The District Leaders Focus Group was held on Friday, January 24th, 2020 with 24 District Leaders providing feedback.

The table below provides an overview of the different areas in which feedback was obtained and the major themes that were identified through analysis of the feedback provided. Additionally, the percentage of participants providing feedback related to the identified theme is indicated in the parentheses following each theme. A more detailed analysis of the feedback will be provided through a “Stakeholder Feedback Summary Report” which will be completed prior to the beginning of March.

<table>
<thead>
<tr>
<th>Excellence in Schooling: What would you see, hear, and feel?</th>
<th>What is going well? What are areas of progress?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Positive Culture &amp; Climate (78%)</td>
<td>Increased Collaboration/Communication (61%)</td>
</tr>
<tr>
<td>Teamwork &amp; Collaboration (61%)</td>
<td>Renewed Sense of Hope &amp; Direction (48%)</td>
</tr>
<tr>
<td>Physical &amp; Psychological Safety (43%)</td>
<td>Re-envisioning/New Leadership (35%)</td>
</tr>
<tr>
<td>Diversity, Equity, &amp; Inclusiveness (39%)</td>
<td>Community Partnerships (35%)</td>
</tr>
<tr>
<td>Clear, Effective, &amp; Safe Communication (30%)</td>
<td>Awareness/Actions for Areas of Improvement (35%)</td>
</tr>
<tr>
<td>Collaborative Problem Solving (17%)</td>
<td>Change in Stakeholder Response/Participation (30%)</td>
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<tr>
<td></td>
<td>Increased Skilled Workforce/Commitment (30%)</td>
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<tr>
<td></td>
<td>Increased Retention of Employees (13%)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>What are areas in need of improvement or of ongoing struggle?</th>
<th>What are specific areas of opportunity not yet explored or acted upon?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee Culture &amp; Climate (57%)</td>
<td>Grant Writer/Grants (47%)</td>
</tr>
<tr>
<td>Need for Processes &amp; Procedures (48%)</td>
<td>Expanded Professional Development (e.g., Communities of Practice, Equity/Cultural Competency, Leadership Development) (40%)</td>
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<tr>
<td>School Community Mindsets/Public Perceptions (43%)</td>
<td>Re-Branding of District (27%)</td>
</tr>
<tr>
<td>Need for Improved Support Services (Discipline &amp; Exceptional Student Education) (26%)</td>
<td>Centralizing/Improving Communication (20%)</td>
</tr>
<tr>
<td>Need for Effective/Transparent Communication (22%)</td>
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<tr>
<td>Funding Issues/Concerns (22%)</td>
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<tr>
<td>Family Engagement (22%)</td>
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