacher pay, poor leadership at select schools with no movement
2534	Disconnect between students and St John's officials regarding decisions and regulations.
2535	I am concerned about level of expectations at the high school levels. We need highly effective teachers who are engaging, effective, and successful.
2536	The ESOL Department and other support departments need to align with their field and receive the allocations in regard to district massive growth. ESOL department and lack of paras and support is the most pressing.
2537	Teacher shortages, Bus driver shortages and underfunding
2538	community growth, teacher pay
2539	teachers get paid poorly, entitled individuals
2540	teachers get paid poorly, entitled individuals
2541	teachers get paid poorly, entitled individuals
2542	teachers get paid poorly, entitled individuals

2543	teachers get paid poorly, entitled individuals
2544	teachers get paid poorly, entitled individuals
2545	teachers get paid poorly, entitled individuals
2546	teachers get paid poorly, entitled individuals
2547	teachers get paid poorly, entitled individuals
2548	teachers get paid poorly, entitled individuals
2549	Overcrowding and lack of school level leadership
2552	Banning books, capitulating to politically charged policies
2553	The constant growth and crowding in the district/classrooms. Underpaid and overworked teachers and staff.
2554	Lack of diversity on the administration team . We need more people with different religions and ethnicities making decisions also .
2555	Overcrowded schools and classrooms. Teacher retention - directly related to teacher salaries.
2557	Population increase lack of libraries and other resources or programs where family and students can go to.
2558	Attracting and maintaining quality teachers and maintaining academic excellence
2559	Lack of technology use in schools (lack of devices), how fast the district is growing and the change of processes that need to take place because of the growth.
2560	underpaid teachers and out of control growth
2562	The district is reactive in regard to population growth. New school builds are funded while older schools are not receiving funds to expand and

	renovate creating a gap in services. Teacher pay is not competitive with many locations.
2563	college advising, middle school start time (7:30 AM) is too early
2564	Number 2
2565	Bullying at Fruit cove and the teachers are not proactive about stopping it
2566	implementing and following IDEA and LRE and not making our ESE students fit "our mold"
2568	Removing religion from the classroom
2569	Diversity, governmental influences & absent parents
2570	Little focus on Tier 1 Instruction with all focus on MTSS and ESE
2571	Special Education supports, supporting growth and changing demographics
2572	Explosive Growth, Struggling Student Support, Parent - Teacher Communication
2573	We MUST give these teachers a raise. We must increase the behavior standards to what they once were and hold students/parents accountable. We must build more schools.. Almost every school in the district is grossly overcrowded. Its a safety issue and students are not able to learn effectively.
2574	Not involving diverse talent across all areas
2575	safety, testing frequency (used to be way too much testing, but it's better now), keeping everyone happy
2576	I'm not sure it's a challenge but I have heard there are more home schooling in our district. Possibly an opportunity for an understanding why in order to improve the public school experience. As well

	as more opportunities for collaborating with the Co-Ops
2577	ESE programs, divergent learners
2578	Technology is lacking, no support personnel for behavior issues, gifted and ESOL, money is always lacking
2579	Bullying, underpaid faculty and staff, and too many programs and burdens on teachers (I.e Marzano requirements)
2580	Increasing number of diverse students (homeless, disabled, emotionally challenged), population growth, teacher retention/qualifications
2581	teacher pay
2582	Enrollment stability and predictability with demographic shifts & growth
2584	Population growth, at least the perception that discipline issues are covered up instead of handled to avoid negative metrics (Fruit Cove Middle?)
2586	Budget, staff, local business collaboration
2587	Teacher burnout with being asked to do more with less (time mainly), such fast housing growth with exploding schools and not enough startup resources for them
2588	Population growth, achievement deficits and gaps
2590	Letting politics and unnecessary agendas seep into the educational process, trying to teach kids the "new" way to do something when the old way worked for so many of us
2591	old school thinking, "this is the way we always did it" more than needed upper level positions, not enough monies at lower level jobs

2593	Overcrowding, Teacher Pay/Retainment
2594	Keeping quality teacher and professionals - it has to be more than income, how do we foster a place where teachers want to stay? Teaching to the test instead of understanding the material and applying it to life so it stays with the student.
2595	Low teacher pay which leads to too many teaching vacancies and not enough top quality teaching applications. Too many positions downtown with the district that serve no real purpose and suck money from the district. Current leadership is stuck in old ways and is not keeping up with the fast pace of a growing community.
2596	Rapid Growth, Staff Turnover
2597	safety/security, identifying and supporting struggling students who have not been previously diagnosed, celebrating diversity of thought/belief, teaching proper health/safety/infection control
2598	WE NEED MORE MONEY TO PAY THE TEACHERS! WE NEED MORE MONEY TO PAY THE BUS DRIVERS! Because we don't have enough money to pay these two groups, we don't have nearly enough of them. We need to cut down on the number of administrators at the district level and distribute that money to faculty, staff, and transportation workers below that level. We also need to petition the county for an increase in taxes for more funding, even if it's only a very small amount.
2599	Working together for make everything perfect for kidd
2600	reactive vs proactive, hiring top leaders within when we've grown to a point where a fresh perspective with experience with a district this size would be best, employee turnover and poor applicant response and quality
2602	ESE department needs more support. Some staff members are under performing.

2604	the too-fast growth, giving teachers the resources they need to do their jobs well and effectively such as a printer with ink in each classroom or for a pod of classrooms
2605	Teacher shortage, lack of special education support, lack of ELL support
2606	Divide between North and and South end resources and supports, teacher pay but also pay for other groups that have a higher degree and cannot stay staffed and diversity
2607	Growth
2608	Budget, paying veteran teachers to avoid turnover, and population growth
2609	Extreme growth
2610	Exponential/ unprecedented growth sourcing quality teachers
2612	Growth and over crowding, teacher compensation and employee retention
2614	Not holding students accountable for their actions
2615	We are too reactive with disciplinary issues and we don't hold kids accountable for their behavior
2616	overdevelopment and keeping good teachers
2617	Loss of qualified teachers due to low pay and unsupportive administration. Overcrowding.
2618	ESE support needs, Growth
2619	poor admin leadership with ESE departments, poor transparency between the district and parents
2620	overcrowding/ too much emphasis on testing and not enough on dynamic, real world learning/ relying on a cookie-cutter model instead of

	allowing schools to be diverse and have their own models for effective instruction and community
2621	Retaining and hiring good experienced teachers
2622	communication and success for all students
2624	Book bans, lack of diversity and applicable studies.
2625	Unmotivated teachers, too many students in classes, too much focus on sports and those that aren't making it on teams give up and a huge need is engaging middle and high school boys- that prevents a lot of issues!
2626	Some teachers could be more dedicated and supportive.
2627	Lack of diversity [gender, race, etc.] in leadership roles. Lack of innovation and being content doing business as usual.
2630	Overcrowding and low salary
2631	Nonsensical and arbitrary redistribution of students across the county as a reaction to housing development without proactively anticipating where and when new schools will be needed. Relatively low teacher salaries, but this is really a statewide problem.
2633	Overcrowding, Funding & Community Engagement
2635	Unmanaged growth, seems to be a lot of teacher dissatisfaction/shortages.
2636	Overcrowding, lack of accountability, Shortage of teachers
2638	1) Politics invading our schools
2639	Pay teachers more.

2641	ESE, resources to aid children with IEPs
2642	Expressing and supporting deaths or accidents that happen to students, and supporting students in mental health
2643	Teacher salaries too low to retain and interest quality teachers, addressing growth in schools and students by also addressing the need for more district leadership at more school based/area based leadership levels (ie not relying on a few district individuals to serve numerous schools)
2645	Overcrowding of all schools. The many different levels of all the new students coming in regardless of what grade they are put in.
2646	Expansion
2647	Over crowding
2648	Overcrowding, mental health of students, don't want any portables, need to fortify schools and make sure problem students are permanently expelled
2649	Over crowding, teacher resources, privatized middle.school sport
2650	Too much control from the state, growth, streamlining all media outlets. Getting back to old math and getting rid of the last 3 decades of math education
2651	Overcrowding, poor offering of class choices, teachers/admin morale and how it's affecting students
2652	Inconsistency across schools and growth
2653	Overcrowding; FL standards behind national standards
2654	Diversity, transportation and educators/support staff compensation

2655	significant growth
2656	Growth satisfying diverse political views
2657	Collaboration resources
2658	Retaining teachers, teacher pay, funds spent responsibly for continued growth in the county
2659	Understanding growth, built school vs busing student, removing underperforming teachers
2660	<p>The district continually has the following issues: 1. Too much growth too fast. Instead of continually building new schools, the district needs to utilize what they already have. Mill Creek Academy is a prime example. This school was able to build on already available property by expanding from an elementary school to a K-8 academy. Why not do the same with Otis Mason or South Woods?? 2. Catering to the north end of the county such as Nocatee, Beachside, etc. The south end of the county is just as important and yet it is forgotten. Hastings and Flagler Estates is a good example of that. Shouldn't those students also have a community in their area instead of going all the way to Pedro? 3. Giving in to pet projects of the board. The new Superintendent should be from outside this community with fresh eyes and a fresh approach. Stop promoting from within at the highest level.</p>
2661	Sticking to the fundamentals of education rather than trying to embrace outside influences. Parents need better access to what is being taught at each grade level. Proper counseling for students and protection from bullying; parents need to know immediately not after several incidents.
2662	Keeping up with high standards considering the growth
2663	Growth, loss of teacher independence, student behavioral problems
2664	Too hung up on status and optics to do what is academically what is best for learning. Keeping

	teachers who are unqualified with either pedagogical or content knowledge simply because it is better to have "someone in the room".
2665	Lack of strategic planning for growth, lack of innovation and technological advances with rest of nation
2666	Not providing accommodations equally for ESE and 504 students, not meeting needs of poorest students
2667	Doing what is right for all students, inclusion and helping those less fortunate.
2668	Teacher retainment, teacher pay, resource allocation
2669	Keeping up with growth and having enough funding to meet the needs of growth. The added millage and keeping the sales tax in place is a good start and was an effective move by Tim Forson and staff. We need someone who is willing to do that again if needed and communicate it effectively like Tim Forson did.
2670	Retaining good teachers, need for more of a variety of elective/class options
2672	Finances and Population Growth
2673	OVERCROWDING
2674	Political differences interference with student learning, communication between parents and staff is hit or miss, too much online items parents don't always know how to help
2675	Teacher retention. Pay and growth
2677	Population growth in district, changing demographics
2678	Need to make Career Academies mandatory so all students are exposed to career pathways

2679	Need more CTE options for students
2680	Growth, keeping/acquiring enough high quality teachers
2681	Special Education, Career Education/Opportunities, Only focusing on the top 10% of student achievement
2682	Compensation for SLPs and other instructional groups and ESE effectiveness
2684	Removal of the gifted pull out services - the new model isn't working as it should. Build a better program for ESE/disabled students. Offer more diverse electives in middle school
2685	Money, losing teachers, bus drivers etc., over crowded
2686	growth and infrastructure expansion
2687	growth. retaining teachers.,.budget
2688	Growth of the community and keeping enough schools opening to keep up with the growth; Ensuring that all of our children get a quality education, Making sure not to give in to the most recent fads in teaching and just teaching the curriculum
2689	unsure
2691	Funding for Schools in the South area of county, maintenance of older schools / Murray and St. Augustine High need remodeling, Keeping church and state separate, recruiting high quality teachers and retaining them
2692	the decline of student behavior, growth, targeted instruction for low performing students
2693	Attempts to force DEI policies on the school system, and lowering of moral standards in school policy

2694	Growth, students becomes a number and getting lost in the system
2695	Growth, lack of funding and teacher shortages
2696	Salary Increases for Teachers, Equity, overpopulation in middle schools in the city of St. A
2697	Broad demographic with varying needs and rapid growth
2698	Rapid growth; budget competency; teacher competency
2699	No gifted education, no foreign language instruction until high school
2700	funding, overgrowth, schools bursting at the seams.
2701	Growth of the county & overpopulation of schools
2702	Accountability, policy uniformity
2703	Thoroughly reaching CHILDREN with learning disabilities effectively
2704	Over population / growth, teacher salaries and maintaining quality teachers
2706	growth rate, low teacher pay, low state funding
2708	1) Teacher accountability - responsiveness with communication to parents is not consistent. No follow through or willingness to find solutions
2709	Not friendly staff who hate their job. Staff that does not know how to operate or manage a school.
2710	Budget and teacher pay.
2711	Class size

2715	Poor salary, lack of appreciation from the district, district is disconnected to schools
2716	Student discipline issues. Teacher shortage. Effective funding.
2717	Not enough resources or supports for students with IEPs. We have three kids with them and it should not take us having to hire an advocate to get the services our students need or to ensure they are getting the hours written in the IEP. There is not enough funding/staff to support these students and the staff who are there are set up to fail due to unrealistic caseloads/expectations.
2718	Growth, diversion of funding, recruit and retain excellent staff
2719	1) Retaining experienced teachers, 2) Maintaining, supporting, and expanding challenging education programs (IB, AICE, AP) to retain our public school students from turning to private school alternatives.
2721	It is currently a "good old boys" club. The current superintendent surrounded himself with his friends and ineffective "yes men". The current superintendent does not understand public perception or how to interact with the community.
2722	There should be better communication between staff and students.
2723	ESE budget, perspective and programs to address the actual needs of the student not what makes good business sense.
2725	Crazy directives and lack of funding from state government, book banning
2726	continuing to motivate a love of learning in a tumultuous economic climate, attracting and retaining talent
2727	Shortage of quality staff, budget cuts

2728	disconnect between admin and teachers regarding teacher needs for better benefits and pay that align with other counties in the area; quickly growing district with constant change of school staff
2729	Administrative growth as we need more admin staff. Willingness to change regarding specific matters. The districts "fast" growth, which is completely out of the school districts power.
2731	DeSantis' Curriculum, County Growth, lack of Competitive Salaries for Teachers
2732	Overcrowding of schools, vague school communication, Better staffing for school Deans, Keep woke ideologies out of our schools
2733	The fact that the state of Florida cares less about students and learning and more about scoring cheap political points. Parent involvement is over the top in terms of the harm it causes. We are losing teachers because of it
2734	This is my family's 1st year with the district. As of now my husband & I are pleased but are both getting a understanding & seeing if expectations are being met.
2736	NA
2737	Growth of the county, increasing school population
2738	integration of communities under development, common goals and expectations for all students, student centric focus
2739	Too much on teachers' plates that take away from truly teaching. Lack of pay and benefits to find and keep teachers, which causes students to sit without teachers. There's an excessive amount of testing which controls student placement and VAM scores. There's too much pressure and weight on these district/state tests, which cause standards to be presented at too fast and too inadequate a pace.

2740	<p>(1) Rapid growth with schools, administration, and staff unable to handle increasing class sizes; specifically at Trout Creek Academy - the children in 4th grade have had their room dividers open, now with 46 children in the classroom thus compromising the learning environment, and in 5th grade now has 56 students with two teachers - another compromised learning environment; (2) not enough resources for the students - inconsistent accessibility to online textbooks, not enough textbook hard copies or planners, or teachers to provide consistent classrooms for the children; (3) administration of our school puts the staff over the children's needs - what works to keep the staff happy doesn't necessarily work for the children - such as cell phone usage allowed at lunch and forward facing lunch tables discouraging socializing with peers but results in less conflict resolution provided by teachers/staff because the children are zoned out on their phones...inconsistency among the administration to uphold and honor the values and traditions of the children-first minded majority of the community would be helpful</p>
2743	Overpopulation, lack of qualified teachers, limited number of spots for academies
2744	Teacher pay, teacher retention, district ineffectiveness
2745	DEI WOKE CURRICULUM
2746	1) Increasing teacher and support staff salaries; 2) Ultraconservative political agenda pushed from current leaders to educational institutions
2747	Recent attacks on broad educational opportunities
2748	No one cares enough about ESE students and staff. They are always overlooked.
2749	ratings
2750	Anti-tax sentiments among the electorate, explosion of county population numbers

2751	Nil
2752	So much focus on being #1 we lose the relationship building amongst teachers and staff, growing too fast w/o infrastructure and financial backing
2753	Student teacher ratio
2754	Book bans
2755	Listening, showing change, and not budging
2757	Support all schools to perform at A and B status: For 2023-2024, St. Johns County had 34 "A" schools, 5 "B" schools, 2 "C" schools, and 1 "D" school. Create multicultural learning environments for diverse student and teacher populations- Race (Updated 12/19/24) White 77.59% Black or African-American 6.48% Asian 6.89% Multiracial 8.30% Native Hawaiian or Pacific Islander 0.20% Native American or Alaskan 0.55%
2758	The St. John's Florida school district faces a few key challenges. One significant issue is managing rapid population growth, which has led to overcrowded schools and the need for more facilities and resources. Another challenge is maintaining equitable access to programs and opportunities for all students, especially in a growing and diverse community. Additionally, like many districts, they must navigate ongoing budget constraints while balancing academic excellence and extracurricular opportunities.
2761	Weak leadership from the district, terrible admin teams, and lack of expectation for students and families (at least in the northeast) to follow laws, expectations, guidelines, and have any consequences if not. There are zero consequences. We've been in 4 academies and one HS in the northeast and a central MS and HS and they are worlds apart when it comes to parent and student populations and respect and consequences.

