

Olympia School District Community Budget Survey: Narrative Results, Spring 2018

The following text is a re-print of the narrative responses to two budget survey prompts. The text is not edited, except to eliminate personally identifiable information or a comment that can be traced back to an individual. The first prompt, Describe what you value about our school system, starts below on page one. The second prompt, Describe any efficiencies that you would like the Superintendent to consider, begins on page 36. Each prompt groups staff comments together, and then parent, student, and community comments together.

Values: Staff Submissions, page 1.

Values: Parent, Students, Community Submissions, page 19.

Efficiencies: Staff Submissions, page 36.

Efficiencies: Parent, Students, Community Submissions, page 60.

Describe what you value about our school system.

Staff Submissions

Without question, I value the district's intention to have options in their programs. As our large high schools physically expand and students increasingly express a lack of connection in a large population, the emphasis on personalizing school atmospheres is more important than ever.—Avanti

Diversity and alternative learning style.--Avanti

I value options and school/program choice. Commitment to improved mental health resources. Commitment to equity, inclusion and discussions on race. Commitment to marketing Option programs like Avanti, Lincoln, ORLA, CSI, Freedom Farmers, JAMS, etc...--Avanti

*Providing options for students and their families *A commitment to a "One size does not fit all" approach to teaching and learning *Providing students/teachers/schools with what they need to thrive and always considering their unique circumstances in making decisions about school funding *Efforts towards providing racial literacy and anti-bias professional development opportunities for all administrators, teachers and staff (all students will benefit) *Recognition of the need for mental health/social emotional supports for students *A value on equity over equality *A commitment to small schools and personalized learning *A commitment to student voice; democratic policies and practices that encourage student activism and engagement *A commitment to non-discriminatory and inclusive policies, practices, and pedagogies. --Avanti

Well rounded curriculum—Boston Harbor

I appreciate that all kids have access, and that we strive for equity in giving kids what they need. I like that we have a more experienced cadre of classroom teachers than many other districts. I like opportunities to share experiences/info/insights/programs/ideas between classrooms/schools/learning communities.—Boston Harbor

I value having smaller class sizes and special services support for children that are not working at grade level—Centennial

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I value the various educational opportunities that Olympia offers to families and learners. I value the multiple programs offered to high school children and the high standards for learning that are not just quantified in tests but in real life learning. In elementary school, I value the one to one learning that kids can get during interventions.—Centennial

I value the movement toward social emotional learning/mental health becoming a priority equal to academics!—Centennial

Family support, administrative support. High academic achievement.—Centennial

The much needed extra support our kids receive.—Centennial

Putting the students first by having SMALL CLASS SIZES. Special Services to support students in the resource room.—Centennial

Value placed on small class size in grades k – 2.—Centennial

I value the process to educate our kids both academically and socially.—Centennial

Professional Development.—Centennial

Putting children's education first. –Centennial

always looking to improve--Capital

High Quality Teachers--Capital

That we do our best to educate all, without exception.--Capital

Please try to preserve our specialists. We have so many students who need so much, it would be hard to help them effectively without our specialists. It would also be a shame if you took our optional days away. There are teachers who put in so much extra time to make sure their students are getting everything they need to be successful.--Capital

It's comprehensive education approach. All subjects are important.--Capital

The flexibility of programs, creative classes and the ability to teach specific to student needs.--Capital

High quality of instruction, small class sizes, focus on teachers/training.--Capital

Location.--Capital

High focus on academic rigor and autonomy for teachers to develop and design their own curriculum. Great programs that involve many students in arts, athletics, and academic success. The IB curriculum is well designed and provides students with a rich worldview. --Capital

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IB / GrUB / small class size / variety of programs / diverse CTE offerings / ability to offer high level math courses (for example the ability to run a section of IB HL calc.) We love running courses like "SOME" ~ choir~ and "SOAP" ~PE~ for our life skills students. Athletics and Activities are an intricate part of our school system. Nearly 900 of our 1300 students are involved. I know this has a direct impact on our success. The ability to expand our IB programs to meet the needs of all kids.. 1) IB for all... in the English department 2) IB Environmental systems and sciences 3) IB Health and Science ~ Sports Med 4) IB Film 5) IB marketing * Staffing cuts will make it difficult to master schedule courses like these.--Capital

I value our commitment to technology and small class sizes.--Capital

The students, educators, faculties support staff, talented and encouraging teachers, engaged parents.--Capital

Different kinds of small classes (classes below 35) all support staff: nurse, janitors, library, counselors, techs.--Capital

Community.--Capital

The work that has gone in to try and ensure as many students are successful as possible.--Capital

Cohesion.--Capital

The educators and how hard we work with the students.--Capital

Teaching and learning.--Capital

First and foremost, I would say we value people, which means I value salaries (as you pay for what you value). People have worked hard and spent countless hours and money with respect to classes, tuition, degrees, and years of service to advance on the pay scale to a point at which they can provide for their families, designated by a dollar amount. We've weathered years without a COLA, riffs, etc., but this new shakeup is scary, as it is sounding like we're set to lose money. We've never done that. Teachers work and advance, knowing they'll never make the higher salaries of the private sector, in exchange for a little bit of job security and knowing that salaries are safe. I would also say that we value the basics- teachers and students. Let's try to impact the basics of school, which is teachers in front of kids. That's what's important, the crux of our profession. --Capital

The way that students are taught to be accepting of one another.--Capital

Community Support especially pertaining to Special education programs.--Capital

Support for students with LEARNING DISABILITIES--Capital

The shop. Mr. Murrays room is amazing. The CTE classes in general. (I teach math) --Capital

The strong support we give our students and staff.--Capital

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meeting the needs of our students with enough staff to provide an appropriate education. --
Capital

This school has been my dream school to teach at for the last 6 years. I've coached here for 7 Season now and when I heard that a Spanish position had open this year, there was no second thought to apply. This school has so much to offer our students and the school environment is driven by motivation and the drive to success. Thats one of the things I value so much and one of the reasons why I wanted to teach here in Olympia. Our school system provides our students an opportunity to grow as people and we help create doors for them to accomplish their goals.--Capital

The staff and students.--Capital

The mission of the OSD is educating our young people. Teachers are - IMO - the most essential component in achieving that goal. Hence, a RIF must be the absolute LAST option. I hope the ideas shared above could begin to address our budgetary needs in such away as to retain the excellent teaching staff that has been assembled across this district.--Capital

Inclusion of all kinds of kids-by gender, race, ability or social identification.--Capital

Training opportunities. Technology. Student support services (tutoring, counseling, iss)
Security people. Small class sizes in rigorous subjects.--Capital

This is such a broad question that I'm not sure how to answer. My top two priorities are students' learning/well-being and teachers' work conditions, because I feel these are two sides of the same coin. I believe learning is highly social, so education is necessarily a people-oriented profession. To this end, I feel budget priorities should be to keep class sizes as small as possible while avoiding a RIF. My next priorities would be preserving current programs and maintaining a competitive staff as other districts negotiate new contracts.--Capital

The people.--Capital

Fairness of a pay scale that respects the work we do.—Capital

I value the relationships between the health care team and the teachers /paras.--Hansen

Our schools are public, and open to all.—Hansen

My "at home" children, elementary students within OSD, feel safe and happy at school because they have teachers who demonstrate professional behavior and a system of behavioral expectations and norms for students in place. I value that highly. As a teacher, I value that the curricula is top-notch and teachers have opportunities through PD to be well-trained to use it. Additionally, I value that I feel supported in every aspect of my work as a professional with the Olympia School District. That support isn't in place in some surrounding districts. It is crucial that students with unique social emotional needs and educational needs are supported by staff and teachers in addition to the classroom teacher. This support is what prevents our large class sizes from being detrimental to the mainstream student. I value the

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structure of special education and social services within my school. I will dedicate personal funds and excessive amounts of energy to this district because I love working here and feel like I'm providing a powerful service to my community.--Hansen

Support for counseling, mental health and social emotional learning including PBIS and RTI training and support--Hansen

the availability/use of technology and resources--Hansen

The professionalism of the staff.--Hansen

COMMUNITY--Hansen

What do I value? At risk students are being given a bigger chance than ever. I live to see at risk students make it across that finish line. That I value more than most will ever understand.--Custodian

keep schools safe and clean--Custodian

The people/ staff and the students--Custodian

opportunities for all skill levels—Jefferson

Having program options for our unique learners, ie LEAP, DLC, lifeskills—LP Brown

Our focus on the complete child. (Holistic approach to education).—LP Brown

Highly qualified and trained teachers. Small classroom sizes. Mental Health support for students and staff (school counselors and psychologists).—LP Brown

I value the small class sizes!—LP Brown

I value the high level of professional development and focus on high level education for all students. I also value the dedication of continuing education for teachers.—LP Brown

High quality staff and high achievement orientation.—LP Brown

I value the high commitment of education that the OSD has for their students and teachers.—LP Brown

I believe that providing interventions to struggling readers in grades K-4 is very important to the life-long success of our students. So, I value having reading intervention teachers at schools.--Madison

Focus on community and the whole student.--Madison

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The Olympia School District seems to have unwavering trust in its teachers to do the right thing for their students. They allow us to express our teachings in ways that we feel best fits the needs of our students and do so creatively.--Madison

The intervention team is extremely valuable. It makes me feel that the children all have a chance to make it in the world. We work hard to have the lower students can catch up and keep up.--Madison

I value the collective commitment not only to student learning and growth, but also to a larger sense of community and the development of students as young, future contributors to our society.--Marshall

field trips, science labs, sports opportunities, cte programs, small district size--Marshall

desire--Marshall

Focus on the whole child; not just test scores. Emphasis on a variety of interdisciplinary activities: robotics, arts, music, theater, CSI, horticulture, etc...Autonomy to make decisions as a school from the ground up, rather than feeling pressure to meet district directives that may or may not apply to our students and community within our zone. Student-centered learning.--Marshall

The opportunities the students have to learn in alternative ways (i.e assemblies, trips, projects etc.)--McKenny

Teachers-Small Class Size Library-Information and Technology Resources Sports Team CTE classes--McKenny

The ability to make choices about what I am doing with my students in regards to lesson planning.--McKenny

Families and students are wonderful. The support for arts and substantial increases in expenditures for quality curriculum is also appreciated. Support for teachers and our value as individuals making a difference in young children's lives and minds. Community.--McKenny

Teachers--McKenny

the professional respect that we are given by admin, the community of students we have in our classrooms, the quality educators we have--McLane

Many things. Caring staff—McLane

I think the educators that are working to meet the needs of our kids and doing so without the resources we really need are the most valuable thing about our school system. We come to school everyday and do what we can even though we know that we should be doing more and we should be doing it differently.--McLane

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As a whole our school works very hard to make sure students have everything they need to be successful in school. As a teacher I feel very supported.--McLane

Opportunities for all. Equal access to educators & counselors, opportunities for students to meet, learn and gain one on one counseling support. Time, available # of people to support these kids. (2)--OHS

Working for a school that represents excellence. Excellent staff, excellent facilities, excellent extra curricular activities. Love coming to work for a community who values doing well by its students and employees. --OHS

Focus on student learning and quality teaching.--OHS

Student contact time and academic diversity--OHS

Quality teachers, high standards, choices in schools/programs, good support in Sp.Ed., well-equipped.--OHS

