



STANDING COMMITTEE MEETINGS

Educational Support Center
Board Meeting Room
3600-52nd Street
Kenosha, WI 53144

February 8, 2022

5:00 P.M. – Planning/Facilities Committee
6:00 P.M. – Curriculum/Program Committee
7:00 P.M. – Personnel Committee
8:00 P.M. – Audit/Budget/Finance Committee

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Kenosha Unified School District

Planning/Facilities Committee Meeting

February 8, 2022 | 5:00 P.M. | ESC Boardroom

		Members: Rebecca Stevens, Chair/School Bd. Member Yolanda Adams, School Board President Todd Battle, School Board Vice President Tony Garcia, School Board Clerk Shawn Douglas, Community Member John Pokorny, Community Member Brian Thomas, Community Member Will Twomey, Community Member Ava Murawski, Student Member Kush Patel, Student Member Shane Gayle, Staff Member Lisa Niederer, Staff Member
Meeting called by	Rebecca Stevens	
Type of meeting	Planning/Facilities	
Facilitator	Rebecca Stevens	
Note taker	Stacy Stephens	
Timekeeper	Stacy Stephens	

Agenda Items

Topic and Presenter		Outcome	Time allotted
1.	Review of December 7, 2021 Minutes – Stevens (pages 1-2)	Review	2 Minutes
2.	KUSD ThoughtExchange ESSER Funding Feedback – Keckler/Housaman (pages 3-50)	Sharing/Feedback	43 Minutes

Other Information

Next Meeting: April 12, 2022
Agenda Topic: ESSER II Project Update

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KENOSHA UNIFIED SCHOOL BOARD
PLANNING/FACILITIES MEETING
Educational Support Center – Room 110
December 7, 2021
MINUTES

A meeting of the Kenosha Unified Planning/Facilities Committee chaired by Ms. Stevens was called to order at 8:00 P.M. with the following committee members present: Ms. Adams, Mr. Garcia, Mr. Pokorny, Mr. Thomas, Mr. Twomey (virtual), Mr. Gayle (virtual), Ms. Niederer (virtual), and Ms. Stevens. Dr. Ormseth, Mr. Finnemore, and Ms. Robinson were also present. Mr. Battle, Mr. Mangi, and Mr. Patel were excused. Mr. Douglas and Ms. Murawski were absent.

Ms. Stevens welcomed committee members and introductions were made.

Review of June 1, 2021 Minutes

There were no suggested changes made to the minutes.

Bradford Auditorium & Lobby Renovation Project

Mr. Patrick Finnemore, Director of Facilities, gave an overview of the Bradford Auditorium & Lobby Renovation Project which included the following information:

- approximate cost of the project would be \$1.575 MM with an approximate duration time of five months; and
- the project scope would include: new stage curtains and rigging; addition of a fire protection sprinkler system, replacement of the carpet, a new sound system, LED theatrical and house lighting, new HVAC, replacement of the handicapped ramp with chair lift, the addition of numerous electrical outlets in specific locations to support the theatre program, interior door replacement, replacement of the lobby flooring, a complete renovation of the lobby, and a complete restroom remodel.

Mr. Finnemore answered questions from committee members throughout his presentation.

New Simplified Emergency Operating Procedures

Mr. Finnemore noted that as part of the required review and update to the District's emergency operating procedures, a simplified emergency operation procedure document was created for use by each teacher and staff member in the event of an emergency. The full emergency operating procedure document is too large and cumbersome (over 100 pages) for a teacher to grab and find a procedure during a crisis. The simplified document is limited to the action steps for school staff in the event of an emergency which are listed in alphabetical order. It also has a cover page unique to each school that lists the school safety team members and their school phone extension, the contact information for the school resource officers, and contact information for the emergency response team.

Mr. Finnemore answered questions from committee members throughout his presentation.

November 16, 2021 Regular School Board Meeting Agenda

Dr. Ormseth solicited feedback, questions and/or comments in regards to the November 16, 2021 regular school board meeting agenda. There was no feedback, questions and/or comments made by committee members.

Dr. Ormseth noted that the next meeting will take place on February 8, 2022 and the 2022-2023 capital projects plan will be presented.

Meeting adjourned at 8:38 p.m.

Stacy Stephens
School Board Secretary



KENOSHA UNIFIED SCHOOL DISTRICT

ThoughtExchange Feedback

KUSD Standing Committee

February 8, 2022

KUSD Mission: Provide excellent, challenging learning opportunities and experiences that prepare each student for success.



Agenda

- Federal ESSER III Expectations
- KUSD ThoughtExchange Survey Summary
 - ★ Participant Breakdowns
- Finalized ThoughtExchange Themes
- Thought Example
- Identification of Committee Respective Themes
- Questions for Further Consideration
- Reporting Back



Federal ESSER III Expectations

- The American Rescue Plan (ARP) Act, the third federal COVID-19 relief law, passed in March 2021, provides districts **one-time funds** through the Elementary and Secondary School Emergency Relief (ESSER) III grant program.
- KUSD is expected to receive **\$45 million** in ESSER III funding.
- Funds **must be spent no later than Sept. 30, 2024**.
- Funds are intended to help sustain the safe operation of schools and address the impact of the coronavirus pandemic on the nation's students.
- KUSD must use a **minimum of 20%, or \$9 million**, to implement evidence-based interventions to address learning loss.



ThoughtExchange Survey Summary

- Distributed online to the Kenosha Community
- November 29 – December 17, 2021
- Selection of four participant groups
 - KUSD Parent/Guardian (879)
 - KUSD Staff Member (453)
 - KUSD Community Member (55)
 - KUSD Student (18)



1,405
Participants



2,054
Thoughts



52,040
Ratings

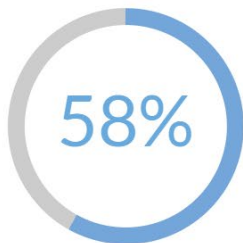


ThoughtExchange Survey Summary



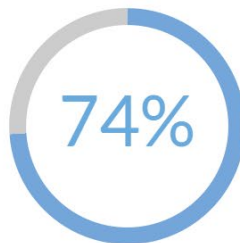
817

Participants shared
thoughts



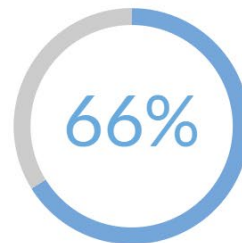
1,041

Participants rated
thoughts



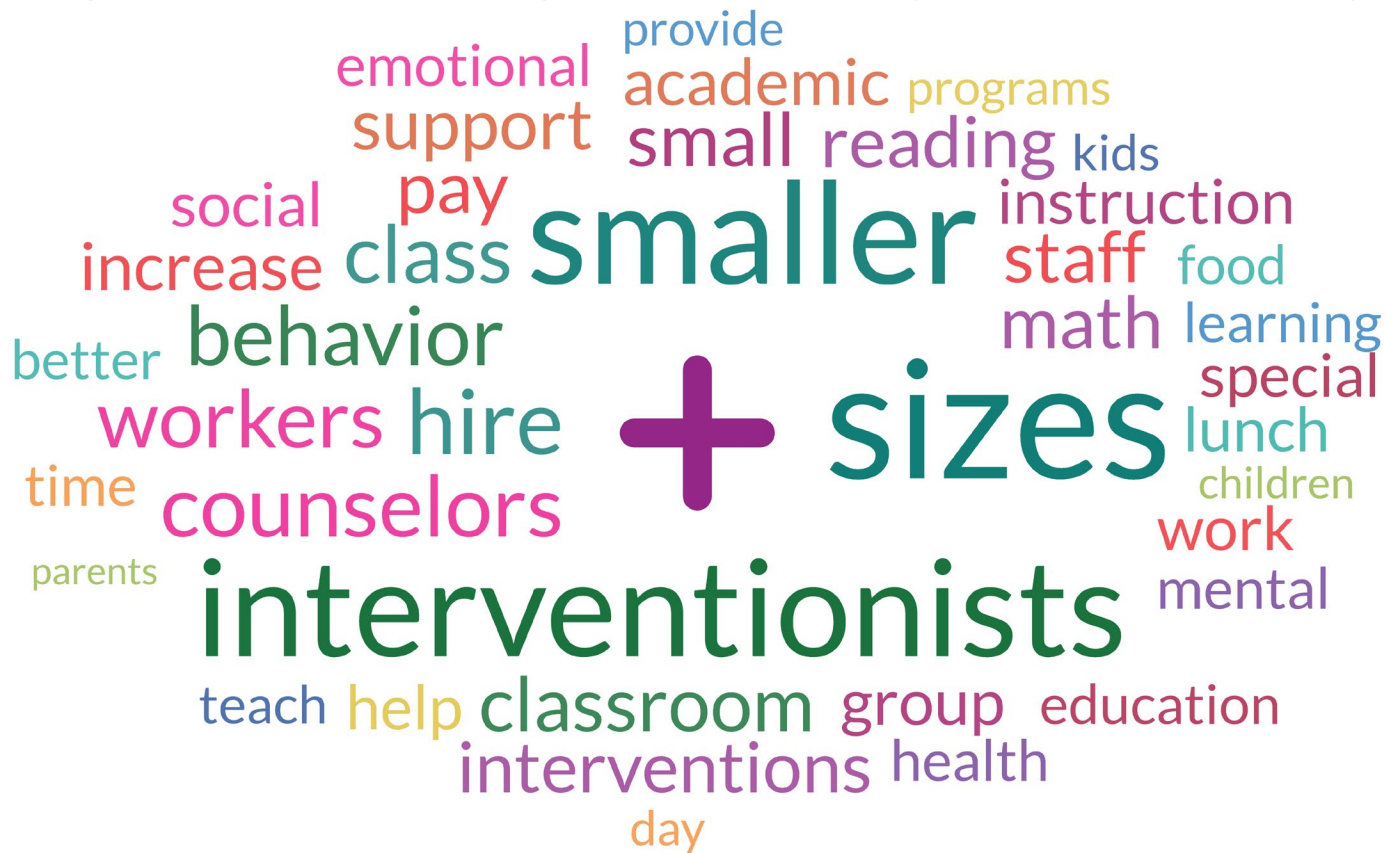
929

Participants explored
thoughts



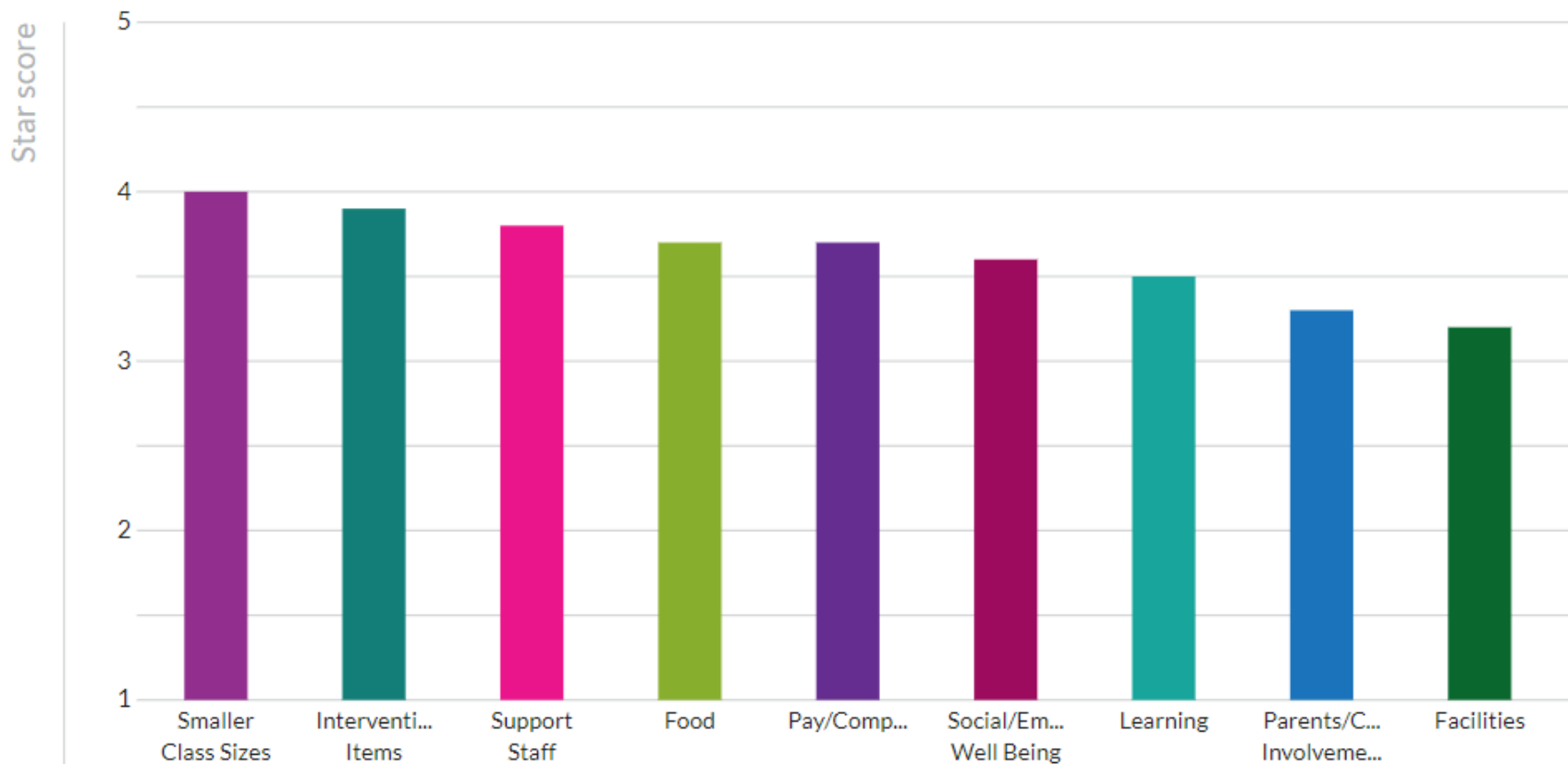


ThoughtExchange Survey Summary



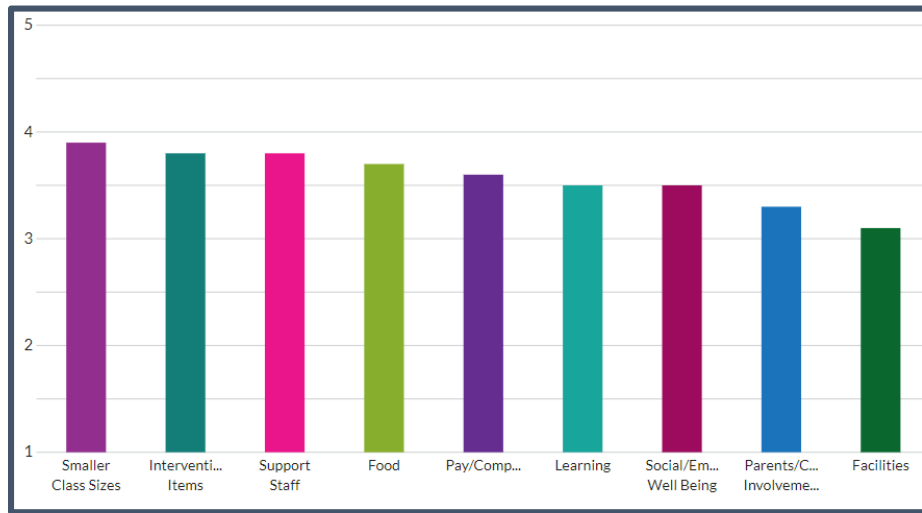


ThoughtExchange Survey Summary

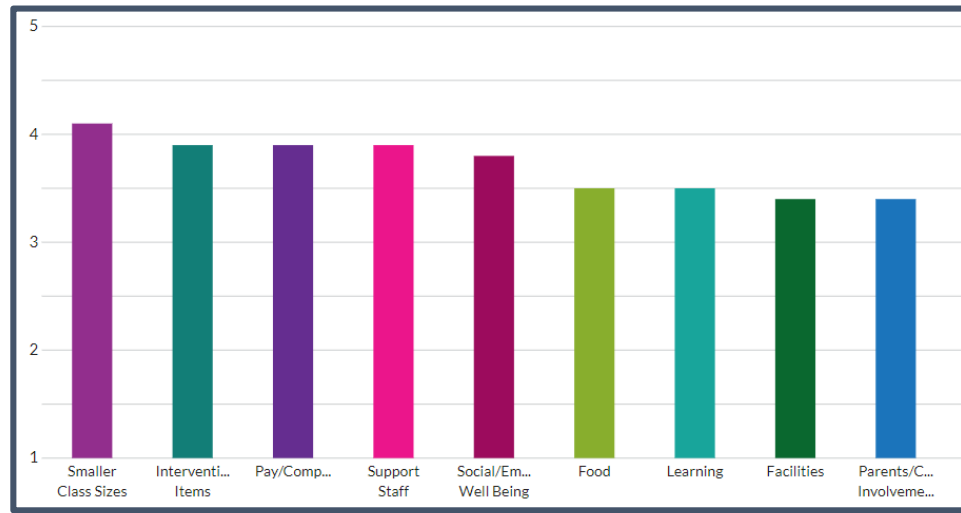




ThoughtExchange Survey Summary



Themes ranked just by
KUSD Parents & Guardians



Themes ranked just by
KUSD Staff Members



ThoughtExchange Sample

A portion of funding should go to revamp playgrounds that aren't ADA compliant and build new ones to be inclusive as required by the Dept of Justice. Children learn through social interaction. When 20% of the population is excluded it teaches exclusion. Kids of all abilities need to be included.

KUSD Parent or Guardian

3.7  (34 )

Submitted by a Parent or Guardian, with an overall rating of 3.7 out of 5. Ratings provided by 34 other parents or guardians.



Standing Committee Process

- Each member of this KUSD Standing Committee has been provided a copy of all respective thoughts for the following themes:

Planning & Facilities <ul style="list-style-type: none">• Facilities• Food	Curriculum and Program <ul style="list-style-type: none">• Learning• Social, Emotional & Physical Support• Intervention Items
Audit, Budget & Finance <ul style="list-style-type: none">• Pay & Compensation	Personnel <ul style="list-style-type: none">• Smaller Class Size• Support Staff• Parent and Community Involvement

- The next portion of the meeting will allow the committee members to reflect on those thoughts and identify focus areas.



For Consideration

Each standing committee will work at their tables and begin with the first exercise:

- What are the main idea(s) of these thoughts?
- A recorder at each table will use the white paper to record the main ideas.



For Consideration

- Next, each table will have a spokesperson share their identified ideas by reporting out to all of the tables.
- Once shared, the white papers with the ideas will be placed on a wall.



For Consideration

- Each member will have a limited number of dots which you can place on ANY white paper to identify which idea(s) you feel should be the focus.
- You can place any number of dots on any of the listed ideas on any of the white papers.



For Consideration

Next, the reporter for each white paper will present which idea(s) produced the highest focus.



For Consideration

- Would the top idea(s) be an allowable use of the ESSER III funds?

Remember, these are:

- One-time funds
- Intended to help sustain the safe operation of schools and address the impact of the coronavirus pandemic on the nation's students.
- Required to use a **minimum of 20%, or \$9 million**, to implement evidence-based interventions to address learning loss.



For Consideration

- What would a successful implementation of the top idea(s) look like if addressed?
- What are some things KUSD could/should consider for implementation?



For Consideration

Was anything missed/not included with these ideas?



Next Steps

- Replicate this process with all KUSD Standing Committees.
- Gather additional stakeholder feedback.
- Budget analysis/plan development.
- Recommend plan for Final Board approval.

THANK YOU

Any questions?



kusd.edu



KenoshaSchools



KenoshaSchools



KUSD



KenoshaSchools

A blurred photograph of a classroom. In the foreground, there are several white rectangular desks and blue plastic chairs. The desks are arranged in rows. On the desks, there are some colorful objects, possibly toys or educational materials. In the background, there are large windows with multiple panes, letting in natural light. There are also some shelves or storage units against the wall. The overall scene is a typical classroom environment.

KENOSHA UNIFIED SCHOOL DISTRICT

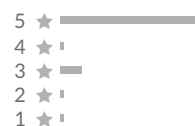
KUSD THOUGHTEXCHANGE FACILITIES THOUGHTS

Kenosha Unified School District

Give the kids back their lockers Carrying their books all day is not good for their backs. My son refuses to wear a winter jacket because he'll have to carry it.

KUSD Parent or Guardian

4.3 ★★★★★ (33 👤)



elementary schools without air conditioning should have it installed. Trying to learn in a building that is 80 degrees or higher is not an ideal situation for students and educators.

KUSD Staff Member

4.0 ★★★★★ (15 👤)



Increase Custodial staff Too many "highlighting" days where only the trash is taken out and rooms are not being cleaned

KUSD Staff Member

3.9 ★★★★★ (9 👤)



Upgrade HVAC and ventilation systems at elementary schools with no central air / with outdated systems. Quality of environment while in school.

KUSD Parent or Guardian

3.8 ★★★★★ (35 👤)



Better playground equipment, include activities not just a free for all break, but actually include activities for recess. Working towards something vs idle time is more engaging and positive!...(whomever designed the dream park should come do all the schools playgrounds)

KUSD Parent or Guardian

3.8 ★★★★★ (34 👤)



Put air conditioning in ALL schools Students and staff to not have to go without air conditioning

KUSD Staff Member

3.8 ★★★★★ (26 👤)



Let kids have in person orientation at new schools. This will help with their anxiety about a new school.

KUSD Parent or Guardian

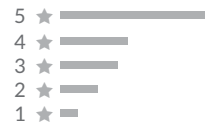
3.7 ★★★★★ (39)



A portion of funding should go to revamp playgrounds that aren't ADA compliant and build new ones to be inclusive as required by the Dept of Justice. Children learn through social interaction. When 20% of the population is excluded it teaches exclusion. Kids of all abilities need to be included.

KUSD Parent or Guardian

3.7 ★★★★★ (34)



Playground equipment Not all schools have sufficient playground equipment and it is very costly to replace. Children should be spending more/quality time outside

KUSD Parent or Guardian

3.7 ★★★★★ (34)



air conditioning and heating updates air circulation

KUSD Staff Member

3.7 ★★★★★ (26)



All buildings should be inspected and air quality issues be addressed. Too many students, in too many buildings have health issues that are exacerbated by poor air quality and mold growing in classrooms.

KUSD Staff Member

3.7 ★★★★★ (24)



Cleaning supplies, sanitizer, masks, and all items needed to keep our schools safe and in person, should be included in this, not the regular budget. Kids learn best when they are in person and in contact with teachers daily. They also thrive when with their peers, emotionally and mentally.

KUSD Staff Member

3.7 ★★★★★ (9)



improved WIFI The internet connectivity is unacceptable.

KUSD Parent or Guardian

3.6 ★★★★★ (35)



Increase ventilation or air scrubbers in schools Most schools do not have central air, air quality is low and needs fixed

KUSD Parent or Guardian

3.6 ★★★★★ (34)



Air conditioning in the elementary schools Children and teachers can focus on education and not suffer from heat

KUSD Parent or Guardian

3.6 ★★★★★ (32)



Transportation Bussing issues. From being late repeatedly due to staffing shortages & experiencing bullying due to lack of supervision.

KUSD Parent or Guardian

3.6 ★★★★★ (28)



Update the older buildings! Folding walls between classes hinders students' learning. Kids can't focus since they hear everything from the adjoining class. Solid walls R needed

KUSD Staff Member

3.6 ★★★★★ (26)



Update the older buildings Not all elementary schools have their office by the main door where visitors check in. This is not a safe situation.

KUSD Staff Member

3.6 ★★★★★ (25)



Invest in extra safety measures so the kids can have their lockers back to help reduce so much pressure on growing backs from heavy backpacks. They go all day with carrying 20lb backpacks, for safety, but then they are crammed in an overcrowded lunchroom without a mask on so they can eat.

KUSD Parent or Guardian

3.6 ★★★★★ (19)



Air conditioning for ALL schools Not fair that only some schools have it - if it is hot, wearing a mask in a non-air conditioned environment is unhealthy and unsafe.

KUSD Parent or Guardian

3.6 ★★★★★ (13)



It's going to take a lot more money to fix the broken school system than this one-time money but use it to improve the infrastructure Providing schools with the proper equipment, staff in all areas, and transportation will improve the success in our students.

KUSD Parent or Guardian

3.5 ★★★★★ (36)



Teaching about civics. Visits to local facilities, jails, courthouse, Housing services, Shalom center, police station, firehouse, public workd. Yearly from 4k-12

KUSD Parent or Guardian

3.5 ★★★★★ (35)



Air filtration upgrades (HVAC or portable units) Many buildings are old and have students in poorly ventilated classrooms (eg KTEC West, particularly basement rooms).

KUSD Parent or Guardian

3.5 ★★★★★ (34)



in 2021 there were at least 149 incidents of gunfire on school grounds resulting in 32 deaths and 94 injuries Money should be spent on safety, which is a basic need. Physiological needs can not be enjoyed without safety.

KUSD Parent or Guardian

3.5 ★★★★★ (30)



Safety for students for not only the pandemic but for also gun safety. I know the schools do the ALICE drills, which is sad that we have to do them in the first place, but additional technology to help in lock downs

KUSD Parent or Guardian

3.5 ★★★★★ (24)



Figure out a way to give the middle school kids lockers! It is ridiculous the weight of the backpacks they have to carry around. They are carrying around 15-20 lb backpacks all day long & many barely weigh 100 lbs themselves. I can't believe there isn't a safe way to allow them.

KUSD Parent or Guardian

3.5 ★★★★★ (23)



All kids should have access to a safe and healthy environment with air purifiers and well ventilated areas since it's hard to breathe with a mask. To maintain health prevent Covid.

KUSD Parent or Guardian

3.5 ★★★★★ (21)



Invest in updating schools to address the ongoing needs of the covid learning styles with more water filling stations, quarantine rooms, and cleaning. It's important because health and safety should always be the number one priority when learning is expected for all students in KUSD.

KUSD Staff Member

3.5 ★★★★★ (17)



Hire more custodial staff. Our schools are dirty. Our classrooms are cleaned once or twice a week. That is unacceptable especially in a pandemic.

KUSD Staff Member

3.5 ★★★★★ (9)



More resources for kids that are struggling in the classroom. More Playground equipment available to the kids at recess times KUSD lacks resources for kids that need extra help and more one on one interaction. Playground equipment & adequate staff related to mental health

KUSD Parent or Guardian

3.4 ★★★★★ (40)



Fix antiquated facilities We all know that most of the old buildings have some sort of substances that are dangerous. Mental health can be affected by allergies to mold.

KUSD Staff Member

3.4 ★★★★★ (30)



Make all schools ALICE safe Meaning update old doors, windows, etc
KUSD Staff Member

3.4 ★★★★★ (27)



Fully equip all schools with proper equipment for the custodians With all the added Covid cleaning procedures, better and more equipment would help save time to get everything done
KUSD Staff Member

3.4 ★★★★★ (25)



Playground Infrastructure and perimeter fence around playground. So many school playgrounds are in dangerous shape. Also, fencing them will help teachers keep ASD kids safe.
KUSD Parent or Guardian

3.4 ★★★★★ (25)



Update the old school buildings. For safety reasons, old schools needs to be updated. For example, the office is not near the front door. This is NOT a secure situation!
KUSD Staff Member

3.4 ★★★★★ (25)



All buildings should have working heating AND COOLING systems. Our unairconditioned buildings create unhealthy environments. When it is 90+ degrees, it is even hotter in our classrooms-mainly low income schools.
KUSD Staff Member

3.4 ★★★★★ (12)



Indoor air quality systems, smart and connected lighting systems (that clean and provide various degrees of light for attention), shooter detection, These technologies help mitigate the spread of viruses, provide enhanced learning environments and provide mental and emotional well being.
KUSD Parent or Guardian

3.4 ★★★★★ (9)



Provide better ventilation systems in the schools and better cleaning/sanitization systems. More bottle fillers for personal water bottles So the kids will have safer, healthier air, more access to fresh water, and better means to clean and sanitize

KUSD Parent or Guardian

3.3 ★★★★★ (39)



Facilities Improvements This would reduce building upkeep and allow more funds in the future to go towards more teachers and other things that directly affect achievement.

KUSD Staff Member

3.3 ★★★★★ (34)



Let the kids use the water fountains. Spend the money on new updated water fountains. Not everyone remembers to bring water every single day to school. This is a problem when it's hot outside and no water for the kids to drink.

KUSD Parent or Guardian

3.3 ★★★★★ (34)



Update/remodel older buildings in District If we only get these funds one time it would make sense to update current buildings.

KUSD Parent or Guardian

3.3 ★★★★★ (34)



Touch less sinks in the bathrooms and increased cleaning As a KTEC parent, I am thrilled with just about everything at the school with one horrific exception...the bathrooms. They are outdated & always filthy

KUSD Parent or Guardian

3.3 ★★★★★ (33)



Have charging stations at the schools so the children do not have to carry computers home everyday. It is bad for their backs. Parents can pick them up in the event of a closure.

KUSD Parent or Guardian

3.3 ★★★★★ (32)



More free bussing options. Kids are walking to school in the freezing cold. And sometimes dangerous neighborhoods.

KUSD Parent or Guardian

3.3 ★★★★★ (32)



Update all KUSD school airflow technology and install HEPA filtration system in each school. Improve at school testing program.
Prevention and control of present and future pandemics

KUSD Parent or Guardian

3.3  (29 )



Install air conditioning in buildings without them We have an increasing amount of students with asthma related illnesses and the long term effects of COVID include upper respiratory issues.

KUSD Staff Member

3.3  (27 )



Install air conditioning in more schools.
Increase number of year round schools. Bringing kids up to speed in September is a struggle, now more than ever. They need consistency.

KUSD Staff Member

3.3  (25 )



Schools should have access to on-site COVID testing that can be administered as needed.
Although many families are purposely avoiding testing to avoid potential disruptions that result from QSE, many families may not have adequate access.

KUSD Staff Member

3.3  (25 )



If not already done, Cleaning staff throughout the day, not just after hours. Mid morning, mid afternoon after hours. Keep the buildings clean while kids are in the schools

KUSD Parent or Guardian

3.3  (23 )



KUSD is an exceptional district. Communication has been great. I wonder if KUSD has an indoor air quality system to help mitigate COVID infection. There are smart school technologies that use IAQ systems and even smart lighting that help clean classrooms. These would qualify under ESSER.

KUSD Parent or Guardian

3.3  (12 )



More custodial positions Schools need to be properly cleaned every day and not just highlighted

KUSD Parent or Guardian

3.3 ★★★★★ (3)



Install AC in older buildings Excessive heat & humidity in older buildings negatively impacts learning.

KUSD Staff Member

3.3 ★★★★★ (1)



Secure the doors near the cafeteria. anyone can enter and exit through those doors and security does nothing or doesn't notice.

KUSD Student

3.3 ★★★★★ (1)



I would love for the elementary schools to be able to create sensory areas in school. a place where kids can go to just relax or stimulate the brain Students of all ages have had to adapt due to covid. Something to give back to them

KUSD Parent or Guardian

3.2 ★★★★★ (42)



Campus Safety and Security

KUSD Parent or Guardian

3.2 ★★★★★ (40)



Better ventilation in the schools as well as vaccination clinics for eligible students Let's figure out how to halt switching to virtual

KUSD Parent or Guardian

3.2 ★★★★★ (35)



Building Improvements Too many schools are in need of repair.

KUSD Staff Member

3.2 ★★★★★ (27)



additional cleaning people to clean the buildings throughout the day and ensure it is decontaminated daily to slow the transition of the virus or other contagious health needs so all students can attend daily

KUSD Staff Member

3.2  (26 )



Air purifiers in every room! control the virus in the air

KUSD Staff Member

3.2  (19 )



Turn the heat up in the buildings so staff and students aren't freezing during the day.

Money was spent on new systems and windows, and it is still can't get regulated.

KUSD Staff Member

3.2  (7 )



Upgrade playground equipment Our kids lost so much time to move outside. So often they would simply sit during free time while virtual. They didn't want to go outside

KUSD Parent or Guardian

3.2  (7 )



Improve anti-COVID measures. Testing, sanitizing, mask enforcement. Health of students and teachers.

KUSD Parent or Guardian

3.2  (6 )



New middle and high school in Pleasant Prairie/ Nash area With more homes and apartments being built on that side of town, those schools are already over flowing with large class sizes. Where do they go?