2762	Growth, retention of teachers, hiring of qualified teachers
2763	Experienced teacher pay, grade inflation, lack of academic rigor, helicopter parents
2764	Politics bleeding into the schools, financial strain on the public schools due to vouchers and teachers not being supported financially
2765	Over building and poor leadership
2766	Count growth is too fast. How to maintain and increase standards.
2767	Not paying teacher enough, not giving the schools the supplies they need to succeed, putting things on parents to purchase for school. Why do we pay taxes?
2768	Rising student population, high student to teacher ratios
2770	Principal choices in some schools
2771	Overcrowding, students using phones in school, inflexible admin
2772	Traffic issues/safety
2773	1) Over crowded schools. You let parents and communities with "money" influence the zoning decision of SJCSd. Causing overcrowding and stifling our kids from getting a well rounded (Whole) education. 3) Pay to Play. middle school sports are average at best. Because the (for profit) leagues that get sponsors, priorities and cultivate these kids better then the school do. When really, the school should be first priority. We pay the school hundreds of dollars for little return. Hire good teachers and coaches and we will priorities the school.]
2774	Narrowsighted, afraid to try new and proven ideas and strategies

2775	English speaking children being left behind by not getting the teaching, or the attention they need to their full potential. Teacher who don't want to teach and are motivated . Our district is over grown without the resources needed for our children.
2777	Activism at the expense of education, funding, community buy-in
2778	Good teachers leaving the district and conservative actions such as book banning. We need to teach our children to be accepting and understanding of everyone.
2780	Under qualified teachers
2781	Over crowding, Lack of Construction related studies and shops. Fundamental characteristics of American society
2782	Growing population and teacher pay
2783	Standard across the board regarding homework. Staying on the right path and not corrupting our children with personal biefs. Staying strong in the face of critics.
2784	Increase of charter schools taking tax dollars. Parents who want books banned because of their ignorance and bigotry. Helping kids mental health, and working on stopping bullying. Funding issues with a growing population, overcrowding of schools.
2786	Underfunded schools and overcrowding. Building boom is reating overcrowded classrooms. Portable buildings are not a viable long term solution
2787	Live within your means - cut expenditures.
2788	Overcrowding and low teacher morale due to low pay and being understaffed
2789	Communication with parents, school district exudes a sense of entitlement, lack of

	transparency across the boards. Lacking local oversight and accountability.
2790	Teacher turnover
2791	Overcrowding in schools. Teachers being overrun by legislation written by non teachers
2792	Overcrowding, teacher retention due to small wages for veteran teachers and teachers not feeling valued and being asked to do too much
2793	Good ol boy mentality. The district needs a change.
2794	Anti-woke bullshit is pushing teachers away and the funding of schools is being chipped away at
2796	Overcrowded schools and classrooms, teacher shortages
2799	Continued growth throughout the county, large student population sizes at schools
2801	Making teachers feel valued and heard, teacher retention, and hiring support staff
2802	Teacher retention, teacher salary, parent accountability
2803	Teacher and Staff compensation and appropriately managing educational content (no woke material). Also incorporating more programs for middle schools like wood working and art.
2804	Leadership and immense pressure on standardized testing.
2805	retaining veteran teachers, pay scale
2806	Teacher pay, Student population, Available technology
2807	Maintaining a high quality education with a growing population. And avoiding the interference

	of outside groups in public education, such as government and religious institutions.
2808	Accountability of SJCSd staff from the top , stop wasting tax payers money, just do your job
2809	Growing population but schools not able to keep up. Northern end of the county seems to have more financial support support.
2810	Accountability, budget and safety
2811	Transparency with some incidents at schools. Overreaching authority with some of the policies
2812	Growth, staffing, pay
2813	The district struggles immensely with keeping personal beliefs out of decisions made for the community. Integrity and trustworthiness are key components to maintaining public trust, this must be upheld.
2814	teachers turnaround/ retaining highly skilled staff, special education awareness programs staff and other kids
2815	Lack of quality teachers, lack of support for special education students.
2816	Overcrowding. Student to teacher ratio
2817	Growing population. Politics.
2818	growth and resource allocation
2819	1) Keeping up with growth; 2) Safety in uncertain times; 3) Unrealistic expectations of parents...ugh
2820	I know political ideologies (democrats) and policies have influenced our schools in ways that do not align with the values and priorities of many families in our district
2821	Funding, enough teachers

2822	Over explaining things. Under supporting, promoting, support staff
2823	School Lunch Protein Options and Extended Wednesdays
2824	Under achievers
2825	Teacher pay is too low therefore lack of teachers, too few bus drivers due to low pay, county growing too rapidly for new schools
2826	Rapidly increasing population, lack of support for public education from our government
2827	Censorship, book banning, attacks on diversity
2828	Shortage of teachers and Building new schools
2829	staying connected with parents, giving responses to parents fast, thinking about the students and not how much money you will get when the students are at school.
2830	stuck in the way we have always done things, good ole boy system
2831	Inefficient staffs
2832	Empowering teachers to be creative in their teaching methods and holding teachers accountable for inspiring children become the best they can be. Set improvement goals high and not centered based on standard testing numbers. Grade frequently and provide remedial plans from the student, teachers, department heads, operations, administration, all the way up to the school board
2833	District planning doesn't match county growth, school safety
2834	Overcrowding, lack of new high schools, low academic standards

2836	Teachers quitting due to higher pay in other districts or leaving for corporate jobs so they can afford to live in the county. Also, losing students and some teachers to the homeschool co-ops.
2838	1. Teacher pay 2. Student discipline 3. Schools for rapidly growing county
2839	Proper/Certain training for the staff members, correct strategies on when a behavioral or GED student gets out of hand and proper/certain training for all resource officers at all of the schools.
2840	High turnover of teachers or inability to keep them, pay and over capacity of brand new schools
2841	School over crowding, not enough teachers, not enough bus drivers, not enough services for special needs like OT&PT
2842	The parents
2843	Biggest challeges are incredible rate of growth of our county and recruiting/keeping excellent teachers and staff.
2844	Rapid growth, alignment of programming across all geographic areas, maintaining strong programming for exceptional student education, including gifted students
2845	Effectively managing growth without the necessary financial resources
2846	growth, meeting growing populus needs
2847	Special education access
2848	growth, teacher morale, and money
2849	1. Huge disconnect between district decision-makers and school-based employees; 2. student behaviors and lack of discipline; 3. Communication failures

2850	Hiring qualified teachers and paying them more so they stay. Keeping the original schools in town up to date with repairs. Keep your schools safe- do NOT allow fighting-place more staff in the halls during transition times.
2851	Too much growth too quickly and not equipped. There should be separate school for ELL students for their 1st year to learn English. Also there should be a step up type schools for kids who should not be mainstreamed yet
2852	Growth; teacher retention; competitive pay, especially for veteran teachers
2853	The rapid growth
2854	ESOL program
2855	Obviously the growth of the county and school district. The eroding of positive interaction and support of teaching staff by administration.
2856	Funding and over crowded schools
2857	Overcrowding and constant staff turnaround
2858	Again. Let's teach actual skills , as apart to getting kids test ready. Seems like the county does what they want anyway and this is just a courtesy. Kind of like when you made the half days into full and you already had the hurricane calendar out. Didn't need a full week for Thanksgiving.
2859	caring for the "whole" child not just the test scores. Because it's clear we are only an A district because of our high socio economic clients
2860	Teachers are underpaid, class size amendment is no longer being followed, schools have to "fight" the district to get the instructional materials needed.
2862	Some Principals, and School Board members are quick to cave to vocal parents at the expense of the majority of the students

2863	'Good old boy system', the average, middle of the road students not receiving the same benefits/advantages that gifted and exceptional students receive, connecting students in the career programs with local employers as interns towards potential employers after graduation
2864	Teacher retention. Teacher pay. Safety-student fights
2866	Lack of financial support. Lack of supplies.
2867	Removing disruptive students & placing in alternative environment; keeping the public at large of district news
2868	Economical support for schools, attention given to lower achieving students
2869	Over crowding
2870	Growt and maintaing quality education 7 Class size on a budget
2872	Size- growth!, standards are slipping, longevity of school board members
2873	Budget, accelerated growth
2876	equity- ALL schools should have the same resources available. Teacher pay, veteran teachers should be recognized
2877	Lack of science/social studies learning, lack of creative projects/experiments, too much state testing
2879	Keep woke out of our schools
2880	Underpay of critical staff, staff shortage, charter schools taking money from our district.
2881	I think some of the biggest challenges facing the district are the lack of special needs support, which can really impact those students, and not having enough teacher support specifically for

	special needs. Also, overcrowded schools and buses can definitely make it tough for everyone involved.
2882	the district's failure to pay teachers appropriately as represented by the negotiations right now of the tax increase, new teachers should not be afforded funds. The monies were not voted on for recruitment but rather retention. The district does not listen to the teachers. The district not doing what is appropriate financially to cater to parents (Palencia students not going to Sebastian)- this would assist with overcrowding. Similarly, the district refuses to open seats at Ketterlinus and as such parents at other south schools are using the voucher to go to private schools and the district is losing money.
2883	Teacher Pay, Communication within the schools between Admin and Staff, unsupportive and micromanaging P/VP.
2884	Lack of funding for Title 1 schools/staffing
2885	Losing teachers, single focus on the testing
2886	growth is too rapid- schools are overcrowded/ teachers are under-paid- leaving many vacancies in critical shortage positions and causing teachers to be less motivated to perform their highest/ low teacher pay
2887	Growth, need a true educational leader who understands learning
2888	Due to diversity in needs and resources, it is challenging for the district to assess, create, and evaluation plans to bridge gaps in both access and outcomes.
2889	school enrollment
2890	some of the leadership; not transparent;
2891	Worrying too much about school/district grades

2892	For being one of the highest performing districts, teachers earn the least amount of pay. ESE Students often are denied or delayed services due to lack of funding or lack of personnel, especially in our lower income areas/title 1 schools
2893	Favoritism across the district, should be fairness for all, teaching to the test is not learning
2894	low wages, low teacher morale, too focused on test scores
2895	Focusing on people feeling valued
2896	Overcrowding of schools. Not able to finance new school builds before they are needed, by the time a new school is being built the school supporting the growth are significantly overcrowded for many years prior knowing the plans of the master built communities.
2897	Unsure
2899	Salary for teachers in the district does not reflect performance and expectations. More support for teachers would help close the gap.
2900	Overcrowding and teachers leaving
2901	Overcrowding, funding
2902	Technology for the students at home/use
2903	Finances and lack of support for the classroom day to day
2904	Teacher pay and retaining effective educators
2905	growth management and teacher retention/salaries
2906	Poor use of schoology by teachers who either have no idea how to use it or overwhelm parents and students by how much they put on there. Subjects we are still teaching our kids and not teaching them the latest in technology. They

	don't need 10byeaes of history or five years of studying rocks and land mass. They need updated subjects and updates ways of teaching.
2907	Under staffed, accountability, transparency
2908	Teacher retention, teacher support, Teacher pay
2909	Unable to retain quality teachers, lots of budget cuts for important programs, lack of resources - seems to be poor budgeting and anticipating growth.
2910	Keeping politics out of decisions
2911	Overcrowding in schools, teachers being micromanaged
2912	over population, underpaid
2913	Flooding of residents! With new apartment complexes and neighborhoods leading to need for new schools and many many more teachers
2914	growth, recruitment and retention of all employee groups, financial stability
2915	Rapid growth, retaining quality teachers due to low pay
2916	Rapid growth, retaining quality teachers due to low pay
2917	<p>Like many school districts, we face the significant challenge of a yawning gap in student interest as they progress through grade levels; while enthusiasm is high in kindergarten, it often wanes by 12th grade. To address this, we believe that grade reform is essential, recognizing that student effort, persistence, and character should be valued alongside academic performance.</p> <p>Additionally, it is crucial to sustain the culture of honoring parents that Mr. Forson has established, ensuring their involvement and support in our educational community. Together, these initiatives will foster a more engaging and supportive</p>

	environment for all students.
2918	rapid growth in community and schools; over spending; lack of respect from top administration regarding support staff;significantly low pay
2919	OVERCROWDING and teachers who no longer teach, they just use power points and don't understand the content. They're basically babysitting. (Not all teachers are like this, but over the last couple of years we've had a few that were like this. It's a growing trend in SJC).
2920	Teacher anxiety manifests in the classroom creating a high anxiety learning environment. Teacher's lack training in psychoeducation that could benefit students.
2921	Close mindedness, budget transparency with more detail, listening to Teachers first while creating a positive workplace, taking Parent's concerns more seriously in regards to safety and budgets and putting politics and religious aspects last
2923	The challenge is to avoid becoming a graduation factory. That is, to eliminate the gap of graduating students who do not continue their higher education. The state must provide a solid bridge between high school and higher education, and the district must follow up.
2924	Teacher Recruitment and Retention, as well as poor teacher relationships with district leadership. The other big challenge is the ongoing reduction in funding for K-12 education coming from Tallahassee.
2925	Finance and good trachers
2926	Growth, lack of quality instructors, money where the most need it
2927	Need to respect veteran teachers and staff by compensating them appropriately, need to implement better/more strict policies for bullying and hate and maintain policies at ALL schools,

	actually represent ALL students - not just the conservative Christians
2928	No accountability for staff or administration. Lack of IEP implementation with fidelity and integrity. Equal treatment for children with disabilities.
2929	School capacity
2931	poor implementation of IEP's, improperly trained staff, poor safety protocols
2932	Acceptance of diverse students. Lack of communication and counselors not trained to be more compassionate towards already stressed Highschool students.
2933	Teacher pay
2934	Prioritizing children well being over political agendas.
2935	Growth, St Johns County is growing to quickly and is hiring just to fill seats and not quality educators.
2936	Supporting our students with disabilities, teacher retention, community growth impact on schools
2937	Growth. Our county is crowded and still growing, and the schools/kids/teachers are suffering because of it. A new superintendent should keep students and teachers at the forefront, using resources to support them and finding ways to increase teacher retention.
2940	The growth in the community has not slowed down and the personalized academic experience that once existed is not longer prevalent. Students are just a number. The lack of willingness to partner with charters/private schools allowing families to truly have school choice within the county is concerning. Teacher vacancies appear to be growing and teacher retention, specifically SJCDS teachers leaving the district within the first 3 years of employment, appears to

	be at an alarmingly high rate.
2941	Upgrading existing infrastructure,
2942	To be an inclusive, diverse, and accessible school district
2943	X
2944	Low pay for teachers leading to a significant drop in student outcomes, poor leadership for school board
2945	Poor planning for overcrowding, retaining staff
2946	hiring and retaining teachers and staff, and adapting to the population growth of the county
2947	valueing teachers' input and parents' input and using data collected to make positive changes (stop "good old boys' club" and stop ignoring these stakeholders); special needs kids are consistently left with "less than" education and supports; rapid growth in community and effectively planning for it while maintaining #1 status in education
2948	Funding, and infrastructure
2949	Achievement gaps and budget
2950	Poor teacher pay, poor ese services, unfair disciplinary practices
2952	Na
2953	Infrastructure and extreme growth within the county
2954	Underdeveloped and Low-tech
2956	State gov't dictating what and how we should teach.
2957	overcrowding, disciplinary issues, lack of

	motivation of students/teachers
2958	Unnecessary spending at the district level - exclusive extravagant events for district employees only and misaligned leadership and lack of accountability
2959	1. The inability to keep teachers at the high school level. 2. A lack of understanding of neurodivergence and how it affects an individual. Also, the inability of the support staff to listen to parents' input/suggestions. 3. The ESE program & lack of support for dyslexic students.
2960	standardized testing, teacher expectations to meet state standard guidelines,
2961	Discipline, meeting standards for all children
2963	Hiring teachers who represent the desires of parents, the ability to make decisions based on needs of community not personal connections with developers, teacher retention due to poor leadership within buildings
2964	1. keeping qualified teachers and staff 2. influence of government on the school system
2965	supports and progress of students with disabilities
2967	Overcrowded schools, amount of growth
2968	Poor teacher pay; lackluster instructional practices; lack of innovation or desire to address problems - no creative thinking around problems
2969	Quality of teaching . Grading policies vary from teacher to teacher for same class.
2970	identify qualities and characteristics
2971	Too many resources go to VE students, later start times are needed for the middle school, and areas with strong PTO's shouldn't be penalized with less funding. Overcrowding has also greatly impacted my children—we need quicker solutions to

	overcome this. Finally, too many students are allowed into out-of-zone schools through academies. That number needs to be lowered.
2973	1) Difficulty in face-to-face meeting efficiency (2) lack of discipline for truancy and absence
2974	Bad staff
2975	Excruciatingly bad staff members Mainly at NEASE, more Specifically Andrew R Smith, Melissa Ray Kennedy, Christina Milton, Keith Morris
2977	Keep ideology out of schools, overcrowding
2978	Community growth, graduating students with a career plan
2979	Lack of trust of the school board personnel
2981	Teachers don't get paid well, significant pay cut coming from Duval here. Getting rid of early Wednesdays, took away planning time. Everything is more complicated here than Duval, nothing seems teacher friendly, i.e. Read180, teachers feel overwhelmed. Maybe when getting new programs, there should be a test school, with staff that will give honest feedback (not "yes people"). I miss, achieve it had just up their game, it added phonics, and chapter books. As a teacher I had control over when my students took growth exams.
2984	Rapid growth in student population requires hiring more efficient and well trained teachers and support staff
2985	Athletic program for golfers, and reputation of some of the most highly ranked schools.
2986	Teacher and para pay that is lower than other nearby districts. Recruiting and retaining support staff such as Speech therapists, occupational therapists and ESE

