

**Thoughtexchange  
Top 5 Thoughts**

Jan 15 BCES	Jan 23 LPES	Jan 27 LPHS	Jan 30 PLES	Feb 11 GBES
6th grade returning to middle school, opening 2nd middle school Creates feeder system for elem to middle to high, more opportunities for 6th graders	Teacher compensation Critical to attracting and retaining quality teachers	Need to attract good teachers need to increase compensation	Passing a mil so that we can address teacher compensation, updating student technology and programs There is a state/ nationwide teacher shortage. We have the most excellent teachers in this district as demonstrated by student success and achievement	A culture of trust Dr Somers has observed the need to re-establish a culture of trust between D38 and our community. AGREED. How?
Staff compensation Keep quality teachers	Staff and faculty needs higher compensation We need to keep top notch employees and support them in their careers	Pass a MLO to improve teacher pay Because teachers make the school, and schools need equipment, smaller class size	Teacher/staff compensation Quality staff recruitment/retention/recruitment of hard fill positions such as special education/mental health	Retaining good teachers
Ease overcrowding Lower stress, more attention to students needs	To remain a destination district, we need to pay our teachers well. Higher caliber/more experienced teachers are in demand and should be compensated accordingly.	Ensure competitive pay that attracts/ retains excellent staff. Passionate, problem-solving educators are the backbone of an involved and invigorated community and student body.	Need additional middle school Space and staff ratios are too high	Admire Dr. Somer's position and quest for helping our school district. He walked into a challenge.
We need a new middle school. Overcrowding is effecting our students.	We need to address the capacity issue at LPMS Class sizes and space for students to thrive is limited.	Middle School Overcrowding effecting academics and behavior	Teacher compensation is an urgent issue (and I'm not a teacher). We are going lose great people and/or not be able to attract quality people.	Maintain a well hiring process in the way to get the best teachers possible. Teachers are the most important part of the district and know that if their teaching ways aren't effective, students will not learn.
New Elementary School and middle school Overcrowding, future growth	Our teachers are underpaid	We need to retain and recruit high quality staff. Turnover in staff is challenging	Several of our schools are over crowded. There are not even enough bathrooms for students and staff at the middle school.	Reiterate being transparent, as the community has distrust from previous years.

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Feb 12 LPMS	Feb 13 KES	Feb 13 PWES	Feb 20 PRHS	Feb 27 MA
We need to do all that we can to keep high achieving qualified staff members. They are essential in student success at all levels.	Building a new middle school Overcrowding at middle school	Passing a mill level so we can a new elementary and reduce the size of the middle school Better salaries for teachers	Continue to explore student needs beyond traditional brick and mortar schools Kids lives, schedules, and academic needs are not always met though traditional means	Increase teacher & school staff salary Attracting and keeping high quality teachers in district
Focus on needs at the middle school. Combining the 2 middle schools was a temp solution... 10 yrs ago. We need to focus on this school where teachers have been pushed beyond their limits.	I would like to see a new middle school approved To assist with the space, and mental wellness of our students and staff	Teacher pay increases Attract and retain talent	Fix the community divide over public charter schools. We are one community with school choice which should be celebrated.	Mental health As we move more and more towards technology and social media, kids need to have an ways to cope and find their way through life.
Concerns about teacher retention. Teachers leaving for better salary or working conditions.	Support our staff Compensation - reduce class size - training	Have a proper middle school (6-8 grade) whether use of a building or build a new one. Grade schools and the only one middle school are not properly balanced with curriculum, teachers, students.	Adequate educational facilities coupled with adequate operations budget to support educational D38 goals. Must have necessary 'tools' to educate our youth.	Small class sizes Increase teacher & school staff salary
Increased compensation for staff. There would be less turnover of good teachers.	We need a bond/MLO to pass I believe it's important because it will help fund salaries, gain additional services and allow D38 to stay competitive.	New middle school campus Over-crowding and safety	Increase compensation to match neighboring district Be competitive	How to raise money for salaries One of the lower districts in terms of compensation
Need an MLO Keep quality staff in d38	Fix the middle school issue It is the weakest point in our district and affects all students	We need a long-term solution to space in our district-particularly at the middle school	Top notch education needs to have top notch pay Prioritize budget to do so	Increase Teacher compensation Adequate support and resources towards mental health