The tradition of a quality school district with quality schools and quality teachers, along with the tradition of a supportive and involved community.--OHS

Smaller class sizes, access to technology, up to date curriculum, staff development hours and opportunities (not just linked to tech for extras).--OHS

Supportive community.--OHS

That students are exposed to a wide variety of educational opportunities and experiences, in and out of the classroom, in academics and extracurricular programs. The OSD provides a comprehensive set of choices to students to prepare them for life beyond their senior year.--OHS

Opportunities for ALL Students. Caring experienced staff.--OHS

Community and parent inclusion. Equity Student opportunities. --OHS

I value that we have several counselors and administrators at the high school. I value that my room is cleaned every night. I value that our grounds have some maintenance. I value that there are visitation funds. --OHS

I value the traditions at our schools. I also value our care and concern for one another and our willingness to collaborate and compromise for the benefit of students. I think our staff cares deeply for students and their success. I value the experience and expertise of my colleagues.--OHS

School Climate and Culture. --OHS

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The expertise and professionalism of my colleagues. The autonomy that I am provided as an instructor. The positive relationship and support that we have from / with the school board and the greater community.--OHS

Students--OHS

diversity of programs offered, strong teachers committed to Olympia community--OHS

Our school's commitment to restorative practices.—OHS

Education for all--ORLA

We have learning communities for all types of learners--ORLA

It is student centered.--ORLA

Diversity. I'm valued as a teacher and respected. ORLA

Focus on meeting the needs of all students and programs that have been developed to meet those needs--ORLA

alternative learning options administrative support systems: school office staff and Knox staff school counselors and nurses --ORLA

I value the diversity in our school system, and the choices and options students have for their education. I value academic challenge/high standards, arts integration and electives, technology integration, extra-curricular activities, field trips, high-quality curriculum, professional development, competitive pay, quality school lunches, and school safety.--ORLA

The variety of learning styles that are supported via a diverse set of programs. --ORLA

Flexibility; innovation; creativity; belief that all means all; ORLA gets flexibility & freedom to provide opportunities that result in success for atypical learners; alternative options--ORLA

I really love how ORLA had recognized the specific needs of its families and used their resources to meet those needs. I teach social classes and they help support the students in unique ways. Parents are constantly telling me how much they appreciate the social support.--ORLA

Attempts to focus on equity, resources and opportunities for all Allows for researched based strategies and innovations to be used/tried Our local community is part of our system and they value us New leadership - has been to ORLA a few times already, love it!! --ORLA

flexibility and support for range of abilities --ORLA

Already responded, had one more idea to save \$\$ see below--ORLA

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starting to wonder... seeing lots of decisions being made not in best interest of students, learning or staff... considering north thurston as an option--Pioneer

Teachers. Without a doubt, teachers are what make this school district what it known as: a stellar institution of learning and success. Thanks to teachers, our students enjoy higher performance scores on tests, higher graduation rates, and more pursuits of higher education beyond high school.--Pioneer

smaller schools, close relationships, kid's first, creative teaching, experienced teachers, supportive families, enriching programs, solid test scores, technology, and specialists.--Pioneer

I value the amazing teachers that we are blessed with. I value the intervention programs helping our children that are struggling academically. I wish our children received more time for art, PE, music. I wish they were allowed more recess time. I wish our children came first before money. I wish our 2nd graders were not having to take state tests. Why are we testing our third and 4th graders multiple times a year?--Pioneer

smaller schools, close relationships, kid's first, creative teaching, experienced teachers, supportive families, enriching programs, solid test scores, technology, quality libraries, and specialists.--Pioneer

Lower class sizes.--Pioneer

The quality education provided for all students.--Pioneer

my colleagues, students.--Pioneer

Our increasing focus on mental health support at the elementary level - through school counselors and Behavior Techs. Without this support, fewer students would be able to access the learning each day.--Pioneer

The strong alliance between teachers and parents.--Pioneer

good honest hard working employees--Pioneer

tradition hard working teachers progressive--Washington

Student learning and well-being are at the forefront.--Washington

I value time with students. I value having time to collaborate with my grade level team. I value working with teachers that have a varying degree of experience. I value being able to provide students with feedback using technology. I value being able to offer my students an education that is consistent with that of their peers through a guaranteed and viable curriculum. I value the assistance of paras in the classroom.--Washington

Reaching out to all students to be inclusive.--Washington

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One area that OSD supports teacher is in promoting professional growth through providing good staff development opportunities and financially rewarding teachers for participating in those learning sessions. The support by the IPPG for teachers pursuing further education or National Board Certification is also a great part of our system.--Washington

That every attempt is made to make sure a students needs are met--Washington

Our commitment to ensure all students learn.--Washington

Community Support; Well-educated Teachers--Washington

Focus on small class sizes - focus on teachers and classrooms, not administration/office. I appreciate that staff members are compensated for extra work and training.--Washington

Creating a space for all students to be successful. Leveling the playing field so that family circumstances don't have to determine the future success of the children.--Reeves

The value on community. Staff, students, and families working together to have a positive culture and outcomes for all kids.--Reeves

Competent teachers and administrators. Great custodial staff and well-maintained interiors at middle schools. Strong music programs. --Reeves

The dedicated staff, the diversity (what there is of it) of our families, the supportive community, and how hard we are all working to encourage, push, help the students to progress. –Reeves

High expectations of all students learning. Amazingly experienced and caring teachers in the classroom. Strong school communities. (2)--Roosevelt

High quality school facilities and staff—Roosevelt

I value staffing at the school level. Finding ways to reduce class size and add paraeducator support personnel are critical. I also value additional support personnel in the form of counselors, mental health therapists, and reading/math intervention teachers.--Roosevelt

I really value having a math and reading specialist in our school. It has made such a huge difference in the success of the children involved in those programs. I greatly value have a full time counselor in our building, as we have MANY children who need support. I value the high level of education, skill, and dedication of the staff in my school.—Roosevelt

How our staff and teachers make the students feel welcome and cared for. Also how the teach them to be responsible and respectful.--Roosevelt

Late Additions (In the schedule of budget meetings, two schools had a late opportunity to start the budget survey. Therefore, we kept the survey open longer for these schools and are adding their results late.)

teaching and learning that meets the child's developmental level--Lincoln

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Small classrooms with supported and educated teachers and safety--Lincoln

Openness to alternative approaches to education--Lincoln

Applied curriculum in the community.--Lincoln

The support given by all staff (2)--Garfield

commitment to students education and well-being--Garfield

The support that is given to the neediest schools. Without our para support, we could not make the gains that we do.--Garfield

we provide opportunities for all--Garfield

Alternative programs and community outreach--Garfield

Community, family, and our library as a community center and the heart of our building.--Garfield

The dedication of its staff--Garfield

Staff and schools are supported to serve the unique needs of our students.--Garfield

Diversity, independence, variety, high standards, caring staff.- *Operations Staff, Hansen Parent, Community Member*

I value the connections that teachers make with students. I value the support for students and families, especially those in poverty.-Reeves Secondary Teacher

The staff-Pioneer Parent, Olympia Secondary Teacher

Equity, access to support and resources, certificated teacher-librarians-Pioneer Parent, Olympia Secondary Teacher

Educating and preparing our students to be functioning members of society.- Operations Staff

I value smaller class sizes and educational support for students with high needs.-Centennial Elementary Teacher, Olympia Parent, Reeves Parent

I value alternative education and the many programs that are offered in the Olympia School District. I believe that one size does not fit all and it is important to have alternatives for students and families.-Lincoln School Administrator

I believe we do a great work, teaching and reaching out to all of our students. Despite ethnic background, poverty level, those who speak different languages, learners who struggle, those

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who are highly capable, we try to reach them all. I find this valuable. ALL means ALL.-
Elementary Teacher

I value the positive attitude that most folks have. I feel that educators enjoy being educators and enjoy working with students and that enjoyment is felt. I value educator's willingness to problem solve and work with one another.- Secondary Teacher, Other School Staff

Creating opportunities for increasingly diverse populations of learners to succeed.-Reeves
Secondary Teacher

Our quality educators-Pioneer Elementary Teacher, Pioneer Parent

Great support to the schools who serve students/families who have the greatest risk factors. A growing partnership with BHR to support more intensive mental health needs we have among our students. educational options for secondary students-Garfield School Administrator, Avanti Parent

High quality teacher staff- Central Office Administrator

Music programs, libraries, guidance counselor

I value the collegial relationships between adults in the buildings. I also value the collaboration between colleagues on content and cross content curriculum.-Olympia Secondary Teacher

Staff-Capital School Administrator

As a school employee, I see on a daily basis how much our teachers and school staff CARE about our students. They are really invested in the students' growth and success and truly put their hearts and souls into their work. From the teachers, to the nurses, to the cafeteria workers...each person is here because they care and they want to make a difference.-Marshall
Other School Staff

I value that we have options for students at all levels who may need different programs in order to be educationally successful or stay in school. I value our experienced staff and the wisdom and skill they bring. I value that we are taking equity issues seriously and working together to help marginalized students have equal opportunity.-Avanti Other School Staff

I believe the new curriculum introduced in the past few years requires more time for interventions to allow for equal access and success in the general education curriculum.-
McLane Elementary Teacher

I value the support children have when having serious mental health issues.
-Capital Parent, Hansen Other School Staff, McLane Other School Staff

Great staff-Hansen Elementary Teacher, Elementary Teacher

The support for schools to individualize within the building to support families and students.-
Washington Secondary Teacher

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Small class sizes - sense of community at each school and that everyone is working together. Innovative and creative teaching strategies used in the classrooms.-Pioneer Parent, Other School Staff, Washington Parent

The ability to have a nurse in every building to cover the complex students now.- Other School Staff

I value that our students can come to school and get experiences that they will never get at home. Sometimes these are learning experiences, sometimes they are experiences with art/music. I value that our schools help students be successful no matter what is holding them back at home.-McLane Elementary Teacher

I value that we as a district try to keep the cuts as far away from the students as possible. We are mindful about providing interventions for struggling learners as much as possible.- Secondary Teacher

I value our experienced para-educators and wish that we had a bit more support. In our school we are not able to do an intervention block for both reading and math because we do not have enough man power.-McKenny Elementary Teacher

The focus on student learning and options available for students who learn differently. Ways our this district looks to engage students, through art, music, athletics, activities and alternative learning programs.-Washington Secondary Teacher, Marshall Parent

We have an unbelievably supportive community.-Olympia Secondary Teacher, Olympia

Secondary Teacher, Olympia Secondary Teacher Focus on the whole child through diverse learning opportunities rather than emphasis on testing. Used to be smaller class sizes than other districts nearby.-Marshall Secondary Teacher, Marshall Secondary Teacher, Marshall Secondary Teacher, Secondary Teacher

Dedicated teachers, strong curriculum, sense of community, good leadership, variety of offerings at the high school level.-Olympia Parent, Elementary Teacher

I value the communities work with their kids before we get them. I believe that they have strong expectations for their kids and we are steering the ship. I'm not sure that we need to spend money on new and different. I think that working with what we have and supporting our community is important.-Olympia Secondary Teacher, Pioneer Parent, Olympia Other

Education, Respect for Authority, Community and Staff working together to raise great kids-Capital Parent, Jefferson Other School Staff