2987	growth and trying to please parents instead of holding people accountable
2988	Homogeneous population
2990	Getting rid of bad useless teachers
2991	Current guidelines do not allow severe behavior issues to be dealt with appropriately which negatively impacts the learning of the majority.
2992	Exponential growth, decreased number of certified teachers, state and national policies which diminish funding for public education
2994	The lack of outside-SJCSD experience in the upper level leaders of our district; our unprecedented growth
2995	Growth, Having enough Teachers
2996	Poor planning when they saw a great influx of people moving here, asking taxpayers for more money, not getting developers to contribute to infrastructure costs
2997	growth and keeping our culture of education top level
2998	Make parents happy, finances, rapid growth
2999	I don't know enough to answer.
3000	shcool.
3001	Holding teachers/staff accountable, especially with ESE student accommodations and needs
3002	After school program options, lack of engagement with community and parents
3003	Overcrowding, need for teachers and staff
3004	Fast population growth, facility resources are limited, staffing to support growth is limited/ short

	sighted
3005	Discipline and using IEP's for excuses for behaviors, being made to change grades when students earn f's,
3006	Richest county, least paid teachers, and no sports programs to keep community within the school. Parents are being pushed out
3007	MAGA school board & managing growth
3008	Overcrowding/school traffic, is curriculum competitive with other states
3009	The growth is unsustainable and teacher retention shows.
3011	The district is struggling with retaining and recruiting dynamic teachers because we pay significantly less than surrounding district, and the demands on teachers are increasing but the supports for them are not. At the administrative level, ego frequently limits collaboration. We lose sight of what is best for students. We can function the same way that PLCs in our builds can; we can create common language and goals, and design our work around the needs of the people that we support.
3012	We have challenges in our ESE department we need to ensure that we get as close to 100% funding used for each student. Our students that need the most are often overlooked.
3013	Poor management of an almost \$1.5 billion budget, poor mgt of teacher pay even with tax increases just passed. we will lose experienced teachers if they are not paid significantly more than new teachers. They will leave our district and go elsewhere where they will be compensated for their experience. Students should be accountable for their behavior.
3014	Overpopulation, drugs & violence in schools, and being able to keep good staff

3015	Increase population, space and budget restraint
3016	Finding good leaders within the school, hiring and keeping excellent teachers who have a passion for teaching
3017	Overcrowding and poor teacher performance
3019	Superintendent transition and diverse student population growth
3020	Book banning, school safety, losing good teachers
3021	current racial climate; strengthening public schools
3022	1. Tendency to lower expectations at Middle school. 2. Teachers only focusing on student meeting min standards.
3024	Special education and budget
3025	respect of teachers professionalism, curriculum (choices and spending), top heavy administratively
3026	1. Manipulating student placement in courses for funding purposes (i.e. putting students in advanced classes who are not qualified) 2. Too many people with big egos and low competence at the district, administration, and teacher levels 3. Keeping teacher pay at a pace of the growing economy
3027	Teacher shortage, computer technology for middle school and high, lack of access to honors and honors elective classes, lack of on-going (quarter or semi-annual) academic individual school and county achievement reporting
3028	Separation between north and south end schools and separation of teachers vs the district
3029	Over crowding, values of administration that don't align with parents, focus on reading
3030	stability and support

3031	It appears that school leaders do not speak to each other in terms of priorities and available funding. Goals and initiatives sometimes do not seem to be aligned.
3032	behavior units, resources spread too thin, underappreciation of veteran staff
3033	Effective district support systems, hiring practices, communication
3034	governor who doesn't believe in public education; non-competitive salaries; don't truly prioritize teachers but take credit for what we do successfully
3035	Teacher pay and maintaining the most highly ranked teachers. Teachers' voices not being heard because of state regulations and funding not supporting the communities enough. The union can only advocate so much for what teachers communicate to them; change does not occur because primarily the state's funding does not allocate for such. Public education needs and issues should be met at a more local level as opposed to by the state, more funding needs provided for this system to not collapse. Professional development being a waste of time because it is repetitive and does not meet the teachers' needs, no real hands-on practice/support further than an hour training.
3036	Crowding in middle schools due to lack of funding for needed staff members. Teacher pay is one of the lowest in the state and classrooms are now lacking permanent skilled staff.
3037	Na
3038	Teacher pay, cost of materials in a growing community that needs more schools, teachers and supplies, and political influence over decisions vs what is best for the diverse make up of our community.
3039	Adequate Financial Resources, Schools Construction, Staffing

3040	resting on laurels; nepotism/unfair practices for friends; lack of true educational leadership/knowledge of best practices of instruction
3044	Accountability, transparency, financial priorities
3045	Inappropriate content introduced to libraries and curriculum. Students bringing in in tech with inappropriate content
3046	Overcrowding.
3047	Overcrowding, Complacency
3048	Growth, political climate, and paying employees livable wages
3049	Transparency. Under performing teachers. Trustworthiness
3051	Entitled parents who don't hold their children accountable. The high schools should be on block schedule.
3052	Lack of diversity
3053	Teacher retention and veteran teacher pay
3054	Staffing qualified teachers, IEP/rti support in a few schools
3055	Not supporting staff both fiscally or with the community, not enough resources for special education
3057	Government regulation, growth which dilutes the pool of high quality/conservative employees, parents, teachers and students feeling entitled
3059	Out of touch school board and the traditional middle schools being neglected
3060	Growth

3061	Growth and the lack of a systemic vision and approach to achievement
3062	Communication, safety, transparency
3063	Budget-issues, overcrowding
3064	Inconsistent quality in teachers, lack of student motivation
3065	Retention of high qualified educators, adherence and compliance with ESE
3066	1 Constant growth. 2 Drugs, bullying, trying to be too inclusive causing standards to be compromised.
3067	growth, roadways/traffic. teacher shortage
3068	1. Lack of equitable technology 2. Culture of complacency based on historical friendly demographics
3069	Success is based too heavily on test scores for schools. We don't offer teachers enough support to actually teach concepts, we are forcing them to teach memorization, which not every child excels at. It's one of the reasons Florida scores so low among the other states in education.
3072	Unchecked social progressivism and activism being promoted by a loud but vocal minority, attracting and retaining the highest caliber teachers and staff
3073	financial transparency!
3074	Having enough school/classrooms to support the continued growth in our county. Staffing the classrooms with qualified teachers. Teacher salaries that can keep the teachers in place and not have them searching for larger income.
3075	Political climate and prioritizing the students

3076	population growth / unqualifies teachers / lack of teachers /
3077	1. Unfettered growth
3078	Teacher pay & it's direct correlation with retention, ESE services not being met due to unacceptable workloads
3079	Not sure
3080	Rapid growth
3081	Hiring Black people in admin. and teachers' positions, high suspension of black students
3082	Lack of equitable resourcing across schools, poor teacher pay and support/poor teacher retention, took away gifted and ESE student support programs
3083	Population, Standardization, and improving effectiveness of instruction.
3085	Loss of good staff and teachers due to loss of autonomy in the classroom; poor communication across district and schools; inconsistent policies that vary school by school
3087	Over population
3088	not enough resources for additional staff for ESE
3089	support of district staff for ESE policy and procedures
3090	The lack of accountability for students is a huge issue that stems from our current superintendent's fear of fighting the unreasonable demands of parents. Punishments and rules are non-existent in our schools and are students are changing as a result. The behavior expectations are slipping and with it, the academic standards are lowering. Students are not held to a high academic standard, so they take lower-level classes than previous generations of students, they refuse to

	<p>study or do homework, they ask to retake tests because they refused to study, and many are performing below grade level because they are not engaging in the learning process and expectations. This is not the SJCSd that I grew up in and used to take college classes in high school so that I could graduate from an Honors College in three years. My current Honors students tell me that they haven't even read a book since elementary school. It's tragic!</p>
3091	Political influence on programs and keeping and attracting top teachers.
3092	Teacher retention, high school teachers actually standing up and verbally teaching students vs use of powerpoints and worksheets/textbooks only, division of funding to virtual, private and home schooling students
3093	Reduction in funding from the state, unfunded mandates along with growth of student population to include increased need for ESE and ESOL services.
3094	Rapid growth, not enough qualified teachers,
3095	Growth, Finding and keeping good employees
3096	Growth, "good ole' boy" undercurrents, competitive employee compensation
3097	growth rate, large class sizes, lack of teacher support
3098	loss of teachers
3099	Teachers need to be paid properly.
3100	This district is not taking special needs children seriously. They are not hiring appropriately for special needs children and they are not putting the money into helping special needs children learn.
3101	Teacher salary and class size

3103	Too much student population growth and acquiring/retaining qualified teachers and staff
3104	recruitment!!!!
3105	Student behavior: we need a leader who will take a strong stance against cell phones on school grounds and cyber bullying; poor administrators - we have some amazing administrators and we have some that are directly responsible for our educator talent-drain.
3106	Over scheduling sports, homework, and too much Union influence
3107	Waste time at school, very poor quality of school lunches
3108	I haven't had any challenges or issues so far with the school my child attends. All in all they have all been wonderful
3109	Staff understanding of district policy and state statute. Staff following district policies
3110	Takes too long to make decisions
3111	Wealth inequality
3113	Growth, lack of teachers
3114	Retaining quality teachers, keeping education inclusive for all races and socioeconomic levels
3115	Lack of special education support and staff
3116	Teachers not teaching, computer system freedoms, better school counseling
3118	Special Education Programs are not functioning to their fullest potentials or even at their contractual minimum, due to personal shortages (from what I'm told). The staff needs quality help and more of it (referring to physical bodies) within classrooms. And the teachers needs support from the higher ups on the School Board to provide them with the

	financial means and support to let our teachers give our children/ their students the best quality of education - without uninformed superiors limiting the educational materials they can use. (Looking at you "Moms for Liberty").
3121	Programs for students to excel, safety, discipline and tolerance of bad behavior.
3122	Programs for students to excel, safety, discipline and tolerance of bad behavior.
3123	SJCSD has historically protected poor administrators from discipline and sometimes prosecution. There is a saying amongst the school-level employees: if you want to work downtown, you have to screw around and get caught. 2nd: student behavior is unmanageable and that is because we have no strong leader at the district who will take a stand on discipline and hold the students and parents accountable. We definitely need a cell phone ban in EVERY school.
3125	Increasing population creating strains on community, lack of investment in arts, inconsistent special education experiences
3126	Rapid growth and enrollment, funding and budget constraints
3128	Too many students, electives that are boring or rigorous, each school should have its own sports facilities and fields
3129	diversity, safety
3130	rapid growth of community, maintaining quality of education
3132	Not enough teachers and support staff, also poor pay for teachers
3133	Diversity, Equality
3134	fast growth, teacher morale, loss of number one district status

3135	the differences between north end and south end schools. being an itinerant I see this discrepancy daily, the innovation of the facilities, money and time spent on north end schools does not feel equally represented in the south end. If a child were to transfer from PIA to southwoods, their learning experience, school resources, creative experiences, etc would be a drastic change. I don't believe that this is fair and the gap should be closed.
3137	ESE teacher workload, need for additional support for students with disabilities in High School
3138	When a child has a behavioral disorder, the approach seems to prioritize that student over all others. We should aim to be inclusive and supportive, but a diagnosed disorder or condition should NOT give any student a longer behavioral leash and put other students in harms way. The welfare of one should not be put above the rest.
3139	Bureacracy
3140	Challenges, just like any district, is the most importantly thing is communication. I love that the communication is there but I do wish it was through something other than email. Everyone's email is full of spams and it makes it harder to catch all the emails from the school. If it was through an app or something specifically through only the school and in one place it would make it so much easier
3142	Rate of growth, maintaining older schools
3143	1. Teacher salary is a significant issue that leads to having a shortage of teachers or hiring of unqualified people.
3144	Teacher pay,
3145	We have become grossly top-heavy, with multiple associate superintendents again - spend the funding on the people IN the schools who work WITH the students, not the people who got moved to the district because they failed as

	administrators.
3147	TEACHER RETENTION AND PAY
3148	Fostering responsible, ethical behavior in students due to lack of accountability to the code of conduct and character. Working with parents to create responsible adults, again by holding students responsible for their choices & behavior.
3149	Old schools are not updated, high number of children in classes is not good for teaching or learning, outdated technology
3150	Growth, teacher retention, meeting the needs of all stakeholders
3151	Growth of the district, funding
3152	School administrations are self protective. They are slow to listen to parents, if at all
3153	Retaining excellent staff, removing inadequate staff, discipline & correct students who do not meet behavior expectations
3154	Creating Real students who can talk and connect and communicate with each other in a respectful way.
3155	keeping good teachers due to salaries, political pressure and state funding, growth of population
3156	Overcrowding in the classrooms.
3158	It's quick growth, and the hiring and retention of effective and high performing teachers.
3159	Teacher pay and veteran teacher retention
3160	Raising student mastery in math/science, reading, and writing.
3161	Administration being controlled by parents, uncontrolled growth in St John's, no separation of

	church and state.
3162	Overdevelopment, crowded classrooms, lack of teacher/staff support in equitable pay/benefits
3163	Lack of Athletic support
3164	Quick growth in county, need for more schools and staff
3166	The teachers don't have enough time to plan as their time is maxed out with before, lunch, and after school duties including standing at door between periods, The teachers are not paid enough and have to work multiple jobs to make ends meet, The kids have to work so hard and take so many tests that they no longer enjoy school
3167	Making decisions that are political in nature vs. what is actually good for the children. Deciding that because they happen to be morally or religiously opposed to a policy, program, or group that they can decide everyone be, resulting in removing policies or instituting new guidelines to align with their personal beliefs.
3168	awareness, take it for granted
3169	Crowding, bussing, extracurriculars/sports access
3170	Reading and math levels
3171	keeping up the quality, improving while the budget is somehow limited
3172	1) Hiring and retaining excellent teachers and staff, 2) Uncontrolled growth in the county
3173	Accountability & Enrollment Growth
3175	Lack of understanding with teachers on how to properly teach using differentiation not modification (which would assist ELL, ESE, high achieving and average learners), teachers' poor

	implementation, mindset, and understanding in MS and HS for RTI, ELL, ESE, 504 plans; terrible system for ELL plans (waste of counselors time holding individual mtgs with each family without translators when district wide accommodation program would be sufficient along with proper training and sample lessons provided)
3176	Bus Safety, Bus Punctuality (which impacts kids getting super late to school), over crowded schools
3177	overcrowding, lowering standards to meet the masses, no pushing success
3178	Growing too fast/building of homes needs to be slowed, too "college focused"-need more trades
3179	Rapid growth in the county, employee retention
3180	Keeping qualified and effective teachers on staff, consistent communication, and overreliance of testing data to determine student and teacher achievement
3181	Social media safety, keeping good staff with St. John's county being one of the lowest in teacher pay
3183	Growth and allowing children who are excelling, to excel
3184	Underpaid teachers and staff
3185	not enough seasoned teachers, low pay, and not enough support staff inside the classrooms
3186	Safety - Fighting and negative social media use by students. (Particularly against female students). Student mental health challenges.
3187	efficiency, funding going to the right places
3188	salary scale for AMC employees, teacher entitlement

3189	Broad curriculum that isn't so testing focused and ensuring ongoing safety.
3190	Growth and low teacher pay
3192	Lack of progressive thinking. Too many high ranking district employees that are not functioning.
3193	fram star trek
3195	Lack of commitment to staff and heavy salaries for administrators.
3196	population growth, lack of sufficient pay for professionals
3198	Population growth
3199	Having parent participation improve. Hold parents accountable for problem children
3200	growth, finances
3201	Need to be tight on the curriculum that school leaders choose to use so we are truly offering a guaranteed and viable leaning opportunity for our students.
3202	We seem complacent with where we have been and n out interested in innovating or progressing forward.
3203	Budgeting and traffic
3204	Teacher turnover, lack of arts (no orchestra, foreign language only Spanish or ASL).
3205	1. Not being able to keep up with the county's growth 2. Low teacher pay
3206	In-bred good ol-boy club at 40 Orange. The attitude toward teachers from those at the district level. Entirely too much principal autonomy - including allowing naughty principals remain employed with their mistresses.