KUSD Parent or Guardian

3.1  (34 )



KTEC West needs to petition the city to turn all of the roads around the school into one-way roads to eliminate traffic and safety issues. Dropoff and pickups would be much more efficient, and kids would be safer if they were able to be dropped off and picked up in front of their doors.

KUSD Parent or Guardian

3.1  (29 )



Facilities Upkeep of the learning environment so the area is environmentally and structurally safe.

KUSD Staff Member

3.1 ★★★★★ (25)



Replace folding classroom wall dividers with solid walls. Classrooms on either side of the partition are easily heard which leads to distractions and disruptions.

KUSD Staff Member

3.1 ★★★★★ (9)



Put money into the "ghetto" schools. They are the ones struggling the most. Socioeconomic status & test scores are COMPLETELY correlated. The way kids perceive their school matters. Washington students refer to their school as "ghetto". After seeing other schools during sports, I see why

KUSD Parent or Guardian

3.1 ★★★★★ (7)



Metal detectors Because of the gossip of many students vaping, and bring weapons to school.

KUSD Parent or Guardian

3.0 ★★★★★ (35)



metal detectors at all high schools We can either be PROACTIVE, or REACTIVE. At the very lest, improved safety.

KUSD Parent or Guardian

3.0 ★★★★★ (33)



Janitorial Services Safety

KUSD Staff Member

3.0 ★★★★★ (31)



Middle schoolers need lockers It is not great to carry around that heavy backpack every day. Sports & extra currics. No one wants to carry around a winter coat all day.

KUSD Parent or Guardian

3.0 ★★★★★ (4)



Proper ventilation and individual room purifiers Many buildings are not properly ventilated

KUSD Parent or Guardian

3.0 ★★☆☆☆ (2 👤)



Use the Funds to help sustain the safe operation of schools by installing metal detectors at all entrances of all Kenosha Unified schools. I think we all know why it's important

KUSD Parent or Guardian

3.0 ★★☆☆☆ (2 👤)



Help families, fix the bathrooms at school, allow other non teaching college grads into teaching! Can't stress enough how the funds can help the families! Provide better for students bc why are the bathrooms always so dirty!

KUSD Parent or Guardian

2.9 ★★☆☆☆ (34 👤)



Work with Kenosha Transit or First Student to provide additional transportation services. There are families without cars. If kids miss the bus, they just don't come to school. City transit is cumbersome.

KUSD Staff Member

2.9 ★★☆☆☆ (25 👤)



utilize funding to install anti bacterial lighting in classrooms, common areas and restrooms. Install new antibacterial filtration systems Virui are always going to be here. These items allow for kids to get a more normal experience in class, without masks and distancing being as strict

KUSD Parent or Guardian

2.9 ★★☆☆☆ (22 👤)



Improve parent drop off and pick up for both KTEC schools and Rosevelt. These schools are in neighborhoods that have very narrow streets. The amount of cars creates congestion and unsafe conditions for students.

KUSD Parent or Guardian

2.9 ★★☆☆☆ (21 👤)



Safety measures. Redesigning doors and hallways in older schools so visitors can't access class areas. Student and staff safety.

KUSD Parent or Guardian

2.9 ★★☆☆☆ (7)



Hire a company to deep clean each and every school at least once a month if not once every two weeks to try and lower student and teacher positives There have been so many students and teachers out for weeks at a time with positive covid and then they bring it home to their families. Stop this

KUSD Parent or Guardian

2.8 ★★☆☆☆ (43)



Metal detectors There are guns being brought to school

KUSD Parent or Guardian

2.8 ★★☆☆☆ (39)



New middle school needed CEUs for teachers badly needed, hiring maintenance staff for cleaning is sorely needed. Every day I get an email from my chil COVID emails everyday maintenance can not keep up. Schools need proper ventilation to exchange air and be sanitized, old middle schools are behind

KUSD Parent or Guardian

2.8 ★★☆☆☆ (38)



School Cameras So we can see what is being taught to our children, and to help the teachers when children are being disruptive in class and address their kids

KUSD Parent or Guardian

2.8 ★★☆☆☆ (8)



Once in a lifetime grant use it to build new facilities and schools imagine how happy teachers and students would be

KUSD Parent or Guardian

2.7 ★★☆☆☆ (40)



Lincoln, Lincoln elementary, Washington middle schools need to be torn down and replaced with a middle school in Pleasant Prairie. The schools are old Pleasant Prairie has plenty of elementary schools, but no middle schools for it's students. The schools they go to are old out of date and spend quite
KUSD Parent or Guardian

2.7 ★★☆☆☆ (39)



Busing for Pleasant Prairie students can be 45-60 minutes. We need a new middle school on the south side of the area of KUSD
Cleaning and maintenance is not keeping up with the demand of students in schools every day I get emails about COVID in the classroom or by students
KUSD Parent or Guardian

2.7 ★★☆☆☆ (36)



Offer bussing to Indian Trail Academies from across the district. For many students without reliable transportation, the Indian Trail Academies are not an option. Providing bussing would make them available to all.
KUSD Staff Member

2.7 ★★☆☆☆ (31)



For safety I would like to see the school yard fenced in. The safety of all students
KUSD Parent or Guardian

2.7 ★★☆☆☆ (20)



The first part of the grant should go to maintenance and planning for a new middle school in the Pleasant Prairie area. Maintenance can't keep up with Maintenance for schools
KUSD Parent or Guardian

2.6 ★★☆☆☆ (39)



This amount of money at one time is a great opportunity to demo the old school buildings and replace them New schools are more cost effective for maintenance, safer to work in, provide proper ADA requirements, can provide WiFi and technology easier
KUSD Parent or Guardian

2.6 ★★☆☆☆ (38)



Solid walls in the classrooms. Will help with sound proofing so children can concentrate.
So children can concentrate and not be disturbed by other classes.

KUSD Parent or Guardian

2.6 ★★☆☆☆ (29)



School Bus System Why couldn't KUSD decide to invest / fund their own bus system, cut out the add'l profit that First Student is making as a middle man & save long term

KUSD Parent or Guardian

2.6 ★★☆☆☆ (5)



The school can use the funds to pave the parking lot and pick up area. It is hard to see where to go and what are the designated lanes. There is no clear way to see where cars should stop, yield and park. This will keep students safe from any incidents.

KUSD Parent or Guardian

2.5 ★★☆☆☆ (39)



Provide a rest room with a massage chair , water ,other relaxing things just to decompress from stress Teaches self care

KUSD Parent or Guardian

2.5 ★★☆☆☆ (34)



Re-do the entire Bradford Field house Safety. The Gym Floor is the worst floor in the entire state of Wisconsin.

KUSD Parent or Guardian

2.5 ★★☆☆☆ (30)



Whoever designed the parking lots has no forward thinking. They are land locked islands waiting for an accident.

KUSD Parent or Guardian

2.4 ★★☆☆☆ (32)



Parking lots If you pave one parking lot you should do the rest. Pleasant Prairies has so many holes and cracks. Don't just patch it, replace it.

KUSD Parent or Guardian

2.3 ★★☆☆☆ (33)



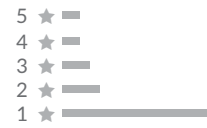
Drive through pick up lanes for Roosevelt kids,redo their parking lot. To keep the kids safer..during drop off n pick up.
KUSD Parent or Guardian

2.1 ★★☆☆☆ (36 👤)



Water bottles for the students Students don't drink enough water out of fountains.
KUSD Staff Member

2.1 ★★☆☆☆ (26 👤)



Remodeling the school parking lot Safety
KUSD Parent or Guardian

2.0 ★★☆☆☆ (39 👤)



KUSD THOUGHTEXCHANGE FOOD THOUGHTS

Kenosha Unified School District

The food! As a parent and teacher in the district I can say the students deserve better! We need quality options. The amount of waste is terrible. It's great that it's free but so few students take advantage of it because it's practically inedible

KUSD Parent or Guardian

4.1 ★★★★★ (34)



Healthier lunches in schools Health and well-being of our students should be top priority

KUSD Parent or Guardian

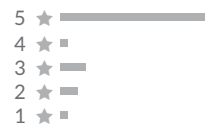
4.1 ★★★★★ (33)



All kids should have better lunch options. My kids come home hungry most days. Food quality should be better.

KUSD Parent or Guardian

4.0 ★★★★★ (23)



Feed the kids better food. Less processed food and more nutritional choices.

KUSD Parent or Guardian

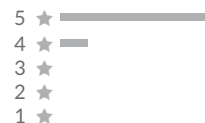
4.0 ★★★★★ (23)



the school lunch is terrible. it's important students get the proper nutrients and by giving artificial foods it's not helpful whatsoever

KUSD Student

4.0 ★★★★★ (6)



Better school lunches Kids are going hungry due to how gross the food is. Moldy sandwiches and undercooked chicken.

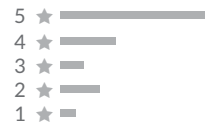
KUSD Parent or Guardian

3.9 ★★★★★ (36)



PE more than once per week and longer lunches Especially at the elementary level, students are not getting enough physical activity or time to actually eat a lunch.
KUSD Parent or Guardian

3.9 ★★★★★ (35 👤)



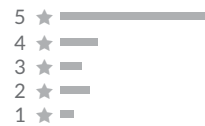
Improve lunches Kids would look forward to school lunch
KUSD Parent or Guardian

3.9 ★★★★★ (34 👤)



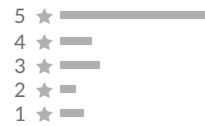
Increase lunch quality and keep them free Kids need good food for their growth and development and not all families can afford the lunch, even though they could pre Covid
KUSD Parent or Guardian

3.9 ★★★★★ (33 👤)



Healthier food choices Obesity, health concerns, sugar intake
KUSD Parent or Guardian

3.9 ★★★★★ (32 👤)



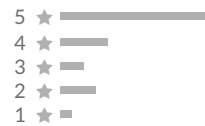
Healthy and fresh school lunches My kids have reported molded and rotten fruits/veggies in some of their lunches. Perhaps building school greenhouses and gardens to harvest from.
KUSD Parent or Guardian

3.9 ★★★★★ (32 👤)



More appropriate school lunches. Healthy, kid, friendly
KUSD Parent or Guardian

3.9 ★★★★★ (22 👤)



Fund a better lunch program with more nutritious options, bring some food prep back to the schools Kids need more diverse, healthy options at lunch.
KUSD Staff Member

3.9 ★★★★★ (21 👤)



Bring back more food to better fill our students. Most of them come home starving because the proportions are not even enough. Food is a necessity! No child should go hungry.
KUSD Parent or Guardian

3.8 ★★★★★ (35)



Elementary recess and lunches Across the board lunches should be 25 mins and at least 25-30 recess. Kids are being rushed to eat and then only have 15 minutes of play time.
KUSD Parent or Guardian

3.8 ★★★★★ (35)



Better food. It will help promote physical health and stronger immune systems. Taher food service maybe a good option. Because our children's bodies and brains are growing. They need to be fueled with good healthy food. Not moldy junk.
KUSD Parent or Guardian

3.8 ★★★★★ (34)



better school lunches and breakfasts more whole grains-especially breads and cereals. Less packaged foods, not force kids to take fruits or vegetable, many going right in the garbage.
KUSD Parent or Guardian

3.8 ★★★★★ (34)



Lunches. Adequate time to eat and digest food. Fresh food. Need to fully cooked. Nutritional. Less than 15 minutes to eat, doesn't benefit anyone. Kids need time to decompress, chew healthy, tasty food and socialize.
KUSD Parent or Guardian

3.8 ★★★★★ (22)



Students need quality school lunches. Rest and nutrition play a vital role in brain health. While students are in our care, they NEED to be fed a substantial, healthy meal.
KUSD Staff Member

3.8 ★★★★★ (20)



High quality foods & choices. It's important for kids to learn how food effects mood & energy
KUSD Parent or Guardian

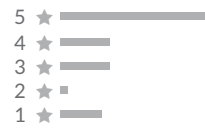
3.7 ★★★★★ (38)



In the elementary schools, I would like to see much more time for eating. The kids get 15 minutes to eat their lunches. That is not a lot of time. Eating is important.

KUSD Parent or Guardian

3.7 ★★★★★ (35)



Better food for students So they are not getting sent home because they got sick

KUSD Parent or Guardian

3.7 ★★★★★ (33)



Healthy meals for kids. Lots of children rely on these meals at school and don't have the means to eat at home. Healthy food and a full belly increase brain capabilities. Children learn better when they are full of nutritious food.

Many of the students cannot at

KUSD Parent or Guardian

3.7 ★★★★★ (30)



Better food for breakfast/lunch Syrup every other day is obnoxious. Give the kids more of a variety

KUSD Staff Member

3.7 ★★★★★ (24)



More nutritious, filling and flavorful lunches.

Kids need a good nutritious meal to help stimulate their brains. Some may only get 1 meal a day. The food quality the last couple yrs has dropped immensely

KUSD Parent or Guardian

3.7 ★★★★★ (17)



I believe these funds can be used for the cafeteria food since there has been such a problem with poor lunches. As a parent I would like to feel that the food I am paying for to be served to my child is quality food and safe to eat.

KUSD Parent or Guardian

3.7 ★★★★★ (15)



Better, healthier, more filling meals. Not cheese curds and oyster crackers Children need balanced healthy meals to stay focused and alert

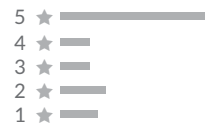
KUSD Parent or Guardian

3.6 ★★★★★ (40)



Better quality food for lunches Many have complained that the food provided is uncooked, molded and often inedible.
KUSD Parent or Guardian

3.6 ★★★★★ (38)



Expand lunch menu items in quantity and quality. Student's physical and mental health depends on quality and quantity of food. Satisfied students are more energetic in participating activities.
KUSD Parent or Guardian

3.6 ★★★★★ (37)



More time for eating and wiggle breaks!! The little ones especially, their attention span is only so long
KUSD Parent or Guardian

3.6 ★★★★★ (35)



Our Students need a better notorious lunch program. Kids need the proper nutrients for development and to get through the day. We know a lot of students depend on this meal. Please do better!
KUSD Parent or Guardian

3.6 ★★★★★ (33)



Better, healthier food for lunches Better food, better energy and minds are clear with healthy food.
KUSD Parent or Guardian

3.6 ★★★★★ (32)



School lunches are terrible. Everywhere in kUSD. Funds should be used towards higher quality food. The current lunches are worse than prison food. The "meats" are grey, portions tiny, and are unappetizing and could be more nutritionally balanced.
KUSD Parent or Guardian

3.6 ★★★★★ (25)



Improve lunches at the Middle and High School Levels Its sad and pathetic some of the photos and 1st had account of how bad the food is.
KUSD Parent or Guardian

3.6 ★★★★★ (22)



Feed their bodies to fuel their minds. Many kids rely on school lunch, KUSD lunches need to change ASAP! It's proven hungry kids don't learn well No child has gotten obese eating school lunches. 5 yr olds don't have same needs as 5th graders Stop wasting food & provide healthy FILLING food
KUSD Parent or Guardian

3.6  (17 )



Provide food that isn't processed or full of chemicals. Low fat and low cholesterol are full of chemicals to replace the fat. The chemicals are worse than the real thing. It tricks the body and then the body holds onto the weight or tells the brain it isn't full.
KUSD Staff Member

3.6  (14 )



Continued free food Research shows that receiving free or reduced-price school lunches reduces food insecurity, obesity rates, food stigma, lunch debt, and poor health.
KUSD Community Member

3.6  (11 )



Better lunches for the kids. Been reports of moldy not done food Need healthy options to support learning
KUSD Parent or Guardian

3.5  (40 )



Better Lunch The kids say they are hungry. We are a free lunch school, but they say most of the food is gross and refuse to eat it.
KUSD Staff Member

3.5  (32 )



Our school lunches are atrocious and disgusting. I urge our board members to come in and see what are children are eating! We MUST do better! Some of our population depend on our breakfast and lunch program as the only meals they eat. Kids can't learn if they are hungry.
KUSD Staff Member

3.5  (32 )



Improving school lunches! The quality of food that is served to our children is poor. Many of the meal are thrown away because kids won't eat them. Many children in our district lack access to adequate healthy meals and the district meals are barely edible. Healthy food=Healthy Kids.

KUSD Staff Member

3.5 ★★★★★ (30)



Continue to keep breakfast and lunch FREE and all KUSD school. Children learn better then when have full bellies.

KUSD Staff Member

3.5 ★★★★★ (27)



More social workers for kids and better food choices for lunches

KUSD Parent or Guardian

3.4 ★★★★★ (41)



New food service provider My child will not eat the hot lunch at school due to the quality of they food.

KUSD Parent or Guardian

3.4 ★★★★★ (40)



Find a better way to distribute hot lunches. Lower income schools, a lot of kids rely on them, but have no time to eat after having waited in line

KUSD Parent or Guardian

3.4 ★★★★★ (39)



Permanent free meals for kids across district.

Kids need food to thrive.

KUSD Parent or Guardian

3.4 ★★★★★ (39)



I would like to see improvement in lunches/ quality of food. Next I would like to see additional assistance to emotional support for students. It's important to students because they spend quality time in school and it's important they are well nourished and assisted with personal concerns.

KUSD Parent or Guardian

3.4 ★★★★★ (35)



Food service Switch back to Sysco Foods. They had a way better selection of food and condiments for the kids. Stay allergy friendly too.

KUSD Parent or Guardian

3.4 ★★★★★ (34)



Hire a school cook staff to make meals fresh each morning with more healthy choices.

Fresh fruits and vegetables as well as hearty meals not only improve brain function and energy but also boost immune systems

KUSD Parent or Guardian

3.4 ★★★★★ (33)



Provide better quality and bigger portions of food for breakfast and lunch

It is important because many families rely on school lunches and many kids are disappointed and hungry because the food is poor and not enough.

KUSD Parent or Guardian

3.4 ★★★★★ (33)



Quality breakfasts and lunches. Offer students something different instead of cold sandwiches. What a joy to start or continue the day after a delicious breakfast or lunch.

KUSD Parent or Guardian

translated by Google

3.4 ★★★★★ (28)



Better quality food for students! Too much is being thrown away during lunch & breakfast!!

Kid need better nutrition, what they will actually eat, & to be able to take uneaten food to class/home to eat later if they want to.

KUSD Staff Member

3.4 ★★★★★ (26)



Invest in larger lunchroom spacing, alternative eating areas / times to reduce densely populated areas where no one has a mask on.. At some schools (Lance), the lunchroom is so overcrowded, there are tables in the hallway. The kids are arm to arm at the tables, there is NO space.

KUSD Parent or Guardian

3.4 ★★★★★ (19)



Provide fresh food to students from Indian Trail all the way to grade school. Horrible this should have to be something even mentioned.
Health of students and sanitary conditions of schools.

KUSD Parent or Guardian

3.4 ★★★★★ (9)



Improve breakfast and lunch programs
Students perform better with more consistent nutritional content

KUSD Parent or Guardian

3.4 ★★★★★ (4)



Lunches should be larger for middle school students in the charter schools. They get such small portions they go hungry most days.
Growing children need to have access to enough nutrition.

KUSD Parent or Guardian

3.3 ★★★★★ (14)



The kids need more exercise, and better quality foods for lunch, a gifted class after 5th grade. Kids come home starving everyday. Their getting tired of going to school. The gifted class is good for the kids who need it to not be bored in school.

KUSD Parent or Guardian

3.3 ★★★★★ (7)



Allow high school students to purchase misc food items other than regular school lunch. Sandwiches, Salads, drinks, and snacks
Students have funds on their my school bucks cards that cannot be used.

KUSD Parent or Guardian

3.2 ★★★★★ (24)



Continue free and available lunches Depletes food insecurity, decreases anxiety about mealtimes, decreases stress on parents, increases attention in students

KUSD Parent or Guardian

3.2 ★★★★★ (12)



Pre-packaged food being thrown away should be collected and either given to homeless shelter or the food banks. So much is being wasted. We are showing the students throwing away food is okay-it is not.

KUSD Staff Member

3.2 ★★★★★ (8)



Feed the 4K kids breakfast/lunch. Even though they are only half day students, it would be great to start doing that. They will concentrate better. Full bellies mean happier kids too.

KUSD Parent or Guardian

3.1 ★★★★★ (35)



Better lunch options and Mental health/therapy Food is the key piece to keeping a child on track during the day. The feeling of hunger should never arise. All kids should have someone to talk to

KUSD Parent or Guardian

3.1 ★★★★★ (15)



The schools need to serve healthier foods. There is no reason why kids should be able to purchase junk food at school. Stop serving sugary cereal. Kids need nutritious foods to prepare them best for learning, not sugar. School meals may make up most of some kids' diets, and it should be healthy.

KUSD Parent or Guardian

3.1 ★★★★★ (4)



Continue the free lunch/breakfast programs. Well fed kids perform better.

KUSD Parent or Guardian

3.0 ★★★★★ (38)



Offer breakfast during first period of school. Not all kids can be dropped off for breakfast due to busing but would like to have the free breakfast. Focus more on basic needs being met before instruction begins. Who wants to learn on an empty stomach. Do you like being in a meeting hungry.

KUSD Parent or Guardian

3.0 ★★★★★ (2)



A portion or a substantial amount should be used to overall our lunch/food program. Much of the of the food is being thrown away and is in land fill packaging. WE can do better. 22nd century thinking! Let's get on this NOW
KUSD Staff Member

2.8 ★★☆☆☆ (7)



Cafeteria food Many children have complain about the food options and would prefer to eat nothing from the school.
KUSD Parent or Guardian

2.8 ★★☆☆☆ (7)



Either start actually cooking food at the schools or have a "subway" type offering and soups. No prepackaging-pizza...like Parkside does it. why not? Nutritional value, less waste of food and plastics packaging. There is enough JUNK food the students eat. If we really care about them-lets do it.
KUSD Staff Member

2.8 ★★☆☆☆ (6)



School lunch program does not provide enough food and they taste terrible. Get rid of the Obama program
KUSD Parent or Guardian

2.7 ★★☆☆☆ (12)



Fund food, school supply, and clothing services for underserved student population
KUSD Parent or Guardian

2.7 ★★☆☆☆ (8)



Cafeteria Food Better food options for the children/o binary pro nouns to be taken out stupidest thing to teach
KUSD Parent or Guardian

2.7 ★★☆☆☆ (5)



Indoor food gardens, aquaponics, water filtration. Lunch improvements. Improve air quality, inspire careers, healthy choices. Recycling & Compost Our students need to see plants growing. They can incorporate math, science, marketing, cooking, life skills, and health into this. (ex Indian com. sc
KUSD Staff Member

2.6 ★★☆☆☆ (31)



Continue to have free meals at the schools for those in need. So each child has access to health meals if they are unable to get them at home.

KUSD Parent or Guardian

2.6  (3 )



Kenosha Unified School District Curriculum/Program Committee Meeting

February 8, 2022 | 6:00 P.M. | ESC Boardroom

		Members: Todd Price, Chair/School Board Member Yolanda Adams, School Board President Mary Modder, School Board Treasurer Atifa Robinson, School Board Member Heather Kind-Keppel, Community Member Amber Infusino, Community Member Emilie Gastaldi, Community Member Andrew Levin, Community Member Howard Moon, Community Member Bridget Nash-Chrabasz, Community Member Shelby Prince, Student Member Cesar Ramirez, Student Member CasSandra Brooks, Staff Member Kristy Gaudio, Staff Member
Meeting called by	Todd Price	
Type of meeting	Curriculum/Program	
Facilitator	Todd Price	
Note taker	Stacy Stephens	
Timekeeper	Stacy Stephens	

Agenda Items

Topic and Presenter		Outcome	Time allotted
1.	Review of December 7, 2021 Minutes – Price (page 1)	Review	2 Minutes
2.	KUSD ThoughtExchange ESSER Funding Feedback – Keckler/Housaman (pages 2-103)	Sharing/Feedback	43 minutes

Other Information

Next Meeting: April 12, 2022

Agenda Topic: Update on ESL Program

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KENOSHA UNIFIED SCHOOL BOARD
CURRICULUM/PROGRAM MEETING
Educational Support Center – Room 110
December 7, 2021
MINUTES

A meeting of the Kenosha Unified Curriculum/Program Committee chaired by Mr. Price was called to order at 5:00 P.M. with the following committee members present: Ms. Adams, Mrs. Modder, Ms. Robinson, Ms. Infusino (virtual), Mrs. Gastaldi (virtual), Mr. Levin (virtual), Mr. Moon, Ms. Prince, Mr. Ramirez, Ms. Brooks (virtual), Ms. Gaudio, and Mr. Price. Dr. Ormseth, Mrs. Housaman, Mrs. Clements, and Ms. Stevens were also present. Mrs. Kind- Keppel and Mrs. Nash-Chrabascz were excused.

Mr. Price welcomed committee members and introductions were made.

Review of June 1, 2021 Minutes

There were no suggested changes made to the minutes.

Talent Development Program Services

Mrs. Julie Housaman, Chief Academic Officer, and Mrs. Patti Clements, Coordinator of Talent Development, gave a Talent Development Program Services PowerPoint presentation which covered the following topics: Wisconsin state statute section 118.35 - programs for gifted and talented pupils, school board policy 6432 - talent development program; key characteristics of an effective plan, use of MLSS, tier 1 universal instruction, tier 2 targeted extensions, tier 3 elementary services, tier 3 middle school services, tier 3 high school services, universal screening process, elementary enrichment participation, elementary enrichment annual enrollment, and middle school enrichment participation.

Ms. Adams requested that future reports also note the demographics of the students. Administration noted the suggestion.

Mrs. Housaman and Mrs. Clements answered questions from committee members throughout the presentation.

November 16, 2021 Regular School Board Meeting Agenda

Dr. Ormseth solicited feedback, questions and/or comments in regards to the November 16, 2021 regular school board meeting agenda. There was no feedback, questions and/or comments made by committee members.

Dr. Ormseth noted that the next meeting will take place on February 8, 2022 and an update on the ESL program will be presented.

Meeting adjourned at 5:44 P.M.

Stacy Stephens
School Board Secretary

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KENOSHA UNIFIED SCHOOL DISTRICT

ThoughtExchange Feedback

KUSD Standing Committee

February 8, 2022

KUSD Mission: Provide excellent, challenging learning opportunities and experiences that prepare each student for success.



Agenda

- Federal ESSER III Expectations
- KUSD ThoughtExchange Survey Summary
 - ★ Participant Breakdowns
- Finalized ThoughtExchange Themes
- Thought Example
- Identification of Committee Respective Themes
- Questions for Further Consideration
- Reporting Back



Federal ESSER III Expectations

- The American Rescue Plan (ARP) Act, the third federal COVID-19 relief law, passed in March 2021, provides districts **one-time funds** through the Elementary and Secondary School Emergency Relief (ESSER) III grant program.
- KUSD is expected to receive **\$45 million** in ESSER III funding.
- Funds **must be spent no later than Sept. 30, 2024**.
- Funds are intended to help sustain the safe operation of schools and address the impact of the coronavirus pandemic on the nation's students.
- KUSD must use a **minimum of 20%, or \$9 million**, to implement evidence-based interventions to address learning loss.



ThoughtExchange Survey Summary

- Distributed online to the Kenosha Community
- November 29 – December 17, 2021
- Selection of four participant groups
 - KUSD Parent/Guardian (879)
 - KUSD Staff Member (453)
 - KUSD Community Member (55)
 - KUSD Student (18)