Lots of wonderful staff work in the system and really care about students. Hope new admin will work to make sure district also reflects this.-Pioneer Elementary Teacher, Reeves Parent, Olympia Community Member

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A well educated and experienced colleague base (teachers). Positive relationships between upper management, teachers, the school board, and the greater community.-Olympia Secondary Teacher

That we value our role in the community and are responsive to supporting all students.- Madison Other School Staff

The dedication of the staff in the schools.
Reading and math interventions make a HUGE difference in the success of students.- Roosevelt Elementary Teacher

School Climate-Washington Parent, Pioneer Parent, Olympia Secondary Teacher

The opportunity for students to be involved in extra-curricular activities in a safe, clean building that is adequately staffed.-Olympia Secondary Teacher, Olympia Parent, Washington Parent

We are here for kids. They should be able to learn in a safe environment with skilled professionals.- Central Office Administrator

Emphasis on small class size and teaching the whole child - including music and art. I like that we put more value on in-class expenditures rather than administrative.-Washington Secondary Teacher

Intervention support and para support-Garfield Elementary Teacher

Our PLC process works. We are a team that looks at each and every student and work to help that student with individual needs.-LP Brown Elementary Teacher

PLEASE BRING BACK ACCELERATED READER!!!!!!-Pioneer Elementary Teacher

Top to bottom, the teachers, administrators and support staff want the best for our students.- Olympia Secondary Teacher, Olympia Parent

The staff-Washington Secondary Teacher

I appreciate that we generally care about the environment we create for our employees, which is then reflected in the environment our employees create for our students.- Central Office Administrator

Wide variety of choices and opportunities for students.-Marshall Other School Staff, Olympia Parent

Hard-working staff who focus on creating opportunities for kids.- School Administrator

I so appreciate the community support we enjoy in the OSD.
I also have to say that I was extremely grateful for the OSD stance on teachers not being asked to carry weapons. Making this explicit is important, and I so appreciate that district

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administration listened and responded to teachers and parents.-Roosevelt Elementary Teacher

More support for neediest students- Central Office Administrator

Dedicated staff!- Community Member, Jefferson Parent, Secondary Teacher

Commitment and dedication of it's faculty and staff.-Garfield Elementary Teacher, Jefferson Parent

One where everyone feels a sense of connection.- School Administrator, Parent

I am really hopeful to continuing the work that Patrick has started on equity and cultural relevancy. I also want to make a pledge that Patrick consider continued support with Behavioral Tech in all buildings and for that person to be full time. More and more students are needing extra emotional support. Lastly, to provide training and support for the students who are tier 2 in reading and math.- School Administrator

I value reading and math interventions for struggling students.-Madison Elementary Teacher

I value our highly trained teaching staff and paraeducators. They are the foundation of all OSD programs. Maintaining teaching staff at current levels should be top priority-Boston Harbor Parent, ORLA Secondary Teacher

Community support and the flexibility of the district to create different programs for those that learn better in small groups.-ORLA Elementary Teacher, Elementary Teacher

Kids come first! Everything else comes 2nd. Kids need support. Don't cut paras!-Reeves Secondary Teacher

The caring the teachers have for most individuals. Should be all, but let's be real.- Elementary Teacher

We need to ensure all of our students are reading at grade level by the time they leave elementary school (and sooner if possible).-Boston Harbor Elementary Teacher

We have a dedicated school board that is going the extra mile to get input from staff members who are in the best position to assess the needs of our student population.-Centennial Other School Staff, Hansen Other School Staff

Relationships between students and educators.- Elementary Teacher

Small class sizes in elementary.

Para support for interventions.

Reading and math have excellent curriculums/-Centennial Elementary Teacher

Education, NOT sports. Small schools. Dedicated staff.- Elementary Teacher, Community Member

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Quality teachers! I appreciate the experience of the teaching staff.-McKenny Parent, Secondary Teacher, McKenny Community Member

Well intended love of students -- seen it as an educator, seen it as a parent. I value our educators and their passion for what they do. I really believe in the emerging philosophy/belief that "every child can learn". This speaks to me on two levels, our district's commitment to equity in experience and that we are willing to look ourselves in the mirror on hard things. In particular, our education system needs improvements with accessible mental health resources, enhanced staffing resources when working with students who have survived trauma, multicultural teaching methods, alternative grading practices, etc. Yet, I am confident we as a district will do that work.-Olympia Secondary Teacher, Pioneer Parent

Music programs. Strong library programs.-Reeves Secondary Teacher, Reeves Secondary Teacher, Reeves Other, Secondary Teacher

The high level of support that parents and community have for our schools. The level of dedication I observe in classroom teachers and para-educators.- Elementary Teacher, Community Member, Other

Reading and Math support staff-LP Brown Elementary Teacher, Olympia Parent, Community Member

When students enter into our building they are treated as part of our community. Both the administration and staff work hard to maintain the kind of atmosphere that is warm and accepting of everyone. I believe that all of the schools in our district try to emulate the same feeling. It is good to be a part of a community that cares for the students as well as the staff.-Reeves Other School Staff

Equity in all buildings to have access to interventions...math, reading, and mental health supports.-Olympia Parent, Pioneer Other School Staff

I value all of the intervention support and the counseling support our students get on a daily basis.-Hansen Elementary Teacher, Elementary Teacher

I value music and art programs within the district, and my child's ability to be placed in appropriate leveled reading and math groups. I value the stability of our schools, and the low rates of attrition at elementary schools. I value the openness and approachability of school staff, and the neighborhood schools that play vital roles in my community. I value the opportunity that my child has to attend schools that meet his needs.-Roosevelt Parent, Secondary Teacher, Roosevelt Community Member

I value that we provide a guaranteed and viable curriculum across all schools in the district. I value that schools stay on track with pacing guide and have essential standards across all content areas, so that if a student moves from one side of town to the other, that students can count on teachers within the same grade level teaching the same thing within a few days of each other.- Elementary Teacher

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Teacher and Para Support-Olympia Secondary Teacher, Olympia Secondary Teacher, Olympia Secondary Teacher, Olympia Secondary Teacher, Olympia Secondary Teacher, Secondary Teacher

We have a strong group of teachers and staff-Garfield Parent, Elementary Teacher

High rigor for students-Olympia Secondary Teacher

The commitment and support to a well rounded approach to education. Focus on meeting the needs of every level of student and the development of the whole child. Academics, sports, activities and participation efforts.-Olympia Other School Staff, Olympia Secondary Teacher, Washington Other, Pioneer Community Member

We value libraries and librarians, art, music, nurses, athletics and activities. As this is what children will remember and love. This is the glue.- Elementary Teacher

small elementary schools- Elementary Teacher

Provided the time to make connections with kids.-Olympia Other School Staff, McKenny Parent

More communication from Student Services to staff in buildings has occurred since the change in administration. This is imperative.

PBIS support through Kendra Belson is helping us to continue to grow and deepen the program.

Glad that we were able to bring in Wonders. However, not enough support and training to assist staff with learning what is essential and how to go deeper with data for differentiated instructed and other interventions.

I like the environment and culture in our building which is driven by our principal.

Encouragement to go forward but not speeding at all times which can leave people behind.- McLane Other School Staff

Olympia provides a learning environment with high academic standards.-Olympia Other School Staff

1. options in the variety of programs offered (alternative vs traditional)
2. A renewed focus on mental health support-Avanti Secondary Teacher, Capital Parent

Serves everyone-Jefferson Parent, Garfield Parent, Other School Staff

I value the clear communication that the district had with its teachers. I appreciate that voices are heard and counted during the decision making process-Olympia Secondary Teacher

Every educator truly cares and wants to do well against insurmountable odds.-McLane Elementary Teacher

K-2 Class size reduction, intervention specialists at each building, counseling services at each building-LP Brown Elementary Teacher

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I value the sense of community and different opportunities for students to express themselves through music, art, science, math, and readings. I value the high level of teachers and curriculum AND support in the classroom.-Garfield Elementary Teacher

Libraries, full time librarians, community-Garfield Elementary Teacher, Garfield Parent

I value that our district strives to support students in all aspects of learning.-Centennial Elementary Teacher

Getting my cubicle vacuumed once in awhile.- Operations Staff

I value the PLC time to collaborate with peers to look at data and address students needs.- Hansen Elementary Teacher, Hansen Elementary Teacher, Hansen Elementary Teacher

staff-Capital Secondary Teacher

Using more assistive technology (AT) to meet student's needs to replace an adult. For example, speech to text and text to speech.

*Getting a license for speech to text (Dragon) to meet student's needs and for SBAC testing.- Centennial Elementary Teacher

I'm not sure how to answer a question this broad. I value our ability to meet students' needs, especially in terms of class size. I value our ability to recruit and retain quality educators because this directly correlates with the former. I value our ability to provide students who are struggling academically or who are in crisis/suffering from mental health conditions with resources to support them enable their success in school. I value a lot of things, but those are probably the top 3.-Capital Secondary Teacher

The way we try to teach all children.-Capital Secondary Teacher

There are so many dedicated staff. People work hard, because of their love and dedication to education.- Central Office Administrator

I value the support systems we have built around our students. I also believe the wide range of activities, both athletic and academic, provide our students a greater ability to find a sense of self identity, which, in turn, helps them develop into healthy adults.-Capital Secondary Teacher

As an employee I value the support I receive from my principal, Brendon Chertok, my co-workers/team-mates (teachers, paras, therapists, parents). I feel that we have a challenging population of students (behaviorally, academically, socially) and we have a lot of staff at our school who are sympathetic and understanding to different circumstances.-Garfield Elementary Teacher, Garfield Parent

Smaller class sizes! Better pay for teachers! More enrichment! Less testing! Less standardized curriculum!-Lincoln Elementary Teacher, Hansen Parent, Marshall Parent

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The people I work with and the students in our school.-LP Brown Elementary Teacher

I value when teachers have time to actually work with their students on reading and math instead of rushing through to get to the next activity.-Centennial Parent, Olympia Parent, McLane Other School Staff

Keeping a focus on student needs.-Capital Secondary Teacher

Neighborhood schools, experienced teachers-Pioneer Elementary Teacher

Teachers still show up every day and give it everything they have-LP Brown Other School Staff, Other School Staff

I value the chance for kids from all backgrounds to mix and get to know each other. I value the support we give to all students to meet their needs. And I value the incredible effort all staff put into working with the students to ensure that they get opportunities to discover who they are and what they value.-Reeves Secondary Teacher, Community Member

+++++

Parent, Student, and Community Submissions

Everything.-Lincoln Parent

High ratings, small personal elementary schools, friendly environment, music-Washington Parent, Pioneer Parent

Smaller class sizes, time spent with individual children that need help.-Capital Parent

Small school, community, and excellent teachers who care about and get to know each child. Sports activities at middle schools are well organized and encourage confidence and participation for everyone.-Boston Harbor Parent, Reeves Parent

My boys school provides support for students who are struggling academically, all of the staff is caring about the students. The schools have a lot of community support which is reflected in the way the schools interact with families and the community. The teachers push a strong academic pursuit while pushing for a positive work ethic in our kids. They do a great job of keeping the kids engaged in learning and wanting to participate in all activities at school-Pioneer Parent

Washington Middle School Staff-Olympia Parent

Teachers. Pay them what they deserve. More!-Olympia Parent

Allowance for a variety of learning styles.-ORLA Parent, Avanti Parent

Alternative programs. High value placed on music and the arts.-Olympia Parent

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The autonomy of schools to be led by the principals. I treasure the relationships teachers and administrators build with parents and kids. We moved to Oly SOLELY for the school district.- Olympia Parent, Reeves Parent

Connection and community-Garfield Parent

Strong teachers, alternative options, community support-Lincoln Parent
Alternative choices within public education system- Parent, Parent

Student learning as the focus. Students need a safe, clean environment to learn in and access to resources they may need to be successful.-Centennial Elementary Teacher

Teaching toward the individual as best you can. Good PBIS Practices.-LP Brown Parent

Community.-Roosevelt Parent, Parent

The students.-ORLA Elementary Teacher

Olympia school district works really hard at educating the whole child, taking into consideration ALL factors that may be roadblocks to positive academic outcomes.