3207	Definitely, there is a need for strategic planning and organization.
3208	I think some academies are in the wrong schools and should be resourced to different school locations i.e. Pedro Menendez should not have the IB program that should be at Bartrum or some other school.
3209	growth, student behavior, lack of respect for veteran teachers
3210	Low pay & no raises
3211	we are in need of an ASD unit in schools that IQ of 70 or higher can be in if not in Gen ED and not placing in EBD if not needed.
3212	Growth and funding
3213	Poor teacher pay; poor consistent "hands on" support from district specialist
3214	Growth and losing amazing teachers
3215	Population growth and teachers being overwhelmed with changes and workloads, inclusions, larger class size etc
3219	Teacher shortages, teacher salaries
3221	Funding and parent expectations
3222	Excessive growth, teacher shortage, turnover
3223	lack of consistency between schools within the district especially between north county vs south county, retaining teachers/ keeping experienced teachers
3224	budget cuts while maintaining high quality education, uncertainty of budget from federal government, teacher retention
3225	Teacher pay

3226	Parent understanding and low pay for teachers and staff
3227	Overcrowding and retaining quality staff
3228	Our county's uncontrolled growth, allowing groups with personal agendas to interfere with what highly education professionals KNOW is in the best interest of education (banning books, insisting on "special treatment" etc), tying the hands of administrators and teachers regarding discipline and safety for ALL students in the name of "parents' rights." Hiring administrators and principals for reasons other than professional ability.
3229	No accountability or ownership of problems
3230	Schools are way too crowded. High teacher turnover.
3232	(1) growth; (2) teacher retention & recruitment; (3) inconsistencies from school to school or region to region and the perceived inequities that result
3233	Crazy Growth, not enough teachers and affordable housing, road infrastructure
3234	Teacher retention, affordable housing for educators.
3235	rapid growth, Republican control
3236	Growth
3237	Teacher pay is a joke. Not enough money given on a consistent basis for teachers with Masters Degrees in their fields. Instead of encouraging or paying for Administrative Classes, also pay for further education in their teaching specialty
3239	Students to teacher ratio and low pay of teachers
3240	Retaining excellent teachers, effectively managing growth, and providing needed support and resources

3241	Fast growth, cost of living outpacing teacher salaries
3242	Big class sizes, too many varying levels of students in one classroom, OVERGROWTH, over crowded high schools
3243	Child learning deficit
3244	The rapid growth.
3245	Growth, teacher salary
3246	Severe overcrowding in schools. Severely understaffed with mental health providers in schools
3247	funding for new schools by slowing down new developments until funding is in place and maintaining our culture
3248	Over crowding and not paying teachers enough.
3249	Overcrowded schools, teacher shortage, keeping up high standards
3250	Lack of strong teachers and not treating all schools equally
3251	Don't discipline students at all leading to unsafe environments for children and staff!
3252	The inability to celebrate and support individual athletic success.
3253	Not enough teachers, not enough space, inadequate staff
3254	Growth and staffing
3255	Teacher recruitment and retention and growth management.
3256	Ridding the District office of underperforming staff, ensuring that all schools are treated equally in

	terms of staff and programs
3257	Growth, lack of funding for the arts, teacher retention
3258	class sizes with blossoming county growth; maintaining quality educational staff while regulating revenue constraints
3259	Rapid growth and funding
3260	Overcrowding, not enough certified teachers
3262	1. teacher evaluations and the current merit system. 2. growing too quickly 3. overcrowded classrooms and workload on those teachers in overcrowded, underfunded schools.
3263	Growth, Salaries
3266	Growth and infrastructure
3267	1) Actually listening to teachers, staff, parents and implementing their ideas 2) paying ALL staff well 3) using funding where it is most effective (for example: Do we really need another audio enhancement program? We need people in the schools not at the district level. We need people, not programs.))
3268	parent support in title 1 schools, employing highly qualified teachers, keeping teachers
3269	The most significant challenge is keeping up with the growth while maintaining and recruiting quality teachers and personnel. The millage will help but the focus needs to be on making SJCSd a desirable place to work, not just live and send your children to school. The benefits can be enhanced with incentives for veteran teachers. I have worked in SJCSd for 7 years and been "surplussed" twice now. There is no seniority or clear protocol of which employees will be re-assigned when this occurs. This problem will get worse as new schools open, forcing more veterans to start over unwillingly. That will cause dissatisfaction and resentment to grow, potentially

	causing talent to leave the district altogether.
3270	growing population, low readers
3271	The climate, expectations and supports are different at every school. There are wide technology gaps from school to school which makes implementation of UDL practices aligned with technology a major challenge with many schools having little working technology available and other schools having 1:1 opportunities for students. St. Johns county is one of the few school districts left that is not 1:1 with technology. The growth in the district is obviously a huge challenge as well and with that, staffing issues.
3272	Teachers leaving the district/profession due to lack of support and lack of pay
3274	rapid growth and underpaid employees (we can't even live in the county if we are a single income family)
3276	Instructional employee salary. ESE support in the classroom.
3277	Teacher pay
3278	growth, state & federal budgets
3279	Teacher shortage and quality, growth
3280	Keeping up with growth, maintaining supportive environment for students and staff even as numbers rise
3281	Teacher pay, support for the arts and rapid expansion.
3282	Overcrowded. Teacher turnover.
3283	Lack of consideration for all that teachers do for the district, not including teachers in the decision making for new superintendent

3284	Growth, Teacher retention, training
3285	United everyone for a common goal. Respecting teachers and staff!
3286	Transparency Lack of respect for teachers LOW salaries for teachers
3287	Retaining staff, managing growth, building community engagement
3288	District is growing into a large district but still being ran like a small district. Growing schools lead to inequitable classrooms for students.
3289	managing growth and expecting parents to fill in gaps at home. we have got to be able to reach the "bubble kids" without throwing everything at the parents
3290	Student Behavior, Parent Accountability, Not nearly enough mental health staff available to students
3291	Pay, differentiation for students
3292	Lack of programs for our high achievers. We need our brightest students to be pushed and not be held back
3293	The threat of DOE being disbanded, special education services, support for diversity
3295	The district is too top heavy, the pay for the top is way to high compared to teachers, it is an old boys club.
3296	Teachers are underpaid! The district does not listen to teachers suggestions. They over spend on out of classroom jobs! There is a lack of technolgy within the schools. All students should have a computer. Classes should not have to share computer carts.
3297	Staff pay is lower than many surrounding counties

3298	Teacher Payment and lack of technology in classes
3299	Significant challenges include serving marginalized populations, and grouping middle school classes by level.
3300	Class sizes are too big, teachers are still underpaid compared to surrounding counties and facilities are not maintained at the level they should be.
3301	veteran teacher pay, district supporting teachers, overcrowding
3302	Lack of diversity, equity, and inclusion! Allowing the christian nationalists to overtake our schools. The separation of church and state is being infringed upon. Keep church out of our schools.
3303	fast paced growth and keeping up with it
3304	Staff morale, Student accountability. Recruiting and keeping qualified teachers.
3305	technology access for students, overpaying administrators in comparison to other staff
3306	Teacher pay
3307	Rapid growth and diversity of the growth. My daughter has 5 different languages in her classroom that the teacher has to manage. She often uses Google translate to communicate with foreign speaking students.
3308	communication to all teachers and staff effectively - I feel that we don't get a say as much as we should in certain situations. the pay for teachers is awful. I have been looking to leave the district because of the lack of pay.
3311	Hiring and retention of good teachers and coaches
3312	growth-- not enough help for employees, PAY, budgeting to include pay raises

3313	Union must be included for transparency, representation and accountability
3314	Bullying, lack of Teachers and longevity
3315	The amount of growth in the county and lack of planning. Teachers pay lacks compared to the rest of the country.
3316	Those at the district level appear to be tone deaf regarding the needs of teachers and students. The leadership at the district level is made up of individuals who have been in the district since it was much smaller and they do not know how to effectively run a district of this size. The current leadership appears resistant to change.
3317	teacher pay
3318	Parent involvement and apathy, student attitudes and phone use
3319	Over crowding classrooms, not enough teachers per classroom, budget for schools
3320	Rapid growth is ridiculous and irresponsible, social media should be banned in elementary school!, lack of quality teachers
3321	(1) District growth outpacing resources; (2) Not enough qualified teachers; (3) Salary compression that discourages experienced teachers and leads them to leave the field or transfer to another district
3322	We're the #1 district but teachers are grossly underpaid. Attracting and keeping new teachers.
3323	Special Education including gifted, low veteran teacher pay
3324	Funding for ESE because the Matrix formula alone does not take into account how much support students really need; Truly showing that the district supports improving teacher salaries, especially veteran teachers, that is significant

	enough to keep them in the teaching field.
3325	Growth and lack of standardization on teaching tools and expectations of use
3326	Vacancies / Teacher Pay / Growth (Enrollments up)
3327	Students do not take the PM Testing seriously, yet it is what our main goal as educators are aiming improve. In NY, students take 1 test at end of year and that test determines whether they passed or failed the class. Students took it seriously because they didnt want to fall behind. When students take the PM1, they obviously will know nothing on the test, so by PM3, obviuosuly they will know more than they did at the end of the year? It doesnt make sense to test so frequently on material they are not confident in and then expect teachers to improve teaching strategies to increase the students score by PM3.
3329	rapid growth, retention of quality teachers due to pay and affordable housing
3331	Growth and pay
3332	The ESE programs are lacking in multiple schools and the schools that have them have poor ESE programs; Schools are over crowded and under staffed in terms of all staff including but not limited to teachers, para professionals, counselors, etc.; lack of/limited affordable after-school programs for students.
3333	The District needs to evaluate some of the Principals, Assistant Principals, and all district employees who are unprofessional in their words and actions, unqualified for their jobs, and arrogant to the point of not treating people like human beings.
3334	teacher salary not being competitive with the rest of the nation, lack of technology
3335	Rapid growth, teacher pay, teacher retention

3337	Unsure
3338	The district needs to have the community support to help them provide services and education to the students. Our children deserve the best education possible with responsible parents helping the district leaders find qualified teachers and well planned schools that are built big enough to grow with our county's population growth.
3339	With the new reading and SWD certification requirements, our district is NOT trying to implement those trainings into Early Release Wednesdays, rather we are required to do additional REQUIRED trainings on our free time. This district does not appear to really value those teachers who have remained with this county for several years. We don't want veteran teachers to be able to mentor younger teachers, rather we want to pay intro level teachers without someone to mentor them.
3340	The fast growth and lack of resources available to teachers for lower achieving students. Lack of technology at some schools due to the number of students. The number of expectations and responsibility put on teachers since things have been cut. (ex. gifted resources, ELL resources, resources for low achieving students.
3341	Growing too fast, fear empty schools in 10 years as young families stop moving in
3343	Teacher pay (I am considering leaving as I would get a 13,000\$ raise to switch to the county I live in.), negotiations- Teachers do not feel heard.
3344	Teacher retention, funding, money being wasted on stuff that isn't necessary, ancient portables being used as classrooms, expectations not being able to be met because of inadequate space or resources for teachers
3346	Growth, Ivory Tower Syndrome, Admin with no teacher experience
3347	Strategic growth, teacher quality across schools, organization and communication of special

	programs
3348	Behavior, teacher pay
3350	overcrowding; over-testing; underperforming
3351	Overdevelopment and teacher and support staff salaries
3352	Special education support and services, a more intensive gifted program and varied ESE support and services for varied learners
3353	Consistency across the board
3354	Overpopulation, kids in portables, unreliable buses
3356	Student behavior, parent involvement, and teacher support
3357	grade inflation (including high school "retest" policy) math skills, student attendance
3358	Teacher salaries must be competitive, so staff can live in the county. The cost of housing and other expenses to live in st. Johns.
3360	Budgeting, poor teacher pay, poor veteran teacher retention
3362	buildings falling apart (our school regularly has multiple student bathrooms closed & have had flooding in main office and locker room), technology access is horribly lacking (we should have had 1-to-1 student access years ago (look at Flagler County model and the success there), minimal to no support for teachers who are struggling/stressed/overworked/overwhelmed. We have administrators who don't even answer emails - ever.
3363	Overcrowding due to population growth and over development
3364	Too much growth and not enough High schools for

	Nocatee Nease can us a facelift.
3366	poor teacher pay, poor retention of excellent teachers, providing services to students with special needs
3367	Too many directors downtown & teacher pay is woeful.
3368	Teacher/student ratio
3369	Growth and Teacher Pay
3370	Keeping quality while facing massive population growth. Keeping pay scales equitable to retain talent and also attract new talent
3371	Discipline,
3372	District has lost trust of veteran teachers and community stakeholders. District promoting within itself without innovation or upholding the 6 pillars of character, not pushing the state to help fund our tremendous growth and need for new schools and charter school competition
3375	Teachers leaving the district or the profession completely, and not offering a livable wage so teachers can put down roots in the community.
3376	Terrible support for IEP needs and support different learners and those with disabilities. Significant overcrowding, leadership that does not attract top talent
3377	Teach children how to think; not what to think. Critical thinking is incredibly important to success later in life
3378	Remediation policy, ESE programs, lack of discipline, follow through of code of conduct, or prescribed norms of consequences for undesirable behavior
3379	The number one challenge is getting the pay rate for our teachers raised to the fall in line with the

	cost of living in this area. They make literally 1/2 of what NY teachers make. That the biggest challenge that needs to be solved in order to recruit more teachers to our area.
3380	Overwhelming growth, teacher retention, shrinking budget for K-12 funding.
3381	Overcrowding, lack of staff, lack of transportation
3382	inflated grading; teacher shortage/turnover; financial strain of the unprecedented growth
3383	Growth, teacher retention, teacher pay
3384	Diversity and growth
3385	over-population, politics, division
3386	1. Support of veteran teachers; school board has spent several years sending the message that we don't matter. 2. Equality between north and south end schools 3. Relevant professional development opportunities
3387	Over crowding, no accountability
3388	attracting the best teachers
3389	The compression of the pay scale - I am a St. Johns county resident with 20 years of experience who is much happier teaching in a neighboring county where I am better compensated for my work.
3390	Overcrowding, not enough teaching staff or classes, lack of choice for academies and electives, teachers not held accountable
3391	over population and overcrowding in schools, large schools instead of small community schools. K-8 Schools.
3392	Keeping good teachers. Obsessing over dress codes for GIRLS.

3393	Overcrowded schools, not enough teachers
3394	Teacher pay, overcrowding
3395	Unequal standards for employees. Lack of accountability for certain groups of employees. Misaligned standards for student success.
3396	Teacher salary and retention
3398	Teacher retention
3399	growth, staffing, ESE funding
3400	Horrible communication skills, rapid growth. At some point the growth has to stop. Too many people and for instance, the gym is far too small but we have thousands of new people.
3401	Explosive population growth, dwindling state public ed funds, teacher retention
3402	Keeping inept upper level staff members due to the need to meet state requirements of disproportionality
3403	Lack of communication between district people and teachers/ese support; unfair policies about extracurricular items
3404	Rapid growth of student populations, diverse needs of students, shortage of faculty and staff.
3406	Na
3407	poor teacher salaries for veterans, academic and extra curricular resources for title one students vs academy students, embracing diversity
3411	Cheap and grade inflation.
3412	over-crowding, low staff pay, lack of ESE staff/resources

3413	Population changes, administrative directives, national policies.
3414	funding, maintaining strong leadership in all schools
3415	fair discipline/rules; growth
3416	The workload on our district teachers is resulting in burnout and nutrition. Our district needs to strategically design systems that take the extreme workload off of teachers. Establishing a healthy relationship with the teachers union would go a long way. In addition, our students have more exceptional and needs than ever before. We need to seek experts and establish effective professional learning for our teacher teachers
3417	The answer for all three can be summed up in one response: a complete overhaul with new, non-connected personnel who truly deserve the job based on qualifications , not the chosen white man from 40 Orange that's been groomed for the past two years as Forson's-lady-in-waiting. It is a widely accepted fact that the "search" process is only a waste of money and resources because the soon-to-be-appointed "one" will soon be revealed. Nothing will improve except for that individual's paycheck, while the remainder of our schools, teachers, students, and staff watch history repeating itself all over again. St. John's county is no longer a dirt road that our good ol' boys remember it to be but they continue to dig their heels in and resist progress, innovation, and change because it threatens their livelihood and lifestyle. Deep down they know that they are clueless and way in over their head in a district t that is falling apart faster than a blockbuster video store. They have refused to learn and innovate, refuse to truly listen to their enemy, the teacher, so they do the only thing they know how to do: stick their head in the sand, dismiss and defend, and feign interest via carefully chosen and worded surveys that do nothing to ask what the people truly want.
3418	Explosive growth, low teacher pay especially for vereran teachers

3419	being financially responsible, updating business process - VERY OUTDATED
3420	Teacher Pay (Veteran Teachers) Large classroom sizes
3421	Getting their heads out of their spreadsheets and seeing what's really going on!
3422	Leadership that needs to have a 'backbone'- set expectations for students and STICK to them with parents, support for behaviors in classrooms
3423	Over crowded schools, under staffed, not focused on how to learn and no plans for classes without teachers
3424	District level and building level leadership is poor, mismanages funds, and does not uphold moral/ethical standards expected of underpaid staff.
3425	Keeping pace with growth and teacher pay needs to be increased to attract best and brightest.
3426	Kids not being prepared for school and lack of parent support for struggling students
3427	Not enough funding for staff salary and classroom items. Not listening to teachers when they are in the class every day and are the professionals to give them freedom to do what is best for their students. The board members need to let the teachers union decide what to do with tax money. Vetran teachers should be high priority. Student mental health.
3428	Growth, filling staff vacancies and need for more bus routes
3429	Lack of transparency, mediocre ESE resources, bullying with no repercussions
3430	Large classes, failure to keep teachers, failure to take care of LONG term teachers