1,405
Participants



2,054
Thoughts



52,040
Ratings

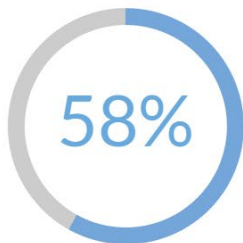


ThoughtExchange Survey Summary



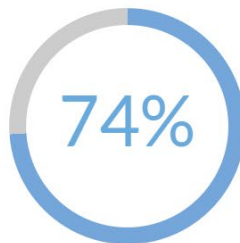
817

Participants shared
thoughts



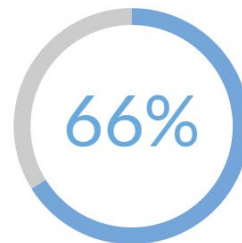
1,041

Participants rated
thoughts



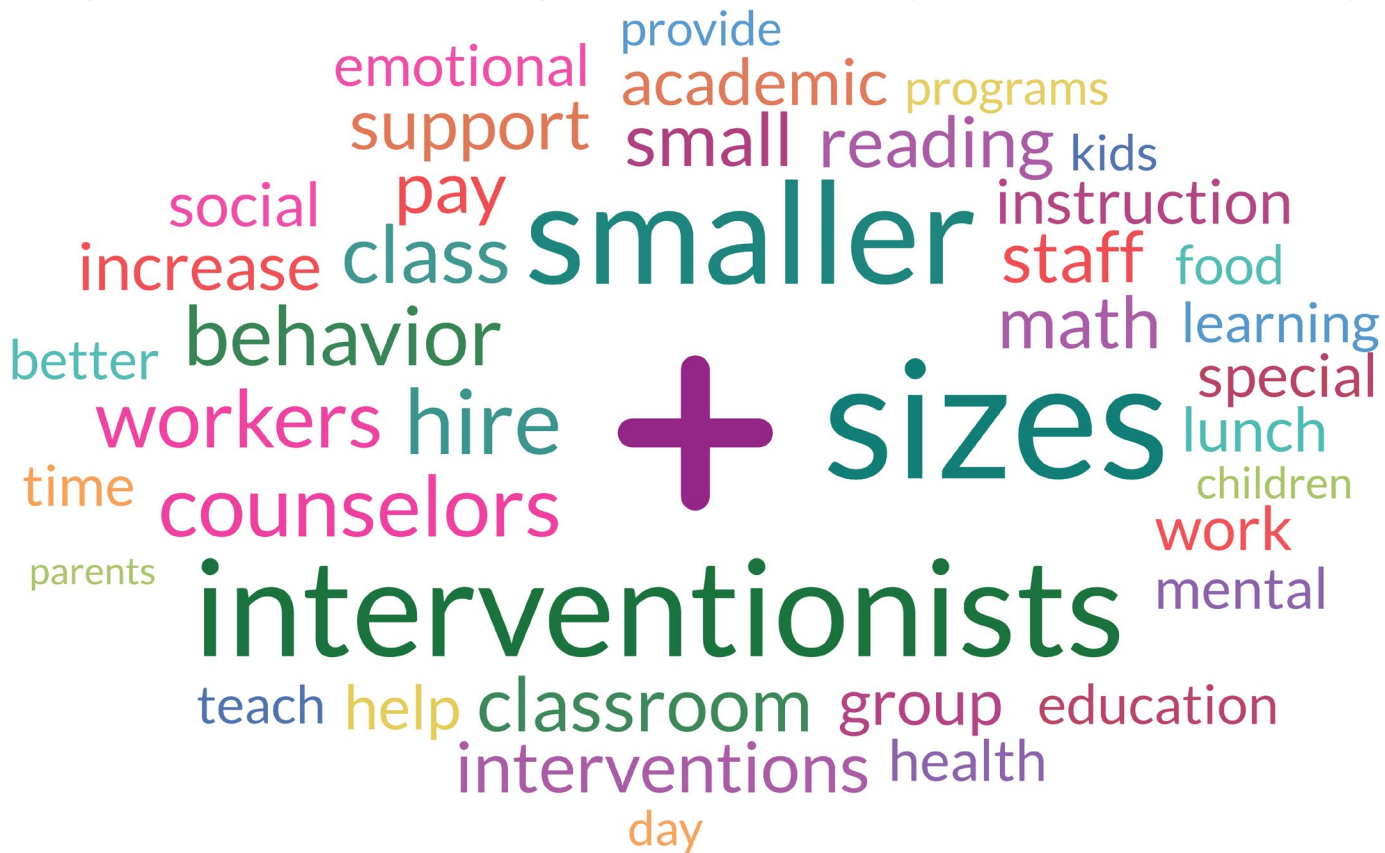
929

Participants explored
thoughts



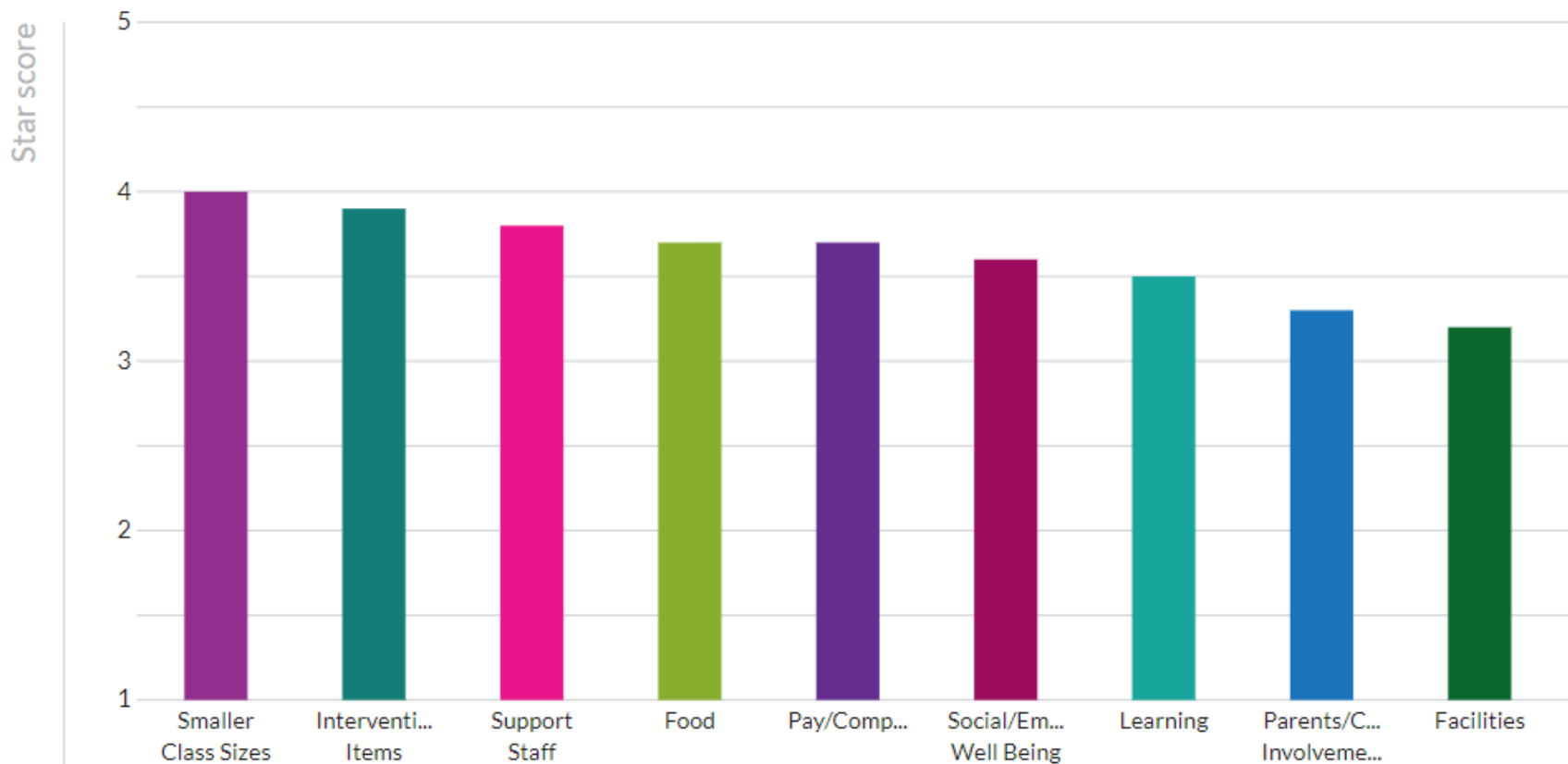


ThoughtExchange Survey Summary



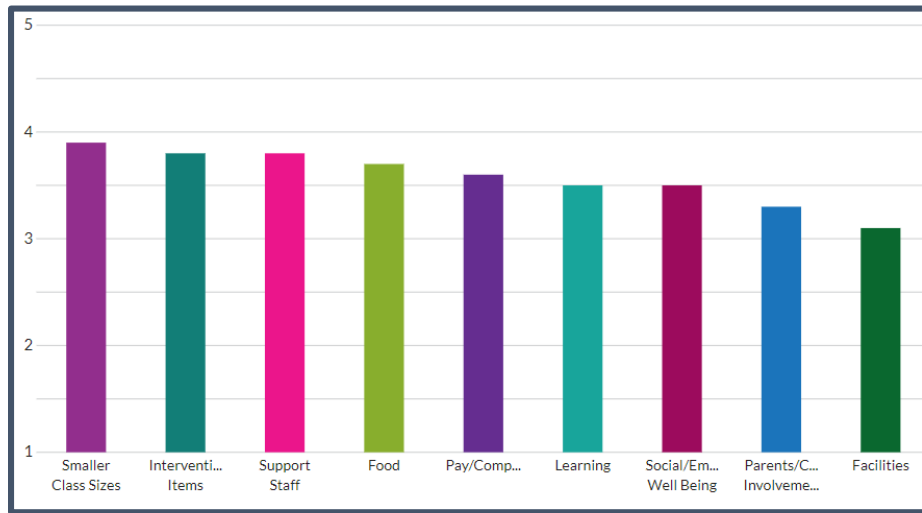


ThoughtExchange Survey Summary

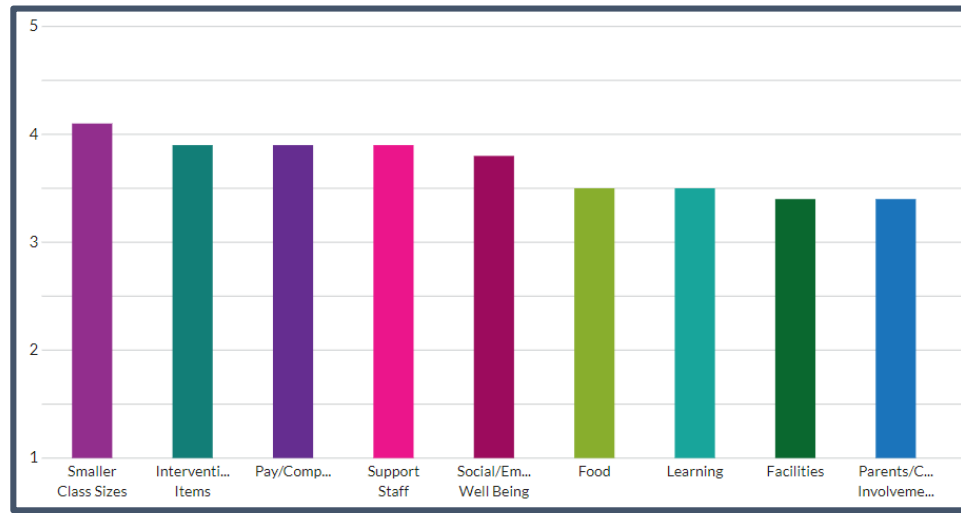




ThoughtExchange Survey Summary



Themes ranked just by
KUSD Parents & Guardians



Themes ranked just by
KUSD Staff Members



ThoughtExchange Sample

A portion of funding should go to revamp playgrounds that aren't ADA compliant and build new ones to be inclusive as required by the Dept of Justice. Children learn through social interaction. When 20% of the population is excluded it teaches exclusion. Kids of all abilities need to be included.

KUSD Parent or Guardian

3.7  (34 )

Submitted by a Parent or Guardian, with an overall rating of 3.7 out of 5. Ratings provided by 34 other parents or guardians.



Standing Committee Process

- Each member of this KUSD Standing Committee has been provided a copy of all respective thoughts for the following themes:

Planning & Facilities <ul style="list-style-type: none">• Facilities• Food	Curriculum and Program <ul style="list-style-type: none">• Learning• Social, Emotional & Physical Support• Intervention Items
Audit, Budget & Finance <ul style="list-style-type: none">• Pay & Compensation	Personnel <ul style="list-style-type: none">• Smaller Class Size• Support Staff• Parent and Community Involvement

- The next portion of the meeting will allow the committee members to reflect on those thoughts and identify focus areas.



For Consideration

Each standing committee will work at their tables and begin with the first exercise:

- What are the main idea(s) of these thoughts?
- A recorder at each table will use the white paper to record the main ideas.



For Consideration

- Next, each table will have a spokesperson share their identified ideas by reporting out to all of the tables.
- Once shared, the white papers with the ideas will be placed on a wall.



For Consideration

- Each member will have a limited number of dots which you can place on ANY white paper to identify which idea(s) you feel should be the focus.
- You can place any number of dots on any of the listed ideas on any of the white papers.



For Consideration

Next, the reporter for each white paper will present which idea(s) produced the highest focus.



For Consideration

- Would the top idea(s) be an allowable use of the ESSER III funds?

Remember, these are:

- One-time funds
- Intended to help sustain the safe operation of schools and address the impact of the coronavirus pandemic on the nation's students.
- Required to use a **minimum of 20%, or \$9 million**, to implement evidence-based interventions to address learning loss.



For Consideration

- What would a successful implementation of the top idea(s) look like if addressed?
- What are some things KUSD could/should consider for implementation?



For Consideration

Was anything missed/not included with these ideas?



Next Steps

- Replicate this process with all KUSD Standing Committees.
- Gather additional stakeholder feedback.
- Budget analysis/plan development.
- Recommend plan for Final Board approval.

THANK YOU

Any questions?



kusd.edu



KenoshaSchools



KenoshaSchools



KUSD



KenoshaSchools

A blurred photograph of a classroom. In the foreground, there are several light-colored rectangular tables and blue plastic chairs. The tables are arranged in rows. On the tables, there are some colorful objects, possibly toys or educational materials. In the background, there are large windows with multiple panes, letting in natural light. There are also some shelves or storage units against the wall. The overall scene is a typical classroom environment.

KENOSHA UNIFIED SCHOOL DISTRICT

KUSD ESSER III LEARNING THOUGHTS

Kenosha Unified School District KUSD Staff Member

Hire additional staff. Because there is a massive amount of extra work for all employees with covid.

4.4 ★★★★★ (26 👤)



We need to hire qualified staff to run intensive, small group instruction for reading, math and writing. We need in house counseling/therapy services We don't need more programs unless we have the staff to help us run them!

4.3 ★★★★★ (26 👤)



Preserve teacher planning time at all costs. This is HOW teachers are able to teach effectively. Many use EVERY second and STILL bring work home regularly (free labor.)

4.3 ★★★★★ (23 👤)



Behavioral support Students seem to lack limits and we do not have people to support the behaviors

4.3 ★★★★★ (16 👤)



Special education students are placed and looked at as a NUMBER from downtown, NOT INDIVIDUAL NEEDS. Classrooms are filled with HIGH NEED STUDENTS Special ED Teachers should not be split between buildings, grade levels. HIRE MORE QUALIFIED Special ED Teachers. ALL Students and Staff suffer.

4.2 ★★★★★ (26 👤)



Preserve teaching planning time at all costs. This planning time is vital to effective teaching. Many teachers use planning time wisely and still have to bring work home- free labor.

4.2 ★★★★★ (25 👤)



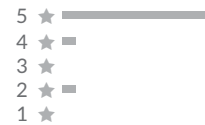
Behavioral support We lack help with daily behaviors

4.2 ★★★★★ (20)



We need consistent staff who are trained in trauma and are incentivized to STAY at a school for more than a year or so. Kids needs consistency. Our kids who have suffered trauma(s) in their lives lack that in EVERY aspect of their lives; school should mean: security.

4.2 ★★★★★ (12)



Enhance school day academic support staff (paraprofessionals for reading, tutoring, etc...) "Real time" support that individualizes to students needs

4.1 ★★★★★ (26)



Special program for kids struggling with classroom behavior. We are seeing high rates of behavioral difficulty in the classroom that impedes learning. We need a program that helps get to root causes.

4.1 ★★★★★ (26)



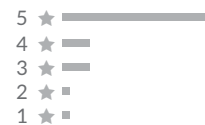
There are SPED teachers that aren't able to meet their minutes because they have too many kids with high minutes They aren't able to give the correct assistance with minutes so the kids are getting bumped to lower minutes to try to suffice everyone.

4.1 ★★★★★ (26)



Find a way to increase prep time for teachers Teachers are stretched very thin and do not have adequate time during the school day to plan impactful lesson and assess and make adjustments to plans

4.1 ★★★★★ (23)



We need more teachers and counselors. Students need a lot more academic and mental health as a result of the last 2 years. We don't have enough staff to do this effectively.

4.1 ★★★★★ (12)



Teachers do not need more professional development. We need more support in the classrooms with behaviors and reaching academic benchmarks. Teachers are highly trained and professional. There is room for growth; however, the most valuable aid would be more staffing.

4.1 ★★★★★ (11)



Hire social workers, counselors and SEL interventionists. Students need trained professionals to support them.

4.1 ★★★★★ (8)



Give teachers planning time to let the trained professionals plan and prepare instruction to best meet the needs of the students in their class. Teachers are responsible for teaching students. Let them.

4.0 ★★★★★ (36)



We need to do something to increase teacher retention. Teachers who feel valued, supported and treated as professionals will stay in district and build on their program year to year

4.0 ★★★★★ (31)



Reading specialists in the primary grades To help students that are below grade level in their reading skills.

4.0 ★★★★★ (27)



Provide classrooms with well trained ESP's. This will support students and teachers in teaching and learning.

4.0 ★★★★★ (25)



Each elementary school should have someone who is responsible for behaviors at the school and only behaviors. Student behaviors have become a huge reason why students are not learning during instruction because of distractions. Have someone to respond to them.

4.0 ★★★★★ (21)



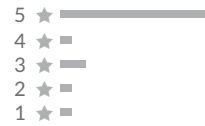
Elementary school teachers should receive the same number of prep minutes as middle and high school teachers. (KTEC does not have half day Fridays.) This is important for teachers to be able to have the necessary time to plan engaging lessons and provide materials for differentiation.

4.0 ★★★★★ (20 👤)



TO PROVIDE MORE SOCIAL WORKER/COUNSELOR SUPPORT IN ADDITION TO BEHAVIOR SUPPORT FOR MENTAL HEALTH/TRAUMA NEEDS. IT'S IMPORTANT BECAUSE THESE ARE IDENTIFIED NEEDS THAT HAVE SEEN THE GREATEST IMPACT FROM THE PANDEMIC IN SCHOOLS.

4.0 ★★★★★ (16 👤)



Virtual and In-Person needed to be separate jobs. Classroom teachers should not be expected to do virtual and in-person learning. These are two separate jobs.

4.0 ★★★★★ (14 👤)



Hire more counselors and social workers Too many students have trauma, mental health and behaviors.

4.0 ★★★★★ (12 👤)



More counselors and behavior interventionists It is hard to teach when there are so many behavior disruptions

4.0 ★★★★★ (12 👤)



Students need access to mental health services - especially the ability to meet with a counselor on a regular basis. An ever increasing number of students are struggling with emotional regulation and family issues. They are acting out in class, disrupting learning.

4.0 ★★★★★ (12 👤)



Behavior supports / interventionists needed in our schools to help with dysregulated students instead of SpEd teachers getting pulled from servicing. SpEd Teachers can focus on meeting the needs of their students by meeting SDI minutes and functional support .

4.0 ★★★★★ (9)



Hire additional teachers/staff for schools to assist with students displaying disruptive/challenging behaviors in classrooms. To allow students the opportunity to achieve academic advancement.

4.0 ★★★★★ (6)



more support staff Regular ed teachers are stretched very thin. If we had more support for tier two and tier three instruction, gaps could be closed faster.

3.9 ★★★★★ (30)



Increase the amount of special education teachers in each building as many have case loads that are way too big. Special education students' needs are minimally met as their special education teacher is spread too thin, causing behavior problems.

3.9 ★★★★★ (28)



Supporting teachers financially Teachers are being overworked and are expected to work twice as hard. We are struggling and tired.

3.9 ★★★★★ (28)



Add enrichment opportunities for students who are ahead of their peers post-pandemic If we don't progress their learning forward, they will become disengaged as well.

3.9 ★★★★★ (27)



ESP & Special Education Support / Staff Behaviors are the biggest issue causing loss of instructional/learning time & adding trauma to already traumatized students. We need more people!

3.9 ★★★★★ (27)



Use to create programs for extra academic support outside of class for students who are still getting quarantined or struggling after returning. As a classroom teacher there is only so much time and energy I have in a day. Having another layer of support I can refer students to would be great!

3.9 ★★★★★ (27)



Students need to develop basic skills in math, reading, comprehension, writing, and vocabulary. School closings, virtual learning, & educational philosophy changes the past 10 years has caused 6th grade basic skills to drop these past few years.

3.9 ★★★★★ (26)



Behavior / SEL team to support schools This is a district team that would train elementary behavior experts. In addition, in extreme needs, this team could go in, observe and collaborate

3.9 ★★★★★ (25)



Hire additional support in all areas. Because of COVID. It has added a massive amount of work for everyone. Or compensate for extra work. We are not servicing families fully overall

3.9 ★★★★★ (25)



Support staff for students that need extra help Instead of pushing students to the next grade that have learning loss, hire more people to help close the gap for these kids. Retain the students.

3.9 ★★★★★ (25)



We need an extremely trained dean in each elementary school. Many classrooms are being overrun by extreme behaviors and this makes learning difficult at most times of the day.

3.9 ★★★★★ (24)



Expand SPED services at elementary. We have many younger students being identified with autism and/or other behavior issues and we don't have staff SPED students' needs are not being met due to low staffing numbers for SPED at elementary. Gen ed teachers are having to teach classes and regulate

3.9 ★★★★★ (22)



Teachers should not be expected to do both virtual and in person learning. They need to hire more bodies and a system to cover virtual learning. This leads to burnout rates and there needs to be a better way.

3.9 ★★★★★ (17 👤)



Classroom teachers shouldn't have to teach in person and virtually. Requiring this is leading to burn out rate increases. There has to be a better way. It's too much.

3.9 ★★★★★ (16 👤)



I believe that money should be allocated towards hiring more special education teachers and assistance . The district makes it difficult to meet IEP goals when some students need more support to work within the general education classroom .

3.9 ★★★★★ (15 👤)



All schools need to hire more mental health specialists and ESP's. More counselors, social workers, SEL, therapist, behavioral specialist, deans There is an alarming rate of students who need mental health care and have behaviors. Bullying is sky rocketing ; there is not enough staff to help.

3.9 ★★★★★ (14 👤)



Increase teachers pay so we could attract more people into education and we could fill the many open positions. Students need more one on one time with teachers to make up for lost learning . It will require hiring many more teachers but right now there are m

3.9 ★★★★★ (14 👤)



SEL curriculum - evidenced based To tailor to each students individualized needs. Assessments and evidenced based curriculum will lead to results that can be measured!

3.9 ★★★★★ (13 👤)



Supporting students and teachers during prolonged absences. Students who are out, do not have a lot of support academically. Teachers have a full class and are unable to provide supports with kids in and out.

3.9 ★★★★★ (13 👤)



i would like to see more staff available to assist in behavior issues in the classroom. Weather it be an ESP or a SPED or create a new position The time redirecting and dealing with basic behavior issues in the classroom is out of control. It makes it hard for the kids who are behaved to learn

3.9 ★★★★★ (13)



Add additional supports in the classroom to support each teacher with behaviors and supporting academics. Teachers can't teach with the level of behaviors in the classroom. The academic needs are varied and the ESP could assist groups based on skill level

3.9 ★★★★★ (10)



Hire more special education teachers and counselors for all schools. There is a huge increase in the number of special education students and students with trauma. This is critical for best instruction of all students.

3.9 ★★★★★ (10)



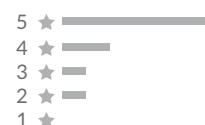
Make it so the schools have enough resources to have adequate ESPs for a majority of the students that have IEP. managing behaviors and emotions in the classroom or 25+ kids is difficult so having another hand would be helpful.

3.9 ★★★★★ (10)



More counselors and/or social workers are needed to support student social skill deficiencies and growing mental health concerns. There is more need than counselors can keep up with. Counselors could spend all their time just with special education case loads. GenEd needs support

3.9 ★★★★★ (10)



Counseling staff. Each building needs, at the very least, their own full time counselor to support student needs.

3.9 ★★★★★ (9)



Hire more staff for academic intervention

Many students are struggling academically due to the disruption of schooling caused by the pandemic. Too many needs and not enough current staff.

3.9 ★★★★★ (9)



Social workers in every building Students are struggling. They are anxious and depressed, and that is causing tension, fights, and poor academic performance.

3.9 ★★★★★ (9)



Students would benefit from having an interventionist for the K-2 level as well as the 3-5 level in each elementary school. This ensures that all students behind behaviorally or academically receive small group instruction needed for students to reach grade level.

3.9 ★★★★★ (9)



The counselor role needs protection from duties that are not aligned with their role. Counselors are being called to assist with student behaviors. Counselors cannot do what they are trained to do if they are called away for tasks that are not related to counseling. Counseling is essential.

3.9 ★★★★★ (9)



Provide training on mental health needs such as anxiety and social skills supports for students for re-engagement. Re-engagement

3.9 ★★★★★ (8)



Deans and behavior interventionists are necessary to support the work of teachers, principals and counselors. Social skills show deficiencies. The counselor could focus on needed skill counseling, while the new roles could support behaviors that disrupt learn

3.9 ★★★★★ (7)



Planning/Prep time needs to be increased. There is a huge amount of time that goes into teaching students. We need to make sure teachers receive that time to plan.

3.9 ★★★★★ (5)



Additional ESP support at elementary SEL need is significant, extra support in classrooms (not just sp ed) would help teachers manage behaviors and deliver rigorous curriculum, on pace!

3.8 ★★★★★ (28 👤)



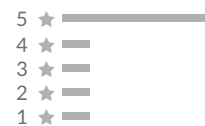
Teachers need more time. Only 1 50 min prep with planning and grading and other professional responsibilities is impossible with 120-180 students per day.

3.8 ★★★★★ (28 👤)



Hire trained people to help address these issues during the school day. There are too many individual student issues, and not enough support to address them.

3.8 ★★★★★ (27 👤)



Adjust curriculum expectations based on the fact that many students have not progressed in the last two years. We have made no considerations in curriculum loss. We expect students to learn 8th grade math when they are still in the middle of 6th grade math.

3.8 ★★★★★ (26 👤)



Air conditioning in all schools and full functioning windows These schools get hot and humid, kids need to be comfortable while learning

3.8 ★★★★★ (25 👤)



More Prep Time! Time to co-plan, research, reflect on data and student needs, and create high-quality lessons. There is not currently enough time for teachers to do what is truly necessary for their jobs - let alone trying out new things to support students.

3.8 ★★★★★ (25 👤)



Hire more special education teachers and educational assistants. The Special Education teachers and assistants have heavy caseloads and are being stretched thin. More support in this area is needed.

3.8 ★★★★★ (23 👤)



Hire an academic and behavior dean at every elementary school. This is important to be able to address the behavior and learning needs that have become overwhelming for one educator to deal with on their own.

3.8 ★★★★★ (21)



Funding a curriculum that allows differentiation for students who are two levels below grade level and for students who need extensions. The current reading and writing curriculums are built for students who are on grade level and doesn't allow for flexibility to support other students.

3.8 ★★★★★ (19)



Prep time for teachers Teachers want to help students, but many are too busy. Staff resignations are really affecting the students. What's KUSD doing to keep staff?

3.8 ★★★★★ (19)



Elementary schools should have a dean position Having a dean position in schools will help with the behavior issues that come up each day.

3.8 ★★★★★ (17)



More sick days so we don't have to use our own on whenever we have a cold and can't come to school due until covid testing results are obtained. Because the situation isn't the same anymore due to COVID. If we have a symptom that is perhaps just a cold we are suppose to stay home.

3.8 ★★★★★ (16)



PSG is not living up to their contract Bullen has had a waitlist since last year. Not one student has come off of that list. The list continues to grow bc of the need IN and OUT of school.

3.8 ★★★★★ (12)



KUSD has never provided appropriate structure / required accountability of administrators or funded Tier I or II since before COVID-19. Since COVID-19, we have even more students in general education programming with delays that are overwhelming an already overwhelmed Tier III system.

3.8 ★★★★★ (11)



Tier I and Tier II academic and mental health supports are necessary to address these student needs as special education programming is inappropriate. The lack of necessary staff and high attrition rate of special education teachers, social workers, and school psychologists does not allow support.

3.8 ★★★★★ (10)



Evaluate needs per school. Hire accordingly. Some schools need 1 prof. others may need 5 prof. Equitable is not always fair. Let need determine plac We are losing too many students that need help to get past trauma of COVID damage. Before they can learn, they need to be able to deal with trauma

3.8 ★★★★★ (9)



Intervention teachers - reading and math We have a tremendous need to provide additional support, either individual or small group, for students who are struggling to work at grade level.

3.8 ★★★★★ (9)



creating a space and actual space or room dedicated to pulling distractions OUT of the classroom would be helpful. It would give both groups a chance to regroup and do their best learning.

3.8 ★★★★★ (9)



More prep time! We have too much to do: class prep, interventions, collaboration, etc. How do we improve/increase our output for students if don't have increased resources/time to plan or accomplish all of those things?

3.8 ★★★★★ (3)



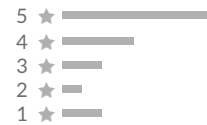
Hire more support staff for classes with special needs students. Children with significant behavioral/educational needs can be disruptive in class. Additional support staff can help all students learn.

3.7 ★★★★★ (31)



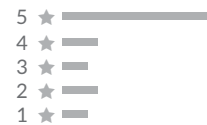
More support with behaviors - Deans at each school in addition to the principal Principals are being overloaded and behaviors continue to occur. With an additional person, it would run more smoothly

3.7 ★★★★★ (31)



Educational assistants for each grade level. Another set of hands to help support the students.

3.7 ★★★★★ (30)



We need to have mandatory study skills courses incoming freshmen and sophomores, we need to offer remedial Reading courses AND writing courses Students are not reading or writing at grade level

3.7 ★★★★★ (30)



Prep time for teachers Teachers can never begin to address the impacts of the pandemic when we already are at a lack of time to complete even basic responsibilities.

3.7 ★★★★★ (28)



We need better support / follow up for truant and chronically absent students. Students can't learn if they are not here. Support needs to be given early on (PreK/ Kindergarten)

3.7 ★★★★★ (27)



Revamp the way we handle discipline and make time for teachers and students to have restorative conversations. Students do not know how to act appropriately in school and in public. Restorative practices gives those difficult moments a time to learn.

3.7 ★★★★★ (26)



Air Conditioning in EVERY School! Air Quality assessed & addressed - especially in older buildings! No student or staff should have to suffer in 80+ degree classrooms. More learning is being lost on the hot days because of this basic need!

3.7 ★★★★★ (25 👤)



Every school needs the supplies necessary to teach. Not all schools have families that bring the supplies to school and therefore those children do not have what is necessary to succeed.

3.7 ★★★★★ (23 👤)



Create more learning opportunities for support staff regarding SEL, allow time for Staff for self care. Our buckets are empty, we are filling our students so much then dealing with our home issues it is exhausting.

3.7 ★★★★★ (19 👤)



build seconds step into the curriculum for all teachers common language, more instructional time, less behavior, students able to communicate feelings

3.7 ★★★★★ (16 👤)



Hire trained deans or behavior intervention specialists to handle the bulk of behaviors at all elementary schools. So that staff is not spread so thin and can focus on many of the students who may not have behavior concerns but still need extra support.

3.7 ★★★★★ (15 👤)



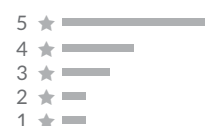
More staffing to address behavior and sensory needs so that teachers can spend time on teaching. Emotional and sensory needs have become more common in students. Teachers don't have enough time to deal with that AND rigorous content.

3.7 ★★★★★ (14 👤)



Special Education teachers Be able to support the needs of our special needs population

3.7 ★★★★★ (13 👤)



Every school should have counselors and social workers. SEL interventionists at each school. Students need to learn about their social and emotional learning. They need to work with specialists and teachers to support their emotional health.

3.7 ★★★★★ (10 👤)



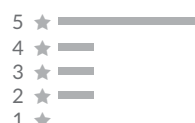
Hire more teachers and more teacher aides for all classrooms. Keep students at 15 or less in classrooms for smaller class sizes to optimize learning. This is extremely important for optimal learning among all students. Large class sizes to only one teacher does not work. Aides are needed as well.

3.7 ★★★★★ (10 👤)



Foundational skills, writing, math and behavior are in need of teaching and assessment across the age span. High school students who are unable to write complete sentences or complete basic math functions is embarrassing

3.7 ★★★★★ (7 👤)



Each grade school should implement a single Social Emotional Learning program So students can learn how to cope with society, and have 1 consistent set of coping strategies.

3.7 ★★★★★ (6 👤)



To hire staff at the elementary level to help with behavior intervention. This is important because currently our staff is stretched so thin that they are not able to successfully help each and every child achieve their best

3.7 ★★★★★ (5 👤)



resources for teachers to fill the gaps in learning before being forced to ty and teach at grade level Students are not at grade level - they are struggling

3.6 ★★★★★ (32 👤)



We need more cross categorical support and ESPs. Students with the greatest needs often need the most resources. This leaves many other students not getting the resources they need.

3.6 ★★★★★ (28 👤)



Additional support. Help students is our priority.

3.6 ★★★★★ (27 👤)



Allow more time for Teacher/Staff Collaboration within the school day build Tier 1 foundation to ensure equitable equitable access to high levels of learning for all students

3.6 ★★★★★ (27 👤)



Students quarantined need resources while at home VERY important. The classroom teacher can not teach the class and provide resources for at home students at same time effectively

3.6 ★★★★★ (27 👤)



Therapeutic setting with wrap around services for a temporary needs assessment for extreme social needs at the elementary level. Students w/out proper support and diagnosis are being traumatized & impacting others daily in a system that is not equipped to properly support them.

3.6 ★★★★★ (27 👤)



Provide interactive panels in every classroom. Interactive panels allow students and teachers access to a visual experiences to access, share and collaborate with digital resources in real time.

3.6 ★★★★★ (26 👤)



academic needs with 2 certified teacher assigned to each classroom full time to meet the needs of all individuals

3.6 ★★★★★ (26 👤)



Stop constantly changing the elementary curriculum! Choose a quality curriculum & stick with it for 5-7 years. We don't need more technology & tools. Stop the curriculum documents!

3.6 ★★★★★ (25 👤)



Bring back two recesses per day in grades 4K through 5 Hire extra supervision staff if necessary. Elementary students need MUCH more play time.

3.6 ★★★★★ (19)



Academic tutoring program for students I think many students are going to struggle after the pandemic. Tutoring after school/ during the summer would be beneficial for recommended students

3.6 ★★★★★ (18)



We need a bridges program again. That way our students who struggle with school in general can get what they need. We aren't helping any students when there are many distractions in the classroom. We need to find a way to guide students in different directions.

3.6 ★★★★★ (18)



Have an ESP in every classroom, especially in younger grades. To help with support for all students. We need a lot of support in the classroom with the many needs of every student and one person cannot do it all all day.

3.6 ★★★★★ (15)



I think bringing in some specialist in different areas to assist in learning. It will help close the gap and learning that was lost during the 2020-2021 school year and also help with progressing to 2022-2023

3.6 ★★★★★ (12)



Consumer Education back in middle school give more variety to electives and consumer education was beneficial but was taken away

3.6 ★★★★★ (11)



Hire more support staff More academic and behavioral support needed. Currently we have 2 part time ESP's and one site sub. The support we have does not best meet our needs.

3.6 ★★★★★ (11)



More Special Ed support hiring more people to help students with an IEP

3.6  (11 )



Do not use the funds in a way that will cause bigger problems when these temporary funds disappear The district is already behind on right-sizing staffing to enrollment. Using these funds to mask that issue will make it even more painful very soon.

3.6  (7 )



Behaviors need to be addressed consistently throughout the district Behaviors are interfering with leaning

3.6  (5 )



Bring back the Bridges Program for all KUSD secondary education schools It supports students in their development of academic and social/emotional/behavioral knowledge & skills in an alternative school environment.

3.6  (5 )



2 Behavior Deans or counselors at Somers A growing number of students struggle with anxiety and behaviors, which greatly interferes with each child's learning.

3.6  (4 )



Additional ESPs for all classrooms in grades K-2 Students are struggling with behaviors, bathroom accidents, getting dressed, basic self help skills.

3.6  (4 )



Financial support to educators and staff to compensate for the traumatic working conditions. Teachers are asked to support students in ways that are outside their job description. Doing someone else work warrants compensation.