Exceptional student achievement. Strong veteran staff in schools. Neighborhood schools. Choices of academic programs to serve all needs.- Central Office Administrator

I value the options our high schoolers have: AP classes, music and art, alternative education programs, etc.

I also appreciate how classes aren't strictly designated for one grade.-Olympia Student

Not much. Bring on the charter schools!-ORLA Parent

I like how inclusive most of the schools & staff are to each other.- Parent
Great teachers and commitment to kids from the community.-Pioneer Parent

I value the choice we have in our school district. One size education does not fit all and having options for kids who do not do well in the traditional school environment is wonderful. I also believe that having services like the school nurse, counseling and mental health options, nutritious meals, and reading and math intervention for kids who may not have access to any other options is very important.-ORLA Parent

Alternative options for students at all levels rather than just at high school.-Olympia Parent

Emphasis on growth mindset/grit.-ORLA Parent, Reeves Parent

I value the increased focus on equity. Schools in the district that have a generally higher socioeconomic demographic still have students that struggle to keep up with their classmates. I appreciate that our school has been able to have reading intervention teachers this year that could help with that. It is important that the struggling students have the same access to intervention teachers no matter what school they go to.-Pioneer Parent

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How the teachers try to influence a positive attitude through the schools and how students try to channel that energy to others who need it.-Olympia Student

Teacher dedication and parent involvement-Centennial Parent

options in educational programs such as Lincoln, JAMS, etc...-Washington Parent, Olympia Parent

Demographics.-Washington Parent, McKenny Parent

Teachers feel supported by our PTA and administration. Quality teachers who inspire our kids.-Pioneer Parent, Washington Parent

All the dedicated people that make it happen.-Garfield Parent, Garfield Parent, Garfield Parent

It offers many services, especially to kids who are struggling. It does not do so well with hi-cap kids and its counseling services.-Olympia Parent, Washington Parent

I value the arts, our paras, and the interventions.-Garfield Parent

I value how much they spend to actually get to know each and every child.-LP Brown Parent

Strong family support for schools in our community.-Olympia Parent

Great teachers and staff including nurses.-Olympia Community Member, Washington Community Member, Pioneer Community Member, Community Member

The focus on neighborhood schools and the commitment to quality.-Lincoln Parent

I value that majority of teachers strive to connect with kids and give them positive reinforcement.-Jefferson Parent

Inclusiveness and approach to individual needs of students.- Parent

That many of our students are meeting their achievement goals.-Boston Harbor Other, Madison Other, ORLA Other

Centennial Teachers, principal, and Mrs Getty.-Centennial Parent, Centennial Parent

Olympia HS is fantastic: the staff, the activities, the parent & kid support, the class offerings, etc. I have NO complaints or recommendations for OHS except to keep up the great work.

Pioneer is undergoing an exciting time with the new principal. Mr. Lang is doing a great job thus far is helping to rebuild a school that went through a lot of transition.

The Orchestra program throughout OSD is wonderful! Mr. Dyvig is a treasure and it is a gift our children get to work with him.-Pioneer Parent, Olympia Parent

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I value OSDs dedication to staff and teachers.-McKenny Parent

Students spend a significant amount of time in the classroom. As such, it should be the primary focus of investments: the classroom. This includes educators, paras, counselors, and instructional materials.-McLane Parent

Most important issue to me is our ability to help and support all kids and to struggle in finding ways of reaching them so they feel supported in our schools-Capital Parent

Opportunities-Centennial Parent, Centennial Parent

Being able to tailor education to all learning styles-Pioneer Community Member, Washington Parent

Good support for special needs kids. Great programs for birth-3. Also good program for highly capable students.-Marshall Parent, Roosevelt Parent

The sense of pride and closeness in our community. The emphasis on college readiness and achievement at WMS and OHS. Frequent communication from the schools.
-Olympia Parent

The freedom to have my child in an alternative school that doesn't place all value on academics. The fact that the district takes parental opinion into consideration. The level of respect that teachers and parents in this district have for one another.-ORLA Parent

Community connection-Capital Parent, Capital Community Member

Small class sizes, clean and safe places for kids to learn. Teachers with adequate support for students with special needs. Opportunities for kids to be involved with more than just reading science and math. I am really tired of everything being geared to these subjects alone! Adding music, art, p.e.-Jefferson Parent, Garfield Parent

I love the variety of schools and programs available to all students in the district regardless of socio-economic background.-ORLA Parent, ORLA Parent

Wonderful special education support for my older son, and very supportive teachers and staff for both of my sons. Great arts programs.-Garfield Parent, McLane Parent

Highest quality education, highly competitive athletics, and clean, safe grounds & facilities.-Olympia Parent

Went thru the school system myself and know the support, resources that were/are available and the dedication of the school district to all its kids.-Pioneer Parent

The teachers in the school district are largely excellent, highly motivated, caring, and well trained.-Roosevelt Parent

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I value the degree of teachers and the communication.-Olympia Parent, Washington Parent

It's free (with our tax dollars) and is very good by state and national standards.-Capital Parent, Jefferson Parent

Quality of teachers-Capital Parent, Hansen Parent

I appreciate the chance at the schools of choice-ORLA Parent

My kids seem to be enjoying school and learning.-Olympia Parent, Washington Parent

the sense of community at the district and building level

It's free. I would love to send my kids to private school but cannot afford it.-Garfield Parent, Parent, Parent

Priority on basic education for all students-Washington Parent

Excellent counselling, teaching, and administrative staff.-Jefferson Parent, Capital Parent, Capital Community Member

Great resources; open and interested staff; great support for students; commitment to innovation and the student experience-McLane Parent

I like that they have a swim team. I also like that there is AP and honor classes available.-Olympia Parent

I appreciate the existence of alternative programs within the district. Schools that contain multi-age classrooms, opportunity for experiential education, three recesses and multiple opportunities to move around, connection to place through school gardens and wetlands, libraries, and music and art education.-Lincoln Parent

Excellent Teachers with tremendous experience-Olympia Parent

The music program, running start type programs-Capital Parent, Capital Community Member

I value the performing arts program at Olympia High School. The drama and music programs are a great example of constructivist teaching and make learning real and the performance personal. I also value the the many club organizations that provide opportunities to develop and experience ones self.-Olympia Parent, Olympia Parent

Quality education and experienced teaching. Rich music curriculum.-Reeves Parent, Olympia Parent

OSD cares about their students and teachers and reaches out to the community.-Lincoln Other, Olympia Other

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Teaching the bulk of the kids reading math and science is the number one priority.-Capital Parent

Great teachers and lots of parent involvement.-Pioneer Parent, Parent

Diversity and support for underprivileged children, LGBTQ support groups, and focus on quality education-Olympia Parent

Excellent teachers, music/arts programs, student safety, libraries-Pioneer Parent

Inclusiveness. A fair balance that assists ALL students, not just gifted or struggling. Respectful of students.-Olympia Parent

The people who work, at nearly all positions of the schools my children have attended, appear to truly care about the success of the kids.-Capital Parent, Jefferson Parent, McKenny Parent

Focus on children to ensure fair distribution of resources. Apparent, minimal indoctrination of children to personal beliefs (so far!).-Olympia Parent, Reeves Parent

My daughter has type 1 diabetes and she is dependent on the school nurses to attend school. Type 1 diabetes is an intensive disease to manage and I believe every elementary school (at least) should have a full-time nurse! We are incredibly fortunate to have a full-time nurse at Roosevelt and I see first hand how many children they attend to each day and how quick they need to respond to issues with my daughter and the other diabetics at school.-Roosevelt Parent, Jefferson Parent

commitment of administrative staff to helping teachers succeed in the classroom-Reeves Parent, Parent

A balanced school with academics and sports.-Jefferson Parent, Capital Parent

McLane School's focus on reading and counseling at school.-McLane Parent, McLane Parent

ORLA Montessori-ORLA Parent, ORLA Parent, Parent

Collaboration- Other

Well-educated, experienced and trained teachers employed at our school district.-Olympia Parent, Washington Parent

I value smaller classroom sizes and staffing. I think libraries are important for elementary schools. I also think paraeducators are important for elementary schools.-McKenny Parent, McKenny Parent

Overall good education.-Olympia Parent

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A well-rounded education includes athletics, activities, art, music as well as reading, math, and science. Students need opportunities to get involved beyond their classroom and to be physically active.-Capital Parent, Jefferson Parent, Hansen Parent, Garfield Parent

Responsive to parents and the community.-Roosevelt Parent, Reeves Parent
Value the excellent schools and committed teachers.-Pioneer Parent

Nurses have been cut so much already and are unable to provide any service other than paper work.-McLane Operations Staff, Marshall Parent

School safety is my number one priority. Put more money into updating school security and adding security and police officers. Chart below is difficult to navigate.-Washington Parent, Centennial Parent

I value that we have equal education for all students in Olympia, WA. I value that we help struggling students to be successful.-Madison Elementary Teacher

We need an emphasis on the arts and mental health and athletics/activities for all students to address the growing concerns of safety for our kids. That should be the #1 priority.-Jefferson Parent

Hands on opportunities for students to learn - including arts, athletics, and activities; the intellect of our educators; needs for the health of our students - both physical and emotional.-Capital Secondary Teacher

The size of our school is still small and that's important for grade school.-McKenny Parent

The inclusion of technology in the schools to enhance student learning.- Other

Quality staff-Olympia Parent, Centennial Parent, Washington Parent

I value that it has been reasonably well-funded so far and educators are valued.-LP Brown Elementary Teacher

Teachers-Capital Secondary Teacher, Community Member, Parent

I value that, at ORLA, we can pick and choose teachers and classes that my child finds interesting and or needs extra assistance understanding. I appreciate the "college-like" course selection process.-ORLA Parent

I value the core of education: Reading, Math and Science-Capital Secondary Teacher, McLane Parent, Capital Community Member

Excellent, experience teachers. Great opportunities in music and arts.-Washington Parent, McKenny Parent

Great teachers and paras. Caring environment. Lots of opportunities in and out of school.-McLane Parent, Capital Parent, Marshall Parent

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Quality academics-Olympia Parent, Centennial Parent

Very glad the district offers both IB and AP for advanced courses. It is critical to keep both to offer students a choice. The IB teachers and coordinator at CHS are awesome.- Community Member