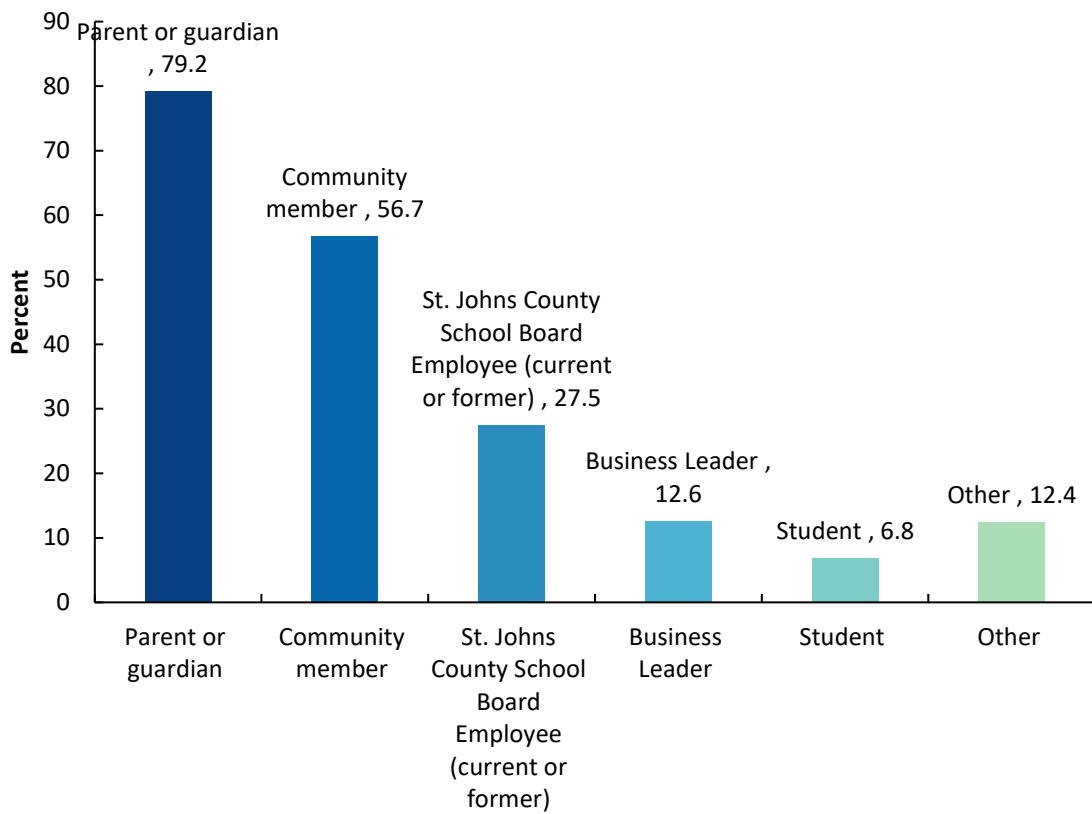
3431	Overpopulation, sufficient staff and resources, communicating opportunities offered to students to parents
3432	Funding limitations leading to cutbacks in essential programs such as the gifted program and school nurses. Overcrowding of schools due to rapid growth. Low pay for teachers leading to loss of veteran teachers and poor teacher morale and performance.
3433	Lack of pay for veteran teachers and support staff
3434	The rate of rapid growth of the district, Funding to keep and recruit experienced teachers
3435	Inexperienced teachers, turnover, teacher engagement and appreciation
3436	Lack of real leadership and consistency within schools;
3437	Growth, budget cuts impacting programs, communication between superintendent and all the district departments- they need alignment
3438	Staffing and overcrowding
3439	Minimal funding and budget allocation to maintain high quality ESE options for all students , funding, staff positions
3440	Overgrowth schools are overcrowded teachers and staff underpaid
3441	New legislative decisions made by our governor and his counterparts that are taking funding and resources away from our public schools. Another challenge is the pace at which the curriculum moves for our Title 1 students, it sometimes presents a challenge for our learners.
3442	Division among groups, over political, risk of losing integrity and censorship of information
3443	Declining reputation. Staff and resource shortage -

	growth rate of county that is so fast that we can't build or hire fast enough. Cuts keep being made to more supportive staff/intervention roles making for less effective classroom
3444	Growth, more parental involvement needed, teacher retention
3446	Parents are out of control.
3447	Not Kyle Dresback- he is a fake, self-serving, ego-driven good old boy
3448	Not Kyle Dresback
3449	Expansion, recruitment and retention, FES scholarships
3450	Overgrowth
3451	Resistance of governmental mandates regarding resources and programs. Do not allow unethical and perverse resources in the libraries and classrooms.
3452	Parent teacher report card conferences need to be brought back so there is better connection between the parent and the teacher,
3453	growth of community is too fast, special needs vary
3455	zoning, transportation
3456	rapidly increasing population
3457	achievement, diversity
3458	communication
3462	retaining/maintaining teachers
3463	lack of extracurricular activities for underprivileged students. some miss out due to no money

3464	growth and teacher retention
3466	funding, staff
3467	teacher communication
3468	Drugs and alcohol
3469	Behavior, attendance
3470	Growth, maintaining student academic achievement
3471	Cutting program (AP@ PVHS and BTHS), interschool integration
3472	Control issues, over population
3473	Too many people
3474	Overpopulation, grade inflation, too focus on achieving a certain letter grade
3475	Hurricane days, lack of Wednesdays
3476	Grade inflation, communication, teachers
3477	Hurricanes and weather
3478	Growth, lack of technology
3479	Growth, disparity
3480	Over growth, decision agreeance
3481	N/A
3482	Over population, mediocre test scores
3483	Cheating and lack of academic integrity, teacher availability
3484	School safety, college readiness

3485	Over crowding
3486	School hours (high school latest despite necessary jobs to provide for family/college)
3487	Too many people moving into county, salaries for teachers rather low
3488	Diversity, growth
3489	Funding, access to mental services
3490	Funding, growth

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



Value	Percent	Count
Parent or guardian	79.2%	2,758
Community member	56.7%	1,972
St. Johns County School Board Employee (current or former)	27.5%	956
Business Leader	12.6%	438
Student	6.8%	238
Other	12.4%	430

9.If you have any additional comments you would like the board to know, please share them:

ResponseID	Response
2565	The fruit cove teachers are not that good.
2569	Keep Tim Forson if possible
2570	The next Superintendent should be a former principal and teacher who has a passion for education and a love of teaching. She/ he needs to have integrity and be willing to stand their ground when it comes to decision-making. It should be someone who is not swayed by others and who puts fun and creativity back into Tier 1 education.
2573	We will never be able to retain good teachers if we do not pay them fairly. I've had children in this district for 15 years and it is really sad to see the decline from my oldest to the youngest. I really hope we can get back to being the excellent school district we were 15 years ago!
2578	Teachers should not have FAST scores related to their evaluations. It is a standard sized test and does NOT show accurate information of what is represented in a classroom. Also, way too many observations for veteran teachers, putting too much work on administrators who have way too many other things on their plate.
2579	Please do not make this a political hire. Find the best person for the job regardless of who he or she supports politically. Focus on bullying and expanding the behavior units. Growth is a major concern and teachers need a superintendent who they know supports them and gives them the autonomy and tools to do their jobs.
2580	The superintendent should have ties/commitment to the community.
2582	Thanks for your service to our county
2588	We have been blessed with excellent leaders

	over the past decades. The new superintendent should be in the model of Joyner and Fortson.
2590	Please stop teaching my kids your radical agendas on either side of the aisle. Just stick to education and things that will lay the groundwork for future success. Not laying groundwork for future protests and riots.
2593	Teachers deserve more money as do Substitutes
2594	If the individual doesn't make the honorable choices when know one will find out, the rest will not matter. This individual needs to be above board and serve and audience of 1. Integrity and trust.
2595	It is time for the board to take a hard look at what makes a good school district. The TEACHERS are the sole life blood of any school district. Not employees downtown that have titles and responsibilities which provide little use to the district. Some are absolutely necessary but others are just because the district does not want to go through the process of firing a poor performing pricinple etc. St Johns county schools have unfortunately taken a couple of steps down since the extreme growth in the county. The board needs to realize that we need a teacher focused Super Intendant that is going to drain the downtown swamp and bring the focus back on teachers. Not just teachers but employees that work inside the schools and have a direct reflect on the quality of teaching students are recieving. With out this approach we will continue to have a shortage of teachers, placing students in auditoriums instead of classrooms because we have no teachers. Higher pay, more focus on bringing in quality teachers and leadership that understands that a school district is only as successful as the employees which interact with the students. A company can have the best product in the world but without a top notch sales force that is out interacting with customers and building it's brand it will never be successful. Having all the support roles and directors of this and that downtown will never improve the direct improvement of teaching inside a classroom. Only quality teachers will do that. Higher pay,

	<p>higher bonus structures for top performing teachers and when you do have top quality teachers RETAIN THEM! From a business point losing high performing employees is a company killer and wrecks budgets.</p>
2598	<p>The current super intendant really struggles with communicating effectively and reading the room. Our next super needs the ability to properly allocate funds, communicate effectively to both small and large audiences, and he/she must be willing to negotiate a higher salary with faculty and staff. Otherwise, we will continue to decrease our school district ranking and lose valuable faculty and staff.</p>
2599	<p>No</p>
2600	<p>Please create a committee of educators and community members to help vet applicants, please search beyond people who work in this district, please acknowledge that we are not the district that we used to be but we can be with the right leader. Appointing someone who works at the district now would be a mistake.</p>
2602	<p>I would love to see an improvement in budget towards the ESE Department. As well as a pay increase towards non-instructional staff members.</p>
2605	<p>Prioritizing teachers is going to be essential in the coming years. The financial millage and tax being passed are great, but it won't last if the school board and superintendent do not prioritize teacher pay and retention. We are losing experienced teachers.</p>
2606	<p>I think it would be good if we hired somebody from out outside of our school district with new fresh ideas.</p>
2610	<p>We need to reevaluate talent retention programs</p>
2612	<p>If we want to continue to have the top rated schools in the state, we need better compensation for our teachers.</p>

2616	We need to stop thinking like a small county. Population attending school is growing too fast and practices are not keeping up with changing demographics
2617	Administrators are not held to the same standards as instructional staff. There should be more scrutiny on how well admin supports and evaluates teachers to stop driving away quality educators. The pay is already too low, and unsupportive admin gives little motivation for teachers to stay in the county.
2620	Do better hiring principals (reconsider the one at Hickory Creek who doesn't know students' names and doesn't engage with students or families) and provide support for teachers, and resource teachers, especially those in academies who are expected to double as elementary and secondary educators.
2625	Many acquaintances going to private school due to the character of current teachers in St John's county and leadership. Hickory Creek has been an excellent school that communicates at all levels but Swiss and Bartram need attention and I'm a very concerned parent that's hesitant in keeping my children there.
2626	Overall happy with the district and school.
2630	Higher pay rates for all school personnel
2634	Thank you for your hard work serving our district!
2640	I believe all board members should and/or Superintendent should have lengthy classroom experience in order to be considered for their roles.
2641	Allocate more resources for ESE students. Better training and education surrounding children with unique abilities.
2648	The tennis courts at Toco and Beachside High were not built correctly and are hazardous for students to play on. The district needs to request

	a refund from the builder and make then usable, so taxpayer money isn't wasted and students can play tennis at their designated schools.
2650	Restore the math curriculum from previous decades, teach civics and American History
2651	Very hard to reach administrators and some teachers so level of communication needs to improve by requiring a response within 24 hours as some other districts have implemented. Not enough choices for electives and pathways, Pathways doesn't have enough spaces to the detriment of students
2654	We need a local leader who has served in multiple roles as an educator and administrator through the SJC school system. One who is open minded and forward thinking with proven track record of success through perseverance and grit
2656	Promote within, there are excellent present employees who would be excellent and no learning curves
2657	None
2659	Understanding that new schools and population, families are moving and new school are long term solutions, you have new schools with empty classrooms (PVA , Pine Island, Ocean Palms)
2660	The common thought from within the employees of the district is that the board already knows who they will place in the role of superintendent. I am a past employee and have seen firsthand how this works. Give others with the same or better qualifications a fair shake when applying for the superintendent position. We need a visionary, yet someone who sees fiscal responsibilities as a priority.
2661	Parents/guardians need to be able to observe classes occasionally when concerns are present. They should be able to volunteer more within the school; not just field trips. Parents need to know that their child is safe when entering school.

2662	Maintain integrity and high standards while dealing with growth
2664	Hire someone who has fresh insights. Look outside the district.
2665	I would like to see executive leadership from the top, and strategic plans to manage growth of St. John's County effectively in planning of new schools based on projected growth. I would like to see innovation in technology and creative funding for those areas, as well as athletic/arts resources for improvements.
2666	In addition to applications, the board should accept nominations. Other districts across the nation have discovered their best candidates by following this practice.
2667	Do what's best for our county. Treat all students with respect and mandate teachers are trained in their specific area they are responsible for.
2669	The loss of Tim Forson will be tough to fill. He has been brilliant in the way he runs the district. I love his down to earth approach and forward thinking. Model your search after him and find the best candidate who models that. We don't need an overpaid academic with little practical experience.
2674	When your school ratings starts to drop, you should consider looking at the leadership of the school. Moving to St Johns for thr top schools only to watch them drop is disappointing....
2675	Planning better needs to start, too many portables
2680	Schools are great but this is a ongoing fight, we can't let up and blame growth.
2681	The ESE services in this county need a strong leader. The current system is not effective and parents are exhausted and frustrated. We need someone who will come in and revamp ESE services in all schools and grades.

2682	Superintendent should have experience in the gen ed classroom and the ESE realm!
2684	We need a very forward thinking candidate who has experience in a high growth district. One who appreciates the reasons that so many families move into or stay in this area for the schools. One who can work to create amazing schools based not just on near term but longer term projections of students alongside the SJC BOCC so current students don't suffer by overcrowding
2687	we have new administrator working for districk now take tme and find that person
2691	I am a firm believer in public education. It is crucial that public education remains non-partisan, non-religious, and teaches all aspects of history with access to diverse books and educational material. Families that do not wish for these constitutional rights have the options to send their children to private school.
2701	Kyle Dresback would be an amazing fit for this role
2702	I appreciate ALL what the board has accomplished and continues to do! Thank you!
2708	School transportation - seems like each year the same issues arise and there are no resolutions to solving issues. Just change the bus driver route, but still have empty buses rolling through neighborhoods. High School administrators and guidance counselors are not accountable. They refuse to meet with parents and act as if they are inconvenienced when help is needed
2709	I also don't agree with needing 60 credits to substitute teach yet Duval you just need high school diploma. There is a shortage and plenty of moms who would love to work at their kids school.
2715	Watch the Action News Jax interview with Forson about these tax increases. During this interview, Forson explained how the half-cent sales tax had already facilitated the construction of two new