3.6  (3 )



More ESPs to support in the classroom. If you want small group intensive interventions, the teacher needs another adult in the room to assist with students who are not part of the small gro

3.6 ★★★★★ (3)



Extra adult support in buildings such as: teachers, esps, interventionists, deans, social workers. This is highly important because our students are not getting the proper support they need with the amount of staff. Behaviors are increasing.

3.6 ★★★★★ (2)



Headphones and technology maintenance. Students often come to school without functioning headphones and their chromebooks are gross. These issues stand in the way of learning.

3.6 ★★★★★ (2)



For High Schools: either hiring individuals or allowing content area teachers to have one of their assigned classes be Content Area Resource class If students can go to content area specialists instead of open study hall, they can get extra, specific support they need.

3.5 ★★★★★ (31)



Hire deans at the elementary level We are experiencing more aggressive behaviors at the elementary level and are completely understaffed to help students appropriately.

3.5 ★★★★★ (30)



More counseling/social work services on each building Many of the students could benefit from support in this area, relating to homelife, the pandemic, etc.

3.5 ★★★★★ (30)



Our teachers need instructional materials for differentiating instruction for readily available in each classroom. Now more than any other year students gaps are huge! This makes the usual grade level material appropriate for only a small portion of the classroom.

3.5 ★★★★★ (30)



Dean or Asst Principal role at all Elementary Schools 1 Admin manages every aspect of bldg = burnout & turnover. Also, Principals frequently required at meetings and unavailable for student/staff need.

3.5 ★★★★★ (27 👤)



Implement Second Step (SEL) license/kit (already offered in KUSD middle schools) to all elementary schools /hire add'l staff to coordinate curriculum Introducing SEL programming earlier can reduce negative behaviors, creating positive classroom climates so students can focus on improving academics

3.5 ★★★★★ (27 👤)



Provide funding for a before and after school tutoring program. Additional times for extra academic support to aid in the gaps which occurred during the last couple school years.

3.5 ★★★★★ (27 👤)



Supporting students through mentorship programs. Research shows that students who have mentors improve in both behaviors and academics.

3.5 ★★★★★ (27 👤)



Address bullying in school Create a safe learning environment

3.5 ★★★★★ (26 👤)



It would be nice if we could fund some after school tutoring for students who fell behind due to the pandemic and don't have the support at home. Some students don't have enough support with academics at home. This gives additional time for reteaching / extra practice in crucial areas.

3.5 ★★★★★ (26 👤)



Train staff to incorporate SEL in every students day, everyday. This would be separate from academic class time. Teachers have to spend too much time on classroom management. It can become a power struggle that serves no one. Kids need skills prior to a blow-up.

3.5 ★★★★★ (26)



We can hire another dean to address behavior issues. Behavior issues are the number 1 cause of loss of learning in the classroom.

3.5 ★★★★★ (26)



We need to do MORE with students that stay home to quarantine. Theres times the teacher is not notified until week or so later., stude ts need support while at home. They are not getting enough and then they return and learning gap increases

3.5 ★★★★★ (26)



Please focus on EQUITY, not Equality with these funds! Disbursement should be based on student/community needs, not just size of a school/number of students. Smaller schools have some bigger needs.

3.5 ★★★★★ (25)



lunch supervision increase and pproper training Many social interactions happen on the playground. We do not universally train. We are way understaffed.

3.5 ★★★★★ (24)



District trainings that are actually relevant to pulling our majority of students up from 3 or more grade levels behind. We have whole classes of kids who aren't at grade level in reading. We need more than just word sorts. How do we teach grade level content AND move these kids up from K level?

3.5 ★★★★★ (23)



4K adopted a new curriculum and did not provide materials for it. If KUSD wants the curriuclum to be followed through with fidelity, provide the materials instead of asking 4K teachers to BUY or MAKE EVERYTHING

3.5 ★★★★★ (21)



From an elementary teacher perspective- Provide additional reading and math online subscriptions that students could also access at home. Programs like Dreambox, IXL, RAZ, Accelerated Reader, etc. do help kids with their skills and is something they are able to do at home as well.

3.5 ★★★★★ (21)



Reading Group Materials I would enjoy new materials in the classrooms. I think more group books are needed in each room.

3.5 ★★★★★ (19)



District Social Emotional Learning Coordinators at an Elementary, Middle and High School Level To coordinate evidenced based, consistent practices district wide in SEL to address student needs so that they are able to focus on academics.

3.5 ★★★★★ (15)



We need to hire more ESP help for the special education students We are not able to meet the academic, health and special health needs of our students with the staff available.

3.5 ★★★★★ (14)



We have SIGNIFICANT academic delays and mental health issues in an extremely large amount of general education students. This has resulted in a SIGNIFICANT increase in special education evaluation requests.

3.5 ★★★★★ (11)



We need to look at the WHOLE person-if we truly care

3.5 ★★★★★ (10)



Funds would be best spent on support staff to implement academic , social emotional and mental health issues. It is important because I see daily the hardship of what covid, masks and family issues related to this pandemic which I have witnessed first hand.

3.5 ★★★★★ (9)



Hire more support for mental health. Evaluate schools with a HIGH NEED for support & assign more prof. staff there Not 1 per school, place where nee Some schools need more mental health prof than others. Teachers don't have this training/time to teach & council. 1 prof per school will not work.

3.5  (8 )



Training for students with increases anger and outbursts. We are seeing more and more violent/disrespectful behavior in school and the school staff is not equip to handle it.

3.5  (8 )



Tutoring Make up for the lost education from last year

3.5  (3 )



Require coaches to hold a 316 or 317 reading license. To assure Professional Development is of high quality and is based on the science of reading.

3.4  (32 )



Increased funding for special education students Their needs, and even IEP minutes are not being fully met in schools, especially middle schools.

3.4  (31 )



we could use another dean to help teach behaviors and implement BIPs. We have so many students with BIPS and a dean would be a great person to help reteach the replacement behaviors.

3.4  (30 )



It is important to get the teaching support we need to meet our Tier 3 students to bridge the gap. This number is larger than usual to support. It is important that we are using our Tier 2 time to actually reteach, not fill in the gaps that students need because they are so far behind.

3.4  (28 )



Increase summer school to include non academic clubs, like music, art, STEM
Students are at or ahead academically deserve to participate in summer school as well.

3.4 ★★★★★ (27)



More Music/Fine Arts! Rhythm is LIFE!
Students learn to regulate best with brain-based learning and hands on projects!

3.4 ★★★★★ (27)



Increase continuum of supports for students with IEPs. Many students with IEPs do not fit into a nice little box, they have needs that require creative programming to meet their needs.

3.4 ★★★★★ (26)



Programs could be purchased to use during core to address building back these basic skills. Students could progress through the programs to do this. Students can't problems solve in math if they can't add, subtract, multiply, and divide. They can't read and write without building back skills.

3.4 ★★★★★ (26)



More Knowledgeable/Well Developed Teachers New staff come in without the proper knowledge about building relationships while establishing "no down time" in the classroom with routines.

3.4 ★★★★★ (25)



Special education students need more support at the middle school level. ESP support in all academics would help them be successful and achieve more. Special ed. students are not getting the support they need in all academic areas. This support will help our low achieving special ed. students.

3.4 ★★★★★ (22)



Fun activities and Field Trips Kids need more good things in their lives right now. Field trips and other fun school activities are a great way to reconnect with learning and school

3.4 ★★★★★ (18)



Develop a better school year calendar; a balanced schedule where school starts in August, ends before Memorial day would be ideal. Start in early August, fall break in October, finish first semester before winter break and get two weeks off. Spring break at end of Q3.

3.4 ★★★★★ (16)



Provide high quality training for teachers on 21st century skills that students need. We are teaching for the past. We have the technology now to use with students but many teachers don't have the training to use them.

3.4 ★★★★★ (12)



Entry job skills, such as keyboarding, (typing) and overall positive communication skills are lacking. As a district of our caliber our students should be knocking assessments out of the ballpark, not "meeting expectations".

3.4 ★★★★★ (7)



Expand the professional services programs available to students in school We know students struggle with both learning and behavior if they are struggling with mental and emotional trauma. We must deal with this first.

3.4 ★★★★★ (4)



Hiring lesson staff (or more elementary staff to allow secondary teachers to teach lessons) to address learning loss in band and orchestra. The lack of in-person instruction recently has hindered many students' musical growth and it would be VERY beneficial to have lessons in MS and HS.

3.4 ★★★★★ (3)



Recruiting a more non-white teachers. Currently, the entire staff, except for 2 custodians and the principal, are white at Somers. Companies like Google have figured out that a more diverse staff is a more effective staff. All students will benefit from diversity among the staff.

3.4 ★★★★★ (3)



We need a plan to help students recover from time lost from virtual learning, missing school, failing classes, and making up credits.

Students are discouraged and giving up. Many students are not going to graduate because there isn't enough time for them to make up the credits.

3.4 ★★★★★ (2)



Technology refresh With KUSD using the tech refresh funds for Chromebooks and teacher laptops, some building technology will not be able to be refreshed appropriately.

3.3 ★★★★★ (32)



We need more support for our special education students. The students need more individualized instruction and modifications and behavioral support to help them be successful.

3.3 ★★★★★ (31)



In order to meet the academic needs of our students, we first need to meet their behavioral needs. We could do this through district wide implementation of SEL curriculum such as Second Step

3.3 ★★★★★ (30)



High School- I would like to see more in-class supports at the freshman level. Teacher-aide's for all the core classes at the freshman level please! Research shows that whether students graduate from high school is largely determined during their freshman year.

3.3 ★★★★★ (29)



teachers need money to help provide a snack to students Myself and other staff members use our own funds to feed students.

3.3 ★★★★★ (28)



Place money in these programs. As students build skills, they will become successful at these skills and be willing to take higher academic risks. Students have become unengaged in learning because skills are lost. They can't use higher level thinking, reading, writing, & math skills without them

3.3 ★★★★★ (27)



Purchase and distribute Low/High books to ALL schools, regardless of the perceived academic success. And not just to the libraries. There are low language kids in EVERY building, and they should not only have to read little kids' picture books.

3.3 ★★★★★ (27)



Address the instructional technology teacher tool needs across the district in all schools. There should be a standard set of instructional tools all teachers should have to enhance both instruction and engagement.

3.3 ★★★★★ (26)



SEL Training, Instruction, & Support Teachers are not qualified to provide the SEL support students need right now. They need training & resources to support student needs.

3.3 ★★★★★ (26)



Apply funds to send students in low income neighborhoods on field trips in order to build their schema of the world outside their neighborhood. Going on field trips broadens their understanding of the world as well as the possibilities for their own future.

3.3 ★★★★★ (25)



There is a gap of over one year of curriculum content that almost all students missed. We need them to have the skills of content missed. Students need the skills to build their learning without holes.

3.3 ★★★★★ (25)



Restorative practices must be used in classrooms and when dealing with discipline issues. Students need to make that connection to the fact that mistakes are inherent and it is what we learn from them that is the most important.

3.3 ★★★★★ (23)



Provide training and support for trauma sensitive teaching This will help with all students no matter the degree of trauma induced from the pandemic

3.3 ★★★★★ (21)



Early Education should get funds to help equip classrooms with materials that seriously need to be replaced. Having safe appropriate materials in the classroom supports student learning.

3.3 ★★★★★ (20)



Provide SEL curriculum and training This will help consistency from school to school so students will have the same understanding and supports o matter the class or school

3.3 ★★★★★ (20)



Create different learning areas like outdoor labs, hands-on science learning labs, or other more higher level learning areas at each school. It's important because it allows students and teachers alike to take learning to another level where students create projects and prove their ideas.

3.3 ★★★★★ (16)



Investing in a curriculum for ESL that is tied in more with the classroom. Ex: Heggerty. A lot of what we're teaching in ELD is very separate from the classroom environment. It would be easier for all if things were more relevant and applicable to what they're already doing in class.

3.3 ★★★★★ (14)



Provide more opportunities/sessions for teachers to talk with the students. These will help with creating better relationships between teachers and students.

3.3 ★★★★★ (13)



Technology for in person learning (beyond Chromebooks) is aging rapidly. Teachers need the best tools for interactive and engaging lessons. All classrooms need an updated document camera and interactive panel for teaching students. A 1:1 Chromebook is nice but isn't always the right tool

3.3 ★★★★★ (10)



Look at graduate success rate in college. what are students needing to repeat or doing poorly at. Surely GTC, UWP and Carthage have data to share student success in higher education starts with preparation in KUSD

3.3 ★★★★★ (7)



More staff for English Language Learners.

They need smaller group settings, more time to process and complete their work, more access to resource rooms for further explanations or to catch up.

3.3  (2 people)



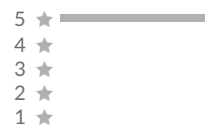
We need a better system to track and plan for students between departments including counselors, deans, and admin. There is a huge disconnect sometimes between departments on what students need academically, socially or emotionally. It would help to work together.

3.3  (2 people)



Additional interventionist at each school To provide more support to kids that are struggling academically. More kids are behind than ever before due to covid and school absences.

3.3  (1 person)



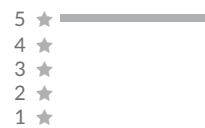
Elementary schools need to add a full time social worker, dean of students, and behavior interventionist. On a daily basis I witness the instructional coach, counselor, and principal unable to do their job because they are dealing with behaviors.

3.3  (1 person)



Increase prep time for teachers So much is expected and there just isn't enough time to do it all. Teachers are breaking!

3.3  (1 person)



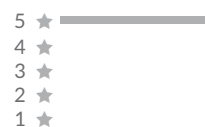
Teachers need more prep time. Teachers are stretched to the limit with class planning, interventions with struggling students while still trying to keep advanced students engaged.

3.3  (1 person)



Teaching assistants or co-teachers in primary grades. A consistent helper or co-teacher can know student needs. Two adults mean behavior issues can be handled efficiently with less loss of instruction.

3.3  (1 person)



Summer school options not typically available

To get 'at risk' students to school doing something to train them for the future (auto mechanic, trades, manufacturing, STEM courses).

3.2 ★★★★★ (36)



Allow funds for elementary schools to add book sets to their book rooms. Guided reading is an important component of our curriculum. Adding and replacing book sets is difficult to do without money.

3.2 ★★★★★ (32)



Virtual learning available to all students!

Virtual available to all students especially when they are sick with Covid. 10 days minimum of missed school, why? We have the tech now, so teach!

3.2 ★★★★★ (32)



We need more special education teachers

The case loads and severity of the students have increased as has the behaviors. there is not enough time in the day for all everything.

3.2 ★★★★★ (32)



We need to improve instructional best practices with better PD for teachers. This includes how to ask questions, and lead more inclusive discussions Teachers know there are learning gaps but they need to given better strategies for closing them with the limited time in the school day.

3.2 ★★★★★ (32)



Bilingual support in office Our district population has changed over the past decade and our district currently does not have the office support to support our new clientele .

3.2 ★★★★★ (31)



Make sure bullying is taken seriously The good old boy network needs to go. You need to toughen up does not work any more. elitist thinking and I am better than others needs to be removed

3.2 ★★★★★ (31)



Encourage self care, and regulation for educators. Everyone is working doubly hard right now. Allow them to take time for themselves, enable them to set healthy boundaries. Burn out is a real danger and we're already short staffed.

3.2 ★★★★★ (30)



Additional staff support for 504 plans. Classroom teachers are handling more and more than ever before. While classroom teachers can do a lot, some 504 plans that are very involved.

3.2 ★★★★★ (29)



Hire teacher liaisons who will connect with students who are out quarantined and either tutor or teach the material to them that they are missing. So many students who are at home are doing NOTHING because they either don't have support or don't know how to do what is being asked of them.

3.2 ★★★★★ (29)



PSTs should not be shared by schools at the elementary level. Each elementary school should have a full-time PST in their building. PSTs have the needed expertise to support students and special ed teachers daily. Our SPED resources are spread very thin. The support is needed.

3.2 ★★★★★ (29)



Direct student support for assignments with failing students As the teacher guide students in completing assignments individually, the teacher can identify gaps in learning

3.2 ★★★★★ (28)



Interactive technologies utilizing an interactive panel. Exceptional tool for learning loss and promotes engagement through interactive activities in any environment. (in person or remotely.)

3.2 ★★★★★ (28)



Having staff to facilitate restorative conversations and to give time for teachers to do that. Teachers would need to learn the restorative process. Teachers are our first line of defense in teaching these skills.

3.2 ★★★★★ (27)



Some sort of on-going Cultural Competency training KUSD states in it's needs assessment - that is "lacks culturally responsive practices."

3.2 ★★☆☆☆ (27 👤)



The district should invest in a curriculum specifically designed for Deaf and Hard of Hearing students. Mainstreaming does not work for all Deaf and Hard of Hearing students. They need to be taught as D/HH students, not hearing students.

3.2 ★★☆☆☆ (27 👤)



Funds should be put into a more concrete, effective summer school program where students may be required to attend. Students who struggle academically should have the opportunity to learn/relearn in the summer so they don't stop their learning over the summer.

3.2 ★★☆☆☆ (26 👤)



More Funding for Books! To support SEL, High/Low needs, & more classroom libraries. Plus books that can be sent home with students to keep in Title I schools.

3.2 ★★☆☆☆ (26 👤)



Offer professional learning that addresses effective classroom management strategies. I hear often that our teachers struggle with classroom behaviors. I think college programs do not spend enough time on this very important component.

3.2 ★★☆☆☆ (26 👤)



Offer reading and math camps with start and end times similar to school year start and end time. Provide transportation. Summer start and end times are not always the same as year round. This can create transportation issues for working families which affects attendance.

3.2 ★★☆☆☆ (26 👤)



Sensitivity training for teachers on sensitive topics such as ethnicity, racism, LGBTQ and how to facilitate healthy conversations when topics arise There is a lack of training in this area and understanding how to deal with these topics will make students feel safer and understood.

3.2 ★★★★★ (26 👤)



Teach kids mindfulness. Learning how to handle big feelings is a life skill that kids need more than ever. Kids can learn to recognize when they're having feelings and learn skills to cope with them in a healthy way.

3.2 ★★★★★ (26 👤)



Hire speech teachers that can communicate with Deaf students or at least assign those that are WILLING, EAGER to work with the Deaf students. Deaf students will not 'progress' as fast as hearing students with speech issues, but they still deserve to have speech services.

3.2 ★★★★★ (25 👤)



Develop teams at different levels of support for elementary social needs. This would start with a team to look at what we can do differently. We need to look at the various social needs during a students first exposure to school, elementary. We have limited options with a many needs.

3.2 ★★★★★ (24 👤)



Intensive learning make up for lost learning

3.2 ★★★★★ (20 👤)



Developing a 504 program. Some students effected in ways that require support, but does not effect their academic progress. They often qualify for SPED when it's not needed.

3.2 ★★★★★ (13 👤)



There is small cohort of teachers who did not get funds to obtain a reading license that was offered by the district, but, another group did. Teachers who are certified in reading can help students of every learning style develop the necessary skills to succeed in reading and writing.

3.2 ★★★★★ (7)



Change Transportation Policy to allow bus passes for middle and high school students for those 1.5 miles or more from the school. To increase attendance which will allow for academic advancement.

3.2 ★★★★★ (4)



We have to accept that severely credit deficient students will need to the HSDO. Juniors should be enrolled in qualifiers, math prep, english prep. We can not depend on Reuther to absorb all of our credit deficient students. Until the class of 2024 graduates a plan will need to be put in place.

3.1 ★★★★★ (36)



Before/After daycare w/homework help
What is the goal? Our kids and families

3.1 ★★★★★ (31)



Block Schedule Students could concentrate more on 3-4 classes vs 5-7. Teachers would have more time to work with kids and use strategies learned by MLSS

3.1 ★★★★★ (28)



For elementary, Lexia Core 5 would be a great addition to help find the gaps in K-5 phonics and reading that will meet the students needs. Lexia meets the students right at their needs and gives additional supporting lessons that can be used as a tier 2 to further the students success.

3.1 ★★★★★ (28)



Change up the Calendar! Be creative with ways to support increasing student needs without taking away from core instructional time. Extended year calendar for all schools. Adjust the week so there is a "work day" in the middle or end when students & staff can catch up.

3.1 ★★★★★ (27)



Special education staff roles Have some staff only be in the classroom to co-teach, some do pull out academics, some collect data and do paperwork, have others handle SEL services.

3.1 ★★★★★ (27)



Appropriate mentors should be hired to work with needy students, not just people that admins like, but not necessarily right for the student. A Hispanic student needs an Hispanic mentor that can better understand and relate to the student culturally.

3.1 ★★★★★ (26)



There should be a more dedicated way for students designated QSE to engage in virtual instruction from home throughout their QSE period. All parties fear learning loss from extended time away from live instruction. This would help balance need for safety w/ need to stay current.

3.1 ★★★★★ (24)



COVID has had effects on the learning for children There are gaps in the learning of children but teachers are supposed to be teaching them at their grade level instead of filling their learning gaps

3.1 ★★★★★ (23)



therapy dogs This is one new way of looking at supporting students needs. It is not new, it is effective and is currently not endorsed in KUSD.

3.1 ★★★★★ (23)



Fund high interest elective classes Bring back classes like creative writing and more art classes. These classes engage students.

3.1 ★★★★★ (20)



Relocate Staff that is non essential into roles that are To best meet the needs of EAC student

3.1 ★★★★★ (17)



Data collection for SEL (Panorama or Dossa) So that we have accurate ways to address/ assess student needs

3.1 ★★★★★ (13)



Great OPPORTUNITY The kids need it

3.1 ★★★★★ (9)



More PD focused on my specific department. We need to be able to develop professionally by exploring new and better ways to engage our students. We need to go to conferences to network/learn.

3.1 ★★★★★ (3)



After school teambuilding for students Make up for the isolation of last year

3.1 ★★★★★ (2)



KUSD needs to make a concentrated effort to hire more teachers outside of the white-cis-het realm. Students need to see educators that look like them

3.0 ★★★★★ (29)



Academic impacts on students with limited to no English at home These students missed out on instruction while virtual during pandemic, with little to no assistance in the home language

3.0 ★★★★★ (27)



Help schools (coaches & teachers) shift to a personalized learning model. Provide training to do so. Our students need personalized instruction because they develop, learn, & grow at different rates. The pandemic has highlighted this.

3.0 ★★★★★ (27)



Middle School - Science and Social Studies

SPED teacher support Those students need support in these contents. They are required to write and read in these contents as well.

3.0  (27 )



Middle School teachers should not be teaching more than one content teachers need to focus on one content to become an expert and become better teacher

3.0  (27 )



Programs that teach students persistence/grit Children demonstrate issues with working through challenges

3.0  (27 )



Root out those whose undermine teachers Administrators and upper level management people who have forgotten what it is like in the classroom undermine the education process when given power

3.0  (27 )



Trauma-Informed Training, Instruction, & Support Teachers are not qualified to provide the supports students need right now. They need training & commitment to actually support real needs.

3.0  (27 )



Usable Technology in Every Classroom - Promethean Panels should be in every classroom! Teachers can use the training & updated tech available to enhance lessons & student participation. Titanium so they can also have their computer avail

3.0  (27 )



Provide educational interactive panels in each classroom & include staff PD on best educational practices using the panel for student learning Many students are visual learners. Having a high quality panel that allows student interaction physically & remotely enhances lessons & engagement

3.0  (22 )



Provide money to school libraries to create areas for makerspace where the items can be easily accessible and also kept safe and sanitized. These activities promote learning by trying, doing, failing, and trying again. This will help build perseverance.

3.0 ★★★★★ (22)



Give more money to clubs, activities, and sports (not just football) This will help students feel included and make friends.

3.0 ★★★★★ (19)



KUSD should use funds to restore the 50% of every middle school band, orchestra, & choir position that was cut in 2005-6. These teachers have performed miracles while being GROSSLY understaffed! Covid was the nail in the already sinking ship! Restore our programs!

3.0 ★★★★★ (16)



Different reading and writing programs for ESL teachers that could be used in place of REACH. Our kids are incredibly behind in reading and writing after the pandemic and are struggling to keep their heads above water in the classroom with reading and writing. I see a lot of learned helplessness.

3.0 ★★★★★ (13)



Implement core knowledge and skill assessments which require remediation and not just passing the student along to next grade, within all schools Student success as adults depends on what they know now

3.0 ★★★★★ (7)



Virtual learning was a huge strain on teachers, parents and students. Without social contact, the mental health of everyone diminished. We need to continue teaching in person, if it is safe. Teachers can catch struggling students, which is difficult virtually, and provide resources.

3.0 ★★★★★ (7)



Build up the KUSD World Language Program with teachers not with Rosetta Stone. Second language acquisition encourages respect for other people: it fosters an understanding of the interrelation of language and human nature.

3.0 ★★★★★ (4)



Assure that funds and actions are sustainable. Using this funding for pay increases is not justified if district is not financially able to sustain ESSER funds are to help improve, identify lost learning learning- there is no one-to-one that pay increase leads to increased learning.

3.0 ★★★★★ (3)



Students are unable to successfully achieve in academics if they are unable to navigate the school environment. These skills transfer to school and to their future.

2.9 ★★★★★ (26)



We should spend the money to get all elem teachers LETRS training: (Language Essentials for Teachers of Reading and Spelling). We need to refocus on better Tier 1 instruction! You can't intervene your way out of poor Tier 1 curriculum. LETRS would give teachers the right base.

2.9 ★★★★★ (24)



See above funds could be used to put resources in place

2.9 ★★★★★ (23)



Spend more finances on school clubs/activities. This would allow students to have more school pride and allow more school competition.

2.9 ★★★★★ (14)



More supplies for the classroom provide supplies for students

2.9 ★★★★★ (13)



bring back support and encouragement for intergrade reading buddies so that the students can develop confidence in their abilities

2.9 ★★☆☆☆ (10 👤)



Update school libraries with current books and possibly allow students to read books online, similar to reading books on Epic, but school wide. This would make books available to all KUSD students/staff at anytime, rather than having limited print copies available, also preventing germs.

2.9 ★★☆☆☆ (8 👤)



Extend the school day 3 days a weeks for the target group and use funds for transportation & pay select staff to work with students to close the gap. School wide intervention program is not enough time to help work with students to close the gaps. this would provide additional time to make progress

2.8 ★★☆☆☆ (35 👤)



Funding to extend school day for before/After tutoring. We need to extend the day so we may catch students up before and after school.

2.8 ★★☆☆☆ (31 👤)



Middle School - No teachers should be teaching 2 contents. Teachers need to focus on one content

2.8 ★★☆☆☆ (30 👤)



Waive Athletic Participation fees for high school and middle school athletes. Helps families with the economic impact of the pandemic

2.8 ★★☆☆☆ (27 👤)



Student Resources Students deserve a vast variety of resources.

2.8 ★★☆☆☆ (26 👤)



foster care liason kids who struggle the most need the most help

2.8 ★★☆☆☆ (26 👤)



I would love for our students to have more opportunities to learn about their brain!

Research shows that when students learn about WHY and HOW something works, they are more apt to retain and make connections to it!

2.8 ★★☆☆☆ (25 👤)



Open up this ThoughtExchange to high school students if possible. The students are the ones most impacted by this pandemic and it would be refreshing to hear what changes they would like to see made.

2.8 ★★☆☆☆ (22 👤)



See above thought If Adults are struggling and confused , the students we see daily are struggling even more and trying to keep up with school at same time

2.8 ★★☆☆☆ (22 👤)



A security presence of an off duty police office needs to be in all schools, including elementary schools. The is important to the safety of children and staff.

2.8 ★★☆☆☆ (20 👤)



Some money could be used for additional supplies. Like different math manipulatives for the classrooms, realia that goes along with social studies and science curricula, word tiles for ELA. These would be really helpful for ESL teachers/students (and mainstream, as well).

2.8 ★★☆☆☆ (12 👤)



Hands on teaching supplies for math & science for classrooms, write-in work books, and math/reading extension programs for all ESP's Resources can be limited, especially in regards to math manipulatives, which makes it hard to "show" kids what you are trying to teach.

2.8 ★★☆☆☆ (7 👤)



Argument-Driven Inquiry (ADI) PD for improving science instruction. More relevant to students and uses more math and literacy skills. Students use disciplinary ideas, literacy skills, along with their own ideas to figure out how or why something happens in the world.

2.7 ★★☆☆☆ (31 👤)



Purchase the Read 180 program to be used in classrooms. Read 180 has proven to build skills and close gaps in students' reading.

2.7 ★★☆☆☆ (31 👤)



extended year calendar Our calendar is antiquated. We need to update to an extended year calendar to increase retention and to keep kids in school that need more instruction

2.7 ★★☆☆☆ (29 👤)



Offer Rosetta Stone Spanish language program to employees. More educators should be bi-lingual to meet the needs of our students. We need bilingual educators in addition to translators.

2.7 ★★☆☆☆ (27 👤)



after school science stem club high interest, interaction, building knowledge and incorporating ELA skills

2.7 ★★☆☆☆ (27 👤)



after school technology products club - grades 2-3 opportunity to learn tech skills through creating high interest products that can be shared with others

2.7 ★★☆☆☆ (25 👤)



Funds to support block scheduling at the HS level This schedule is proven to support teaching and learning all while providing teachers time to know students & prepare for successful learning outcomes

2.7 ★★☆☆☆ (21 👤)



Money can be put towards Lexia programing. Helps students in reading

2.7 ★★☆☆☆ (16 👤)



Assistant principal at the elementary level

The needs are great and the current situation with only one principal causes our counselor and instructional coach to fill the role.

2.7 ★★☆☆☆ (5 👤)



Check out the Indian Community School and see their indoor garden and work out center

students and staff need to enjoy the environment that they are learning in. They should be inspired to work hard to create this in their own life.

2.6 ★★☆☆☆ (29 👤)



NME Training Districtwide Two of us are in the Neurosequential Model of Education training right now! It has been bewildering to learn how to change the brain!

2.6 ★★☆☆☆ (24 👤)



Pay the tuition of college courses for certified teachers to further their educational growth and learning. The more training and knowledge a teacher has, the better they can teach their students so they may reach their highest learning potential.

2.6 ★★☆☆☆ (6 👤)



Bring authors to visit students School or grade-level wide author visits get students to read the same book and all come together to discuss and explore feelings in an exciting way

2.5 ★★☆☆☆ (31 👤)



Roof Top Gardens Inspiration - They need reasons to why they should invest in their learning.

2.5 ★★☆☆☆ (30 👤)



Many students lack self-motivation and have lost sight of why education is important. Let's fund a school store where students can 'earn' bucks for good behavior, on-time assignments, good effort and citizenship etc.

2.5 ★★☆☆☆ (27 👤)



Offering Spanish classes to staff. Particularly to staff who may already identify with Latino culture and who work with students on a daily basis. We need staff to be able to communicate effectively with all families, particularly on attendance, transportation and family involvement issues.

2.5 ★★☆☆☆ (27 👤)



Provide professional development opportunities for staff outside the school day. Teachers don't necessarily enjoy being out of the classroom and away from the student learning activities to attend professional development.

2.5 ★★☆☆☆ (27 👤)



After school invite only reader's theater program at the elementary level Builds confidence, fluency, comprehension, creates purpose and performance

2.5 ★★☆☆☆ (26 👤)



Secure small group assistance for MS and HS choral programs to assist with learning how to read the music and be successful in performing the parts. Students didn't get a true choir experience in 20-21 and struggle to feel confident with their tone production and/or how to read a musical score.

2.5 ★★☆☆☆ (15 👤)



Increase elementary band staffing Given Covid restrictions and spacing guidelines we are unable to meet the current demand for band instruction.

2.5 ★★☆☆☆ (14 👤)



READ 180

2.4 ★★☆☆☆ (26 👤)



district wide training on the zones common language

2.4 ★★☆☆☆ (14 👤)



Go back to a more "normal" schedule. Get rid of full day PD and Half day every Friday. Our kids need more consistency of school.

2.3  (26 )



I think it would be beneficial to supply virtual students with a monitor so they can dual screen school. Teacher on one screen and classwork on the other screen would give a more comparable class experience to in person, less flipping tabs or tiny views.

2.0  (26 )



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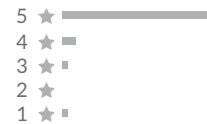
KUSD ESSER III SOCIAL EMOTIONAL PHYSICAL THOUGHTS

Kenosha Unified School District KUSD Staff Member

I would like to see the district looking more closely at staff burnout and look at ways to mitigate this very real issue for our buildings.

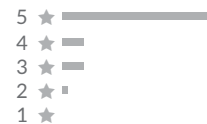
4.4 ★★★★★ (24)

All the funding in the world for student success won't matter if teachers continue to leave education because they don't feel supported by KUSD.