My daughter needs medical care while at school (type 1 diabetes) so we value the nurse above all else so she is able to receive a fair shot at a good education-Roosevelt Parent, Parent

High quality staff who are qualified in the subjects they teach. Educators who truly care about our kids.-Jefferson Parent

I feel like my child is getting supported in learning where he struggles. I also feel that my child is safe at school.-McLane Parent

Safety and quality teachers.-Olympia Parent, Washington Parent

We have been blessed with great teachers thus far, though the boundaries of our school have given it a very difficult group of children.-Hansen Parent

The basic teaching of math reading and english-Olympia Parent

High quality staff and teachers-Hansen Parent

Reliable info-McLane Parent, McLane Student, Parent

Genuinely tries to do it's job and cares about students.-Olympia Parent, Pioneer Community Member, Washington Community Member

I value some of the staff that are highly qualified and are student oriented. With good staff students will learn and feel supported.- Parent

I would like to see a strong and well-rounded curriculum. I would appreciate it if languages and art and music were part of the regular curriculum and if students were given more homework. I think it's excellent that math and science are being emphasized (keep going!), but I would also like to see attention to subjects such as languages, geography, history and art and music--I value a curriculum that is diverse and emphasizes both the sciences and the humanities.- Washington Parent, Parent

Lower teacher:student ratio would alleviate many issues-Reeves Parent, Roosevelt Parent

Attempts to integrate music education, technology literacy classes in middle school-Reeves Parent, Olympia Parent

Parents, Students and Community Members

Smaller class sizes, libraries, music.-Hansen Parent, Parent

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high-quality courses-Capital Secondary Teacher, Boston Harbor Parent

The Options program is an excellent resource.-Lincoln Parent, ORLA Parent
The different programs / school styles offered. Like Lincoln, Jams, Avanti, Running Start ect.-
Avanti Parent

The committed and hard working staff

Small class sizes.-Pioneer Parent, Olympia Parent

Great teachers and positive atmosphere-Centennial Parent, Washington Parent

My favorite part of the Olympia School District is that the educators in place are doing it not for the pay, but because their heart is truly in it for the students. That is irreplaceable, and they need our support as they sacrifice for the well-being of the students.-McKenny Parent

Teachers, music, arts, athletics, coaches, staff.-Olympia Parent, Parent

The resources are very good at Olympia School District-Olympia Parent, Reeves Parent

The options that are available to students and families.-ORLA Parent

I value the diversity of programs that OSD offers families, from "traditional" education to option and choice programs. I feel fortunate to live in a community with options for education.-ORLA Parent, ORLA Other School Staff

I value teachers who are willing to teach the students rather than teach how to take a test. I value teachers who advocate for what's best for students rather than what's best for a politician's pocketbook. I value thought provoking and common SENSE based education over herding students through the idiocy that is COMMON CORE.-Capital Parent, Capital Parent, Jefferson Parent

I prefer to see smaller class sizes. Streamlined curricula between intervention support and regular classroom. The arts, music and otherwise, incorporated into the classroom and the school day, along with physical education. Have teachers take advantage of experiences outside of the classroom ie field trips, garden experience, library time and any other resources at their disposal.-Madison Parent

A nice blend of STEAM (without leaving out the "A"). Good class size.-Washington Parent

I value that the early education is strong enough such that by the time the kids are rebellious teens, most already possess decent math and writing skills. The music program at the high school has 1/3 of the student body and is graduating nearly professional quality musicians. This keeps the students engaged in school.-Olympia Parent, Parent

ORLA-ORLA Parent

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Teachers dedication to student learning-Garfield Parent, Garfield Parent, Garfield Parent, Garfield Parent, Garfield Parent, Garfield Parent, Parent

I absolutely love Avanti High School. I love that you offer that choice in the district. It is an amazing school with amazing teachers. It is like having a small, private school available within a public school system. It is a GEM and I hope you realize how wonderful it is and what an asset it is to the district. I live in the Tumwater District but transferred to the Olympia District SPECIFICALLY because of Avanti (Tumwater doesn't offer something like that).-Avanti Parent

Para educator support-Hansen Parent

teachers and high academic standards-Olympia Parent, McKenny Community Member, Washington Community Member, Washington Parent, Other

Improving our kids. Consistently improving all of them.-Centennial Parent

Great leadership and teachers, exceptional resources.-McKenny Parent

I value the professionalism and respect demonstrated by teachers, principals, office professionals, counseling support -- everyone!-Hansen Elementary Teacher, Centennial Parent

Walkable schools-Olympia Parent

Mixture of student backgrounds; family atmosphere;-LP Brown Parent

Full range of subjects - art, music, science, math, PE-Olympia Parent, Washington Parent

Option programs- Avanti, Montessori and Lincoln-Roosevelt Parent

Options and school/program choice.

Commitment to improved Mental Health Resources.

Commitment to marketing Options programs like Avanti, Lincoln, CSI, Freedom Farmers, JAMS, ORLA, etc... Commitment to Equity, inclusion, and discussions on Race and Privilege. Commitment to NBCT; IPPG grants for Teachers; and Visitations Funds; Principal's Checkbook.

Reading and math interventions!-McKenny Parent, McKenny Parent

Small school at Reeves.-Reeves Parent, Roosevelt Parent

Deep learning and rich experiences for all students and for the whole child. Allow teachers to spend time on art, special projects and social skills.-LP Brown Parent, Parent

The dedication of educators to reach all students.

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Teacher competencies-Madison Parent

It tries to meet the evolving needs of kids in our communities.-Madison Parent

I appreciate that families are welcomed into schools.-Lincoln Parent

Knowledgeable teachers and caring staff.-Pioneer Parent, Pioneer Parent

Special supports for learning (e.g., balls or cushions on which to sit, lap buddies, weighed vests, para-educators). Equity vs. Equality learning environments.

Small class sizes and excellent support for children with special education needs. My older child is autistic and with minimal support she is able to be on honor roll in mainstream classes, where in our old district she was failing every class. This is a real testament to OSD excellence and I am very happy to live here now.-Olympia Parent, Roosevelt Parent

Intervention for math and reading. Interactive learning opportunities. Inclusion of parents in education. Positive feedback to kids, no shaming-Lincoln Parent, Washington Parent, Pioneer Parent

Families have moved to and invested in the Olympia School District based on its well known ratings and performance. Investments in the school system are experienced teachers, small class sizes, current curriculum, emphasis on reading, math and science and well balanced students who experience physical education, music and art. Schools who remove physical education, music and art have children who perform poorly on reading, math and science. In our public school, BHES, we value the PTA, and the small community, as it brings the feel of a private school to our public school where the parents and teachers are invested the only the best outcomes.-Boston Harbor Parent

Math intervention, science, reading, music. I especially like Special programs like CSI that do not require test scores to get in but yet still provide a challenging and stimulating learning environment.-Madison Parent, Madison Parent

The high caliber of the staff (teaching and administrative).-Washington Parent

"Free" for all students; everyone is welcome.-Roosevelt Parent

I value the quality of the teaching and the quality of the facilities (ex: science labs) at our schools. I value when we have good administrators because leadership makes a big difference for a school and I've seen Olympia do this well and do it poorly.-Olympia Parent

Relatively small class sizes. Support from parents. Staff who put in well beyond their paid time to make positive learning experiences for students.

Smaller classroom sizes and quality of teaches.-Garfield Parent, Garfield Parent, Garfield Parent

Special ed programs; inclusion; safe learning environment; commitment to learning-challenged kids-Olympia Parent

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I value qualified staff that support the students of the school and work towards bettering their education in a compassionate, supportive and understanding environment.-Centennial Parent, Centennial Parent

- variety of options for students to explore interests including music, athletics and clubs
- variety of options to meet the needs of students and families with regard to learning styles
- high level of parent involvement in schools
- small elementary schools make it possible for my kids to know all of the kids in their school, and administrators to know all kids by name-McKenny Parent

It is difficult to say. Overall I am fairly satisfied with the results so far.-Olympia Parent, Parent

The value placed on education. Olympia has a reputation for high quality education.-Centennial Parent, Centennial Parent

Small school setting with teachers and staff that know everyone.-Boston Harbor Parent

Challenging curriculum with support for those who need it, options for all levels outside traditional classrooms (Lincoln, ORLA, JAMS, Avanti, etc), empowerment of students.-Washington Parent, Centennial Parent

All teachers-Madison Parent

I value the math and reading interventions. They have helped my son out immensely.-Garfield Parent

Whole child focus and development. Student ownership of personal development-Reeves Parent, Madison Parent

Opportunity- Operations Staff, Parent, Community Member

Our TEACHERS!!!! Please do not punish the teachers and kids by placing more importance on other items rather than teacher pay and class sizes. With that said, I do not like the idea of firing teachers in order to pay a new teacher a higher wage.-Hansen Parent

Appreciate the continuing inclusion of the arts and PE in current curriculum, compared to the Schools we have moved away from (another state)-Hansen Parent, Capital Parent

I love that our school district offers non traditional options for students. Not all kids have the same needs, so having child centered options, or STEM options available is why we stay here.-Lincoln Parent

The families are so supportive in our district, but I often feel that the district isn't spending their tax dollars to best support their children. Class size should be the most important focus when creating the budget. When class sizes are smaller, teachers can more effectively reach each student and the need for additional support staff can be reduced.-Pioneer Elementary Teacher

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Community-Madison Parent

Good administrators. Good facilities. For the most part good teachers.-Roosevelt Parent

Tax payers who willing vote to continue to support our school district. Parents who are active in our schools and the support of our children.- Other

Holistic consideration of the learner, appreciation for education as multifaceted, a general culture of respect and positivity.-Capital Parent

Almost nothing. It is simply a giant babysitting machine that barely teaches kids anything they actually need to know.-ORLA Parent

I value the opportunities to be involved, I value that our schools and teachers are part of our community.

-Olympia Parent

the staff, they care about the kids.-Lincoln Parent

Small schools where staff knows every kid's name.

That it wants students to have a good education or superior education.-Washington Parent, Pioneer Parent

I value the variety of choices in the curriculum. I value the opportunities for students to raise their grade by redoing their assignments and tests, rewarding them for taking the time to learn from their mistakes, which I think really raises the amount of learning that gets done.-Capital Parent, Capital Parent, Capital Parent, Parent

Teachers who care very much about students.- Other

Quality teachers, strong curriculum, caring staff, modern/clean building.-Washington Parent

safe, so far, enviroment.-Olympia Parent, Pioneer Parent

I value that our district honors the people in it. Parents, students, teachers, bus drivers, custodians. I wish we had more opportunity for visual arts at the elementary level. I enjoy that our schools are so successful academically. I wish more attention and resources would be given to mental health and emotional strength.-ORLA Parent, Other

The support my child needs to learn and thrive-LP Brown Parent, LP Brown Parent

A quality staff that is paid competitively so we can retain the teachers to provide quality education to our children.-Pioneer Parent, Olympia Other

Knowledgeable teachers, caring administrators, the high graduation and college placement rates, opportunity to participate in running start, choir programs-Olympia Parent

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Experience of teachers. Excellent support staff: secretaries, para educators, custodians, etc.-
Olympia Parent

IB Program, JAMS, experienced teachers, solid administrators, athletic programs, theater.
District votes for levies and supports teachers and students.-Capital Parent
Appreciate the opportunities to provide input. Also greatly appreciate the email communication
about what's going well, what challenges are, and how we can participate.-ORLA Parent

excellent teachers-Washington Parent

IB and AP programs for high school students. Tutoring services. Transportation. Scheduling
activities time during the school day.-Capital Parent

We seem to share the value that school is a place where all kids can grow, learn and plan. The
quality of teachers and the diverse course offerings at CHS are wonderful. The club options
and the structure to help kids access them is a big bonus.-Capital Community Member

The small community feeling. I like that there has been a strong parent organization at the
three schools I have been associated with in OSD. I work at a school outside of OSD and that
is not the case at my school. It is important for the kids' sense of community to have involved
parents.-Lincoln Parent

Top educators preparing our youth for the future-Centennial Community Member, Olympia
Other

rigorous curriculum for college prep-Washington Parent

The community of people make Olympia Schools great-Olympia Parent, Olympia Parent,
Olympia Parent, Parent

The quality teachers OSD attracts and retains. The community spirit and pride on OSD. The
wide range of educational opportunities available.