	<p>schools and would continue to support building more schools in the coming decade news interview. He never mentions the value of teachers. And recently at the 1/13/25 school board meeting where it was said by Messina that offering competitive salary is recommended to attract the right applicant. Why doesn't this apply to teachers? or teacher retention?</p>
2718	<p>I believe Mr. Forson was strong due to his background in education and commitment to student welfare. I would like to see someone that leads with similar compassion, commitment</p>
2719	<p>It is time we look to bring in new perspectives and experiences to lead our growing county. If we want to maintain our standing within the state, the Board should make a point to actively seek and interview qualified candidates from across the country. Lots of people want to move here, it's time we bring in new vision and experience with navigating today's educational challenges.</p>
2721	<p>I think I have a unique perspective as I have worked at multiple levels in the county: teacher, school based administration, and district level. We are not a school district; rather, we are a district of schools. The level of autonomy given to schools prevents us from actually uniting and working towards a common goal and having common language, practice, and expectations. Another huge issue is the lack of accountability the higher and higher you go at the district level. So many directors, senior directors, and associate superintendents are flat-out ineffective. We just shuffle people around instead of holding people accountable. It's bad for morale.</p>
2723	<p>Behavior is a big problem in our schools and is having a significant impact on the success of our students. It brings the expectation down for all students.</p>
2728	<p>Many teachers feel in the trenches with poor pay and limited support. St. John's used to have the reputation of the county where everyone wanted to teach. That is no longer and many feel that teachers feel taken for granted with low pay and poor benefits. We cannot expect our county to</p>

	continue to recruit highly qualified teachers if teachers pay is not up to par.
2731	<p>I was a student of the public education system in PA. I have done just fine. I find FL needs a state income tax to afford its children the education it deserves go move this country forward. I do strongly believe in the separation of state and church and I strongly disagree with DeSantis' version of education involving charter schools, school vouchers, and studies rooted in religion. Kids need to know they can be what they want and be supported. I am in no way saying the parents have no say nor do I condone forced teaching of adult matters. The FL legislature is swine and has twisted the message of public education by failing to define hard core requirements for public schools. They leave the rules vague so they can message their swine meanderings forcing people to second guess their actions and open the door to cruelty.</p>
2733	Pay your teachers better. They can't afford to live in this county.
2734	N/A
2736	NA
2740	<p>It is important that our NEW superintendent has a backbone and stands up against the loud minority of the community - St. John's County has been an esteemed district drawing so many transplants to the area, but the reason for the A-ratings is a falsehood - retaking tests to maintain an "A/B" does not show true mastery of a subject area. We should maintain the traditions of the state, and our patriotic, God-loving community who encourages parental choice. Trout Creek Academy is a brand new school with a principal who should be more concerned about the children than making things easy for her staff because all these compromises Katie O'Connell is making to the lunch room, the classroom sizes, the co-teaching are a disservice to the children. New superintendent should be VERY aware what is transpiring in each of his/her schools and ensure excellence and satisfaction from the</p>

	majority of the community voices.
2744	The superintendent needs to be proactive, not reactive. Ignoring problems makes them worse. The superintendent (and all district staff) should visit schools regularly, even serving as substitute teachers on a rotating basis. The disconnect between district staff and school employees is a canyon.
2745	REMOVE the DEI MATH PROGRAM and other WOKE CURRICULUM
2747	Find ways to broaden not narrow scope of education
2748	Stop creating BS positions for the admin downtown and start paying teacher more. This district is WAY too top heavy.
2751	Nil
2752	I think it's valuable to hire someone who is comfortable with our community's conservative judeo Christian culture
2757	Find more ways to use senior citizens as mentors for teachers and students.
2758	I would gladly participate if offered
2760	Make sure all students are treated fairly
2761	Dr Joyner was a strong leader, Forson was a gentle man with a wife that dedicated decades to teaching in the county. One was a leader and one is not. Our next superintendent MUST be a leader. A confident, connection-building human that is able to unite the county to compensate staff and faculty in ways that encourage them to be their best every day while building the expectation of community members that schools are safe places that the community can use outside of school hours in an effort to strengthen our communities and not continue the path of segregation of schools in communities. It is very possible that Florida needs to consider breaking

	up county-wide districts into smaller more manageable districts and the incoming superintendent must be able to clearly communicate with their peers as well as stakeholder to make such timely decisions.
2763	Teacher pay is half of what leading academic states such as MA pay
2765	We are thankful we will out of the system and hope you can raise the bar for education. Teach the material exactly like the homeschooling version! The kids will learn everything needed. Stop treating trade schools like it's a bad direction for students. Who built your schools and homes? Trades!! Put woodshop, metal shop, automotive, home economics back in the system!!!
2766	Need to increase standards and test scores. Maintain being the best district in Florida.
2767	Instead of filling your pockets with salaries, why don't we give the teacher, administrator, bus drivers lunch staff, maintenance the fund they deserve and need. A happy employee will do more for their students then an employee who is angry and feels they don't have the backing of the school district
2770	I vote Cathy Hutchins for next Superintendent
2771	There needs to be more time and money and proper placement and well trained teachers for students with iep and learning disabilities.
2773	Invest in a "Whole" education. I want my children to have a diverse education, learning about other cultures. Not just in a book but by actually schooling with a diverse student/teacher body. I would like to know that my white kid will have a understanding of the total history of this country and how it effects todays society. Not just what the gov wants them to know. Teachers don't feel confortale or impowered which is why they keep quitting. Also, there are too many kids in the school. Instead for doing the right thing and sending Palencia Kids to Sabastian, they are now in a overload wards creek and Pacetti Bay with

	frustrated teachers. Give me diversity over over-crowding any day. Just My two sense.
2774	The district needs to move beyond hiring their own. It's time for new ideas and willingness to support and value their employees.
2775	Have counselors available when tragedy happens, and have the schools talk to children about the tragedy instead of ignoring it.
2777	I know y'all have to make decisions that can't make everyone happy and quite often people will sell short the effort and thought you put into your work. Focus on the quality of the education these children get first and don't let the noise get to you!
2778	We need a strong leader that can stand up for what's right for our children and teachers.
2781	Christian beliefs need to be reintroduced
2783	We need someone strong who will not give in when faced with backlash. We can not allow schools to corrupt and confuse our children and push certain ideologies and beliefs on them. It's a parent's job to rear our children. Not the school's job.
2784	Character development is important for these children. We also need to bring back civics classes to make sure people know about their government.
2787	I resent having to pay more in taxes for public education, which I believe has been in decline since the 1960's. Education seems to thrive on having money thrown at it that ends up wasted while the quality and expectations of an excellent education diminishes each year. Promote and teach the basics. Be sure students can read, write and perform at their grade levels before moving them on to the next grade.
2789	It would be nice to end being talked down to by the district and improve on accountability and transparency. End excuses and/or reasoning

	which use our children as negotiating pawns.
2793	St. Johns County needs to do what Duval has been doing. Outside leadership.
2801	Celebrating successes of teachers and staff more
2803	Prioritize teacher retention and compensation. Please ensure that our curriculum remains focused on core academic subjects and traditional values, free from political or social agendas that distract from learning. We value a curriculum that fosters critical thinking and academic achievement while avoiding divisive or ideologically driven material.
2804	We need a superintendent who will listen to their teachers! Students are more than just a number on a paper.
2806	We lose too many good teachers to the lack of competitive pay.
2807	Place a leader in the position willing to stand up to state and federal government as well as overbearing religious institutions. The public school system is not a place to groom, children for religion, nor is it a place for children to be arrested.. law-enforcement should only be used in Support not to identify and deport children or families.
2808	Accountability, accountability and action
2810	This community is in need of a leader.
2811	Embrace accountability to parents and community. We will not be dictated to on our children's education, we expect transparent, open communication and responsiveness within reason.
2813	There is concern about hiring a qualified candidate that will adhere to educational standards without leaning towards certain political agendas, rather than working towards the well-

	being and holistic education of students.
2819	Thank you!
2820	Fruit Cove Middle School really needs help; it is facing significant challenges due to poor leadership and a lack of accountability. It's crucial that we prioritize transparency, effective decision-making, and a commitment to addressing the concerns of our community.
2825	We will miss you Mr. Forson !!
2828	Loosen the credentials for being a certified teacher. Pay more in hourly wages for substitute teachers. Make your bus drivers drive more slowly than they do.
2829	please think about the students as people that want to get through the day as much as you do and not as dollars in your pocket.
2830	Someone from outside of St Johns should be hired
2832	Saint Johns County is the best school district in FL! While we work to continue this position, serve surrounding counties by sharing what has/hasn't worked for their improvement. This will relieve the pressures of expansion in our district.
2836	The district needs a superintendent that truly supports the teachers and understands the teachers, not just sends an email once a quarter saying it.
2839	I believe when Morgan was special education, students, examples access program classroom student/behavioral classroom students that we don't receive the proper training if we have to restrain a student ONLY if it is absolutely necessary and the handbook for some departments doesn't include certain staff members. It has only two sections on that staff member and the rest is about the other staff member. So, may be updating the employee handbook for a certain department should be

	necessary.
2840	When building new schools and reasoning please be cognizant of growth and please project correctly. The rezoning of students multiple times during middle and highschool is unfortunate and creates chaos where what they need during these years is stability.
2842	Please don't forget performing arts at high schools
2843	It is SO incredibly important to be that our next leader is bipartisan. We need a leader that follows what is good for our county, teachers and staff and not blindly follow a "side" of politics. We grow and thrive when we all work together for the common goal of our students health, happiness and education.
2848	I think st johns county has lost its way. We moved here 15 yrs ago because this was the best place for students. My children are gifted and the education that my oldest son got from this district and the education that my youngest son is getting is night and day. I am so disappointed in the school district and hope with new leadership the district can go back to being excellent again!
2849	Our district has been dismissive of teacher and staff concerns for years; has prioritized building a top-heavy district administration over spending the funding on students and teachers; allows ineffective or - much worse - toxic school administrators to have impunity while disciplining and firing teachers and staff for the same behaviors. We are hoping the loss of the "chief of staff" will allow for some healing of the distrust between the district and the people actually doing the work in the schools, but if the current top leaders at 40 Orange continue to act in the way they have been, I don't see that in our immediate future. And WHY ARE WE SO AFRAID OF TAKING AWAY STUDENT CELL PHONES, AND HOLDING THESE CHILDREN ACCOUNTABLE FOR THEIR ACTIONS? Really, seriously, we are feeding the problem, not solving it.

2850	<p>Please revisit all of the towns schools especially the older ones. Many need repairs. Also, reorganize where children go to school- which should be their neighborhood not across town. Redistribution if u have to. Too many new homes with children are being squeezed into the schools. Stay on it. Don't let our schools go downhill.</p>
2851	<p>Someone strong needs to become superintendent who understands where education needs to be in this growing environment. Not all kids are meant to be together and there is nothing wrong with keeping kids separate so they have a better chance in learning in a better environment and the kids without disability can learn in an environment that would benefit them too.</p>
2854	<p>Please engage more teacher to help foreign students in their ESOL program</p>
2855	<p>I have continually been dismayed at the treatment of teachers, and especially experienced teachers by the administration and board. The fight over a very small raise for teachers that took a year or more was a disgrace. And now, the administrations choice for splitting the funds to be received from the tax to not go more towards experienced teachers is also a disgrace. You can't run a district on all teachers 5 years and less, so you better step up and give more support and funds to your experienced teachers.</p>
2857	<p>Higher pay for support staff needed</p>
2858	<p>Stop doing what you want to do and actually listen to parents. Again the taking away of half days when you already had a hurting schedule set. Please don't respond that the hurricane was consecutive days. You guys knew what you were doing. No room for teachers to prep or kids after school activities. Very inconvenient.</p>
2859	<p>Stop making all the new schools fancy for parents. SAHS hasn't been updated in forever and it still can educate children despite not being fancy. This way maybe you can pay staff more. My 17 year old child makes more money then I</p>

	do working for the district
2864	Consider no cell phone policy for our district. See other school successes-less fights, more social interaction.
2870	Re-do fast - Convuluted learning and rating process
2877	High school teachers are notorious for stopping teaching after AP /senior tests have been given...since they have taught all the content, they should then be creative & have projects, instead of playing games during class for over a month.
2881	I believe it would be beneficial to establish more public schools specifically for special needs students only, particularly for middle and high school. This would ensure they receive the focused attention and resources they need. Additionally, addressing the issues of overcrowded schools and buses, as well as providing more support for teachers working with special needs students, would greatly improve the overall quality of education in the district.
2882	I truly hope this will be a comprehensive search. Many are staying that St. Johns County intends to do the search but hire within. If the best candidate is within, then he or she should be hired but that should not be the preference. Our schools are struggling, District is not aligning with or supportive of the teachers. The current raise suggestions show this, which was not voted on for recruitment. We are going to lose more teachers (and experienced and high performing teachers) if we have an administrator who has the same mentality as our current Superintendent.
2885	Create a positive environment for good teachers and a lot of the other problems will solve themselves. Good teachers are the core of the district and all that they do.
2886	teachers should be paid more and ESE programs revised with more training/ professional development for teachers

2887	We need new leadership in our district. We need to get rid of this good old boy network that seems to be the way of work for St John's county school district.
2888	I encourage the board to consider an applicant that has studied leadership, has experience as an educator, and one who is committed to building/bridging relationships within and between schools/community.
2891	We should worry most about what is best for students and not what will bring us the most points (specifically about math acceleration)
2893	Qualified and proven effective candidate, not from the good ole boy network that passes down the keys to the next in line. Someone new and fresh not associated with the tier of injustice and favoritism that runs rampant in the SJCSd.
2901	No comment
2902	Would like for the certification department to reply/respond to questions in a timely manner with respect. I have been talked to like a child when contacting this department, very disrespectful.
2908	My hope is that although some persons may not put their name in the pot, that although some persons may not be a part of the "good ole boy" system, that the board will look outside of the box to obtain the best person to fill the position of superintendent. A person should not have to rub elbows with the "right people" in order to be considered for the position. I would like to see a particular female as apart of the running for superintendent. She would do wonders for our district, as she's paved her way from teacher, to AP, to Principal, to multiple district-level positions. Please consider all persons, not just the ones who tend to rub elbows. We've seen enough of that in our district. It's time for real action, real change, and real progress to be made.
2910	It is important to support ALL students and staff, no matter race, religion, sexual preference

2911	St Johns is a wonderful school district with many resources and opportunities, a love of learning and a love of teaching needs to be cultivated.
2913	Salaries for this position are high but they deserve to be, this person needs to be able to work within any political environment current or future
2916	Jay Willets would be the obvious choice for this position. Our family has been blessed to be under his leadership at PBMS, and now at TCHS. My only concern/request would be that he have a hand in selecting his replacement at Toco. His successor at Pacetti was abysmal
2917	I believe the next superintendent should possess a doctorate and have a proven track record of success across all educational levels, including higher education. It is essential that they have recent classroom experience to maintain a connection with teachers and understand their perspectives. Additionally, being a parent of both a current and a former student in St. Johns County will provide valuable insights into the community and its needs. The ideal candidate should also exhibit an upbeat and positive demeanor, along with strong communication skills, to effectively engage with all stakeholders and foster a collaborative environment.
2918	I have heard that school nurses are underpaid and not respected by the district administration; the families and students need school nurses and the district uses their presence as a incentive to say that SJCS is superior to others in Florida but the disrespect for the health services is obvious and wrong
2919	We've had kids in the SJC school system for over a decade. The quality of their education has plummeted in the last several years. Many teachers either don't care or don't know the material they are teaching. They just test and re-test. When the majority of the class fails a test, it's clearly not being taught correctly. This happens a lot. There's been a culture shift. Most of the teachers don't seem to want to be there. (And I know many of the kids are not as

	respectful as they once were). Something has got to change.
2920	I am a former SJCS D teacher (12 years), currently a mental health counselor and doctoral student in education
2921	<p>Since 2012, the Board has acted complacent and fake in regards to community concerns of over crowding and lack of budget. The Board needs to take accountability of their ignorance and lack of empathy to the community, especially Parents who have voiced concern since the inception of Nocatee. Year and years of excuses over lack of communication from the county commissioners and developers, I am fed up. The lack of detailed budgeting accountability is ridiculous and politicians and higher ups making too much money while our community and schools suffer is almost comical. Stop placating the city and politicians and board members who act like they care and put the Teachers and Students first. Years of hearing about negative school work environments and disrespect to the Teacher is really getting old. We are not a 1950's good ole boy community like in St. Augustine! We expect more communication, transparency and respect. No religion nor politics should EVER be a discussion in our schools. Let's get back to when the Teachers were actually happy and respected and the Parents were HEARD.</p>
2923	Thaks for the opportunity.
2924	<p>I would like our next leader to be strong at building relationships with all stakeholders and to prioritize communication with them. He or she should actively seek stakeholder input, especially regarding decisions that concern them. He or she will also need to be skilled at building relationships with other superintendents, so that they can unite to seek more funding from Tallahassee. As funding from the state continues to decrease, we need a leader who is not afraid to advocate for the needs of our schools, our students, and our community.</p>
2926	.