Additionally support is needed for all KUSD employees. If no support is hired then compensation is needed for all the extra work COVID has added. We are not fully servicing our families when it comes to COVID and COVID added work.

4.3 ★★★★★ (26)



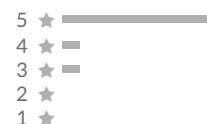
Teachers and staff need more support-mentally, physically, emotionally. Stress from teaching during the pandemic continues to take an ENORMOUS toll/. At times we feel underappreciated from all sides. We need more than just reminders to practice self care.

4.3 ★★★★★ (25)



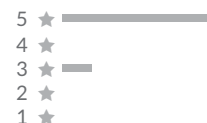
More support staff Children are in need of more mental health support

4.3 ★★★★★ (19)



more support staff help with social and emotional issues

4.3 ★★★★★ (17)



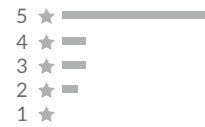
Additional mental health support (social workers, counselors, etc.) Kids are struggling with the after-effects of the disruptions to school the last 2 years, and also with a lot of other stuff as well.

4.3 ★★★★★ (16 👤)



I believe there should be a full time counselor within each school building. There are so many students who are suffering from mental health issues, especially after the pandemic hit.

4.2 ★★★★★ (26 👤)



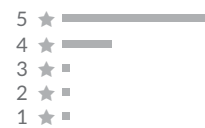
Staff support for emotional and mental wellness. The toll on staff is higher than ever. We need more hands on deck.

4.2 ★★★★★ (26 👤)



We need 1 counselor and 1 social worker in every elementary school. Right now we have 1 person doing both jobs and she can't keep up with the demand. Now more than ever our students need support with their mental health. There is no way 1 person can support over 400 students' mental needs!

4.2 ★★★★★ (26 👤)



Smaller class sizes , more small group, interventionist at each building (NOT the instructional coach) counselor/social work , more nurses We NEED to give more small group instruction to help close the gap, counselors and nurses NEED to educate about (COVID), et..., give emotional support

4.2 ★★★★★ (24 👤)



Additional staff members are needed to respond to students emotion and social needs so that instruction can continue while concerns are addressed. Maximizing teaching time maximizes student learning. Teaching stops when instruction is paused to direct behavior or address social/emotional needs.

4.1 ★★★★★ (27 👤)



Other districts are giving their teachers paid time off & students additional time off of school at breaks for social emotional reasons.

Working during this time has been very stressful due to increased expectations for providing work while students are out. This would relieve stress.

4.1  (27 )



An additional school counselor / social worker in elementary schools It's important for students to be regulated so they can focus on their academics.

4.1  (26 )



Hiring more help in schools to help with students that are in need of emotional support Because we have students that are crying out for help, but as teachers we don't have time to provide a ton of attention on just one student.

4.1  (26 )



Provide support for struggling readers and students in need of mentoring and counseling. All students need to have someone to listen and support them in learning at all times.

4.1  (26 )



Hire more ESP's Our ESP's work with the most vulnerable, challenging, challenged, medically fragile, and emotionally struggling students.

4.1  (25 )



Hire more counselors and social workers. Each elementary school should have at least 1 counselor and 1 social worker Having only 1 counselor/social worker per elementary building isn't meeting the needs of the students. They are doing dual roles which is wrong

4.1  (25 )



Mental Health Services and Supports are extremely important. Resources provided to teachers who are being pushed beyond their limits. Teachers experiencing burn out, are not able to give 100% themselves, they often leave the profession mid year. We are already experiencing shortage

4.1 ★★★★★ (17)



Providing additional counselors and SW to all schools. The MH need is real and growing. I am not able to provide what they need, when they need it, to the degree that they need it.

4.1 ★★★★★ (13)



More SEL in classrooms, more social workers and counselors in the elementary buildings So much has happened in our community and the world that students today need to learn how to cope and regulation feelings much more often.

4.1 ★★★★★ (12)



Provide free counseling to help students set goals for their social, emotional, mental, and physical health. This service needs to be free and available to all. Teachers are not licensed counselors. Students need licensed counselors to work on these skills.

4.1 ★★★★★ (12)



So grow and keep our resources within our buildings to meet this growing needs as a result of the pandemic. Anxiety, death, depression needs. Students need access to more counseling, on an as needed basis. Students are asking to see us more than once a week, but the demands are too much.

4.1 ★★★★★ (12)



More prep time for teachers would have the biggest impact on student learning. With more planning time, teachers, who have the most face time with students, can plan for social/emotional wellness activities.

4.0 ★★★★★ (27)



Focus support on teachers mental health Support staff to ultimately better support KUSD kids.

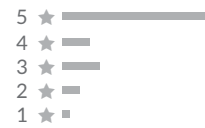
4.0 ★★★★★ (26)



More assistance with teachers that need help in the classroom, having 26 students and some that are in need of a lot of support.

Teachers are falling into the social emotional category as well and need to be given assistance to guide students throughout their struggles.

4.0 ★★★★★ (25)



Hire additional support- i.e. counselors, SEL specialists, to help the students with mental/emotional issues.

The pandemic has affected all of us greatly, but children are the least likely to have support strategies/networks. We need to support them better.

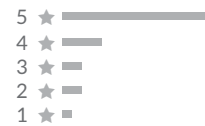
4.0 ★★★★★ (24)



More funding for school counseling and social work programs.

In elementary schools counselors are also the social worker. A big majority of the time is spent doing social work minutes. Gen ed kids miss out.

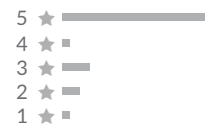
4.0 ★★★★★ (23)



Teachers should receive a significant stipend for the 100's of hours spent recreating the wheel- teaching virtually in any capacity.

The mental health of teachers DIRECTLY effects students daily. We've worked for free for TOO long and are taken for granted. We are done.

4.0 ★★★★★ (22)



Every school needs a full time counselor. Kids are having a hard time dealing with all of their emotions. We need a trained expert to help them and to teach coping strategies.

4.0 ★★★★★ (21)



Differentiation of support staff Currently social workers and counselors are being used for much behavior support and discipline rather than mental health. Need more behavior support.

4.0 ★★★★★ (16)



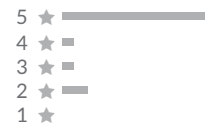
I feel that we are understaffed for students that are in special ed. Extra staffing would help in their academics, social and emotional health

4.0 ★★★★★ (15)



We need behavioral support Our principal, secretary, health clerk and counselor and being pulled in all directions due to high behaviors at the elementary level.

4.0 ★★★★★ (15)



Mental health support Teachers and students are exhausted, stressed and in need of more supports.

4.0 ★★★★★ (14)



More staffing at the counselor and dean positions. Kids need more help working through emotions and learning to regulate. More staffing means more ability to help.

4.0 ★★★★★ (13)



Additional Counselors Students have higher stress due to inability to perform at grade level, loss of family/illness, trauma from current events, etc. Counselors can help!

3.9 ★★★★★ (26)



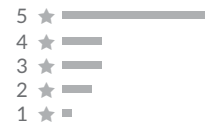
Behavior Social and Emotional Experts at every elementary We need to train and support students and new teachers in this area. This is where we create the supportive conditions to ensure success.

3.9 ★★★★★ (26)



Hire More Counselors/Social Workers are students are desperate for more resources to support them with their mental health, SEL, and many, many more things

3.9 ★★★★★ (26)



Time for Teachers! Support their needs & increase retention of staff. Allow them to work from home to virtually connect on PD days & for meetings. Or allow Mental Health/Self-Care days in place of PD days this year.

3.9 ★★★★★ (26)



Increase SEL and Counseling services to students Covid has really affected our students and they need help with social and emotional learning.

3.9 ★★★★★ (25)



We need to hire more counselors at the elementary level. One counselor for a school of 500+ doesn't cut it anymore! We are desperate for help. Our students are in need. We need to make SEL a massive priority because children in trauma are not going to be as successful in the classroom.

3.9 ★★★★★ (25 👤)



Elementary schools should have social workers/counselors to help students work through the stress that COVID has caused families. Students who are struggling with mental health issues are not able to learn which puts them behind.

3.9 ★★★★★ (17 👤)



more behavioral management people so the counselors and social worker can do what they are meant to do needs are not being met currently

3.9 ★★★★★ (14 👤)



They could give teachers our much-needed and deserved bonus. Teachers cannot help students with their mental, social, emotional and academic needs if their own are not being met.

3.9 ★★★★★ (13 👤)



More focus on SEL and Mental Health resources for our students. Our children today are faced with enormous challenges and trauma and they need more specific support to assist with mental health issues and SEL.

3.9 ★★★★★ (6 👤)



Hiring more counselors and school psychologists Each counselor has too many students on their caseload to efficiently help each student that needs it.

3.8 ★★★★★ (33 👤)



Counselors, Social Workers, & Certified Therapists accessible at every school for students and families. Community-based social supports need to be brought into our school buildings to support the needs our families in poverty & trauma have.

3.8 ★★★★★ (27 👤)



At Grant, we have a social worker/counselor as one position. It should be two positions. We should have a social worker and a counselor.

Our students need more support, as in more staff to support in numerous classrooms with numerous student issues and school social work minutes for IEP

3.8 ★★★★★ (26 👤)



More social workers and counselors Can assist with the mental health needs our students are facing. It would be good for non-spced students to be able to have SW services regularly.

3.8 ★★★★★ (26 👤)



They need to hire more counselors and social workers and figure out how to keep them on after funding is gone Because the number of support people per kid is proportionatly lower in the elementary level than in the middle and high level

3.8 ★★★★★ (26 👤)



There needs to be two separate social worker and counselor positions at the elementary school level to meet student needs. Student required minutes are not being met.

3.8 ★★★★★ (21 👤)



Licensed Mental Health providers, other than PSG PSG doesn't take our kids and they need services

3.8 ★★★★★ (18 👤)



Give more prep time to teachers This will allow teachers to not feel so overwhelmed/burnt out and give more to their students and help with their mental, emotional, social needs.

3.8 ★★★★★ (16 👤)



More trauma trained staff Many kids have been exposed to trauma and growing up during a pandemic has created more trauma.

3.8 ★★★★★ (15 👤)



mental health and learning how to reengage in schooling seems to be a large struggle for a much larger portion of student than we originally thought. If students are not able to clearly think or are disengaged, they will not learn and they will become more credit deficient or skill deficient.

3.8 ★★★★★ (14)



mental health services, behavioral supports

3.8 ★★★★★ (13)



Parent liaisons to work with families that struggle with attendance and traumas. The students I teach have many struggles at home which effect their readiness to learn.

3.8 ★★★★★ (9)



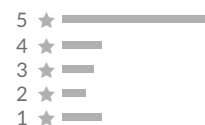
Need more counselors and SW There is a 9-12 mo WAITLIST in the community AND with school based therapists. What we need is our OWN providers as KUSD employees.

3.8 ★★★★★ (8)



Mental health impacts and retaining building substitutes Mental health significantly impacts student learning and the learning environment. It is hard on teachers to manage mental health needs of students

3.7 ★★★★★ (35)



Improve access to mental health supports

3.7 ★★★★★ (25)



Social work/counselors/support staff Students across the board are in NEED of qualified people to help them with SEL.

3.7 ★★★★★ (25)



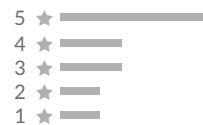
A course that focuses on mental health and social skills A licensed teacher in this area would provide meaningful instruction and have the knowledge required to help these students build these skills.

3.7 ★★★★★ (16)



Need to address mental health issues that isolation from Covid has caused many of our students. Student's are unable to learn and process information if their trauma isn't addressed.

3.6 ★★★★★ (34)



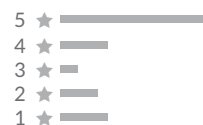
At least one social worker and guidance counselor at each elementary school, and 2 of each at PreK-8 schools. We have a mental health crisis on our hands. More and more students have traumatic experiences in their lives that affect the way they learn.

3.6 ★★★★★ (31)



Higher more school counselors and social workers. They could help with the social and emotional pieces that the students need.

3.6 ★★★★★ (31)



Hire more Counselors Student mental health issues are at an all time high. We must provide more people trained in ways to address and support these students .

3.6 ★★★★★ (31)



Hire more trauma informed counselors, implement trauma informed curriculum, offer free counseling/therapy for students and staff Our students face trauma and do not know how to deal with it. Staff is also not prepared to deal with it on a daily basis and a high rate.

3.6 ★★★★★ (31)



Inserting mental health professionals in the building It allows students mental health services during the school day and alleviates the stress on counselors.

3.6 ★★★★★ (31)



Counseling/Mentoring/Psychologists

Services Mental Health for
children/family/staff

3.6 ★★★★★ (30 👤)



I feel we need to invest more in social, emotional health by providing training to ALL staff members and increasing our school based therapists. Students and staff have been deeply affected by COVID and this training and support would help.

3.6 ★★★★★ (27 👤)



More mental health training for school counselors as well as bringing in outside counseling services such as PSG. This is important for our students' mental health and overall well being.

3.6 ★★★★★ (27 👤)



Emotional/mental/physical support for teachers and staff Dealing with the pandemic personally/professionally has taken its toll on school staff. Also, dealing with folks who doubt our dedication.

3.6 ★★★★★ (26 👤)



Training frontline staff to do mental health triage and increase district offered mental health services. Too often our students become disconnected from school due to unaddressed mental health. Families have no community resources.

3.6 ★★★★★ (26 👤)



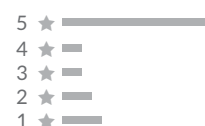
Cultivate and strengthen the student support department Because the counselors and social workers are vital to social emotional health of students and staff and right now they are understaffed

3.6 ★★★★★ (25 👤)



Provide buildings with consistent staff to meet social emotional needs of students, like counselors, school social workers, trained ESPN, SEL coaches. Student social emotional gaps are as real as academic gaps, and are contributing to their struggle with focus, conflict resolution, and independence.

3.6 ★★★★★ (25 👤)



Offer more professional development for ESP's Students depend on ESP's for academic, social emotional, and personal care support. If an ESP is absent, it dramatically impacts a student's day

3.6 ★★★★★ (21)



mental health and consistency is the most valuable things we can give to our students/staff to help them learn and retain information. without positive mental health and consistency children will never maintain or retain knowledge. Or be able to comprehend and retain knowledge

3.6 ★★★★★ (18)



Social and emotional learning Students and staff have been significantly impacted emotionally and socially by Covid but were struggling immensely before Covid

3.6 ★★★★★ (9)



I feel like students and staff are just exhausted mentally and physically. We need to tackle this so both go back to enjoying being in the classroom. Teaching and learning won't happen when both parties are at the end of their rope. Find ways to help - more prep, shorter days?

3.5 ★★★★★ (35)



Additional counselors at the buildings Mental Health issues are at an all time high. If we are truly to help students regulate, we need more counselors to make a real difference.

3.5 ★★★★★ (31)



Increased mental health staff and resources Because the covid 19 pandemic was and is TRAUMA and our city has endured a lot of other trauma that is not being addressed adequately in our schools.

3.5 ★★★★★ (30)



Mental Health It is important to the overall health of a school setting. Everyday we see more and more examples of violence getting the better of us.

3.5 ★★★★★ (28)



Mental Health Services Students need a safe place to share their thoughts and feelings

3.5 ★★★★★ (27)



Allocate more time to Social Emotional learning, peer interactions and less pressure on academic curriculum The students are assessed too often and need time to learn that school can be fun and build positive meaningful relationships with others

3.5 ★★★★★ (26)



Fund additional student support staff at the elementary level Elem schools =1 FTE dual role social worker / counselor. Middle and High have significantly more FTEs. Upside down model is not sufficient at elem!

3.5 ★★★★★ (26)



Provide more intensive mental health counseling and additional SEL training/resources. Many students have been experiencing increased mental health challenges following/throughout the pandemic.

3.5 ★★★★★ (25)



Social/Mental Health-4K students DO NOT HAVE PLAYGROUNDS! NASH SCHOOL had to fundraise and seek grants for a playground Outdoor play is a NEEDED! Playing on a blacktop for 4K is NOT SAFE and does NOT promote social skills!

3.5 ★★★★★ (25)



Training for ALL staff in social emotional learning from someone outside the district who has specialized training in SEL. There are some staff that don't understand or do not use SEL as they are not sure what to do even though ideas have been shared.

3.5 ★★★★★ (21)



Outside experts come in to teach students coping strategies or awareness of SEL I think teachers can only do so much and sometimes an expert is a better option. Minimal training can only go so far.

3.5 ★★★★★ (15)



We need to do more to help with the social, emotional and mental health of our children. Since the pandemic I have noticed the students are more emotional.

3.5 ★★★★★ (14 👤)



Hire more social workers and therapists To address the social/emotional needs of students.

3.4 ★★★★★ (32 👤)



More ESPs/aides/support staff Students need more individualized attention to meet their emotional and academic needs- which is only possible with more staff

3.4 ★★★★★ (32 👤)



Social worker housed inside schools There are many children that are still experiencing the affects of Covid-19. It would be helpful for the students to have access to this service.

3.4 ★★★★★ (32 👤)



Social workers housed in one building only. The consistency of this person/position being in a building and on a team full tie is critically important to strengthen the building team.

3.4 ★★★★★ (32 👤)



A dedicated social worker or guidance counselor that supports just IEP minutes. Counselors are being pulled in too many directions. IEP minutes, classroom lessons, scheduled time for kids who need it, and for others who need it.

3.4 ★★★★★ (31 👤)



Daily SEL lessons that are taught AND implemented school wide! Our students need help with managing their emotions.

3.4 ★★★★★ (31 👤)



Schools need counselors at the ready for students. In short, we need more of them to give direct social emotional learning instruction. Our students have seen the gamut of society recently and they notice all that is going on. They need direct instruction on how to deal with emotions!

3.4 ★★★★★ (31)



Consider reviewing the traditional school day to mirror a more developmentally sequential learning day. Can we change up schedule or academic rigor? Not providing universal norms around adequate “play” and “movement” creates a race to fatigue for our youngest learners which leads to disengagement!

3.4 ★★★★★ (29)



Money should go directly to fund teachers, programs that make a major impact on students at all levels. After school program and additional teachers It is important because this is what will address the academic, social, emotional health.

3.4 ★★★★★ (29)



Aspiring Social Worker / Counselor Program Need additional counselors/ social workers in school setting

3.4 ★★★★★ (27)



Provide opportunities for guided mental health and/ or self-care activities for ALL students.

3.4 ★★★★★ (27)



Rapid Testing at School for students with symptoms. Too many students get quarantined when we could test to be sure. Spread is causing missed days. We need to keep kids in school as much as possible. The easiest way to do that is to identify Covid-19 positives quickly before spread happens!

3.4 ★★★★★ (27)



My staff to address mental health needs of students, such as counselors, social workers and community therapists on site. The amount of need from the children far surpasses that amount of staff available to offer support.

3.4 ★★★★★ (25)



See above thought. Kids are impacted at home and at school but have not been taught how to deal with loss due to COVID or what it is or how to navigate through it.

3.4 ★★★★★ (25)



We need an after-school homework support group or club . After school, academic support in any form would benefit childrens' emotional health and academic achievement. No help or support at home

3.4 ★★★★★ (22)



Implementing social emotional wellness programs for students. This includes proper training for teachers. It could include guest speakers. Our students are struggling mentally right now and need to learn how to cope. If our students aren't mentally present, they won't be able to learn.

3.4 ★★★★★ (18)



Before we can address the learning loss, we need to address our students' SEL needs. We should provide all PreK-12 students with SEL curriculum. We should use Second Step for PreK-8 grades and find a high school SEL curriculum. We can't address academic needs until we address SEL/behavior needs

3.3 ★★★★★ (36)



Additional counselors This would really benefit the students who really need to speak with someone that can help them navigate their anxieties and personal issues.

3.3 ★★★★★ (31)



Implement a consistent universal tier one (all students at all grades) social/emotional learning curriculum that teaches s/e & social skills daily. Due to limited access to socially stimulating environments and increased levels of stress, students are struggling to stay regulated and engaged.

3.3 ★★★★★ (31)



therapy mental health is on the decline for all

3.3 ★★★★★ (31)



More counselors This way the counselors can get to know their kids better and have more regular conversations with families. To intervene - attendance, behavior, grad

3.3 ★★★★★ (30)



Trained staff to handle social emotional learning Staff needs to be equipped to handle students

3.3 ★★★★★ (28)



Invest in free therapy for students and staff While we have begun implementing SEL, it can not replace actual mental health care.

3.3 ★★★★★ (27)



Morning meeting & SEL curriculum K-12 We have to meet students where they are socially and emotionally first before we can address the academic gaps.

3.3 ★★★★★ (27)



Support SEL needs of students through mentorship and tutoring Many students work harder and more efficiently if they have a caring relationship.

3.3 ★★★★★ (21)



Offering more opportunities for movement breaks, outburst outlets, supplemental items for bridging the gap, etc This is important due to the lack of "normal" education our students have received over the last 2 years.

3.3 ★★★★★ (16)



Shorten the school day spend in class and use the extra time for mental health awareness
Most of our students are NOT coping well

3.3 ★★★★★ (14)



We need to change the culture of phones and social media in school. Phones out of the classrooms/disengage students from social media while in the classroom and teach other ways to interact and focus.

3.3 ★★★★★ (1)



We could have mandatory counselor time for all students, focusing on students who have high trauma scores. More counselors/psych
We have too many students who do not know how to deal with trauma and/or their emotions.

3.2 ★★★★★ (33)



Helping children learn how to regulate their emotions Children are anxious and stressed. This makes focusing on learning difficult

3.2 ★★★★★ (26)



Support of families/ counselor time to visit or plan with families Many students are missing a lot of school still and more support is needed to work with families to get these kids in school. Not covid related abs.

3.2 ★★★★★ (19)



peer listening groups led by psychologists at school A venue where kids can share what they are feeling in a safe group led by specialists.

3.2 ★★★★★ (8)



Funding virtual school as its own entity. More nursing hours. Causing staff shortages. Sharing clerical and spec ed staff is impacting all other students. Nurses can't do both Covid tracking and regular duties.

3.1 ★★★★★ (27)



More instrumental music staff (band and orchestra) Students benefit from being in music. More staffing would allow for bringing back lessons at the middle schools and allow more student connections.

3.1 ★★☆☆☆ (18)



After school opportunities for elementary students: tutoring, sports, clubs that would include transportations. Students have been isolated, they need opportunities to re-engage and practice social skills. Engagement can also offset feelings of loneliness, depr

3.0 ★★☆☆☆ (25)



Prometheium boards at all program sites, online programs for social skills/social emotional development. Assistance with communication, literacy, and social skills.

2.9 ★★☆☆☆ (27)



Providing funds for school celebrations to acknowledge accomplishments would help in academics growth and the social emotional health of students. Students feel positive about their accomplishments and are willing to work hard when these are legitimately acknowledged with something special.

2.9 ★★☆☆☆ (27)



Expanding the vocal music opportunities at the secondary level, especially small group lessons. Many students have sought refuge in the fine arts during these last few years of isolation. Allowing them individualized time supports mental health.

2.9 ★★☆☆☆ (26)



Provide funding for a Student and Family Assistance Program, similar to the services provided by Employee Assistance Programs. These programs can provide needed access to mental health services that families often do not have access to. Other SE Wisc. districts use this model

2.7 ★★☆☆☆ (26)



Hire additional instrumental music education staff to teach private and/or small group lessons at the middle school level. Learning an instrument in a virtual setting was extremely challenging for students and many are behind where they would have been if in person.

2.5  (25 )

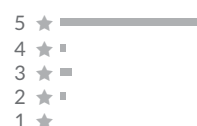


KUSD ESSER III INTERVENTION THOUGHTS

Kenosha Unified School District KUSD Staff Member

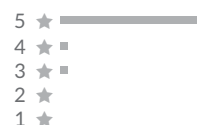
All schools should have: a social worker AND a counselor, an instructional coach AND interventionists, and Special AND general education ESPs. Every school (not just titled) need additional support in all the above areas. Our current staff is over worked trying to fulfill these roles.

4.4 ★★★★★ (25)



Additional counselor, social worker, & behavior interventionist staff at the elementary level--not just ONE dual role counselor/social worker We have a new surge in social-emotional needs for students, which can affect all areas of development. One person cannot meet needs of 500+ students!

4.4 ★★★★★ (17)



Hire an interventionist at each school!! This allows those students needs to be met by someone who is solely focusing on each student.

4.3 ★★★★★ (27)



Providing funds to hire more staff to help with interventions. There's not enough time in the day for classroom teachers to work individually or in small group with struggling students. We need extra staff to help

4.3 ★★★★★ (27)



Hire more intervention specialists teachers that are trained on research-based interventions. More staff to support the high density of need among students who need interventions. Research supports smaller group sizes to increase effectiveness.

4.3 ★★★★★ (25)



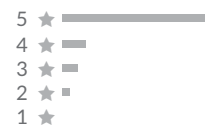
We have a surplus of intervention materials. What we need is interventionists who are devoted to planning accordingly! Teachers have no time. Teachers should be devoted to their vast elementary curriculum which is difficult to do cover already! Interventions are very important!!!!

4.3 ★★★★★ (24)



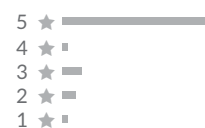
Interventionists for ALL schools The pandemic has caused students to fall behind academically. We need support with interventionists in ALL the schools in Kenosha, not just Title I.

4.3 ★★★★★ (23)



Interventionists Kids are at all levels in their reading and math skills. Extra staff is needed to assess as well as work with them individually or one on one

4.2 ★★★★★ (27)



Additional intervention staff and or support staff To help with closing the achievement gap in underserved populations

4.2 ★★★★★ (26)



It is crucial to have certified Reading Interventionists and math interventionists in each building. To meet the needs of all learners.

4.2 ★★★★★ (26)



Hire Interventionists at elementary! We have too many kids who need more help than classroom teachers can give due to overwhelming demands and high class sizes. Interventionists, please!!

4.2 ★★★★★ (25)



Intervention specialists (1 math, 1 reading, 1 behavior) at each school They can assist with struggling students

4.1 ★★★★★ (30)



Eliminate multiage classrooms, instead fund enough classrooms to properly educate smaller groups of single grade level students.

Trying to teach 2 grade level curriculum infringes on time giving less time for Tier 2 interventions by classroom teacher.

4.1 ★★★★★ (26)



Kids & staff need to feel safe in classrooms, I can't stress enough the need for more mental health staff and behavioral interventionists.

Student behavior is out of control. Kids can't learn in chronically chaotic environments. I'm itinerant in 9 schools and see it everywhere.

4.1 ★★★★★ (26)



Provide more interventionists or reading specialists in the schools. Kids have lost so much learning due to the shut down and virtual learning. They need more guidance and interventions.

4.1 ★★★★★ (26)



Hire more interventionists, counselors, AND teachers. Students have high needs right now as a result of the pandemic. Lowering class sizes by hiring more teachers would make a huge impact.

4.1 ★★★★★ (25)



Math and Reading Experts / Interventionists at every elementary We need to properly train to identify student needs early on to eliminate gaps that continue to occur.

4.1 ★★★★★ (25)



Students in need of foundational skills in reading and math need to be addressed sooner rather than later. It is imperative that we intervene early! Students have a much better chance of getting back on grade level if we intervene early!

4.1 ★★★★★ (25)



From an elementary view point, I think it would be extremely helpful to have more interventionist positions. (both math & reading) We focus on identifying essential math & reading standards each quarter. Interventionists could help us meet the learning needs of each child.

4.1 ★★★★★ (24)



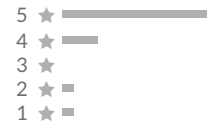
Every school needs at least one full time interventionist to help students who are struggling. Kids need a fresh face, someone who can give them their full attention. A teacher that can reteach skills in a different way then the classroom teach

4.1 ★★★★★ (22 👤)



full time counselors in all buildings and behavior interventionists support for all , ability to be proactive, fewer instructional minutes lost

4.1 ★★★★★ (17 👤)



All Elementary schools should have at least 2 interventionist, one math, one reading. Many students had their introduction to school via virtual classrooms and need the extra support to get on track and bring them to grade level.

4.1 ★★★★★ (16 👤)



Interventionists at ALL elementary Non title schools do not have interventionists at our schools. We are in need of interventionists to help with the learning loss of cOVID!

4.1 ★★★★★ (16 👤)



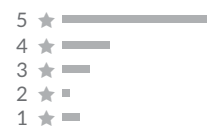
Reading and Math Interventionists at ALL schools

4.0 ★★★★★ (30 👤)



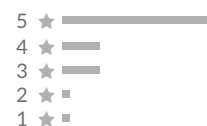
Behavior Interventionists at every school. We are experiencing traumatized students and more severe behavior than ever before. Teachers are not equipped to handle it while also trying to teach.

4.0 ★★★★★ (26 👤)



I feel it is important not only to have added academic and SEL interventions in our schools but additional staff. It is important to consider additional staff on top of interventions to help support the increased needs of the students due to the pandemic.

4.0 ★★★★★ (25 👤)



We need more than one reading and math interventionist in each building at this point. Some kids haven't been in school in almost 2 years! But we expect them to pick up where they should be academically. Then only the lowest of the low receive interventions. Kids and teachers are sinking.

4.0 ★★★★★ (25)



Each elementary school needs trained intervention specialists. Are students are entering each grade level more and more behind due to Covid and other reasons.

4.0 ★★★★★ (24)



Hire academic interventionists for those schools that do not have adequate Title funds to purchase the services of multiple interventionists We need the personnel in place to provide interventions for those students that are behind grade level due to the pandemic

4.0 ★★★★★ (20)



Full time counselors in all buildings, support staff, i.e. behavioral interventionists, lunch support To meet all needs of students with equity, so that counselors can be proactive

4.0 ★★★★★ (15)



Interventionists for reading and math This is important because many students are experiencing big learning gaps caused by the virtual learning they experienced during Covid-19 protocol

3.9 ★★★★★ (31)



reading and math intervention That is where they missed the most practice.

3.9 ★★★★★ (31)



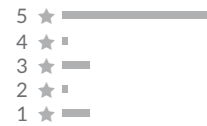
Interventionist to be hired to help close gaps created by COVID. If we do not add more people and catch students up on the loss of learning created by COVID, our students and our state will remain "behind".

3.9 ★★★★★ (30)



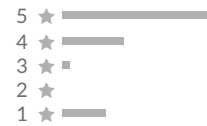
Math and Reading Interventionists(as many as possible) Close the gap created by COVID and other existing circumstances.

3.9 ★★★★★ (30)



Additional math interventionist Need more attention to be paid toward closing achievement gap in math.

3.9 ★★★★★ (29)



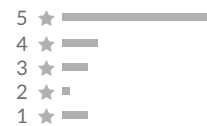
Every elementary school should be provided one dean; one interventionist (reading or math), and one social worker (non-SPED). This is in addition to the school counselor and instructional coach. We cannot service our students properly without the staffing.

3.9 ★★★★★ (27)



Hire a full time reading intervention teacher To improve reading scores or catch students up that fell behind during virtual instruction due to COVID

3.9 ★★★★★ (27)



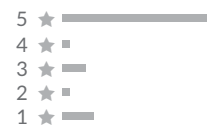
Reading & Math Intervention times/ periods built into the daily schedule Students need guaranteed and equitable time in order to get caught up and receive interventions in critical skills.

3.9 ★★★★★ (27)



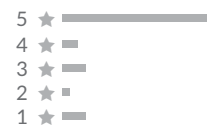
Staff each school with a Certified Reading Teacher (360 License) and Math Interventionist To provide differentiated instruction to meet all students' needs. Not all schools are currently equipped with these positions due to funding.

3.9 ★★★★★ (27)



Invest in behavioral interventionists at the elementary schools that have a high rate of difficult behaviors Dealing with behaviors has become a full time job for too many staff members (SW, instructional coach, etc).

3.9 ★★★★★ (26)



Add Math and Reading interventions
Students are far behind due to COVID and they need to catch up

3.9 ★★★★★ (25)



As a non-title 1 school we are in desperate need for more help with hiring people to help classroom teachers with interventions and ESP to aid student Teachers are not able to effectively do tier 2 and 3 interventions and help the rest of the class

3.9 ★★★★★ (25)



Reading and math interventionists to work with the classroom teachers and students to create a plan to make sure the students have a solid foundation The building blocks of both math and reading are critical to future success in both areas. We need to make sure all students have access.