Quality education. Diverse curriculum. Peaceful community.-Olympia Parent

The skills of the teachers, including counselors at a High School level. Staff.-Olympia Parent

MUSIC PROGRAM-Pioneer Community Member

Paraeducators in classrooms to help kids who fall behind.- Community Member

All the programs at Pioneer.-Pioneer Parent, Parent

Staffing in the form of certificates and classified staff. Mental health counseling and nursing
services.-Pioneer Parent, Pioneer Parent, Pioneer Parent

Positive reputation.-McKenny Parent

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Openness to acknowledging and valuing diversity-Capital Parent

Para-educator and family support-Olympia Parent

Caring teachers.

Voters trust in the district.-Pioneer Parent, Pioneer Community Member, Pioneer Other

Experienced teaching and support staff.-LP Brown Parent

quality teachers overall, taxpayers willingness to support with voted levies - which allows for art, music, foreign language and other more broad offerings that meet diverse learning styles of students-Olympia Parent

Quality of Staff-Centennial Parent, Centennial Parent

Excelkenr educators; strong sense of community; and grouping students for reading & math within their entire grade cohort.-LP Brown Parent

Great supportive and involved teachers and school administrators. Open communication via the mass phone/email messages. Responsiveness of teachers/admin when issues arise with our kids. I also value the variety of options available via ORLA and Avanti.-Washington Parent

Well-rounded approach to educating our children.-Roosevelt Parent

Teachers-Hansen Parent

Teacher to student ratio. Caring and committed staff. Programming.-Pioneer Parent, Olympia Parent

Communication is very good.- Parent

Sense of community and each student's responsibility to that community-Reeves Parent

Low student to teacher ratio, supports for students and staff-Pioneer Parent, Washington Parent, Olympia Parent

access to alternative programs--focus on whole child, not just academics--support for teachers

Staff members who understand autism and the needs of affected students-Olympia Parent, Washington Parent

Early intervention support.-Madison Parent

Willing to make improvements. Problem solving.

The community and the people. The openness to trying alternate things to find the best way for our kids.-Madison Parent, Community Member

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Great teachers and top notch baseball coach at Olympia HS-Olympia Parent, Washington Parent

Manageable class sizes so that teachers can get to know the whole child. Music and art enrichment, socio-emotional growth, well-rounded curriculum.-Pioneer Parent, Parent
Great teachers, supportive environment at Pioneer Elementary school.-Pioneer Parent

The staff really cares about the children. I like the Lincoln option ma program and wish other schools were able to incorporate similar aspects of the Lincoln curriculum.-Lincoln Parent

My kids both had a consistent, high quality school experience in elementary school (McKenny). The administration at Washington Middle School is wonderful, as are most of the teachers. However, there have been several experiences with teachers there that have not been as high quality as I would have liked.-Olympia Parent

I value the support OSD students receive to develop the whole child. I like that value is placed on music and arts (which are, in my mind, as important in education as reading/math and science and, music especially, helps kids with reading/math and science). I love that music is offered to kids throughout elementary school and orchestra and band are introduced to 4th and 5th graders. I think that the OSD curriculum may be behind the times but curriculum does not seem to have the greatest impact on child learning and development and some of the "new curriculum" I have seen being used in elementary school still leaves a lot to be desired. While I love school athletics (I was an athlete in two high school sports), I don't think funding athletics preferentially over other key services should be a priority. There are a lot of community options for athletics available already in our area that serve wider age-ranges and wider ranges of competition than is offered through school athletics. To clarify, I think physical activity is really important for our kids so I do value recess/PE time to let kids play inside and outside (in elementary school anyway--PE in middle school and high school seems to be more teen-torture than anything else). Thank you for your time and consideration.-Reeves Parent, Roosevelt Parent

That we try to bridge the gap for students who are coming to school with multiple issues from upside school-Washington Other, Washington Other, Washington Other, Other

Reaching each student and helping everyone

I appreciate the communication and the opportunity to provide feedback. (I do wish you could explain better what role a Para plays in the school as I think the description is vague.)-Madison Parent, Other

I think this survey is garbage. You are pitting elementary teachers against middle and high school staff, nurses against counselors and so on. All of these things are important for a balanced school experience. As a parent of a student with epilepsy, the nursing staff is vital to keep my child safe at school. As an elementary teacher, I value all of the support I receive from our aides and interventions. What I dislike about our district is that you are top heavy and inefficient at the district office level!

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Teachers! Without teachers it does not matter what curriculum or program we use.-ORLA Parent

I value that my elementary-aged child is in a safe, supportive, and caring school environment. From the moment she steps on the bus in the morning until the moment she gets home, the all teachers and staff who interact with her genuinely care about her. Centennial is a place that encourages my daughter to reach her whole potential... academically, socially, and emotionally. Her school feels like family. I appreciate that they have rigorous academic expectations with supports in place to meet them. I appreciate that they also prioritize recess, free play, and celebration (like Friday Sing). These are so developmentally important and appropriate!-Centennial Parent

education, activities, social skills-McKenny Parent, Olympia Parent

Reliable elementary schools with warm and professional teachers. Love that kids get 2 recesses to get their wiggles out and socialize as the rest of their school day is so structured. The orchestra/ band program is amazing. Good balance of curriculum and arts.-Washington Parent, Centennial Parent

Wide variety of class offerings at middle and high school. Elementary staff is friendly, caring and advocates for their students.-Olympia Parent

Teachers teachers and sports- Parent, Parent, Parent, Parent, Parent, Parent

Kids and learning. These types of surveys are oversimplified and seem designed to get to a wanted result.-Centennial Parent, Washington Parent, Olympia Parent, Community Member

I value the options students have and the emphasis placed on student well-being and learning-Centennial Parent

Our library is very nice. We have a successful theater program in its second year as well as other extracurricular programs. I value the teachers and believe they are very capable. The rest of the staff is friendly and helpful. Parents create a positive community and contribute a lot.-Hansen Parent

our teachers and their knowledge, our reading, math and science programs-Reeves Parent, Olympia Parent

The excellent teachers. The support of non-English speakers and translation services. The music programs.

I greatly value the use of experienced teachers as interventionists. I think each school needs intervention support, regardless of if they receive Title I/LAP funds. Interventionists that are certified teachers should be built into the K-3 staffing model. It will allow the district to meet K-3 compliance and provide additional support to all students. All schools have students who struggle and this needs to be in the base allocation. Title I/LAP should be used to provide additional supports to the schools with intensified student needs and those who need enrichment/extra support because they don't have the same level of parent volunteers support.

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I also greatly value the mental health support provided to students at the elementary school as they learn to navigate the playground and peer relationships. I also value PE.-Pioneer Parent

Great student:teacher ratios enable the best learning/teaching environment in which there is both a challenge for excelling students and a safety net for struggling students.-Garfield Parent

Great teachers and counselors! Specialized enrichment programs such as Hansen's HAP and JAMS at Jefferson.-Capital Parent, Jefferson Parent

Orchestra

Middle school & high school sports

Keeping our kids safe With SRO and other steps

Access to working condition electronics

The high school leadership program-Washington Parent, Washington Parent, Parent

Kids come first, and we choose to honor people over things.-Roosevelt Parent

In general, the school system seems to be responsive to needs of students as well as parents and even the broader role it serves in the community at large - helping to instill respect and kindness in our children which ought to serve them well as they move thru life-Roosevelt Parent

Describe any efficiencies that you would like the Superintendent to consider.

Staff Submissions

The district seems to be in a perpetual situation where they are chasing the wind and as a result can only seek patches for holes in the framework. For example, the maintenance of facilities is often reactive and marginally staffed so I would suggest no reductions in custodial services or facilities maintenance. I certainly am not able to make recommendations on reductions in programs outside of my own nor do I think anyone can make valid recommendations on my own program. At Avanti, we operate on a shoestring budget that has been further whittled away every year. We don't have anything to cut; we have no functional science room, the ag room is in a converted shower, the art room expanded into the stairwell, no light or sound system in the auditorium, a robotics facility that doesn't have space for the arena to be setup in the classroom, a gym with no custodial services. It is not equitable to ask us to make cuts. Perhaps the way to look at it is, instead of providing equitable resources to all schools, the district will delay this ambition; under-resourced schools will not receive the resources this year that may level the playing field.--Avanti

Decreasing the amount of field trips being taken.--Avanti

We would like to see a change in attitude towards choice programs and Options in our school district. Avanti has minimal budget with hand me down resources; we have long been working on the highest efficiency. Surplus has long been our greatest resources as a school. We would like to see a renewed effort in promoting our program offerings to our students throughout the district. Staff best utilizes the opportunities allowed such as the OSDEF Grants and Parent

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Group to fund our programs. A recommendation for adopting solar panels to improve energy efficiency throughout the district.--Avanti

As a school leader who has always managed with meager resources, I would never presume to recommend cuts to another program or department. In my opinion, to do so would be the epitome of privilege and entitlement and unprofessional. Avanti has not been afforded many "new" items of any kind in the past decade, with the exception of a recent influx of technology and CTE funds provided to a few of our programs. Over the years Avanti has relied heavily on the district's surplus for nearly everything, so we know and understand what it means to be without and being required to maximize efficiency. The one recommendation our staff discussed centered on making buildings in our district more energy efficient (self-sustaining) through renewable energy (solar power for example) and perhaps making that initiative a learning opportunity for our students districtwide as we can envision them participating in some capacity.--Avanti

I think we could save a lot of money with a closer look at how purchasing happens in custodial services (who is in charge, how it's monitored, how efficient that process is, etc.). Better evaluation or oversight for custodial services would improve efficiency too. I also think tech spending should be determined by the needs of the people who use the equipment/apps/etc.; I wasn't asked if I needed a Dell laptop and I don't... That could be used elsewhere or perhaps the money could have been spent on something I could use in the classroom, like specific apps or a microscope I can connect to the Elmo, etc. I understand that they're all different pots of money but I think purchasing should be determined by need. Thanks.—Boston Harbor

I would reduce high cap learning as these kids can find ways to be challenged in their own classrooms through differentiation and higher than average abilities to self motivate. Please do NOT cut para support!—Centennial