2927	We need a board that will do right by everyone. Not all of the students and families are Christian and should not be required to listen to prayer at a board meeting, unless you're doing prayer for other religions as well. If I wanted my child in a Christian school, I'd place them in a private school - NOT a PUBLIC school
2928	Teachers need to start teaching kids materials so they can learn versus teaching them how to take a test. Children's well-being needs to be prioritized above the desire for higher rankings.
2929	Search should result in candidate that will continue the districts focus on education instead of diversity and political correctness.
2931	would like a superintendent focused on school safety with knowledge and training re: student disabilities and treatments
2934	The Superintendent should be able to listen to all parents/families equally and make decisions based on the children's well-being.
2935	Let's make Florida one of the top school systems in the nation. Let's do better for the students. College bound or Technical School ready.
2936	Please select a Superintendent with significant education experience. Classroom leadership, teacher leadership, school leadership will be vital to moving forward.
2937	We need someone with a proven track record of trusting teachers, listening to teachers/students/parents, and implementing creative and supportive practices. We need someone who will give teachers the freedom to adjust methods to what works best for them and their students. This is a critical time for our district and we are in danger of letting growth negatively affect the students and teachers who have a history with our county.
2940	As a community member, we're looking for innovation from the next Superintendent. Yes, SJCDs are number 1 in the state but the

	<p>discrepancies between student performance from the north end to the south end of the county is concerning. Real estate prices have helped SJCDs keep the #1 ranking but is that sustainable? We really need to look critically with how we're servicing students in special populations, how enrichment opportunities are provided for those that are achieving, and how to move students to higher achievement that are remain in between. We also need to reevaluate grading metrics and the "no fail" policy as grades are disproportionately inflated. All this, and open discussions and partnerships need to be cultivated for charter and private school development in the district.</p>
2944	<p>Stop the loss of outstanding teachers; stop focusing on insignificant issues ie rules for trans and gays etc. focus on improving our student outcomes and not on school board members personal issues.</p>
2947	<p>There seems to be a history of lack of responses to parent questions at the assistant principal level and superintendent level. This feels like they think it is okay not to communicate. More needs to be done to build trust with the parents and teachers. More and better communication needs to be done throughout the community with input being taken seriously and positive changes being made as possible. More needs to be done with technology in the classrooms in order for our schools to compare better with other top-quality public schools in America and preparing our students better for today's and the future's demands in order to have well-prepared students for the real world.</p>
2948	<p>Lack of para pros and funding for special needs areas. There are not many special needs areas available in the county. Only certain schools have availability.</p>
2961	<p>We need discipline in the classrooms. Standard classrooms with 3 mis-behaved students ruin the entire learning environment. Need to clamp down in elementary school. Set high standards for behavior and follow through. New parents are appalled at the lack of follow through with</p>

	bullying, cursing at teachers, defiant behavior to adults. Children cannot learn in this environment. Also children who can't read (the distractions in most classes) are pushed along. Parents don't care and neither does the administration.
2963	The board should be focused on a leader who can get their hands dirty with the rest of us, lead without fear and stand up for high expectations for students (including behavior).
2964	Sorry to see Superintendent Forson retire. Hope the incoming choice is an independent thinker as well, one who continues to move the SJCSO forward.
2969	Principals should be rotated out of a school after so many years .
2970	Hires someone that eligible and knowledgeable to the position.
2971	Please choose an outside candidate. We need fresh eyes to help us move from a small-town district to the large district we are now!!!
2974	NA
2979	I have nothing to say because they simply do not listen to the community.
2981	The people who set up the grading program and the website should be contracted here to fix it. Schoology is horrible and One note not easy to maneuver. Teachers swear by Google classroom.
2984	Please always add a short explanation to acronyms and abbreviations which will help people who didn't attend us schools and colleges to understand the communication easier and better
2986	I appreciate the presence of the security (from SJCSO) at school and measures in place to ensure a safe learning environment.

2987	Please do not choose a "politician".
2991	I am a SJCS district employee.
2992	Thank you for seeking feedback.
2994	Are you aware that most people working in the lower ranks of our district, who have been here for 5 years think that we are plagued by the "Good Ole Boy" mentality? People are seen to be promoted or demoted because of their gender or affiliation with those already in positions of power within the district. We've grown so fast in such a small amount of time- the District looks very different from how it did even 6 years ago. We need a leader who has experience with a diverse student population that struggles with achievement. Looking outside current employees for a superintendent is the smart course of action.
2996	We WILL NOT EVER AGAIN be beholden to the Covid policies of 2020. Many of us moved here to escape the insanity that was NYC Schools. Be careful as we are VERY invested in our children's education and have no problems primarying any single one of you.
2998	I would like to see Wayne King in the position it needs to be someone familiar with the district and the current challenges with enough leadership skills to be objective and it's him
2999	Good job. More surveys for everything.
3000	YARRRR
3006	I have been here 11yrs and have 3 children in the schools. The teachers are leaving bc they are not valued. We need to change that narrative. In addition, our county has lost the community feel. It has become more about one individual over a village or group. Bring sports back into middle schools
3007	Looking for a leader who will focus on improving public schools and not someone who will blindly follow MAGA or spend time and resources

	fighting "wokeness". Our children deserve more and I hope the focus stays on HELPING them and not hurting a few or distracting from actual needs in order to appease MAHA
3009	Gifted students need more rigor in the classroom.
3011	Thank you for the work that you do. You are seen and appreciated. We cannot make everyone happy, but we can focus on making decisions that allow us to provide students with experiences that get them to graduation and prepared for whatever they want to do in the future. I appreciate you!
3012	we really do have a great framework, we need to hone our focus on prioritizing issues, such as more funding for ESE, more mental health professionals, engaging parents of students that have been identified as having behavioral issues, and engaging our community
3013	STUDENTS need to be accountable for their behavior and actions. not part of a coverup, which happens often. Many teachers do not feel supported in this area. Compensate veteran teachers and pay more for their experience so they don't leave SJC and go elsewhere. Also, many schools are overcrowded because houses keep getting approved and built. The school district does not provide accurate information in the development approval process. Our kids and teachers suffer due to expanded classroom sizes. Teachers are being asked to do more with less. Also, lets get back to basics. Teachers should be allowed to teach and not just teach to test.
3014	Keep to the values of "Character Counts" as you interview prospective applicants. Ethical & moral standards should be number one. Nepotism and good ole boy network should hold zero value in the consideration of applicants. Keep out applicants who are prideful or narcissistic, as they are toxic to our students and staff.
3015	Overall the growth and lack of support to our kids is major concern, the ratio to counselors to kids is unfortunate and causing restraints, space in a brand new school but portables is disappointing

3016	I believe Kyle Dresback would be an excellent candidate
3017	Stop scheming the numbers to be declared as 'the best' district in the state.
3020	Our children need to feel safe in school and encouraged to learn and develop in a supportive and positive environment.
3021	The district needs to be concerned about successfully educating all children
3022	1. Need to place crossing guards at Veterans Parkway (near the Creekside High School). It's a busy corner with all school buses using it and kids cannot see when crossing that street. Also all student drivers use that street and people walking need to account for that larger intersection (too dangerous).
3027	Prioritize resources for non-instructional resources so teachers can effectively focus on their students learning, provide job opportunities for teacher aides in all classrooms including higher advanced / honor curriculum classes. Enhance objectives and strategies to support Gifted students higher achievement levels and IEP for Exceptional special needs individual students needs. More transparency and accountability for safety and wellbeing in our schools with ensuring healthy meals and safe environments for health and physical activities that engage healthy behaviors (without reliance on cell phones, etc.)
3028	N/a
3031	I believe our next superintendent should have a strong background in ESE, opening new schools and creating a positive work/learning environment. Someone who has recently been a school principal may be more in touch with the needs of a school.
3033	NA

3034	put teachers first and everything else will work out
3036	The superintendent should be a person who has experience as an educator and who is willing to recognize when circumstances require more than just a nice email. Experience is vital.
3038	I would love to see a superintendent with a servant leadership mindset.
3040	We need someone who will fight for what is right for children and who does not feel that something is "owed" to the adults who do not grow or implement best practices of instruction!
3051	Find someone who can gain the trust of teachers and parents.
3057	To maintain the success SJCS D has experienced to date, it is imperative a superintendent with conservative values and the ability to navigate and hold at bay the challenges that come from those who push for liberalism
3058	Do not become like California or Colorado. Avoid the corrupt, politically-compromised, communist bent of the national teachers union.
3059	Our traditional middle schools have been forgotten/neglected for the K-8s. There students get less opportunities and are not treated the same. That needs to change. In addition, their start time is absolutely ridiculous and literally puts their lives in danger while they are trying to get to school. It is too dark that earlier in the morning. Our schools also need to be modernized.
3061	We need a dynamic leader that can create a clear vision as well as articulate that vision to all stakeholders.
3063	Schools should get back to basics, teach kids life-serving, useful skills in addition to academics, & better assist children in finding where their strengths lie so as to better prepare them for college/careers.

3067	PAY THE TEACHERS!
3068	District demographics are shifting, multifamily housing is on the rise, the district must focus on meeting the needs of the incoming population, without sacrificing district performance.
3069	We're living in a tough political climate but also live in a city with a rich civil rights history. Teaching our children kindness, compassion, and critical thinking at all ages helps build our community and stronger next generations. Also, our teachers should be paid more.
3071	HR hiring practices and processes should be looked at and revamped as this district is using a model and approach that is not effective in recruiting and actually getting people to accept positions most notably because salaries are kept "secret" until someone accepts and starts a job
3072	Focus on academics and helping to shape good citizens that can be productive and successful with the ability to think and learn beyond their primary education.
3081	I strongly suggest Black superintendent because there has only been one Black superintendent in the history of St. Johns County.
3083	The most concerning situation in curriculum is the lack of quality and standardization of course objectives/goals. They should be specific, measurable, and achieve the needed standards. Good to know is not the same as need to know.
3089	I'm a contract worker in the schools with direct student/family contact
3090	We need to change the district policies regarding discipline and academics. The attendance policy needs to be changed to let members of the community know that it's crucial their student be in school to learn. The retesting policy needs to change so that students know that they need to prepare for a test and do their best on every assessment, not just wait for a do-over. The staff needs to be paid a living wage so that teachers

	<p>who are burning out feel valued and can focus on helping their students instead of worrying about paying the bills. District staff needs to be cut and combed through so that the school administrators with discipline problems who were promoted to District staff positions are removed in favor of staff qualified to lead this county.</p>
3094	Pay teachers ands
3095	<p>We need to move away from this male centered system. The majority of teachers/admin are women, yet they are not promoted in this system at the same degree and their male conterparts. This is quite obvious to community. I am sure it is so to the females that work in the district.</p>
3096	Thank you for asking.
3100	<p>Special needs children should have the same opportunities general education children have. They should have enough support to be a part of this district. They are human beings and smart in their own way.</p>
3101	<p>New superitendent should have ample and actual classroom teaching experience (minimum 10 years) as well as building level administrator experience (minimum 5 years)</p>
3103	<p>I appreciate the opportunity to provide feedback. The next superintendent needs to be visionary but practical at the same time. I appreciate the strong teachers and community engagement that this Board values. Please keep that up.</p>
3105	<p>Your teachers and staff are crumbling under the burden of poor leadership, uncontrolled student behaviors, and lack of support.</p>
3108	<p>I feel the school should print honor roll certificates for the students specially in the special education schools. They children work so hard to achieve their goals. I think they would love to be presented with their award/certificate from their teachers in person rather than parents having to print them their selves. It also may help the students continue to strive to achieve their goals</p>

	knowing they are getting a positive reinforcement from their teachers.
3109	TY
3114	I would like to see the district maintain an inclusive environment regardless of pressures from the state level
3122	1. I have seen first hand tolerance of bad behavior - elementary students stabbing others with pencils, slapping across face with limited discipline and no parent follow-up. 2. I would like to see more access to online programming where children can access work beyond the classroom where they can excel. 3. I would like to see bulletproof or steel doors at main entrances for protection against school shootings.
3123	St Johns used to be #1, and can be again, if we allow teachers to TEACH and hold students and administrators responsible for their behavior.
3126	Enhance more safety measures for the students and faculties
3128	I honestly think we need to bring in some life skill classes for electives, sewing, cooking, public speaking etc. These kids have no every day skills classes that they could benefit from!
3137	Overworked teachers relea
3144	n/a
3145	The good-old-boy system of SJC has got to be stopped. We are supporting so many people who have failed upwards - we could be paying the employees what they deserve if we would stop protecting the dead weight at 40 Orange. And DON'T get me started on the millions we are paying for the extra office space in World Golf!
3148	Students believe nothing will happen to them when they cheat, fail to prepare for tests, talk back to teachers, come to school out of dress code, skip class, vape or bring drugs - any

	misconduct, defiance, disrespect. Please bring back consequences for students.
3149	Superintendent should have current teaching experience in the classroom because time have changed and children's behavior has dramatically changed.
3152	As an educator myself, I have been sorely disappointed in the closed nature of in particular disiplinary handling. Seems to focus on ease for school staff rather than progression and guidance for the child.
3153	Do your best & let God handle the rest.
3155	Thank you for what you do
3156	Students need more time with their guidance counselor. My high school children have had very little interaction with them. I relied heavily on my own resources to help get my son in college. I now have a freshman in high school and has only met her once.
3157	Yes, I do. I would like to see a superintendent that upholds the cell phone laws, other rules, declared as law. I work in different high schools and I am appalled at the lax of this rule in the classrooms. It is a big source of stress for me as a substitute teacher. I try to enforce this state law in every classroom but there are many teachers who don't seem to care about this. Would you want your child to be watching a netflix movie instead of doing the assignment?
3158	We need to cut the fat, there are some teachers that contribute little to their teams, are not endorsed in the areas they teach, take more days than they are allotted and yet still have a job because they are tenured. There should also be a system in place or a protocol for retention and promotion of students in the elementary grades (perhaps a FAST promotion requirement in ELA). Students are coming into 3rd grade with little phonics knowledge with the idea that the 3rd grade FAST will retain them. Some of these students are ESE students who do not have an

	<p>IQ low enough to be in a self-contained class but need additional support. There should be some type of bridge class for these students, or for those that need additional time in 2nd or 1st grade, those retentions should happen.</p>
3160	<p>The most important job of the superintendent is to hold the district accountable for teaching the basics of Reading, Writing, and Math so that our students are able to be successful in college or in career opportunities, and be able to complete on the world stage and help make the USA educationally strong. We need the next generation to be able to succeed in this increasingly technical world.</p>
3163	<p>The St. Johns County School District (SJCSO) consistently prides itself on being an "A"-rated school district year after year. As someone who values and believes in the power of athletics, I can't help but ask—why isn't SJCSO an "A"-rated district when it comes to athletics? Athletics play a crucial role in the district's identity and the overall education process, yet they receive little to no support or funding. Schools are left to fend for themselves, resulting in deteriorating facilities and disparities among district schools. I urge you to consider this: Why can't we be excellent in both academics and athletics? Athletics are the most visible part of SJCSO, and it's time we prioritize them as the essential component of education that they truly are. Let's start the conversation and advocate for the support our student-athletes and programs deserve.</p>
3166	<p>The stress level for children is so high and the expectations are so high that there is excess anxiety. Schools are no longer safe due to mass shootings, Ice should not be allowed to enter schools, I'm concerned about our students IEPs being at risk due to the current administration dismantling the Department of Education, Due to high stress and high expectations and low pay teachers no longer enjoy teaching and kids no longer enjoy learning</p>
3167	<p>I would very strongly like to ensure that any superintendent does not make decisions based on their own personal morals and religious views.</p>

	The removal of policies, programs, and banning of books or programs because it doesn't align with one person/groups religious affiliation is complete and utter censorship.
3168	Hope the community will get better and better!
3175	Need someone who will recognize necessary and practical changes (for PD's and programs such as ELL) needed in our district and not allow certain administrators to ignore or dismiss the better more efficient way to run things (i.e. - better system for counselors with enrollment/graduation records)
3180	Please highly consider those candidates whose thoughts on effective education are reflective of current studies on what actually facilitates learning in a school setting and is not overly reliant on data from a standardized test to measure student achievement and the effectiveness of teachers.
3181	I believe the county needs to do a better job of balancing when a child with special needs should be integrated into a classroom. There is a fine line between allowing them to be mainstreamed and them being disruptive to other students
3184	Parent should always have the last say on their child education when requesting the student be held back in a grade level
3185	Keep the classes small all the way to highschool. Small classes benefit students
3192	We need a Superintendent that is from outside the district who is going to bring outside of the box ideas for moving forward in the current climate.
3193	addison killian
3195	The superintendent needs to be a servant leader who puts the child first in all situations.