3.9 ★★★★★ (25)



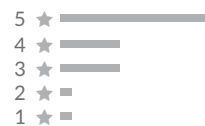
More access to interventionists, not just bottom three of each class. Close insurmountable gaps.

3.9 ★★★★★ (24)



Schools that are not title one should also get a behavioral interventionist too. Our students need consistent care and counseling not just discipline . Our counselor is already overloaded. Trauma happens at all economic statuses

3.9 ★★★★★ (24)



Provide interventionists and more counselors at each school. Students really fell behind academically, socially, and emotionally during this pandemic. The schools need more trained staff to meet these needs.

3.9 ★★★★★ (22)



The funds should be put towards having an interventionist administer tier 2 and tier 3 interventions. Teachers are overwhelmed with the task of meetings students' needs. Many students have fallen behind and it is extremely difficult to intervene alone.

3.9 ★★★★★ (18)



More support staff and interventionists at EVERY elementary school, after school support, additional curriculum support programs Teachers are stretched too thin and are expected to do it all. Support personal need to be there to help out with interventions and small group work.

3.9 ★★★★★ (17)



Hire more interventionists. To address learning gaps.

3.8 ★★★★★ (33)



Intensive interventions probed by an interventionist or two at each school. Many of our students are skill deficit due to the shut down during Covid

3.8 ★★★★★ (32)



Extra grade level teacher for tier 2/3 interventions.The person most knowledgeable in the intervention content would deliver this instruction. Floater teacher would cover intervention teacher...this would help close gaps and increase engagement.

3.8 ★★★★★ (31)



Hire Deans/Behavioral Interventionist(s) to support behavior issues that prevent students from being in classrooms and learning. Students, at times, misbehave in ways that require them to be removed from class. This hurts their learning and destroys the environment.

3.8 ★★★★★ (31)



Hire a full time math interventionist teacher To catch students up that fell behind during virtual instruction due to COVID

3.8 ★★★★★ (30)



additional academic interventionist/SSW/Counselors Students academic achievement gap was already increasing but Covid has caused that gap to increase significantly quicker and greater. More trauma now

3.8 ★★★★★ (29)



Interventions/Support Staff catch kids up to what they missed while online learning

3.8 ★★★★★ (27)



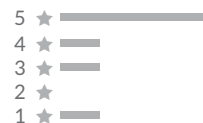
We ALL need interventionals!! Due to the major set backs brought on by the pandemic, Pleasant Prairie's students are falling behind. It is extremely difficult to meet all needs.

3.8 ★★★★★ (27)



Additional intervention staff Same as previous response...needs are greater than ever!

3.8 ★★★★★ (26)



Educational specialist that can address academic lag. Provide Tier 2 intervention with mini pull outs to cover missed instruction and build on skills Teachers need support in addressing student academic needs as they become aware of the concern.

3.8 ★★★★★ (26)



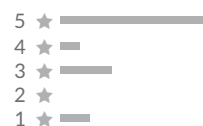
Small pull out classes for intensive reading and math instruction, taught by the math/reading intervention teacher. Allows the intervention teacher to zero in on skills/concepts being taught, and to help fill in the learning gaps.

3.8 ★★★★★ (26)



Additional staff for Tier II and III interventions at the elementary level Student need is significant at this time: academic and SEL! Wait time to access academic intervention, SAIG groups, etc is unacceptable.

3.8 ★★★★★ (24)



Reading instruction/intervention at the elem. level should be based on the Science of Reading. Phonics instruction needs to be explicit and explicit The Balanced Literacy model is NOT working, as evidenced by the number of students not proficient in reading.

3.8 ★★★★★ (20)



One on one interventions in reading and math
due to covid and being virtual and the interrupted class time, many students have fallen behind and I think student interventions is needed.

3.7 ★★★★★ (36 👤)



Provide funding for an interventionist position to identify students, create programing and work with students individually to find how to meet needs We need a person focused solely on this target group identified by the school and devise how to accelerate learning and address gaps for group.

3.7 ★★★★★ (36 👤)



behavior interventionist in each school - discipline should not be a negative thing - in order to change a behavior there needs to be more than just a 5 minute conversation with a student

3.7 ★★★★★ (31 👤)



Consider reviewing and adjusting staffing allocations in a way that supports an “early intervention” model. Currently the staffing allocations are wildly disproportionate and as a result our youngest learners are left with fewer resources to impact growth!

3.7 ★★★★★ (29 👤)



This year, our school was grant an SEL behavior interventionist position. It's only a two year position though. It should be permanent position. After two years, the student will still need this support. The student behavior and school culture is improving! Weekly class SEL lessons are great!

3.7 ★★★★★ (27 👤)



behavior interventions/classroom management training behaviors take away from learning time in classroom

3.7 ★★★★★ (26 👤)



Staff training on interventions, this could include Orton-Gillingham training for struggling readers. Also hire more staff supporting mental hlth. Staff need specific skills to help struggling readers become readers. Student mental health and behavior is deeply troubling. We need more support.

3.7 ★★★★★ (25 👤)



Use it to get interventionist at every school no matter title status It will allow for more students to have small group interventions based on identified needs. It will also free up the classroom teacher.

3.7 ★★★★★ (22 👤)



Hire behavior interventionists at schools to work with students that are disregulated to teach them how to regulate, appropriately respond to others We have too few resources in an elementary building to help manage behaviors. Too much principal time goes into behaviors rather than instruction

3.7 ★★★★★ (19 👤)



EVERY teacher in the district needs to be NCI (Non-Crisis Intervention) trained. The de-escalation techniques taught in NCI are invaluable and would likely lead to better teacher/student relationships.

3.7 ★★★★★ (17 👤)



Hiring interventionists or ESPs to help with absences. With the constant ins and outs, this is not the ideal learning situation for teachers or students.

3.7 ★★★★★ (14 👤)



Hire more interventionists with a 316/317 reading license To provide small group and one-on-one instruction to target the individual needs of students.

3.6 ★★★★★ (32 👤)



A better plan for intervention of skills. We have too many kids who come to us with skills below 7th grade level and sometimes even to 3rd grade. This number is larger than ever.

3.6 ★★★★★ (31 👤)



It would be fantastic if all schools had interventionists and instructional coaches commensurate with student populations.
Some schools have no interventionists. Large schools should have more than one instructional coach.

3.6 ★★★★★ (30)



I would love to see KUSD spend a majority of the ESSER III funds to service/ create coordinator positions supporting behavior interventions and SEL. Students can't learn when they are unregulated. We need to teach students AND staff in the district how to work through trauma/behaviors in schools.

3.6 ★★★★★ (28)



More academic intervention time. Students need more time to learn with their individual needs.

3.6 ★★★★★ (26)



Hire at least 3 interventionists for each elementary school in the areas of literacy and math to support Tier 3 interventions.
Interventionists help students fill those learning gaps, can be utilized proactively rather than reactively, which is what they are used for now.

3.6 ★★★★★ (22)



Reading interventionists Most of my 8th graders are below reading level. Many of them under a 3rd grade reading level. They will never catch up without a big intervention

3.6 ★★★★★ (14)



Focused interventions that help kids learn to read and do math! We spend too much time on everything else before making sure the core competencies are solid.

3.6 ★★★★★ (8)



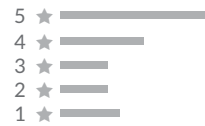
Extra GL teacher per grade level in PK-5.
Extra teacher would be in planning and understand Criteria of Proficiency and Standards and deliver Tier 2 and 3 interventions.

3.5 ★★★★★ (32)



Hire more social workers for the buildings especially in elementary and middle schools. High schools have 2 social workers each. We need people with their MSWs and not bachelor level staff members. We need more interventions to help with mental health even at the younger ages

3.5 ★★★★★ (32)



Hire Interventionists at non title schools!!!!!! At Pleasant Prairie we are in desperate need of academic interventionists to make up for the learning loss that has taken place over covid

3.5 ★★★★★ (31)



Intervention time to address learning gaps in core academics with failing students Focus on English, Math, Social Studies, and Science learning gaps to address graduation requirements and improve graduation rates

3.5 ★★★★★ (30)



I think all inner city schools need math interventionist to work with kids in each grade level. It's important because the kids are lacking important skills that were skipped during the pandemic and need to be retaught for some of the kids.

3.5 ★★★★★ (26)



Intervention materials that focus on Phonemic awareness and phonics, not balanced literacy. Many students are years behind in their reading skills. Knowing phonics rules and strategies will help them solve words and read. We need foundation.

3.5 ★★★★★ (24)



support continual growth in behavior intervention and de escalation strategies for all staff so that we know how to address the needs

3.5 ★★★★★ (19)



Materials for interventions in math and reading to help close the learning gap from the pandemic By using money to invest in materials for interventions, all schools will have resources to use for years to come to bridge any learning gaps.

3.5 ★★★★★ (15)



Any elementary intervention materials need to be explicit and systematic.

Fountas&Pinnell and LLI are neither of these and promote guessing based on the pictures.

The focus needs to be on decoding. There is a reason the same kids are in Tier 2 & 3 year after year. Balanced literacy does not work.

3.5 ★★★★★ (14)



Aides for the classroom This would be helpful and would allow students extra hands on help while inside of the classroom instead of having to leave the room for interventions

3.4 ★★★★★ (32)



Provide intervention programs that occur after school. Parents can then enroll their child into the program. There is simply not enough time in the day to effectively provide interventions and teach the grade level curriculum.

3.4 ★★★★★ (25)



Our elementary building does not have a math interventionist. We have some upper grade level students who don't know how to make a ten but they're expected to complete grade level work. Teachers are doing their best, but it's incredibly overwhelming.

3.4 ★★★★★ (21)



Students need a simple and effective program for interventions. The learning gap grows more and more each year. We need to catch students up.

3.4 ★★★★★ (13)



Create a "High School" prep/ intervention year for those students that have failed most of middle school. We see many 9th graders who lack the skills and knowledge to succeed in 9th grade. It is very easy to identify these students via transcripts.

3.3 ★★★★★ (27)



Provide after school learning opportunities for students that are behind There are not enough intervention spaces for students so we need to look at other ways to provide support for them

3.3 ★★★★★ (19)



Every elementary school should have a K-2 interventionist, 3-5 interventionist, and a behavioral interventionist in addition to guidance counselors. Student behavior is interfering with student learning. Teachers are drowning. They need extra support in academic and behavioral interventionists.

3.3  (7 )



Interventionists We need more trained interventionists to help "catch" students up and to assist classroom teachers.

3.3  (7 )



provide K and 1 teachers training and compensation to preform the "Reading Recovery" intervention curriculum. "Reading Recovery" is the only intervention curriculum scientifically proven to catch students up to grade level within a school year.

3.3  (5 )



ESL Departments need more staff - at least an ESP! ESL teachers are stretched too thin. ELD, Resource, Inclusions classes, case managing, ACCESS testing, and general interventions is too much per day.

3.3  (1 )



Provide online intervention programs that students can access from home to work on skills they are struggling with. Often times there is not enough support or time in school for students to get all of the interventions they need. Using a program at home can help.

3.2  (25 )



Mental health, increase staffing at HS so we can go to a block with extended year calendar, increased academic interventions mental health resources healthy minds=academic gains, block sched & extended calendar are best practice that is in line with modern education

3.1  (30 )



Online tier 2 math program Need more attention to be paid toward closing achievement gap in math.

3.1 ★★★★★ (29)



Reading could be further supported by teaching and empowering families to work at home with their student(s). Interventionists are only part of it. The more time a student gets to practice in a way that is consistent with school, the faster they can make progress and that benefits everyone.

3.1 ★★★★★ (29)



Use funds to set up each school and student with an IXL account. IXL is a great resource that teachers can use for academic interventions. Easy differentiation, diagnostic tools, individual learning plans for students based on MAPS scores, immediate feedback for answers for students.

3.1 ★★★★★ (28)



KUSD should require specific training for teachers on how to effectively implement and document tier 2 interventions. Then there needs to be follow up Teachers are being asked to provide tier 2 interventions without guidance and support to do that effectively.

3.1 ★★★★★ (23)



Clear and structured tier 1 instruction for ELA in the elementary If we improve our tier 1 It will reduce our need for intensive interventions and it can be more differentiated instruction

3.1 ★★★★★ (22)



High Schools need an intervention dean. Someone who can monitor all of the CA calendar kids closely to make sure they are testing and attending. These are often the forgotten students, but they are just as important as honor students when it comes to the graduation rate.

3.0 ★★★★★ (35)



All K-5 teachers (Classroom and SPED) should have 316/317 licenses. ALL children deserve high quality instruction. ALL teachers need training to deliver high quality instruction and intervention.

3.0 ★★★★★ (28 👤)



Staff training in Orton Gillingham reading intervention Research shows that OG is an effective intervention at improving reading outcomes. OG explicitly teaches literacy through a multisensory approach.

3.0 ★★★★★ (18 👤)



Professional Development on Interventions KUSD has implemented RTI and have sent some staff to training, but due to COVID, less staff has been exposed to this training.

2.9 ★★★★★ (23 👤)



Our school could use new Fontas and Pinnell kits, SIPPS, gold LLI materials, decodable readers, and at least one classroom set of iPads. Our school population has need of intervention materials but is lacking funds to purchase them.

2.8 ★★★★★ (27 👤)



Change HS schedule to an 8 period day and then have tues be a block of ODD hour classes and Wed be Even. This allows for 2 teacher prep times and Intervention built in to the Tues & Wed schedules

2.8 ★★★★★ (24 👤)



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Kenosha Unified School District

Personnel Committee Meeting

February 8, 2022 | 7:00 P.M. | ESC Boardroom

		Members: Yolanda Adams, Chair/School Board Pres. Todd Battle, School Board Vice President Todd Price, School Board Member Atifa Robinson, School Board Member Odin Cabal, Community Member Valerie Douglas, Community Member Tom Duncan, Community Member Adelene Greene, Community Member Dawn Schroeter, Community Member Jessica Shauman, Community Member Christian Cecala, Student Member Stefinie Washington, Student Member Matthew Kauffman, Staff Member Angela Konicki, Staff Member
Meeting called by	Yolanda Adams	
Type of meeting	Personnel	
Facilitator	Yolanda Adams	
Note taker	Stacy Stephens	
Timekeeper	Stacy Stephens	

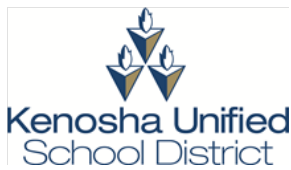
Agenda Items

Topic and Presenter		Outcome	Time allotted
1.	Review of December 7, 2021 Minutes - Adams (page 1)	Review	2 Minutes
2.	KUSD ThoughtExchange ESSER Funding Feedback – Keckler/Housaman/Neir (pages 2- 43)	Sharing/Feedback	43 Minutes

Other Information

Next Meeting: April 12, 2021
Agenda Topic: Sick Day Bank

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KENOSHA UNIFIED SCHOOL BOARD
PERSONNEL MEETING
Educational Support Center – Room 110
December 7, 2021
MINUTES

A meeting of the Kenosha Unified Personnel Committee chaired by Ms. Adams was called to order at 6:00 P.M. with the following committee members present: Mr. Price, Ms. Robinson, Mr. Cabal (virtual), Mrs. Douglas, Mr. Duncan, Mrs. Greene (virtual), Ms. Schroeter (virtual), Ms. Washington, Mr. Kauffman, and Ms. Adams. Mr. Neir, Mrs. Steiner, Mrs. Modder, Ms. Stevens, and Mr. Garcia were also present. Mr. Battle, Ms. Shauman, and Mr. Cecala were excused. Ms. Konicki was absent.

Review of June 1, 2021 Minutes

There were no suggested changes made to the minutes.

KUSD Recruiting and Hiring Overview

Mr. Kevin Neir, Interim Chief Human Resources Officer, and Mrs. Christine Steiner, Human Resources Recruitment/Retention Coordinator, gave a KUSD Recruiting and Hiring Overview PowerPoint presentation which covered the following topics: purpose, current recruiting and hiring practice, job boards vs. applicant tracking service, limitations of WECAN, about PowerSchool United Talent, benefits of PowerSchool Unified Talent, the improved applicant experience through PowerSchool, and next steps.

Ms. Robinson requested additional information on other school districts using PowerSchool. Mr. Neir noted the request and indicated that he would forward the information.

Mr. Neir and Mrs. Steiner answered questions from committee members throughout the presentation.

November 16, 2021 Regular School Board Meeting Agenda

Ms. Adams solicited feedback, questions and/or comments in regards to the November 16, 2021 regular school board meeting agenda. There was no feedback, questions and/or comments made by committee members.

Dr. Ormseth noted that the next meeting will take place on February 8, 2022 and the 2022-2023 employee handbook will be presented.

Meeting adjourned at 6:48 p.m.

Stacy Stephens
School Board Secretary

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KENOSHA UNIFIED SCHOOL DISTRICT

ThoughtExchange Feedback

KUSD Standing Committee

February 8, 2022

KUSD Mission: Provide excellent, challenging learning opportunities and experiences that prepare each student for success.



Agenda

- Federal ESSER III Expectations
- KUSD ThoughtExchange Survey Summary
 - ★ Participant Breakdowns
- Finalized ThoughtExchange Themes
- Thought Example
- Identification of Committee Respective Themes
- Questions for Further Consideration
- Reporting Back



Federal ESSER III Expectations

- The American Rescue Plan (ARP) Act, the third federal COVID-19 relief law, passed in March 2021, provides districts **one-time funds** through the Elementary and Secondary School Emergency Relief (ESSER) III grant program.
- KUSD is expected to receive **\$45 million** in ESSER III funding.
- Funds **must be spent no later than Sept. 30, 2024**.
- Funds are intended to help sustain the safe operation of schools and address the impact of the coronavirus pandemic on the nation's students.
- KUSD must use a **minimum of 20%, or \$9 million**, to implement evidence-based interventions to address learning loss.



ThoughtExchange Survey Summary

- Distributed online to the Kenosha Community
- November 29 – December 17, 2021
- Selection of four participant groups
 - KUSD Parent/Guardian (879)
 - KUSD Staff Member (453)
 - KUSD Community Member (55)
 - KUSD Student (18)



1,405
Participants



2,054
Thoughts



52,040
Ratings

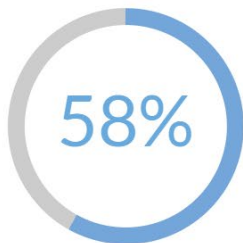


ThoughtExchange Survey Summary



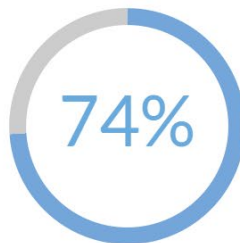
817

Participants shared
thoughts



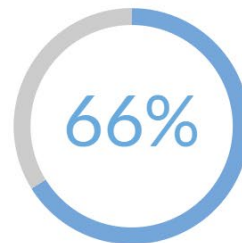
1,041

Participants rated
thoughts



929

Participants explored
thoughts



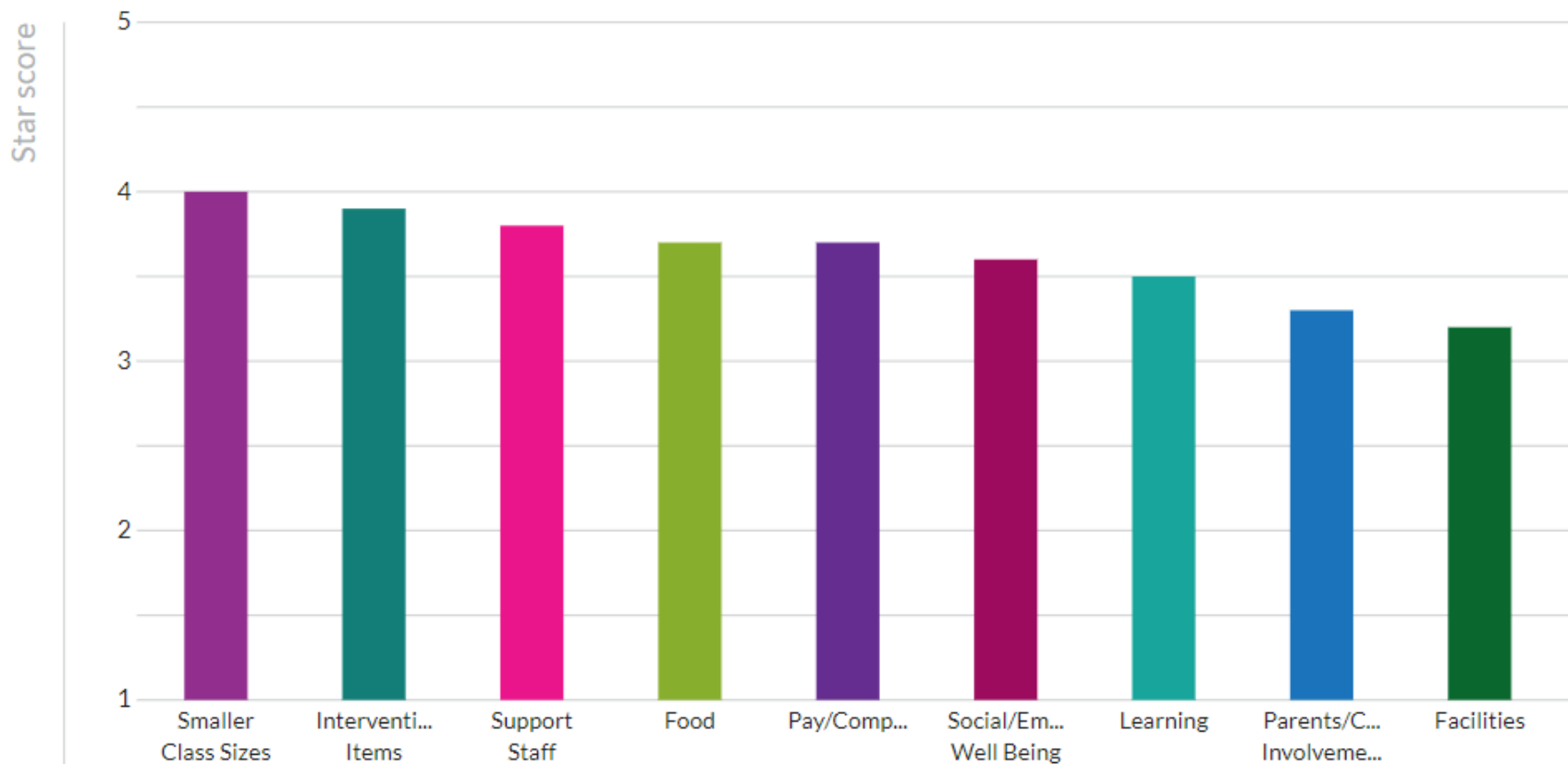


ThoughtExchange Survey Summary

provide
emotional academic programs
support small reading kids
social pay instruction
increase class smaller staff food
better behavior math learning
workers hire + sizes special
time counselors lunch
parents interventionists children
work mental
teach help classroom group education
interventions health
day

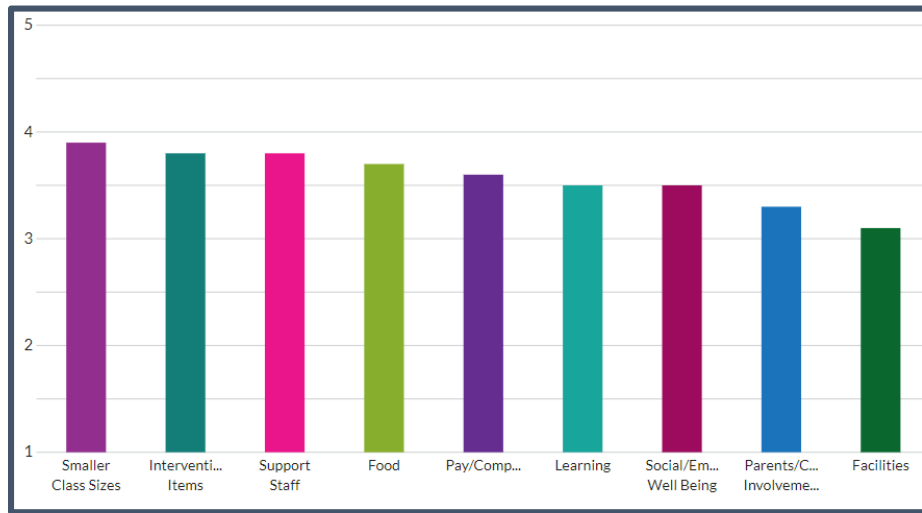


ThoughtExchange Survey Summary

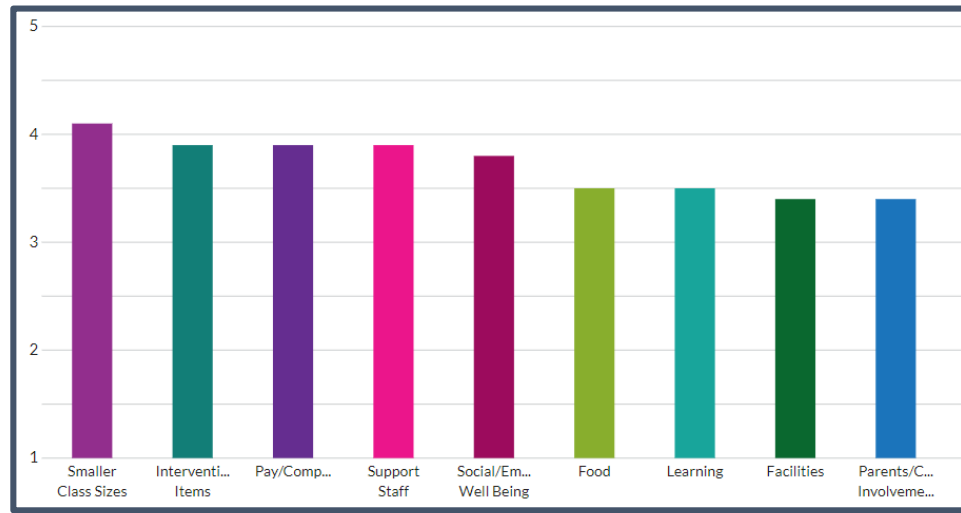




ThoughtExchange Survey Summary



Themes ranked just by
KUSD Parents & Guardians



Themes ranked just by
KUSD Staff Members



ThoughtExchange Sample

A portion of funding should go to revamp playgrounds that aren't ADA compliant and build new ones to be inclusive as required by the Dept of Justice. Children learn through social interaction. When 20% of the population is excluded it teaches exclusion. Kids of all abilities need to be included.

KUSD Parent or Guardian

3.7  (34 )

Submitted by a Parent or Guardian, with an overall rating of 3.7 out of 5. Ratings provided by 34 other parents or guardians.



Standing Committee Process

- Each member of this KUSD Standing Committee has been provided a copy of all respective thoughts for the following themes:

Planning & Facilities <ul style="list-style-type: none">• Facilities• Food	Curriculum and Program <ul style="list-style-type: none">• Learning• Social, Emotional & Physical Support• Intervention Items
Audit, Budget & Finance <ul style="list-style-type: none">• Pay & Compensation	Personnel <ul style="list-style-type: none">• Smaller Class Size• Support Staff• Parent and Community Involvement

- The next portion of the meeting will allow the committee members to reflect on those thoughts and identify focus areas.



For Consideration

Each standing committee will work at their tables and begin with the first exercise:

- What are the main idea(s) of these thoughts?
- A recorder at each table will use the white paper to record the main ideas.



For Consideration

- Next, each table will have a spokesperson share their identified ideas by reporting out to all of the tables.
- Once shared, the white papers with the ideas will be placed on a wall.



For Consideration

- Each member will have a limited number of dots which you can place on ANY white paper to identify which idea(s) you feel should be the focus.
- You can place any number of dots on any of the listed ideas on any of the white papers.



For Consideration

Next, the reporter for each white paper will present which idea(s) produced the highest focus.



For Consideration

- Would the top idea(s) be an allowable use of the ESSER III funds?

Remember, these are:

- One-time funds
- Intended to help sustain the safe operation of schools and address the impact of the coronavirus pandemic on the nation's students.
- Required to use a **minimum of 20%, or \$9 million**, to implement evidence-based interventions to address learning loss.



For Consideration

- What would a successful implementation of the top idea(s) look like if addressed?
- What are some things KUSD could/should consider for implementation?



For Consideration

Was anything missed/not included with these ideas?



Next Steps

- Replicate this process with all KUSD Standing Committees.
- Gather additional stakeholder feedback.
- Budget analysis/plan development.
- Recommend plan for Final Board approval.

THANK YOU

Any questions?



kusd.edu



KenoshaSchools



KenoshaSchools



KUSD



KenoshaSchools

A blurred photograph of a classroom. In the foreground, there are several white rectangular desks and blue plastic chairs. The desks are arranged in rows. On the desks, there are some colorful objects, possibly toys or educational materials. In the background, there are large windows with multiple panes, letting in natural light. There are also some shelves and a blackboard visible. The overall scene is a typical classroom environment.

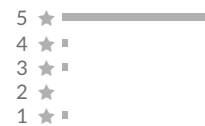
KENOSHA UNIFIED SCHOOL DISTRICT

KUSD ESSER III SURVEY SMALLER CLASS SIZE THOUGHTS

Kenosha Unified School District KUSD Staff Member

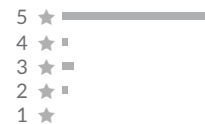
Staffing needs - We need additional staff in the building for smaller class sizes to address academic concerns as well as mental health issues. Students are falling behind and are being passed on to the next grade without knowing content. Anxiety and depression in young people are too high.

4.5 ★★★★★ (26 👤)



Hire more classroom teachers. In order to meet the needs of students, we need smaller classroom sizes.

4.4 ★★★★★ (25 👤)



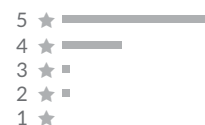
Smaller class sizes Health and wellbeing of the staff and students, especially during the COVID pandemic.

4.4 ★★★★★ (25 👤)



addressing class size the smaller class sizes allow for more personalized instruction and a better awareness of students well being.

4.3 ★★★★★ (26 👤)



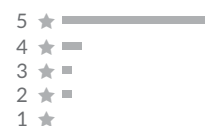
Lower class size Smaller student to teacher ratio has a direct impact on student learning.

4.3 ★★★★★ (25 👤)



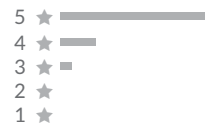
Hire more teachers to lower class sizes in the elementary schools. Class sizes at the elementary should be limited to no more than 15-18 students, K-5 The students now have so many more needs than years ago. Teachers cannot meet the needs of their students effectively because the needs are so great.

4.3 ★★★★★ (18 👤)



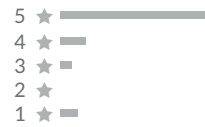
More staff need to be hired. We need more special education teachers, more ESPs, and more classroom teachers to lower classroom sizes. Additional counselors are needed too.

4.3 ★★★★★ (16 👤)



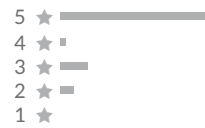
More staffing It allows classes to be smaller, and could allow for more prep time for staff to thoroughly prepare proper interventions for students.

4.2 ★★★★★ (31 👤)



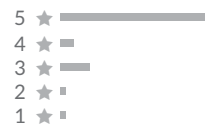
Hire additional teachers to make classroom sizes smaller. This allows teachers to focus on the needs of most students through tier 1 instruction. That tier 1 instruction can be more effective.

4.2 ★★★★★ (27 👤)



We need more qualified staff in our elementary schools to lower class size. We need both a full-time school counselor and a full-time social worker. Large class sizes and extreme and makes it extremely difficult to implement with fidelity the heavy and rigorous curriculum expected in this district.

4.2 ★★★★★ (27 👤)



Keep the class sizes lower. Keeping class sizes under 20 is so important, especially in grades K-2. We are able to get to know our students academic needs better.

4.2 ★★★★★ (26 👤)



smaller classes more focused learning time

4.2 ★★★★★ (26 👤)



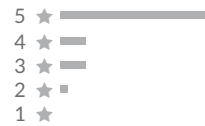
Hire more elementary teachers to lower our class sizes! Elementary teachers teach multiple academic subjects & social skills. Lower class sizes will ensure students receive individualize attention .