Is it possible for trained (less expensive) paras to take on some of the more simple tasks of itinerant staff members? I'm wondering in particular about OT, PT, SLP. Also, several years ago there was an environmental sustainability position in the OSD. It was my understanding that even with her salary in the mix, there was a net savings in the district because she was able to increase building efficiency etc.—Centennial

Athletics - uniforms, field/equipment maintenance, travel, insurance. Playing sports is not our main objective as educators.—Centennial

Cutting back on sports programs.—Centennial

bus duty can be done by classified staff.—Centennial

I believe that there needs to be more emphasis on cutting out the "non-essential" expenses. Focus on stream-lining processes and try to eliminate any waste that is not necessary .Also, I believe salaries of district staff needs to be reviewed. It seems like focus is on the teacher's salaries (which is NEVER enough for all that they do...) yet there are positions at the district office level that seem to be paid far beyond their workload requirement, and yet we never hear about the salaries for them. Ultimately the priority, of course, needs to be getting the kids what

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they need to succeed, and if there are expenses that are not toward the good of the kids...cut that!!!—Centennial

Not sure.—Centennial

Using more technology (AT) to meet student's needs vs. needing an adult (para). —Centennial

Less 1:1 paraeducators and more paraeducator support in classrooms for all teachers--Capital

Refrain from new initiatives, freeze on new texts?--Capital

cut back on lighting in areas that can be safely navigated with less light.--Capital

Close Boston Harbor Elementary School. It serves a very small population that could easily be absorbed by other schools. I also believe there are a lot of administrative positions at the district office that are unnecessary.--Capital

Administrative staff salary should be reduced to closer match the highest level of teacher pay not 2x+ teacher salary. Also, the adoption of consumable textbooks for high school English last year is a frivolous expense. We already have books and teaching materials aligned to CC standards. Reduce consumables with out curriculum at all grade-levels. Lastly, teachers and school staff should consider taking one week without pay and increase winter break from 2 to 3 weeks or spring break from 1 to 2 weeks as the CTA agreed to during the recession in 2010/11 in CNUSD and OUSD, as well as other large school districts.--Capital

Building/District Level coaches. As we are a highly experienced group, we do not have the need for ELA, Math, Science, Social Studies or Tech coaches. Vice Principals at the Elementary and Middle School level.--Capital

Reduce coaching staff, senior teachers are not always the best teachers (merit vs. seniority when it comes to RIFs)--Capital

Less emphasis on sports and more concentration on education. Less raises in pay for previous education to keep staff--Capital

Discontinue the use of consumable, packaged curriculum. The cost isn't worth the material that is provided. Invest in your greatest resource, your teachers!--Capital

I've only been through a reduction twice in my career. However, both times were in other school district systems where the majority of the absorption was taken at the district office. Teachers directly impact students and cuts to this entity will be damaging. However, professional development offerings should dwindle during a reduction. In addition, we may not be able to afford the additional days we've bargained. I can think of several positions at the district level that do not directly impact kids. Curriculum expenditures should be paused during a reduction as well.. doesn't send a great message if we are buying books and laying off teachers.--Capital

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Keeping teacher pay and small classes sized the priority -- it serves both well. Teachers will work hard and feel valued, and students will get the attention they need to succeed. To me, everything else is negotiable. Please see how they do it in Finland :).--Capital

Having worked for a state agency and witnessing how badly funds get wasted, seeing some folks getting way over paid for their skills, some hired by nepotism, leaves me at a loss to give any suggestions. I fear squeezing more out of Olympia's teachers will lead to a talent drain to other professions. There is one suggestion I could offer that would lower operating costs for fueling Olympia's school bus fleet and also possibly open up a new vocation training program. Something I know a great deal about and would love the opportunity to share is producing biodiesel in house. Call me if interested.--Capital

-Cut back on consumables: text book, food, paper, (things easy to be donated by community) - Cut traditional HS classes: teach standards or pathway classes= build more programs that have success with student retention (number of students not attending or seeking alternative learning) -Shift role of School from only for kids to for community: community to fund after hours Occupational Classes/ "New Market" classes or Job training: math for mechanics and construction, science for health workers and childcare, writing for business and grants, Public service forums/training. Look at teacher absent rate to cut back on subs. --Capital

"Things" that will not negatively impact students' ability to learn.--Capital

I'm not really sure if any of the following would have an impact or are even possible and really these are more questiony type ideas than real ideas: Would getting rid of the Wednesday early releases have an impact on saving money or is the change to transportation and scheduling an entirely different animal? Would going from a 5 day school week to a 4 day school week with longer class periods and days have an impact on the budget? I know it wouldn't really change staffing wise, but would there would be reductions in the cost of heating, electricity, water, etc. due to the buildings being empty an additional day? Are there any tech related costs that could be moved out of the general fund and into the money from the tech levy? For instance are there any licenses or program costs that we are paying for now out of the general fund that could be transferred over? Could there be a temporary freeze on sports and/or after school activities, and their related costs, until such a time where the budget is under control once more? I know it's not ideal, but I'd rather see something like that go away than jobs, classes, and activities that occur during the school day.--Capital

start with the areas where we are not fully using or necessarily need then move to areas where maybe someone is retiring with no fill if necessary--Capital

I do not feel qualified to make a suggestion here. I would need to see a line item listing of the M&O Budget. Also I would need to know what "pots" of money can be used to make up the shortfall. Anything that isn't teaching and learning would deserve scrutiny.--Capital

If you'll bear with me, I have numerous ideas for saving money. Transportation. This may sound like quite the out-of-the-box idea, but hear me out. Right now OSD pays about 2 million for transportation, with 1 million coming from transportation levies. Seeing as how we can't ask for any more money via M&O levies, but we CAN ask for money via transportation, then it's time to ask the community for \$3 million for transportation, and not spend a single cent for

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transportation out of any other budget. If the community values transportation, they will pay (and it's not even that much). No other country in the world busses students. This is a privilege that I think people will pay for via levy. And if not, there's a little bit of an obesity crisis going on, so a little exercise could be in order. But honestly, I'm sure it'll work itself out. There's \$2 million right there. Along those same lines, the same goes for technology. I heard we can save \$600K by moving a few things around with respect to technology. Well, considering we'll most-likely get \$8 million per year from this levy, I think that should be the ENTIRE tech budget- staffing, trainings, Internet, Chromebooks, etc. There's no reason to be handing out computers and wifi and cutting teachers. That levy money should be the entire tech budget. Don't replace retiring staff, if possible. We can increase a few class sizes and try to weather this storm by not ruffling people and then trying to hire others. Cut classes that are too small. For example, some classes like Japanese or IB HL math are very small. If a class has fewer than say 12 students, then maybe there isn't enough interest to make it financially viable. Increase class sizes. A little belt-tightening with respect to class sizes can help our financial worries. I do still believe in overload pay (possibly at a reduced rate, maybe \$15 per student), and/or even moving up the class size numbers (like 30 to 32), to help with this, but we still need the financial incentive to not overload classes. While on that subject, for some reason English teachers enjoy a lower case/classload number, but honestly the language, math, social studies, and science teachers also have papers to grade and such, and therefore should not have separate overload numbers. English teachers often have "reading days" in which they catch up grading (whereas those other subjects can't necessarily have "math days" in which the teacher can sort of disconnect from the class and get his/her work done. I hate to say it, but maybe sports as well. I don't know the numbers, but if we need to increase sports fees or whatever, then so be it. It's pretty expensive to be shipping kids all over the state to play games and such. I love sports, and believe in them. But honestly, I don't see why we bus kids hours away when there are plenty of schools in Thurston county. Maybe it's time for another league shakeup. Or time to create an intramural program and just have kids play at school against kids from our own school. More kids can go out for sports, and it will cost less money. I know this is REALLY out-of-the-box, but it would save a ton of money AND give more kids the opportunity to participate. Cut non-essential extra positions, which I guess would be things like TOSAs and such. I believe the majority of teachers do their own work, and if we can save money by cutting the extra positions that support teachers, it will save money. --Capital

Coaches assume the equivalent of the current certificated teachers salary. I support a sped teacher who is a sports coach and this was a topic he introduced, and I agree. --Capital

Resource room (one period) daily for students with learning disability. --Capital

Don't build the new auditorium. Instead, buy furniture with the capital fund. My desks are broken and gross. They came surplus from another district, and the students don't like sitting in them. --Capital

I don't have a strong understanding of what can be easily cut for quick savings. --Capital

unsure at this time--Capital

We can look at transportation costs and perhaps make classes start a little earlier...--Capital

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Turn all athletics & activities into intramural sports/activities instead of run by WIAA. Eliminate school busing and contract with IT for those that really need transportation provided. If we continue to run buses, run only full buses. Don't provide specialized transportation for "special circumstances". No athletic/activity transportation-must be transported by volunteers/parents only. Shutter small schools. Provide these public buildings for public rental usage after hours 24/7. Run the high schools on a longer school day so the building is used more than 6.5 hours/daily-teachers and students come and go from 6:00am-10:00pm daily. Students aren't provided food unless they are on free lunch only to cut costs across the district. (BYOLunch). --Capital

1. I'm neither comfortable nor competent in identifying 'fat' in other programs or areas. However, if you came to me and said you've got 15% less in your IB budget next year than this, I'd make it work. So how about simply 'sequestering' evenly across the board 10-15% of funding for programs. 2. You'd know best where to not 'sequester' but simply delay funds, but one example for me for next year is textbooks. We've done without updated versions in the past; putting off purchasing new materials wouldn't be that much of a stretch. 3. Instead of salary, let's consider compensation. Like about 1/3rd of the district, I'm at top of scale. I know next year, according to the state, I'm supposed to get \$90K which of course isn't possible due to staff mix. How about if we looked at compensation though. Right now, with optional days and salary, I'm a bit above \$80K. Maintain that for next year (though adding in inflation would be nice ☺). It's not what certificated staff deserve, but if the alternative is riffing, I get it. --Capital

1 year suspension of visitation funds. --Capital

Adjust salaries of administrators, curb one on one instruction, limit state testing. --Capital

T-Pep --Capital

I think bringing some certified teachers in administrative positions back into the classroom in order to keep class sizes small could be beneficial, as we're experiencing both a teacher shortage and budget shortage. I also think we can benefit long term from the continued efforts of OSD leadership to communicate with legislators about how the new funding laws are impacting us.--Capital

Get back to basics - why are we considering cutting teachers but increasing computers???? More HUMAN resources for EDUCATION / STUDENT SUPPORT as opposed to tech and uniforms and other extracurricular stuff. --Capital

Eliminating district level positions to absorb any reduction in force in the classroom. The Kent school district made this commitment. Eliminate TOSA positions. Eliminate small schools that can be absorbed by another school. Rethink the scope of ORLA and other non-traditional programs that benefit groups not identified as marginalized or at-risk. Rethink bussing routes.--Capital

I honestly cannot see any reductions in the Nursing Department with more children coming in to the health room and more health issues than ever before.--Hansen

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Continuing to educate teachers on how to allow students to work on-line can reduce some of the need for materials. For instance, much of the text material for Wonders is on the website. We could increase our supply lists for students and encourage donations of art supplies from parents rather than using the school supply budget. Honestly, I don't see any waste.--Hansen

Honestly, I do not know enough about the budget to give an informed opinion.--Hansen