3196	I worked for Jessica Richardson at Palm Valley Academy. She demonstrated the ability to work collaboratively with parents and staff in the best interest of the students. If she is an applicant, she would be more than qualified for this position.
3199	Stop letting parents take advantage of teachers and their school. Hold them accountable
3202	I feel strongly we need a leader who is innovative and consistent.
3206	Please hire from outside of 40 Orange - we know it's already a done deal, but it's not a good look - the community is on to you and the jig is up. The good ol boy club is not cutting it anymore.
3207	I know I'll be a great delegate for The School Board Superintendent to manifest great achievement and success within of district.
3208	The academy selection process needs an overhaul. With the mass foreigners taking part in our community they should not be getting into academies our U.S. citizen children want to get into. We need to get our citizens into the academies first then if any opennings are still available permanent residents fill the next spots and than after that any openings can go to foreigners on VISAs,. It is not fair to our own that foreigners are taking our American kids spots in a lottery when we can place the Americans in these spots first. My American daughter is leaving Middle school with Biology, Algebra, Geometry and Spanish 1 all completed before stepping into a high school. She was just rejected to the Nease IB program because there were too many applicants. We went to Nease prior to signing up for the lottery. My estimates were that 80% to 90% of those in IB participation that night were obviously nonAmerican foreigners. It is bad enough they take our jobs now we need to stop them taking our kids opportunities away. Those foreigners most likely won't finish the 4 years and will move somewhere else which is a real crime to my daughter and they also are more likely NOT to be a resident here after college once they get a job whereas my daughter will be likely to live here after college. None of this is calculated into the

	<p>process and with the acceleration of foreigners landing in our community they need to know American kids come first. You are lucky to be here, but you don't take precedence over our American kids. Please look into overhauling this process for the selection process next year. Lets select the right people in these academies....American Citizen kids. Their parents are the ones that vote some of you in and out and also paid the taxes much longer than a foreigner that just lands here.</p>
3210	<p>Sub pay has not been raised in over 5 years yet you are constantly short of subs. \$15/hour is too low compared to other local wages & cost of living. Little incentive to be a substitute teacher any more.</p>
3213	<p>Why is "teacher" not an answer for question #8</p>
3219	<p>Middle schools need lacrosse teams</p>
3227	<p>Based on my comments, I believe we already have the perfect candidate in Mr Jay Willets</p>
3228	<p>I find the questions in the first sections of this survey very broad and difficult to answer accurately. Very creatively and professionally written but way to broad in scope. Also, to provide salaries and compensation to professional staff that doesn't allow them to be able to afford to live in the county where they teach is disgraceful. Today's youth have many careers from which to choose, and teaching sadly is not at the top of most lists.</p>
3229	<p>N/A</p>
3232	<p>As a CHARACTER COUNTS! district, we would expect at minimum that the Superintendent possess the 6 Pillars of Character. The individual must lead by example for our students and staff, first and foremost.</p>
3235	<p>Pay teachers more, don't let the tail wag the dog</p>
3236	<p>As a Crisis Response team with a high level of</p>

	skills Tri-State K9 response team would provide comfort during stressful times. We've tried unsuccessfully to provide support and assistance. We are a 🧑‍🎓 % non profit volunteer group
3237	The school district under values and underpays their teachers.
3243	Faith
3245	Find someone who keeps politics out, shows independence from the cultural crusaders and is committed to secular science based education
3246	So many kids are slipping through the cracks in our school district. I have witnessed this with my own child as well as so many others in support groups for our kids. PLEASE invest in more mental health services and programs for these kids. So many of these kids are extremely intelligent and talented, they just need the support and programs available so they can become the best versions of themselves.
3249	No
3251	Bring back more free play and opportunities to be active, would not have as many behavior problems!
3256	I would like to see a superintendent who does not hire and promote friends and family other other qualified employees
3257	A strong role model who projects integrity and character to the community is important in this day and age when rumors and untruths shape the discourse around public education. The new superintendent should be visible in the community, reflecting the excellence, quality and integrity of the SJCS D employees and students.
3262	We need to hire someone from outside the district who is not part of our current "good ol' boy" system. The nepotism has hampered our district's ability to make correct decisions. We need someone who isn't afraid to disagree with

	the school board!
3263	I am disappointed that the presidents of both employee unions are not part of this process.
3266	None
3267	I'm not sure if these comments are actually going to be read and taken into consideration. The district has a history of sending surveys and not actually using the information. Not super hopeful for this process.
3272	I am hoping that the union leaders will be more involved in the process of searching for superintendent. The union teams are the voice for the thousands of staff that keep SJCSd running day in and day out. Their voices absolutely deserve to be heard in this process.
3274	If you want to keep teachers and other staff, you have to find a way to pay them. Support staff is so underpaid it is ridiculous. I'm a teacher and I'm barely making ends meet (I'm single). I don't know how any of the support staff and others survive.
3276	The community, teachers, and staff should be part of the search for the next superintendent.
3278	We need creative solutions for changes coming! Organisms that don't evolve go extinct.
3281	It is important to have a superintendent that is good for the county and not one appointed by higher government. The people who live here know what we need.
3283	Why are officers of SJEA and SJEPA not included on the team from the FI school board association team searching for a new superintendent? This is not appropriate or transparent.
3285	You need more open ended questions to find what would stop the division that is only getting

	bigger.
3286	We would like to see someone with vision and who supports teachers!!!!
3287	Superintendent and school board need to maintain a respectful, collaborative relationship with staff and SJEA to maintain morale. Board should continue to pursue improved compensation for instructional staff to encourage staff to remain in schools and avoid seeking administrative positions for increased salary. Currently, the number of administrative personnel is excessive, while schools struggle to function with the staff allocated.
3290	The schools need more support from the district in re-establishing the Rigor and Relevance we had pre-covid. Ever since the "grade with compassion" mandate, the district has not been forward facing enough with holding students and parents accountable for their role the their children's academic success.
3295	Everyone expects Asplen to automatically get the job. Please do better and hire someone not from the old boys network.
3296	Schools need technology. In the high school students use their phones to complete assignments. In the elementary schools there are are not enough computers.
3297	Pay Florida Coaches
3299	The union (SJEA) needs to be involved in the selection process.
3301	Our district needs to recognize that our students wouldn't be anything without solid teaching staff. They need to compensate our veteran teachers who have mainly made this district what it is. They need to include the union's ideas more closely to their mission statements.
3305	If you want to keep good teachers, then pay them what they deserve. I have been teaching for 12

	<p>years, and have been rated highly effective every year, yet I barely make more than a brand new teacher. I want a superintendent to represent those values.</p>
3307	<p>I would to be sure everyone works with one common goal: To ensure all of students are provided the best education, teachers, and resources for our children to thrive into adulthood.</p>
3309	<p>We desperately need technology for all students. It is a hindrance for them not to learn technology and then try to go out into the world as functioning adults. The amount of money spent on paper and is wasted is insane. There has to be a way to bring</p>
3311	<p>The growth of the district requires someone with fresh new ideas to blend with the old traditions of SJCSd. Fresh ideas from someone who will promote based on merit and not based on promoting friends and previous coworkers while overlooking more talented and forward thinking educators. Someone who is willing to trim the fat of district positions that aren't needed while adding district positions for departments that do.</p>
3312	<p>i would like the board to be more proactive on budgeting, ask the real questions--if they don't know train them. help to make sjcsd #1 in retention, and recruitment for pay - let's get back to the time when people flocked to the district - Pay has to be a priority for all most imptly support staff!!!</p>
3313	<p>Weather says need to be built into the semesters we actually have weather events and make decisions knowing that many staff travel from other areas</p>
3316	<p>The board needs to look outside the county for new leadership. We need someone with experience running a district of this size. Those leading the district who have worked their way up in St John's County have no idea how to effectively run the county.</p>
3320	<p>Please prohibit teachers from giving children</p>

	candy/sugar during instruction
3321	Avoid voucher models as they weaken the public school system and we have an excellent system in St. Johns
3323	As a parent and teacher, veteran teacher pay is the most significant issue facing the district. We need a superintendent that will acknowledge and address this
3324	N/A
3326	Tim Forson has done a good job. Hoping you can find someone with his qualities and skill.
3327	Whoever receives this position should EARN it, not be given it. They must have a passion for education, preferably a former teacher. Want to improve the district in new and different ways rather than conforming to what is already existing. MAKE CHANGE AND DO IT PROUDLY.
3330	I was extremely disappointed with the way gifted programming was cut at the elementary level. Middle and HS students have many opportunities, but elementary students should be given specific time for gifted activities with their intellectual peers. Asking teachers to differentiate within a standard classroom is reasonable or sufficient.
3333	Get better at providing meaningful PD for teachers and providing time to earn hours to maintain certification. Teachers should not be taking classes that rehash the same material anymore. It is a waste of time and resources.
3338	My child is a student in St John's Virtual School because she has a vision issue and is on a 504 plan. The county virtual school is an amazing resource and more parents should be made aware of this option. My child has thrived in this program and for the right child and the right parents this is a creative and supportive environment for education. The county virtual school has the most diverse and supportive teachers I have ever met. My child has class support, one on one help available as needed

	<p>and teachers that actually know her name and needs. Enhancing and enlarging this valuable platform to me would help students who for medical or educational reasons need more individual resources while providing brick and mortar schools extra seats for our growing community.</p>
3339	<p>Our superintendent should be committed to maintaining or increasing the funding for ESE services. Any reduction in funding places unmanageable stress on classroom teachers and does not give foundational strategies to struggling learners.</p>
3341	<p>Until the growth slows the schools are going to suffer. Can't keep up, really fear 10 years from now.</p>
3344	<p>The portables at certain school are a waste of money. They don't get repaired, they are run down, full of roaches, musty, dusty and inadequate for the classrooms they house. But they are kept because somebody knows somebody and they are scratching each other's backs. The teachers and students and teachers suffer compared to other st johns county schools. The amount of money teachers spend and the lower end of the salary spectrum. Flagler county pays more for teachers and paras then st john county schools.</p>
3346	<p>Training for veteran teachers, Higher someone that has been in the classroom at one point in their career so they understand what's being asked of the classroom teacher when making decisions, technology goal for our county-all our textbooks are built for online but we use paper and there are a lot of resources within the textbook not being used b/c of not having laptops in classrooms</p>
3348	<p>Our new superintendent needs to be aware of the behavioral concerns our teachers are facing today. There are so many disruptions in classes due to students flipping desks, running, making loud noises, being defiant, etc. Our evaluations are based on student performance but when you are constantly dealing with disruptive students,</p>

	valuable teaching time is lost. noises
3350	The schools have become too large for effectiveness--too many students in a school stresses all systems--support staff, cafeteria, guidance counseling, learning support for struggling students, lack of really KNOWING the students who attend the school
3351	Better pay, less bullying and stop the overdevelopment.
3352	NA
3356	We need to reform and improve behavior consequences and better support to teachers on that area. Students that don't follow the rules are affecting our community. Parent involvement and responsibility to raise their children about their student behavior. Dress code for students needs to be enforced. The consequences need to be more severe and adults should be part of it. Phone's should be banned from school campus. Better technology and money for the schools that have more students with reduce lunch. Bridge programs need a review.
3357	Teachers should be a BIG part of this selection process!!
3360	Our next super intendant needs to listen to the people and make wise decisions that impact the most people. The current board and superintendent seem very disconnected from people and pulled a bait and switch regarding the .05% sales tax. We all felt ignored
3362	Sub-par teachers who are not effective (instructionally) in the classroom are given a pass because they are involved in other areas (class sponsorship, etc...). What should be the priority here? Communication is supposed to be a focus, but many teachers stay lost. Very few opportunities to engage with staff. I have been at my school for 4 years and could not tell you the names of half of the staff (and I am not an introvert by any means). ESE/VE teachers especially are not given the support they need.

	<p>Many students are often out of compliance, teachers do not provide feedback for IEPs (when present levels are supposed to drive the IEP), and no administration has done anything to help us with this issue. Finally, we have teachers leaving at an alarming rate. We have one class that is on their 3rd teacher this year. Without continuity, the learning is minimal, if at all. While money is a large part of the issue (as many of our teachers left for better jobs), the stress and excessive workload is affecting the mental and physical health of a large majority of the employees in the school system.</p>
3363	<p>As more homes are coming up so should new schools to keep up with the growth</p>
3366	<p>Please work WITH the teachers, not against them. They are caring for our children and should be valued and respected and heard. Our children cannot excel if the teachers are unhappy. Also, there needs to be more transparency in the district re funds managements. Lastly, regardless of government leanings, the school district should be fighting to improve education for kids, increase funding for teachers and schools, and providing the necessary resources to children who need extra resources - not making this battle harder for parents. Thank you.</p>
3368	<p>Recognize students of today have anxiety/stress~and help them manage that in healthy ways. Implement pet therapy during exams/or even bi-weekly. It's amazing how the kids respond and it's a FREE resource waiting to help.</p>
3372	<p>We need to show our veteran teachers we value and appreciate them. Happy teachers mean better performing students. We need to push the state for more funding</p>
3373	<p>The current administration can feel very removed and inaccessible. When we have had issues they rubber stamp whatever the school says and fail to hold administrations accountable. This leads to distrust. Leadership is also overwhelmingly white men. Of course fine to have some but how are there no females at the Superintendent/Assoc</p>

	Superintendent level?
3376	Quit teaching tests and te
3378	Teachers need more support with special needs students, exceptional students, ELL students, enriching advanced students, and effective behavior management. Too much pressure is being put on teachers to differentiate all of these high demanding needs with little support from support staff and admin. Teachers are struggling to keep up with meeting diverse student needs, professional development,
3380	It is important that potential candidates have some experience dealing with a high growth district, especially
3381	Need to get these hours to where are kids aren't going to school in the dark. Parental involvement on setting calendar dates for breaks and start/end.
3382	Why are teachers and paraprofessionals not listed as stakeholders in question number 8?
3386	I would like the new superintendent to have plans in place to retain veteran teachers, train new teachers, and support ESE teams
3389	Please value your employees. If your employees are well treated students will have an amazing environment to foster their learning.
3390	Growing amount of high school level teachers are constantly out of classroom with substitutes which doesn't foster learning. Not enough teaching staff, amount of classes or variety of classes. Same Academies should be offered across the board at every school otherwise unfair to offer one at one school and not at another. Also, Academies should be opened up to students transferring in to district no matter what grade level student is at. Discriminating against students who didn't start here in 9th grade. Abysmal selection of electives for those students not interested in the Arts. Need more interesting or relatable choices. Apathetic high school

	teachers getting worse.
3392	<p>Nease is falling apart while brand new schools are built all around. The high turnover of teaching staff is concerning. The continuous harassment of kids dressing for the Florida heat is beyond ridiculous. Racist behavior towards non white students is frequently ignored by staff and little to nothing is done when it is brought to attention, this would include the school board.</p> <p>Communication is very limited due to the excessive forms, links, or sites depending on the specific subject of an issue. Overall the experience with this school system has been negative.</p>
3393	More support for ESE and IEP students
3394	<p>Veteran teachers need a FAR larger raise than new teachers! And please start caring about your students and teachers. Accelerating students who are not ready just to make the district look better is not what is best for kids. Do better.</p>
3395	<p>While stating they are a top school district, the promotion of ineffective employees to higher positions is tarnishing the reputation SJCS D has in the state and is negatively impacting the district as a whole. Leaders are not being held accountable for their or their school's actions and it is beginning to show. The next superintendent needs to be ready to "bring down the hammer" so to speak and correct the wrongdoings of the current leadership. Things have fallen through the cracks and the school district is failing as a result, slowly, but surely.</p>
3396	Stakeholders should play a role in the selection of the next Superintendent.
3399	<p>It's important that our next leader has a vision and a plan that he or she can clearly communicate and execute. It would be nice to have someone who is experienced with the size of our district and how to budget accordingly. Would like to see someone who does not have favorites and always keeps in mind what is best for the district. I would like to see a leader who leads, builds trust and develops his leaders around him/her.</p>

	<p>Someone who is not afraid of making hard decisions. ESE experience would be great, also looking at the org chart and making adjustments that would help this district move forward. A listener, observer, visible, cares about everyone in the organization and makes decisions on what is best for kids... giving every student the best opportunity. Experience with Title I is important. We have both extremes in our district so having experience with both would be a plus.</p>
3400	Do better.
3401	Our new superintendent has the opportunity to be a vocal advocate for successful public school models, and I think the ability to communicate with the community at large will be invaluable in this environment.
3403	The new superintendent should have a background as a k-12 classroom teacher.
3404	I am a retired NY State educator with 30plus years of experience in drug prevention, peer leadership training, middle and high school counseling. I have served on a school board, headed a counseling department and raised three children. I welcome opportunities to help build a strong school system.
3412	In regard to pay, the superintendant salary should be ranked similar to teacher pay as compared to other districts. Specifically, since St Johns teachers are paid below the state median, the superintendent should be paid below the median as well. That may make the candidate more motivated to do something about pay as opposed to this superintendant.
3413	No
3416	You cannot underestimate the value of your veteran teachers. I hope that the next superintendent will share that belief.
3417	This survey was a continuation of the hand-picked questions that avoid the areas that our

	community truly wants to ompwa
3418	Remediation and retest policy is overwhelming for teachers and needs to be revamped, teachers are overworked and underpaid
3423	I would like to see a back to basics approach and more personal guidance for high school students including parent engagement
3424	Lawsuits have been filed against district leadership for discriminatory practices. Principals have affairs with staff and they get promoted. Resources are wasted and instructional staff are underpaid and under a microscope. Change needs to happen and no one should be promoted. Hire from outside of this district!
3426	We need someone with integrity that will heal relationship with district and teachers
3428	We need a leader that is not afraid to have an unpopular opinion, and this includes with parents. At times, it appears that current or former leaders bend to the will of the parents to the detriment of those of us that are in the classroom every day. I also feel Like the emphasis on testing and scores and school grades is ridiculous because it reflects one day out of 180 and aren't all of our instructional days equally important?
3429	Pay teachers the full amount collected through the special taxes
3430	Please rethink the practice of retaking test, no homework assigned, and lack of discipline when due. All students and staff should feel safe without threatening and that means we don't have to go down Sunday night for nothing so they're all coming home tomorrow. I don't know if that's the private or if that's the school disruptive students in classroom.
3432	Please do not elevate another insider to this position. We need a strong leader not just another insider.

3433	I would like for our superintendent to have experience in education, including teaching in the classroom.
3434	Find someone who can bring passion and positivity back to our district.
3436	You must hire an external candidate for real change; there isn't a viable internal candidate; we need a change from the status quo and the leading candidates are not capable
3437	You need an experienced leader with innovative ideas who is skilled at bringing all stakeholders together for a common vision
3440	More schools are needed they are not learning as they should . Bad behavior must be addressed a child who disrupts classes should not remain in the school
3442	Please stay as politically neutral as possible. The school district serves many beautiful diverse children
3443	We need more support outside of the classroom teacher to make the classroom it's most effective for all and bridge achievement gaps. I.e. interventionists, behaviorist, sped, nursing, counseling
3444	The superintendent needs to prioritize handling, or slowing, the growth of the district. Parental involvement needs to also be prioritized when making or changing district policy.
3447	Not Kyle Dresback
3448	Not Kyle Dresback. There are other individuals who we could trust.
3449	We need an experienced visionary professional with strengths in school finance, leadership strategy, and technological advancement
3454	test