4.2 ★★★★★ (25 👤)



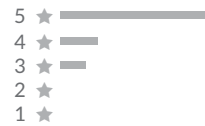
More classroom teachers Class sizes are quite large at many grade levels. We need smaller class sizes to better help students, especially those students who falling behind

4.2 ★★★★★ (23)



more teaching staff lower teacher to student ratio is the best for classroom management and therefore learning.

4.2 ★★★★★ (16)



smaller classes more opportunities for small group intervention

4.1 ★★★★★ (31)



Additional teachers Small class sizes are key in elementary student success. Especially at the K-3 grade levels

4.1 ★★★★★ (27)



Hire more staff to teach in academic settings. Research has concluded that class size correlates with student learning outcomes.

4.1 ★★★★★ (26)



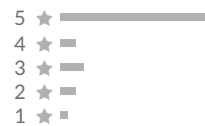
Increase teaching staff and educational support professionals, especially in the areas of special education and ELL. Students with learning differences require more support and so do the teachers who teach them. Smaller class and/or group sizes would help.

4.1 ★★★★★ (26)



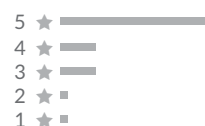
Small group, smaller class sizes, students benefit from this daily but with the impact of COVID its become crucial. Students are behind because of virtual and not attending 4K.

4.1 ★★★★★ (26)



Support students and teachers with smaller classroom sizes. Student academic/ social emotional needs are at an all time high so, there is a need for class sizes to smaller in order for teachers to meet needs

4.1 ★★★★★ (26)



Smaller class sizes, take advantage of technology and more personnel support in classroom Increase student outcomes

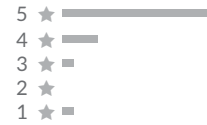
4.1 ★★★★★ (25)



We very simply need more staff, even subs.

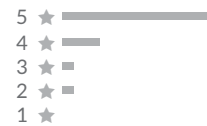
At our school, when teachers are out, we often get NO subs, which means people must ignore their given roles to sub for classes.

4.1 ★★★★★ (17)



Smaller class sizes Focused attention, fewer distractions, closer community. We need to make up for lost learning and smaller classes will help.

4.1 ★★★★★ (16)



I feel smaller class sizes would help other students as well. Teachers can give more one on one attention to the areas that the students might be behind in

4.1 ★★★★★ (13)



Hire more classroom teachers It is important to lower class sizes so that students receive more one-on-one and small group instruction to close gaps.

4.0 ★★★★★ (32)



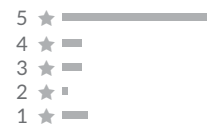
Hire more teachers for a lower students teacher ratio Able to reach more students and provide them with individual instruction and interventions.

4.0 ★★★★★ (32)



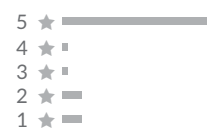
Hiring more staff to allow smaller classroom sizes, as well as intervention support staff Classroom sizes are increasing and student needs are more and more complex as years go on, especially as we try to move on from the pandemic

4.0 ★★★★★ (32)



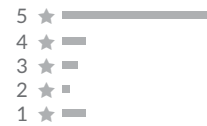
Smaller class sizes Do I even have to say why?

4.0 ★★★★★ (29)



Hire additional teaching staff to reduce class sizes in order to help our most under achieving students to reduce class sizes in order to help our most under achieving students

4.0 ★★★★★ (26)



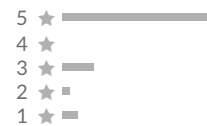
Hire more teachers. We need to greatly reduce the class sizes to be able effectively address all the concerns, academic, social, and emotional. When there are too many needs and not enough staff to support those needs, everyone suffers.

4.0 ★★★★★ (25)



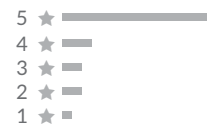
Staff for Smaller Class Sizes & More Student Support! Smaller class sizes are research-proven to increase achievement. They also allow more individualized student support time and feedback loop.

4.0 ★★★★★ (25)



I believe a behavior dean, counselors, and other personnel available to help with problem behaviors would be paramount to school success. Too many classes and schools are in situations where a small number of children who unfortunately come from trauma, are now traumatizing peers.

4.0 ★★★★★ (22)



Hire more teachers and ESP's More teachers would allow for smaller class sizes. More esp's allows extra support in the classrooms.

4.0 ★★★★★ (20)



Schools without Title funds are struggling to meet the needs of our students. Staffing and student needs have become critical. We need more staff to reduce the class sizes and address student needs better.

4.0 ★★★★★ (18)



The schools need staffing. Smaller class sizes and behavioral management to help offset the student learning lost over the past 18 months. Students have fallen behind due to the inconsistencies caused by COVID-19. Adding staff and reducing class sizes will help address this issues.

4.0 ★★★★★ (18)



We need to hire more support staff and classroom teachers, in order to reduce class sizes. Teachers also deserve a raise for the work put in each day. This not only helps with student learning, but also will positively affect teachers' mental health. The profession is being left constantly.

4.0 ★★★★★ (16 👤)



Class sizes no more than 15 students per class. The teachers can really work and get to know each child and their needs.

3.9 ★★★★★ (31 👤)



Hire more teachers, social workers, and sped staff Smaller class sizes mean teachers will work more closely with students & address issues faster, & more social workers & sped staff means more support

3.9 ★★★★★ (30 👤)



Smaller class sizes Smaller classes gives teachers more opportunities to individualize learning and help close the gaps.

3.9 ★★★★★ (30 👤)



Smaller class sizes Many of the students are behind in their academics because of multiple reasons and the pandemic. With smaller ratios, they could have more support.

3.9 ★★★★★ (29 👤)



academic needs in smaller classes with smaller classes the teacher can get the time to work with individuals

3.9 ★★★★★ (27 👤)



The best way is to lower class sizes across elementary and middle schools. That's important so that teachers can address more learning and emotional needs that occurred as a result of online and/or blended learning.

3.9 ★★★★★ (23 👤)



Funding more Special Education teachers in buildings that have a high percentage of students who need services. Students need to receive services they are required to have, but some special education teachers have too many students to service all their minutes.

3.9 ★★★★★ (22 👤)



Extra staff Children need SMALL class sizes and extra interventionist.

3.9 ★★★★★ (16 👤)



Hire more staff. Special Ed teachers, ESPs, Counselors, Classroom teachers, etc. Support teachers and staff are burnt out. Smaller class and case load sizes would help. People are leaving education in droves.

3.9 ★★★★★ (12 👤)



Students are so behind that they need smaller classes with teachers teaching specific skills. The skills may be a year or two earlier than their grade So the students have the chance to catch up in their academics.

3.8 ★★★★★ (27 👤)



Hire more special ed. teachers to provide different models of teaching based on the student needs. This would allow different models: resource, cross-categorical, and self contained classes for all students to have smaller classes and succeed.

3.8 ★★★★★ (25 👤)



I believe all 4K rooms should have an assistant if over 13 kids. Not just classrooms with special ed. When class sizes are big, it is very hard for one teacher to address all of these areas with each child with fidelity.

3.8 ★★★★★ (21 👤)



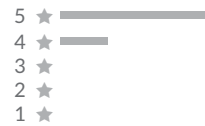
Hire more teaching and support staff Smaller class sizes will benefit students by allowing the teachers more time to meet individual student needs.

3.8 ★★★★★ (7 👤)



Bring more support into the classroom. We need more 1:1 support, smaller class sizes to offer better support and more special ed resources. Our students are struggling like never before and need more direct help and instruction

3.8 ★★★★★ (4)



smaller class size (14-16 students) Covid has impacted student students in more than academics: stanima, fine and gross motor, coordination, cooperation, developmental milestones, etc

3.7 ★★★★★ (26)



Have one ESP in every single classroom. Have two or more, if needed, in classrooms that have special ed. The extra support is needed to allow for small group learning for those that have fallen behind. It also allows students to connect with more adults.

3.7 ★★★★★ (22)



More educational assistants To help work with small groups of students who are either falling behind or could use enrichment opportunities

3.7 ★★★★★ (21)



Smaller class sizes Meet the needs of students, more individualized support to deal with academic, emotional, and social needs

3.7 ★★★★★ (9)



Meet the needs of the Special Ed Students by hiring additional SpEd teachers. Students need more than 15 min. a day for each goal and because caseloads are too high, this is all they have time for causing stress and burnout.

3.7 ★★★★★ (8)



Keep class sizes down to low numbers, which involves hiring more teachers. Teachers need to be doing small, targeted groups to help kids where they are at.

3.6 ★★★★★ (11)



These funds should be used to bring more support into classrooms. We need more ESPs, special ed support, and smaller class sizes to be more successful Classrooms are being overtaken by individual student needs, both academic and social-emotional. The high level of student needs is astounding.

3.6 ★★★★★ (3)



Identify criteria to select students for ESSER Intervention group and have hired specialist work with small groups to accelerate learning deficiencies Identified students need extra help and accelerated learning to close the gap. This will allow for data collection on effectiveness of intervention.

3.5 ★★★★★ (34)



Hire more teachers for smaller class sizes. Students receive more individualized attention and more time for the staff to focus on the students.

3.5 ★★★★★ (12)



we say we want teachers to have connections with students & then we give them 50 mins to do everything they need to do 7-8 times a day. BLOCK SCHEDULE Teachers are able to form connections because they have a smaller number of students each day with a greater amount of time w/them

3.4 ★★★★★ (30)



Reduce class sizes Teachers can spend more time working with each student when they have smaller classes

3.3 ★★★★★ (1)



We know that our kids are effected by trauma and all kids now have at least one ACEs from the pandemic. I would love to see lower class sizes. This is important because with lower class sizes I am able to help my students through their not only emotional issues but academic deficiencies.

3.3 ★★★★★ (1)



Purchase classrooms furniture that is modern in design and moveable for collaborative work in small groupings. Updating a classroom to allow for building quality work traits and relationships in a clean and organized classroom for efficiency and comfort.

3.2  (23 )



Support of after school academic and SEL focused programs Afterschool is able to provide additional small group and individualized programs for students; work in close collaboration with the classroom teacher

2.9  (26 )



Change gym class We all know it is a breeding ground for bullying. Ability group the phy ed classes and make them smaller, not a dumping ground for extra students.

2.2  (30 )

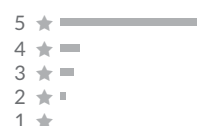


KUSD ESSER III SUPPORT STAFF THOUGHTS

Kenosha Unified School District KUSD Staff Member

We need extra staff and support persons in our building. Behaviors and emotional needs are rising and we don't have enough support to work on addressing behaviors or social and emotional skills.

4.4 ★★★★★ (26 👤)



Provide additional aids to be used for the general education population of students, so these students can receive small group/additional help daily. All groups of students could use additional help now. Providing additional staff would benefit all students and support tier 2 interventions.

4.4 ★★★★★ (25 👤)



Allowing more support inside of the school as far as ESP's, teachers To help lead and assist the students that we have in the school

4.3 ★★★★★ (26 👤)



More staff Students have regressed with all the absences due to Covid and more ESPs to help or smaller classes would make a difference.

4.3 ★★★★★ (26 👤)



We need more support staff in our buildings. Why? The more support staff we have, the better we are able to support our students and give them what they need.

4.3 ★★★★★ (26 👤)



More ESP's More students need 1 on 1 help and teachers could use more assistance in the classrooms.

4.2 ★★★★★ (26 👤)



Additional Education Support Personnel

Student needs have increased but we are constantly short-staffed when it comes to ESP's

4.2 ★★★★★ (23)



More support staff Schools need more support staff, teachers can not be expected to manage intense behaviors from multiple students and still teach the rest of the class

4.2 ★★★★★ (21)



Support teachers Because they are doing what needs to be done everyday.

4.1 ★★★★★ (29)



Place an assistant in Kindergarten - Grade 8 general education classrooms (ELA, Math, Science, Social Studies). Many students need more help and having one teacher to 17 plus children minimizes the amount of help any child can get.

4.1 ★★★★★ (25)



Hire more staff So there are more people to reach the students needs

4.1 ★★★★★ (19)



Increase in support staff. Out of my house's 109 students, roughly 1/3 claim to experience anxiety or other mental stressed every week. We do not have the manpower to respond.

4.1 ★★★★★ (10)



Hire more educational support staff. Many students would benefit from 1:1 support, but there is not the staff to do so at this time.

4.0 ★★★★★ (28)



Additional staff for our special education students. More case managers, ESPs, and support staff at every building. We need to provide the best for students not the minimum.

4.0 ★★★★★ (26)



In all schools there should be more special education teachers and support staff. The ESP or support staff are needed and shouldn't always be shifted because the lack of support. Our students need consistency.

4.0 ★★★★★ (21)



Hire more staff Each cross cat SPED teachers should have an ESP to best meet needs in ALL classes

4.0 ★★★★★ (13)



Building Subs Our staff work hard and having to sub additionally this year is taking a toll on their well-being.

3.9 ★★★★★ (30)



We need more staff members who can work with students. Specifically special education and support staff. We have many students with many needs that are hard to meet when we have a limited amount of staff members to provide it.

3.9 ★★★★★ (15)



Extra support staff, specifically social workers and counselors. More training for support staff. To have highly qualified staff trained and ready to deliver services to students, staff and families.

3.9 ★★★★★ (12)



More money put in for subs so that teachers do not have to give up their preps and end up staying later at night to get their work done . my prep is the last hour of the day and when I have to sub for another staff I can not get my lab cleaned up, supplies ready for the next day or grade.

3.8 ★★★★★ (11)



Provide more ESP's to help with students who are acting out due to trauma experienced by Covid isolation. We would be able to reach more kids through one on one support.

3.7 ★★★★★ (32)



Academic supports Tutoring or more staff or support staff- more qualified staff would help to bridge learning gaps while students can still learn at grade level.

3.7 ★★★★★ (31)



Hire more ESPs. To provide individual support to students in closing the gap.

3.6 ★★★★★ (32)



Have more than one building sub ESP ESP's work with students with very specific needs. Subs need to be familiar with the building norms, routines, and students in order to be effective

3.5 ★★★★★ (26)



Elementary schools should have more bilingual support staff To support students and families within the district.

3.5 ★★★★★ (18)



After school tutoring pay for staff to help students catch up Students who are behind need additional supports beyond the school day

3.4 ★★★★★ (32)



Appropriate Staffing We need more support staff especially in IT with the 1:1 Program. We need more IT people to help support our 25 thousand devices.

3.4 ★★★★★ (31)



Have less administrators More support teachers, not just special education. Support for contacting parents and setting up appropriate curriculum. administrators take up money

3.4 ★★★★★ (29)



Additional help is needed overall for everyone. Because we are not helping students and families to our full potential.

3.4 ★★★★★ (27)



Train teachers to work with ESP. Some teachers do not understand the roll of an ESP. This can create an adversarial relationship. Often ESP are treated as less than, although many have degrees. ESP are not allowed to use their knowledge of students to truly assist students.

3.4 ★★★★★ (26)



Support services for SEL Students are hurting emotionally and academically after the pandemic. Many are working through their feelings. This support would help students.

3.3 ★★★★★ (31)



At the secondary level there needs to be additional staff to assist credit deficient students with earning their HSDO qualifiers face to face. Edgenuity is difficult and relying solely on it to recover credit is a disservice to our students.

3.2 ★★★★★ (36)



More ESL Staff It'll lessen the caseload per teacher

3.2 ★★★★★ (18)



Consideration for not just the instructional, but the operational needs, such as facilities IT, and other supportive departments. KUSD would only continue to burden the non-instructional positions if assistance isn't provided.

3.1 ★★★★★ (35)



Providing private tutoring for students that need extra support (Hawk time is not long enough for students that are "catching" up from virtual) Students of all economic status need access to additional academic support (Sylvan Learning, hiring KUSD teachers for evening/weekend tutoring)

3.0 ★★★★★ (35)



Treat ESP's the same as administration. Ex: When admin meets - there is coffee, water, treats. ESP's get the bottom of the barrel We get what we sow. We need to show ESP's that we value their role

2.9 ★★★★★ (22)

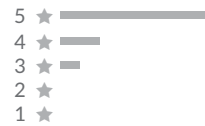


KUSD ESSER III PARENTS AND COMMUNITY THOUGHTS

Kenosha Unified School District KUSD Staff Member

Hiring more mental health specialist. Parents need access to more community mental health help. Students can not learn if they are always having anxiety, depression, behaviors, etc.

4.1 ★★★★★ (10 👤)



More Social Workers/student support to help with the social and emotional well being of our students, staff, families and community. Our students/Families/ community in the Bradford HS area have dealt with COVID as well as significant community concerns/violence.

3.9 ★★★★★ (12 👤)



Increase school based therapists in our buildings. There is a waiting list now for students, and our parents are very excited about this program. We need more therapists to be here to support them.

3.8 ★★★★★ (24 👤)



hire more social workers for the elementary schools, especially for those schools that are Title 1 or in higher poverty areas. Many of our students in these areas come from homes where there is trauma, basic needs not being met and parents not supportive of education.

3.8 ★★★★★ (24 👤)



Make things better for teachers. We all know that most of the teachers are there for the students. When we put more value in what the teacher is doing and not the bad choices of the students, then morale will improve. Back the teachers, not parents

3.7 ★★★★★ (28 👤)



After School Tutoring Programs Children and parents are asking for additional help in catching their children up

3.7 ★★★★★ (27)



Funding for in-district social workers that primarily focus on SEL's. Not contracted social worker from community. It is important to have a master's level school based social worker to implement a comprehensive SEL program that addresses all tiers.

3.7 ★★★★★ (26)



Support students who are in crises or trauma through social emotional programs. There is an epidemic still affecting the community here and at large. Supports are needed for people in need.

3.7 ★★★★★ (4)



I feel like we need to create an ESP position that works on SEL in small groups or one on one. Our students are struggling mentally and socially with the world we are living in. Parents are stressed and need help too

3.6 ★★★★★ (17)



Hire parents or college age students (Wings approved) to assist in hallways, lunchroom supervision, recess, morning and after-school duties. The more eyes and ears around our schools the better. Showing adult presence and keeping our students safe from bullying is also critical.

3.6 ★★★★★ (12)



Hire more social workers and staff equipped to support Social/Emotional need when they arise. There is a community in crisis and areas of very large need.

3.6 ★★★★★ (3)



Bilingual Spanish support in buildings that have the need. If we can't communicate with parents they so not fell welcome in the schools.

3.5 ★★★★★ (26)



Help build a sense of community in the schools again. Our city is so divided these days. We need to help bridge the gap in this division by helping to establish those relationships again. allow events

3.4 ★★★★★ (22)



Parent outreach Parents need training and guidance, not only on how to parent a "student," but understanding on the resources available and intervention practices.

3.4 ★★★★★ (12)



To consider a balance between both academic expectations and the emotional needs of our students/families/staff. Our students/staff/families and community are emotionally struggling due to the pandemic and situations occurring in our community.

3.4 ★★★★★ (10)



After-school programming Funds available for students to take an enrichment class or tutoring. This can help build community as well as increase academic achievement

3.3 ★★★★★ (24)



We need resources to better educate families/guardians as to how they can support their students at home. Many parents don't know what their child needs to be a successful student. Programs like family literacy, meet and greets, etc. may help engage them

3.3 ★★★★★ (2)



Intentional Monthly Meetings to meet with parents to help teach them how to support students at home Without parent support or "buy in" to the importance of education for students, the school is not able to address "root" problems with students.

3.2 ★★★★★ (37)



Work with libraries to provide neighborhood spaces where students can go and staff are available to assist with academic support as needed Community partnerships.....students have a sense of the community encouraging them to succeed. Resources on hand....computers, building, etc...

3.2 ★★★★★ (27)



Choice schools, such as ESBOLA-DL, should have the same special education support including ESPs available as all KUSD schools.

Parents should not have to choose between the safety/support for their child or access to learn within a two way dual immersion language program.

3.2 ★★★★★ (24)



Mindfulness training for all staff

Implementing daily mindfulness practices to help students and staff self-regulate, take brain breaks and practice calming strategies.

3.2 ★★★★★ (17)



Thinking outside the box. Simple things like calm corners, sensory rooms, or other new innovative ideas need resources to happen.

3.2 ★★★★★ (17)



I would like to see some of the funds be used to purchase COVID tests to be administered right at our schools. With all of the illness this fall and now in December Parents are not taking their kids to get tested and are sending them right back to school.

3.2 ★★★★★ (10)



Bilingual support in the office This would be helpful due to the amount of parents that only speak their native language- it would allow the teachers easier access to communication.

3.1 ★★★★★ (31)



Hire people who can continuously monitor and check-in with those that are quarantined and make sure they are ok. Some kids are out 10 days and may be on their own while parents work. Who is checking in on them? Monitoring them?

3.0 ★★★★★ (30)



Cultural competency training Staff needs to understand and learn about the cultural aspects of our community and of our students. Help grows better bonds with students and families

2.9 ★★★★★ (27)



Restorative circle time with students and teachers. Sharing our thoughts and feelings with others helps build community which is available to a school

2.9 ★★☆☆☆ (26 👤)



Use money to pay elementary music specialists to form after school/before school choirs in their buildings. We used to have these, but teachers travel more. The spirit of community/teamwork that school choirs brings is something children need more of.

2.9 ★★☆☆☆ (12 👤)



Year round school supports parents and students

2.7 ★★☆☆☆ (32 👤)



Create community among those who've been most effected. Provide opportunities for support and growth in fun and engaging ways. It's important to know that you're not alone, that you're understood and supported. Finding community and resources is empowering & motivating.

2.7 ★★☆☆☆ (31 👤)



Create neighborhood teams of homework/tutoring assistance....where children already familiar with their neighbors can reach out to them for help Building into the neighborhoods and community ties with the school and with one another

2.6 ★★☆☆☆ (27 👤)



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Kenosha Unified School District

Audit/Budget/Finance Committee Meeting

February 8, 2022 | 8:00 P.M. | ESC Boardroom

		Members: Mary Modder, Chair/School Bd. Treasurer Yolanda Adams, School Board President Tony Garcia, School Board Clerk Rebecca Stevens, School Board Member Angela Cooper, Community Member Chuck Leipzig, Community Member Desmond Miller, Community Member Amanda Nedweski, Community Member Stanley Washington, Community Member Peter Wilson, Community Member June Ma, Student Member Pierce Pereira, Student Member Andrea Bell-Myers, Staff Member Michael Makowka, Staff Member
Meeting called by	Mary Modder	
Type of meeting	Audit/Budget/Finance	
Facilitator	Mary Modder	
Note taker	Stacy Stephens	
Timekeeper	Stacy Stephens	

Agenda Items

Topic and Presenter		Outcome	Time allotted
1.	Review of December 7, 2021 Minutes – Modder (page 1)	Review	2 Minutes
2.	KUSD ThoughtExchange ESSER Funding Feedback – Keckler/Hamdan (pages 2-42)	Sharing/Feedback	43 Minutes

Other Information

Next Meeting: April 12, 2022

Agenda Topic: 2021/22 Budget to Actual

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KENOSHA UNIFIED SCHOOL BOARD
AUDIT/BUDGET/FINANCE MEETING
Educational Support Center – Room 110
December 7, 2021
MINUTES

A meeting of the Kenosha Unified Audit/Budget/Finance Committee chaired by Mrs. Modder was called to order at 7:00 P.M. with the following Committee members present: Ms. Adams, Mr. Garcia, Ms. Stevens, Ms. Cooper, Mr. Leipzig, Ms. Nedweski, Mr. Washington (virtual), Ms. Ma, Mr. Pereira, Mrs. Bell-Meyers (virtual), Mr. Makowka (virtual), and Mrs. Modder. Mr. Wilson (virtual) arrived later. Ms. Robinson was also present. Mr. Miller was excused.

Mrs. Modder welcomed committee members and introductions were made.

Review of June 1, 2021 Minutes

There were no suggested changes made to the minutes.

Mr. Wilson arrived at 6:09 P.M.

Board Approved Student User Fee Discussion for the 2022-2023 School Year

Mr. Tarik Hamdan, Chief Financial Officer, noted that as a component of the budget development process, a review of student user fees assessed by the District is conducted annually. At the passing of last year's student user fees in June 2021, the Board agreed to engage in further discussions for this fiscal year.

Mr. Hamdan presented the following information to help facilitate feedback from the committee members: a base user fee collection analysis, a base user fee collection rate analysis, and a combined user fee – budget to actual analysis.

Mr. Hamdan sought feedback, questions and/or comments from committee members in regards to the student user fees for the 2022-2023 school year. The following feedback and/or comments were shared:

- forego fees – lift the burden from the parents;
- keep fees – implement a tiered and/or sliding scale for low income families;
- reinstate in person registration as a bulk of the fees are paid during registration;
- require the schools to be more diligent in their efforts to collect; and
- consider a central person to handle collections.

November 16, 2021 Regular School Board Meeting Agenda

Dr. Ormseth solicited feedback, questions and/or comments in regards to the November 16, 2021 regular school board meeting agenda. There was no feedback, questions and/or comments made by committee members.

Dr. Ormseth noted that the next meeting will take place on February 8, 2022 and feedback on the ESSER III plan will be sought and the 2022-2023 preliminary enrollment projects will be presented.

Meeting adjourned at 7:47 p.m.

Stacy Stephens
School Board Secretary

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KENOSHA UNIFIED SCHOOL DISTRICT

ThoughtExchange Feedback

KUSD Standing Committee

February 8, 2022

KUSD Mission: Provide excellent, challenging learning opportunities and experiences that prepare each student for success.



Agenda

- Federal ESSER III Expectations
- KUSD ThoughtExchange Survey Summary
 - ★ Participant Breakdowns
- Finalized ThoughtExchange Themes
- Thought Example
- Identification of Committee Respective Themes
- Questions for Further Consideration
- Reporting Back



Federal ESSER III Expectations

- The American Rescue Plan (ARP) Act, the third federal COVID-19 relief law, passed in March 2021, provides districts **one-time funds** through the Elementary and Secondary School Emergency Relief (ESSER) III grant program.
- KUSD is expected to receive **\$45 million** in ESSER III funding.
- Funds **must be spent no later than Sept. 30, 2024**.
- Funds are intended to help sustain the safe operation of schools and address the impact of the coronavirus pandemic on the nation's students.
- KUSD must use a **minimum of 20%, or \$9 million**, to implement evidence-based interventions to address learning loss.



ThoughtExchange Survey Summary

- Distributed online to the Kenosha Community
- November 29 – December 17, 2021
- Selection of four participant groups
 - KUSD Parent/Guardian (879)
 - KUSD Staff Member (453)
 - KUSD Community Member (55)
 - KUSD Student (18)



1,405
Participants



2,054
Thoughts



52,040
Ratings

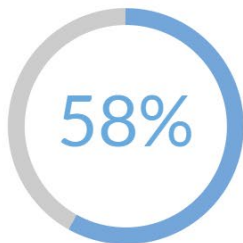


ThoughtExchange Survey Summary



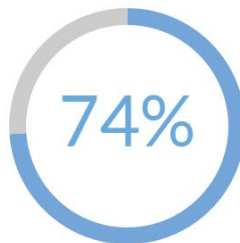
817

Participants shared
thoughts



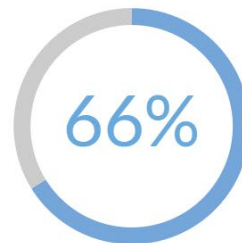
1,041

Participants rated
thoughts



929

Participants explored
thoughts



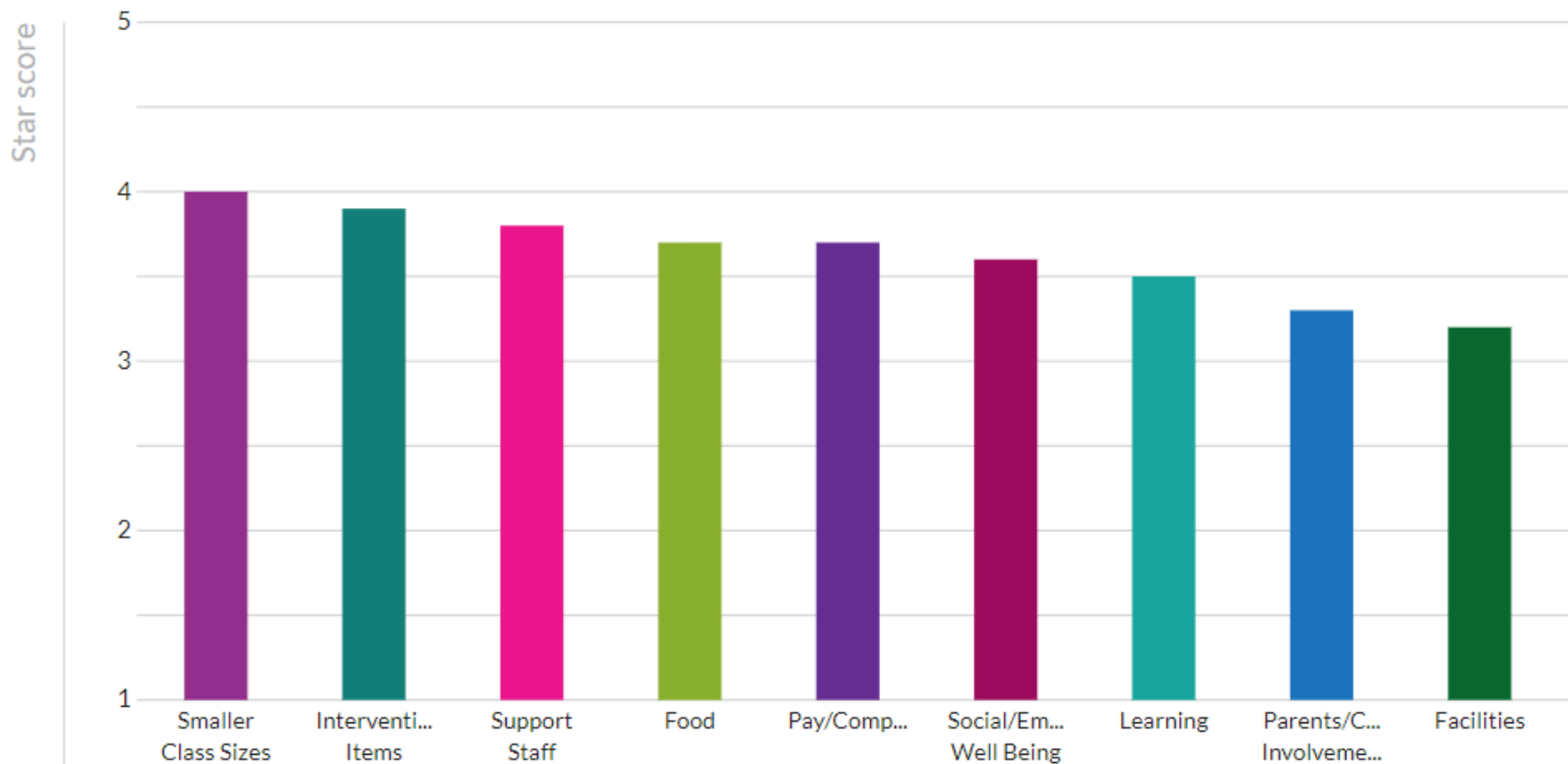


ThoughtExchange Survey Summary

provide
emotional academic programs
support small reading kids
social pay instruction
increase class smaller staff food
better behavior math learning
workers hire + sizes special
time counselors lunch
parents interventionists children
work
mental
teach help classroom group education
interventions health
day

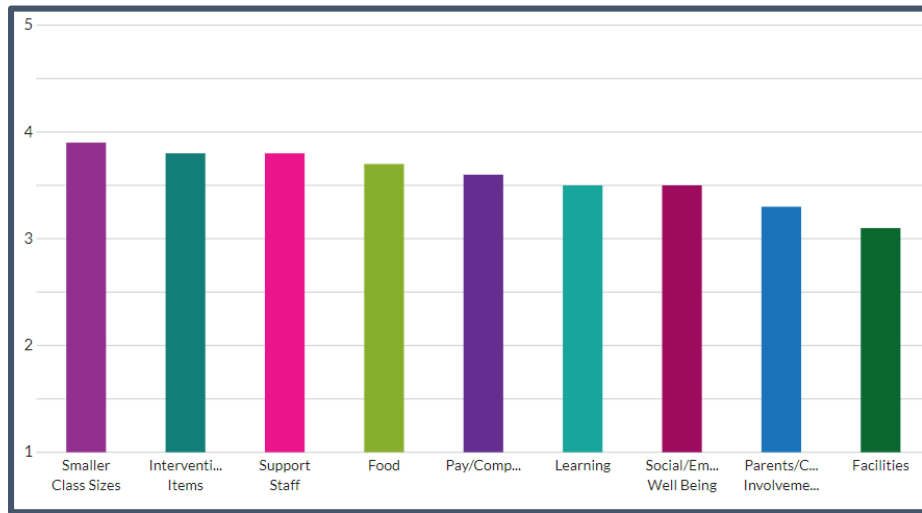


ThoughtExchange Survey Summary

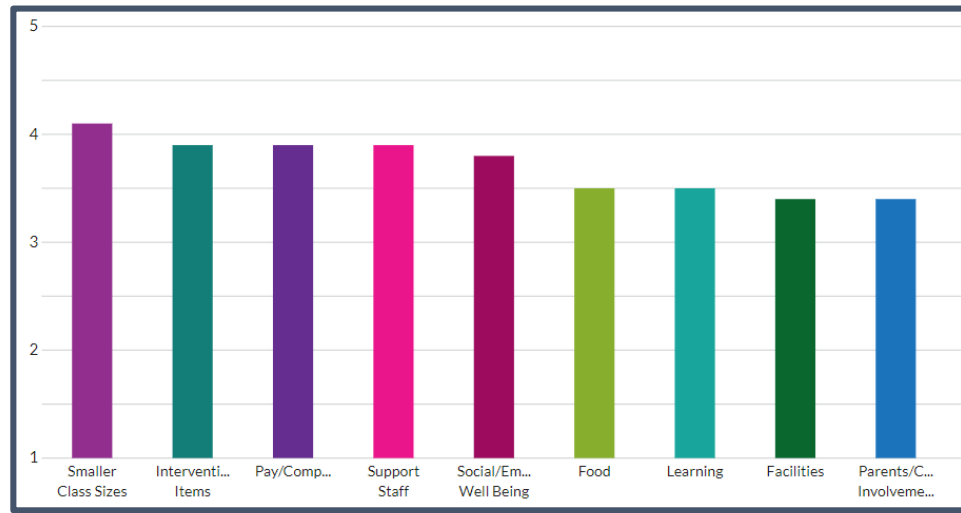




ThoughtExchange Survey Summary



Themes ranked just by
KUSD Parents & Guardians



Themes ranked just by
KUSD Staff Members



ThoughtExchange Sample

A portion of funding should go to revamp playgrounds that aren't ADA compliant and build new ones to be inclusive as required by the Dept of Justice. Children learn through social interaction. When 20% of the population is excluded it teaches exclusion. Kids of all abilities need to be included.

KUSD Parent or Guardian

3.7  (34 )

Submitted by a Parent or Guardian, with an overall rating of 3.7 out of 5. Ratings provided by 34 other parents or guardians.



Standing Committee Process

- Each member of this KUSD Standing Committee has been provided a copy of all respective thoughts for the following themes:

Planning & Facilities <ul style="list-style-type: none">• Facilities• Food	Curriculum and Program <ul style="list-style-type: none">• Learning• Social, Emotional & Physical Support• Intervention Items
Audit, Budget & Finance <ul style="list-style-type: none">• Pay & Compensation	Personnel <ul style="list-style-type: none">• Smaller Class Size• Support Staff• Parent and Community Involvement

- The next portion of the meeting will allow the committee members to reflect on those thoughts and identify focus areas.



For Consideration

Each standing committee will work at their tables and begin with the first exercise:

- What are the main idea(s) of these thoughts?
- A recorder at each table will use the white paper to record the main ideas.



For Consideration

- Next, each table will have a spokesperson share their identified ideas by reporting out to all of the tables.
- Once shared, the white papers with the ideas will be placed on a wall.



For Consideration

- Each member will have a limited number of dots which you can place on ANY white paper to identify which idea(s) you feel should be the focus.
- You can place any number of dots on any of the listed ideas on any of the white papers.



For Consideration

Next, the reporter for each white paper will present which idea(s) produced the highest focus.



For Consideration

- Would the top idea(s) be an allowable use of the ESSER III funds?

Remember, these are:

- One-time funds
- Intended to help sustain the safe operation of schools and address the impact of the coronavirus pandemic on the nation's students.
- Required to use a **minimum of 20%, or \$9 million**, to implement evidence-based interventions to address learning loss.



For Consideration

- What would a successful implementation of the top idea(s) look like if addressed?
- What are some things KUSD could/should consider for implementation?



For Consideration

Was anything missed/not included with these ideas?



Next Steps

- Replicate this process with all KUSD Standing Committees.
- Gather additional stakeholder feedback.
- Budget analysis/plan development.
- Recommend plan for Final Board approval.

THANK YOU

Any questions?



kusd.edu



KenoshaSchools



KenoshaSchools



KUSD



KenoshaSchools

A blurred photograph of a classroom. In the foreground, there are several white rectangular desks with blue plastic chairs. The desks are arranged in rows. In the background, there are more desks, a chalkboard, and various educational materials on shelves. The room is brightly lit by large windows on the right side. The overall image has a soft, out-of-focus quality.

KENOSHA UNIFIED SCHOOL DISTRICT

KUSD ESSER PAY/COMPENSATION THOUGHTS

Kenosha Unified School District

Stipends for all essential workers that have worked hard since the pandemic began. It will help offset the difference between our annual pay increase and the actual CPI. It will help retain workers and make them feel valued.

KUSD Staff Member

4.5 ★★★★★ (29)



Pay raise for teachers We have not kept up with the CPI and have had additional expectations and duties due to the pandemic.

KUSD Staff Member

4.4 ★★★★★ (20)



Give teachers a raise. Cost of living went up 6% teachers only got 1% increase Teachers are stressed by how little they are paid. How can they focus on their student's needs when they are worried about their own.

KUSD Staff Member

4.4 ★★★★★ (18)



Teachers have worked hard through the pandemic and many are leaving the field due to the many challenges. A pay raise would inspire more to stay. KUSD is significantly lower than other districts with pay. Health care benefits are not as good. It would make it more appealing for educators to stay.

KUSD Staff Member

4.3 ★★★★★ (25)



New staff salaries To retain the most effective teachers, the salaries need to match, especially for new teachers.

KUSD Staff Member

4.3 ★★★★★ (24)



Paying staff/teachers higher wages

Staff/teachers are leaving due to salary and the stress. They can go to other districts and make more money or even leave education all together.

KUSD Staff Member

4.3 ★★★★★ (24)



Increase teach pay We have a teacher shortage right now. We are over worked, under paid, and under appreciated!

KUSD Staff Member

4.2 ★★★★★ (24)



Raise in teacher pay to retain good teachers at a marketable rate for heavy education requirements with limited abilities of movement. Teachers look at the way they are treated, the community attitude toward the profession, and then added stresses of child behavior and leave.

KUSD Staff Member

4.2 ★★★★★ (21)



Staffing needs are an area that we need to address. We are not only experiencing shortages due to lack of pay interest, but now treatment of teachers Every year we are told "it's only one more thing". To a plate that was already full of education responsibilities we have added, and added too much

KUSD Staff Member

4.2 ★★★★★ (18)



Hire more teachers. Teachers are constantly asked to go above and beyond what is in their contract for no recognition or increase in pay. We are burnt out.

KUSD Staff Member

4.2 ★★★★★ (17)



Teachers should be better paid.

KUSD Staff Member

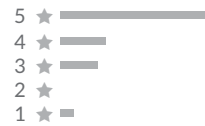
4.2 ★★★★★ (17)



I think KUSD should set aside some of the funds for one time bonuses for all the front line workers that have been working since the pandemic began. Kenosha County gave bonuses to it's front line workers in the amount of \$3000 each. It will help retain good workers and make them feel valued.

KUSD Staff Member

4.1 ★★★★★ (32)



Increase the salaries of the teachers.

Teachers are working harder than ever before yet their pay rate was frozen for years. Many teachers are currently working two jobs and are exhausted.

KUSD Staff Member

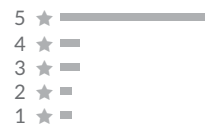
4.1 ★★★★★ (32)



Increase staff pay as they have not received hazard pay like other industries and pay is already below average with the CPI of 10% this year. WDPI states that funds can be used for "continuing to employ existing staff of the local educational agency"

KUSD Staff Member

4.1 ★★★★★ (31)



Pay teachers more so they want to invest more time into these programs

KUSD Staff Member

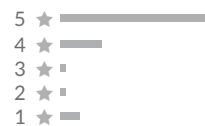
4.1 ★★★★★ (31)



Teachers need to paid adequately for their work and their work outside of school hours. Teachers need more prep time. Without qualified teachers you have no education system.

KUSD Staff Member

4.1 ★★★★★ (31)



Stipends and/or raises for everyone who has worked through the pandemic It has not been easy, show us a little appreciation

KUSD Staff Member

4.1 ★★★★★ (27)



Support staff members with a pay raise To prevent teacher burnout
KUSD Staff Member

4.1 ★★★★★ (26 👤)



Pay your teachers more. Stop saying we appreciate you so much so you get to wear jeans. That is a complete insult. Pay more or give bonuses. If you want to keep quality educators you need to give them a reason to stay.
KUSD Staff Member

4.1 ★★★★★ (25 👤)



Teachers need to receive an increase in pay equal or greater to the cost of living increase. Teachers who have financial struggles are stressed.
KUSD Staff Member

4.1 ★★★★★ (23 👤)



Retaining staff We have lost a lot of good staff the last two years amidst an ongoing teacher shortage. We need to make sure we can keep good educators and staff.
KUSD Staff Member

4.1 ★★★★★ (19 👤)



Cut checks to the teachers. We need and deserve a raise.
KUSD Staff Member

4.1 ★★★★★ (16 👤)



Cost of Living raise ASAP. Hard to cover the cost of daily living when wages do not match what the current cost to function in society.
KUSD Staff Member

4.1 ★★★★★ (14 👤)



Wages Pay staff members what they are worth. Teachers are being asked more and more with less pay.
KUSD Staff Member

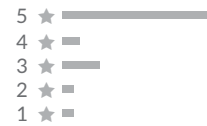
4.1 ★★★★★ (10 👤)



More recess, open lunch for high school, pay teachers more, reading time, mindfulness program for students, after-school tutoring & social options Schools are miserable places-- we need to make them more fun. Student and teacher wellbeing should be where we use our pandemic funds

KUSD Parent or Guardian

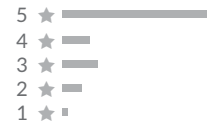
4.0 ★★★★★ (35)



Hire and properly compensate more counselors, increase teacher pay and hire aids for the classrooms. Equipping our children with tools to handle their emotions is just as important as academics.

KUSD Parent or Guardian

4.0 ★★★★★ (33)



Retention Stipends for Teachers and Staff To retain high quality staff and maintain student to teacher ratios in district classrooms to ensure learning loss recovery.

KUSD Staff Member

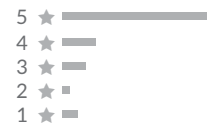
4.0 ★★★★★ (28)



Staff Retention There are many teachers leaving or thinking of leaving the profession.

KUSD Staff Member

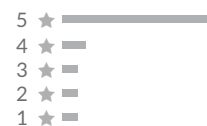
4.0 ★★★★★ (27)



Recruit and reward high quality teachers KUSD is not competitive with surrounding districts in terms of benefit and pay. Students that need to make up gaps in learning need the best teachers.

KUSD Staff Member

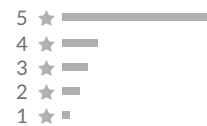
4.0 ★★★★★ (26)



Stipends & Retention Bonuses All school staff are essential workers and have not been treated as such since March 2020. Stipends now + bonuses at end of year for those who stay.

KUSD Staff Member

4.0 ★★★★★ (26)



Teachers should be given a large stipend for all the work we do outside out contracted hours. With the limited prep we HAVE to take work home. By doing this it will in turn go back to the students. To be told you hear and see us and think jeans will make it better makes many want to leave.

KUSD Staff Member

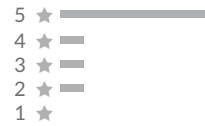
4.0 ★★★★★ (20 👤)



Give back to the teachers via COVID Bonus teaching pay. Other districts have given 2,000 plus dollars to teachers. We deserve it!

KUSD Staff Member

4.0 ★★★★★ (18 👤)



Higher financial compensation for staff I have noticed out-of-pocket spending by teachers is significant. I think higher compensation would alleviate stress for many staff.

KUSD Staff Member

4.0 ★★★★★ (14 👤)



Use funding to bring QUALITY teachers into the classroom and supplement current teachers salaries to compensate for the hours and hours of time given freely outside of the paid school day hours

KUSD Staff Member

4.0 ★★★★★ (11 👤)



In high school, I would like to see more hands-on classes. Those jobs are paying very well and are sought-after jobs.

KUSD Parent or Guardian

3.9 ★★★★★ (34 👤)



Increase options for after school clubs and pay teachers/staff appropriately for supervision Allows kids opportunities to have social interaction with peers and gain skills outside of school

KUSD Parent or Guardian

3.9 ★★★★★ (34 👤)



Invest in technology and the trades. 3D printers, CNC, welding, construction apparatus are all important for future workers. Construction trades are suffering from a lack of labor. Many good paying jobs are available to skilled workers. Technology will always be a skill!

KUSD Parent or Guardian

3.9 ★★★★★ (29)



Pay teachers willing to work outside the normal school hours Teachers and staff are working after school activities and coming in on weekends to catch up on work. Also, many SpEd students need additional help.

KUSD Staff Member

3.9 ★★★★★ (27)



Teachers should receive a significant stipend for the 100's of hours spent outside the classroom to not only teach in person, but also virtually. DIRECTLY effects students daily. We've worked for free for TOO long and are taken for granted. We are expected to give our all to be treated terrible.

KUSD Staff Member

3.9 ★★★★★ (25)



Teachers need a raise. Teachers are going above and beyond and deserve a raise. Wages should reflect the hard work being put forth each and every day.

KUSD Staff Member

3.9 ★★★★★ (19)



Teacher raises - KUSD's pay and benefits are not at all competitive Raise pay for all loyal staff who stayed with KUSD through years of salary freezes. Raise pay at all steps and lanes next.

KUSD Staff Member

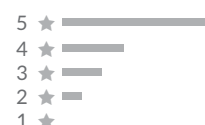
3.9 ★★★★★ (18)



Increase the starting teacher wage to attract the best candidates coming out of teacher prep. programs. Without strong teachers this district will lack the professionals to deliver the best classrooms.

KUSD Staff Member

3.9 ★★★★★ (13)



Raising wages In order for students to succeed teacher's need to be paid proper wages.

KUSD Staff Member

3.9 ★★★★★ (10)



Increased teacher pay Retention of teachers and recruiting

KUSD Parent or Guardian

3.8 ★★★★★ (36)



Better wages for support staff. These people are asked to do incredible things for not enough pay. They have a higher value than you Pau them for.

KUSD Parent or Guardian

3.8 ★★★★★ (32)



Pay the teachers to want to stay and teach our children. If you're unable to keep teachers that want to teach our children suffer.

Teachers need to want to be there. Pay helps as well as environment.

KUSD Parent or Guardian

3.8 ★★★★★ (29)



I truly believe the teachers need a liveable wage. Provide competitive raises (yearly) based on goals and performance. You get what you pay for. Many teachers work mult jobs & are burned out Stressed teachers=stressed kids their which can impact learning and mental health.

KUSD Parent or Guardian

3.8 ★★★★★ (23)



Many districts around the country are providing incentives to retain staff during a year that is incredibly stressful (more so than last year). This will let teachers know that they are valued.

KUSD Staff Member

3.8 ★★★★★ (21)



One or more FULL TIME interventionist at every elementary school and pay them teacher salary. We want qualified teachers performing these interventions and part time/hourly pay isn't cutting it. Each el. school needs more help to close gaps.

KUSD Staff Member

3.8 ★★★★★ (21)



Pay raises for staff We are burned out

KUSD Staff Member

3.8 ★★★★★ (19)



Increase the pay steps for all teachers to attract more qualified teachers It's difficult to hire well when a new teacher can make more instantly in Illinois

KUSD Staff Member

3.8 ★★★★★ (12)



More music and art; more science and social studies We focus too much on athletics; kids need to broaden their knowledge. Should not just be sports, math, and reading.

KUSD Parent or Guardian

3.7 ★★★★★ (40)



Hire and keep good teachers and staff by recognizing and paying them more Good environment makes for successful students

KUSD Parent or Guardian

3.7 ★★★★★ (36)



Increase faculty and staff pay, so as to better retain top talent. Retain and attract educators and staff to continue to teach and develop our student bodies.

KUSD Parent or Guardian

3.7 ★★★★★ (36)



Increase staff pay and mental health services Make it easier for staff to have more mental health days and access to counseling. Staff works very hard and shouldn't be punished for self-care!!!

KUSD Parent or Guardian

3.7 ★★★★★ (33)



Increase teacher pay. Retain good, quality, teachers

KUSD Parent or Guardian

3.7 ★★★★★ (32 👤)



To hire more experienced teachers and pay teachers better Our kids need to receive the best education available and the teacher's need to be paid better for the job they do.

KUSD Parent or Guardian

3.7 ★★★★★ (29 👤)



Funds to pay teachers for mandated professional learning on curriculum and updated best teaching practices. Paying teachers allows district leadership to require/mandate training teachers need in order for students and staff to be successful

KUSD Staff Member

3.7 ★★★★★ (27 👤)



Increase ESP and teacher pay for summer programs so that programs can be adequately staffed. It is difficult to want to take summer positions when you are making significantly less money and may need to pay for child care for your own kids.

KUSD Staff Member

3.7 ★★★★★ (24 👤)



Pay custodial staff more money The custodial staff has been working hard to keep the schools cleaned and sanitized everyday before the students return to school the following day

KUSD Parent or Guardian

3.7 ★★★★★ (22 👤)



In order to maintain high level teachers- give them a raise. Teachers are not paid nearly the price that they deserve.

KUSD Parent or Guardian

3.7 ★★★★★ (21 👤)



Better pay for teachers and support staff Solidify retention and pay teachers their worth

KUSD Parent or Guardian

3.6 ★★★★★ (40 👤)



Increase teacher wages Many staff are entertaining the idea of leaving the professional because of work load and lack of care from administration.

KUSD Parent or Guardian

3.6 ★★★★★ (35)



Pay don't just praise. Happy teachers can accomplish more, a few years back teachers' salaries were frozen, but a lot of construction happening, hard to understand.

KUSD Parent or Guardian

3.6 ★★★★★ (35)



Prep time for staff. Many staff says yes to a raise but also PREP TIME! This year, we are short subs and asked to sub daily which means zero time to plan, grade, email.

KUSD Parent or Guardian

3.6 ★★★★★ (35)



Take better care of the teachers! They give their own resources towards making the education curriculum better for students, they have families too so give them better benefits

KUSD Parent or Guardian

3.6 ★★★★★ (35)



Increase in Teacher Wages Teachers deserve better pay!! they are helping to build the leaders of tomorrow!

KUSD Parent or Guardian

3.6 ★★★★★ (34)



Suggestion to increase teacher salary? Yes, teachers deserve a pay increase, but it should be based on merit Teachers that can reach, inspire and improve the academic livelihood of their students, deserve a salary increase

KUSD Parent or Guardian

3.6 ★★★★★ (34)



invest in a single app for all communication and messaging, payment needs I need 4 separate apps on my phone just to get into the school ecosystem. this is a burden on parents and teachers and takes a3way from learning time.

KUSD Parent or Guardian

3.6 ★★★★★ (33)



Salaries and Benefits - Maintain the current level of staffing to keep the student to teacher ratio at levels where learning loss can be recovered. With decreased enrollment projections due to Covid-19 pandemic, we will lose state funding that is necessary to pay for salaries of educators.

KUSD Staff Member

3.6 ★★★★★ (28)



Hire more staff overall to cover all COVID items coming in to our schools. If no hire is done then compensation is needed for all the extra work load We are not fully services families in the area of COVID.

KUSD Staff Member

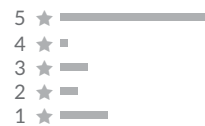
3.6 ★★★★★ (27)



Let snow days be snow days Kids need a day off to play and have fun. Teachers can benefit from an unexpected day off. Make it an extra paid day off.

KUSD Parent or Guardian

3.6 ★★★★★ (26)



Have more paid, during school days, training for teachers to be trained in reading recovery type programs. Teachers need more training to help with lower readers

KUSD Staff Member

3.6 ★★★★★ (24)



Increase teacher pay To attract quality/more staff

KUSD Parent or Guardian

3.6 ★★★★★ (23)



Raising pay for teachers In order for students to be successful, we need to take care of our teachers with competitive wages.

KUSD Staff Member

3.6 ★★★★★ (15)



Provide additional compensation for teachers to meet with students outside of contracted hours of instruction for any interventions. Teachers should fairly compensated for the additional time and labor requirements of running interventions.

KUSD Staff Member

3.6 ★★★★★ (2)



use the funds to pay teachers more as they are risking their lives every day to teach children. hire cleaning crews to weekly deep clean the schools Teachers who are paid more will give all of our students a better education. Our children need teachers who are glad to come to work to teach them.

KUSD Parent or Guardian

3.5 ★★★★★ (40 👤)



I want to see incentives for teachers who get CEUs. Training for teachers and maintenance must be a priority. Teachers will make the effort if reward If reward based incentives are there for teachers and staff for new learning tools they will make a difference for the students

KUSD Parent or Guardian

3.5 ★★★★★ (40 👤)



Pay raises for teachers. Teachers are as essential as health care workers in the pandemic. Pragmatically, a pay raise will offset some burn out and keep good staff.

KUSD Parent or Guardian

3.5 ★★★★★ (40 👤)



Have all kids have free lunch especially the ones who pay but than can't afford it. With the hard times we are going through it will help the kids who can't afford to eat at school.

KUSD Parent or Guardian

3.5 ★★★★★ (39 👤)



Pay teachers more.

KUSD Parent or Guardian

3.5 ★★★★★ (39 👤)



Teacher incentives should not be marked w/money but it does help motivate. Teachers need "physical support in the classroom," to help achieve goals and high quality citizens being sent out into the world.

KUSD Parent or Guardian

3.5 ★★★★★ (39 👤)



Supplies for classrooms. Teachers spend a lot of their own money to provide needs for their students. Teachers need a pay raise. Teachers make very little for what they do for our children. Teachers won't stay when underpaid. Support teachers will support students.

KUSD Parent or Guardian

3.5 ★★★★★ (34 👤)



Extra duty/committe pay Pay staff for extra duty or committee a real wage and them **ACTUALLY LISTEN** to those working in the classrooms

KUSD Parent or Guardian

3.5 ★★★★★ (33 👤)



Pay raises for teachers They work so hard and aren't appreciated

KUSD Parent or Guardian

3.5 ★★★★★ (31 👤)



Pay a competitive wage to attract the best teachers for the kids Increasing wages will attract the best teachers and allow them to focus on teaching and not a second job

KUSD Parent or Guardian

3.5 ★★★★★ (30 👤)



After school supports for students - pay teachers tutoring rates and provide transportation to help our most impacted students catch up. We can't leave them falling behind - they need us.

KUSD Staff Member

3.5 ★★★★★ (26 👤)



Structured tutoring time after school, done by teachers, with extra pay for teachers.

KUSD Staff Member

3.5 ★★★★★ (26 👤)



Raise teacher pay to attract more and better teachers Vilifying teachers over the past decade cost the profession important and talented individuals. Those individuals should be getting/spending this \$

KUSD Parent or Guardian

3.5 ★★★★★ (25 👤)



Give staff a raise. Help teacher retention

KUSD Parent or Guardian

3.5 ★★★★★ (19)



Increase teacher pay and give them top of the line benefits. Teachers are leaving the profession at an alarming rate - lots of teachers are retiring asap to escape the stress/strain of their job responsibilities

KUSD Parent or Guardian

3.5 ★★★★★ (17)



Give the teachers a raise! Our children deserve the best and brightest of us all and our best and brightest deserve to be paid very well.

KUSD Parent or Guardian

3.4 ★★★★★ (40)



Provide improved incentives to teachers for the extra effort and responsibilities required of them during pandemic or continue to lose best The most capable teachers often do it because they love to not because they cannot do anything else. They are the biggest influence in student wellnes

KUSD Parent or Guardian

3.4 ★★★★★ (40)



Hire more teachers/staff and increase their pay Smaller classes will provide more support for students. Higher pay will help with teacher retention

KUSD Parent or Guardian

3.4 ★★★★★ (32)



I think any school with playground equipment that is 15+ years old should receive a new piece purchased with the funds. Unfair for schools to have to fundraise on their own to support physical well-being of our children. Most families cannot afford to fundraise here.

KUSD Parent or Guardian

3.4 ★★★★★ (24)



Pay teaches more The better the teacher the better the teaching. A lot of teachers don't seem to know how to get the subject matter across to the students.

KUSD Parent or Guardian

3.4 ★★★★★ (23)



For academic support, I believe more materials that are pre-made for small group/individual. Teachers can do interventions with other students when the students have stations/individual work available. That teachers DONT PAY FOR OR MAKE!

KUSD Staff Member

3.4 ★★★★★ (22)



Ability to recognize staff and teachers for the great job they do everyday. Monetary or special outings or fun days (like special lunch), treats days The moral will be so much higher among staff if they are recognized regularly.

KUSD Staff Member

3.4 ★★★★★ (16)



Increase teacher pay. Teachers are underpaid as it is and now add in Covid. They have even more work having to pivot any given day and still provide education to our kids

KUSD Parent or Guardian

3.4 ★★★★★ (16)



Improve the benefits for our staff and teachers at the schools Its important for the morale of the teachers as well as all of the extra time teachers use to help our students that goes unnoticed.

KUSD Parent or Guardian

3.3 ★★★★★ (35)



Allow teachers to sign part time contracts. This would encourage more teachers to stay in the profession and lessen burnout. Less stressed teachers open up way more time and energy to focus on students.

KUSD Parent or Guardian

3.3 ★★★★★ (34)



KUSD staff should receive a bonus like other fields of work who had to work through the pandemic as frunt To give them some appreciation for the extra work they had to do working with students in person and Virtual

KUSD Parent or Guardian

3.3 ★★★★★ (34)



Increase pay for teachers and staff Staff is tired, burned out, and overworked. This will help improve education for kids. It will help retain highly qualified staff.

KUSD Parent or Guardian

3.3 ★★★★★ (33)



Paid Mentors BECAUSE KUSD kids need more positives role models

KUSD Staff Member

3.3 ★★★★★ (31)



Provide teachers with a stipend or funds to purchase quality teacher-made resources.

Teachers know what their students need & how to meet those needs. Given standard-based grading & instruction, teachers can find appropriate resources.

KUSD Staff Member

3.3 ★★★★★ (26)



The first thing I would do is return to normal.

No masking, children need to see faces to learn. The money should go to counseling provisions Higher pay and availability of counselors for the children is of utmost importance. The children need to have more options to get their needs met.

KUSD Parent or Guardian

3.3 ★★★★★ (23)



Money for supplies and incentives for teachers to bolster learning. Teachers and parents shouldn't have supplement.

KUSD Parent or Guardian

3.3 ★★★★★ (22)



Para-pro or teacher aid training The para-pros are undervalued. They work w/ the highest needs students & are not respected the way they should be. Train them (& maybe pay them better

KUSD Parent or Guardian

3.3 ★★★★★ (6)



Increase teacher pay We need to recruit better teachers with better pay. I lost multiple coworkers that moved out of district to better paying jobs.

KUSD Staff Member

3.3 ★★★★★ (1)



Increase teacher salaries for teaching during Covid and risking their own health Healthcare providers and other essential workers received and continue to receive covid pay
KUSD Parent or Guardian

3.3 ★★★★★ (1)



Paid snow days Who doesn't need a mental health day once in awhile. Let the kids be kids for once! Try being a Kindergarten teacher that needs to flip to virtual!
KUSD Staff Member

3.3 ★★★★★ (1)



Teachers should be better compensated for the work they do. Teachers starting on the new pay scale are hurting for a job that is becoming more and more physically and emotionally draining, You are losing good teachers for a lack of justified compensation,
KUSD Staff Member

3.3 ★★★★★ (1)



Teacher salary increases Review which teachers phoned it in last year and which actually taught. Get rid of the dead weight
KUSD Parent or Guardian

3.2 ★★★★★ (35)



Allow schools that do not receive Title One funds to have more access to these funds. Schools without Title One funding are forced to use older materials, do without, or fundraise to obtain items that Title schools can easily afford.
KUSD Staff Member

3.2 ★★★★★ (32)



Pay for more aids to support special education students in Science, Social Studies, and elective classes. Reading and writing are implemented in many classes where students still could use support when the sped support teacher cannot be there.
KUSD Staff Member

3.2 ★★★★★ (29)



Make summer wages count toward pension and service time. Staff will be more likely to take summer positions if benefits are more consistent with school year benefits.

KUSD Staff Member

3.2 ★★★★★ (27)



Increase enrichment and community building opportunities for students and increase hourly salary for teachers that create and lead the opportunities. Students and teachers need to feel valued as community members

KUSD Staff Member

3.2 ★★★★★ (26)



More money into the teachers and principals Pay your teachers and principals more. They bust their tails all year round and especially with Covid had to get a whole new learning platform handled

KUSD Parent or Guardian

3.2 ★★★★★ (26)



Give the money to the teachers. Absolutely ridiculous that teachers have to put up with kids all day and receive zero bonus. Severely underpaid and overworked. You want higher testing scores? Pay teachers. Better morale leads to better teaching, in turn increases retention

KUSD Parent or Guardian

3.2 ★★★★★ (22)



Teachers deserve a covid relief check-just like many city and county employees received. The teachers have been and are in the thick of this pandemic. We need to show the teachers that they are appreciated!

KUSD Parent or Guardian

3.2 ★★★★★ (14)



Teacher increase pay Jobs undervalued

KUSD Parent or Guardian

3.2 ★★★★★ (6)



Technology needs need to be addressed both in physical needs and personnel needs.

Schools are struggling keeping enough tech in students and staff hands. With the increased workload on our techs, a pay review for them is in order.

KUSD Staff Member

3.0  (27 )



Students helping students....provide "stipends" to trained (teaching methodologies....)Highschool students who help younger students. Building into

motivation of Highschool students to succeed by giving back, provides a source of income, provides the opportunity to explore teaching

KUSD Staff Member

3.0  (26 )



Teachers should have 2 paid mental health days above the 10 days offered. Teachers are mentally exhausted and they need to be appreciated.

KUSD Parent or Guardian

3.0  (19 )



There is no second option. Pay the damn teachers.


KUSD Parent or Guardian

3.0  (19 )



More salary for cleaning staff We know that they do a lot more work in this time of the covid

KUSD Parent or Guardian

translated by 

3.0  (10 )



The Esser III funds should be used as teacher compensation-similar to bonuses issued in private sector jobs. Teachers have been expected to go above and beyond their normal job duties in order to guide students through this pandemic.

KUSD Parent or Guardian

3.0  (4 )



Use the funds along with solid financial planning to reduce taxes to the community. Conservative budgeting during a time of inflation a top priority. Educational systems continue to add administrative personnel at higher salaries than teachers. Why? This trend must stop!

KUSD Parent or Guardian

2.9 ★★☆☆☆ (21 👤)



Provide stipend for staff supporting the African American Youth Initiative Stop asking people to do more with less. Compensate people for their time, if you value it - fund it.

KUSD Staff Member

2.8 ★★☆☆☆ (25 👤)



For activities that involve families to pay like pictures, socials, games/meets, even concerts. Some who maybe having a hard time should sign a form. Been having a hard time with bills and things it's hard to pay for anything especially school functions so anything

KUSD Parent or Guardian

2.7 ★★☆☆☆ (38 👤)



Reward good teachers maybe have students vote They would feel valued and do a better job

KUSD Parent or Guardian

2.7 ★★☆☆☆ (33 👤)



Provide stipend for those who work with the African American Youth Initiative Leads for AAYI spend weekends and holidays away from their families to service the students, and spend their own money many times to support the cause

KUSD Staff Member

2.6 ★★☆☆☆ (26 👤)



I would give teachers thee opportunity to teach an extra class. The district would them pay them for the extra hour. Most of my students need credits.

KUSD Staff Member

2.3 ★★☆☆☆ (26 👤)



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