Equity of admin/teacher/student ratio among the buildings in the district.
Reconfiguration/prioritization of district level personnel...paying some in the highly qualified/high impact positions oppose to many in low-paying positions.--Hansen

I can't imagine any reductions at this point. Everyone is stretched to the limit.--Hansen

ANY REDUCTIONS WOULD HAVE A NEGATIVE IMPACT—Hansen

Custodians are always the first cut. Over the past two decades I have seen many positions cut and never returned. We already have to skip vacuuming classrooms more often than we should. That said, our district is extremely top heavy compared to other districts in the nation. Too many sit in meetings and not enough grunts. We are already stretched thinner than tracing paper. How much would we save by removing even one person at the top?--Custodian

I think there should be a small swing shift crew to go around clean new mini buildings and some other schools with a supervisor.—Custodian

proper ordering of materials and use of staff time. Proper training of staff--Custodian

start at district office (2)--Jefferson

4 day school week--Jefferson

Less ToSAs and a reduction in administrative costs (via eliminated redundant positions and an overall reduction of salary, specifically at Knox but possibly elsewhere)--Jefferson

-Eliminate TOSA positions -Close Boston Harbor Elementary School -Delay moving into the Olympian building--Jefferson

options programs for general education students at the elementary and middle school level—
LP Brown

I am 2 years new to working in the school system, but I have been practicing for 21 years. I can't fathom stretching the nursing care even thinner than it already is for liability reasons if nothing else.—LP Brown

If we made serious cuts to our athletic programs, academic performances would not be seriously harmed. We could still have PE classes to ensure students get the amount of physical activity needed for healthy brain function. And in all honesty, parents would be so up in arms about cuts to the sports program, they would either get involved in local government and get this deficit fixed, OR they would raise the funds themselves.—LP Brown

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Maybe....thinking about going to four day work days, and adding on an extra hour to each working day.—LP Brown

Do not increase class size or decrease teacher pay. Knox should feel more cuts so that the students are least affected.—LP Brown

Transportation - half empty buses in neighborhoods and school boundary lines of students being transported across town when a closer school is near by. —LP Brown

Reduce/eliminate out of state travel for conferences unless absolutely necessary - e.g., people traveled to Texas for a conference that was available in-state, albeit later in the year. Review school boundaries to cut down on busing costs (e.g., there are kids bused to LP Brown, past two other schools that are closer). This also would enable families to increase participation at their school b/c they wouldn't have to travel so far to get there.—LP Brown

I am not sure. Everything seems important especially anything that touches children. (ie teachers, para-professionals, principals)—LP Brown

We are already doing more with not enough. PTO, community donations all help to provide necessary extras for an enriched education.--Madison

Our school already has all classroom resources donated. The PTO pays for buses for field trips and activities for children. The PTO gives all teachers extra money for classroom spending. The staff we have is exceptional and valuable. Many of the resources we need are donated. I don't know how else we can be self sufficient and meet our needs. I'm sorry I don't have any ideas.--Madison

solar panels for all schools-think of the energy bills we have! outdoor classrooms and gardens for kids to get outside and get healthy-less screen time please! every school should have a multi-day field trip like cispus or like the CSI program has!--Marshall

Can we pull out of ESD113—Marshall

I think there should be more of a push for exiting kids from special services once they are functioning at grade level instead of waiting until their eligibility expires.--McKenny

I'm finding it hard to think of how to cut any of our services provided to students either in classroom staffing or programs which serve our most needy students. There could be reductions by having our reading programs administered in-class more, without walk-to-read; however, this leveled reading program pays off in dividends for students who need the quality of small group instruction and remediation. This is one area where we have had to make changes in the recent years and it was possible to make it work.--McKenny

Reduce district supervisory roles. Put more funding directly into the classroom.--McKenny

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I don't know if there is a clear cut answer for this, but in the past I have worked in districts with a top down model, meaning the teachers are at the bottom and the top are making high 6 figures. While I know we need effective and strong leaders this has always seemed odd to me. Yes, we need strong leaders but our schools won't run without teachers...--McLane

More Paras. Paras are not as expensive and really do ease the work of the staff.--McLane

I do not have any. I think are already working with less than we should have. I know that is out of the district's control.--McLane

Students, especially older ones, could help with the custodial jobs around the school.—
McLane

Lessen technology bought by district, I feel it is a budget item that gets abused. Why arent we asking what STUDENTS need for technology?? Many already HAVE their own laptops & computers at home. Some do not, supply those that DONT, not ALL. Is it toss it over fix it? Cant we have more fixing support & less REPLACEMENT reinstallation? Why is it we cant FIX what is out there now, reinstall, upgrade the internal drives or HOUSING of these computer, utilize what is out there now - so little overlap in resource use between departments (of course I do not know the entire sharing/etc.)I feel it is a BIG cost that could be used for things I feel are more like: lower class sizes, lower student teacher ratio to provide time to make the one on one connections with kids. Opportunities for ART, MUSIC, HANDS ON PROGRAMS, HEALTH & FITNESS. (2)--OHS

Find a way to work with the transportation union to reduce transportation costs.—OHS

All classrooms NEED computers!--OHS

Reduction in upper management--OHS

Too much money spent on testing!--OHS

I'm at OHS. The heat should not be running on non-school days. I have a nasty habit of coming in on holidays (like mid-winter break), and finding that the heat is on. Hey, it's a weekday....warm this place up. But no one's here to enjoy and it's costing us money. It's great that we have the auto shut down by 4:00, and presumably on weekends, but there should be some way to push a few buttons. My thermostat at home has a single button for "vacation" and the setting goes to 55 F. If it's happening at OHS, it could be happening elsewhere. If there is a snow day, turn the heat off. We need a "check list" in place for non-school days, planned or otherwise. And "Set heat to vacation mode" should be one of the items on that check list.--
OHS

Allow the two high schools, their athletic programs and athletic directors to be autonomous, thus eliminating the position of a district athletic director. The other responsibilities of that position could also be assimilated back to the two high schools. If needed, some could be absorbed by other OSD admin.--OHS

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Can we separate professional development from consumables in department budgets? When things are tight, do we as teachers have to choose between providing materials and equipment for student activities and developing knowledge and skills in new state standards?--OHS

District office administration/personnell.--OHS

Elementary grades seem to always be the ones to get reduced class sizes first. If class sizes need to increase, it should start there. I think schoology is a waste of money.--OHS

Increasing one to one technology WITH education can reduce printing costs to include needing less copy machine rentals! Education is key, but also tricky. If you want teachers to learn new things, you need to pay them for their time. AND, please don't do to us what you tell us not to do to students. DON'T: Worksheet us, power point us, or lecture us to death. Please don't push us WAYYY past our comfort zone - stretch us, grow us, DON'T break us! Don't take our personal time. We are already working beyond the work day. Trainings should be during the day, and subs should be organized by school in a rotation where there is never an entire department gone at one time whenever possible. Technology also should be a selection chosen by the teachers just like curriculum. When things are forced upon us or chosen for us, challenges are less likely to be solved by us. We have to have ownership too. If we buy a curriculum we need to be using it. Consumables are expensive. Bear in mind also though, that the consumable curriculum for English 6-11 that we have chosen cannot possibly all be used. Think of it like a buffet. There's more available than one class can do in a given school year. The act of not using it at all should be examined. Why? Is this a curriculum that we should abandon in favor of another? Or do teachers need more training on it so that they feel comfortable? Can trainings be held in a school rather than downtown? The library, the cafeteria or the staff lounge is already lit and heated in every school. Why not bring the trainings to a school, like a magnet program rather than using downtown facilities? You might get more attendees as well, and you won't have the energy costs of working out of Knox. We need to pursue student fines more deliberately and in a more timely fashion. If there were a high school enrollment restriction, which prevented 8th graders from enrolling in high school until they found their books or their fine was paid, that would catch us up much more quickly. For example, I've known seniors who FINALLY pay for that book they lost in 6th grade. If they would have had to take care of it sooner, maybe they would have found it under their bed and the book would be back in the library, which is what we want. Basically we gave that student a loan for 7 years ... whereas the book within 3 years is worth so much more! --OHS

I wish I had an answer for this.--OHS

Less money towards technology.--OHS

Behavior program at the high school level--OHS

Decrease specialist and docents.--ORLA

Let us not cut all the things that add pleasure to the school experience for students. We need to focus on insuring the core functions can be met first and address what are the functions that can be dropped without impact to the success of core functions.--ORLA

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Maybe we should start from the top down? Should we eliminate some administrative positions or cut salaries from the top?--ORLA

1. Charge an activity fee for sports. 2. Eliminate bussing for students. Change start hours for bussing schedule. 3. Lower the temperature in every building (we can wear sweaters). 4. Reduce copier costs...limit copies. 5. Provide adequate curriculum resources to reduce copier expenses. 6. Move Avanti High School to ORLA and merge the ALE Programs into one building. --ORLA

excessive amounts of testing --ORLA

Perhaps be open to hiring newer teachers? I am just graduating right now from an extremely high-quality teaching program--there are some great, newly trained teachers looking for jobs! Current teaching programs are teaching candidates the most relevant, up-to-date, research based classroom strategies and teaching pedagogy. I wish I could think of something else, as we need more money for schools, not less!--ORLA

better technology system for ALE program compliance - eats too much teacher & admin time managing it; Convert ORLA to K-8 school? Onsite high school offerings require staffing that is heavy at secondary level despite not having as many students enrolled; Most students are K-8 and the high school teachers are often not certified or willing to teach younger grades; Grow & expand options for online & offsite learning; streamline alternative program management - what do we do individually that could be done at district level by 1 person instead?;--ORLA

I know this is a complex issue and it will probably be a complex solution. It is difficult to know what areas to cut, but perhaps starting with the least popular classes and streamline the classes to have only the most utilized by families.--ORLA

Difficult to say without really knowing the budget. I really appreciate you asking and coming to ORLA to chat. Good luck on the journey ahead. A few ideas...early am typing so excuse the typos! Attitude - we need to think long term, this too shall pass. Think about not only what to cut but also ways to bring more \$\$ in. Be bold and stay engaged on the hill, it is critical. Think long term --- regardless of potential \$\$ crisis how can we be more efficient Potential cuts *Grounds - have schools do more of this as part of a science class or their community contributions. *Any way to make some of the bus routes more efficient? *Reduce travel -- encourage more SKYPE and other ways to connect Some meetings - instead of requiring a full admin high salary team to go, have one rep go and require some kind of feedback loop, they share it with their team, * Analyze budget - have a swat team that you all choose but that is composed of folks with no agenda, truly objective, diverse, and skilled. Some could be out of district. Brief them and then give them one day to come up with ideas. I used to do policy work for Public Works and we did this several times, was called Value Engineering and was a great way for us staff to get past our blind spots. Result = a report with ideas that leadership and the Board could review but does not have to adopt. * Do NOT increase class sizes, all the data shows that is not a long term good investment, it reduces learning to create shallow short term gains on the books. When we did it, we asked folks to volunteer but paid their travel if needed and we fed them really well and lots of top grade coffee! Use surplus goods more -- for example at the new HQ at old Olympian. Do we really need all new desks, etc? Why not make it a model "re-use" place if possible? Get high quality things but not all new. Schools waste too

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much on new, new. We need functional, attractive, does not have to be new. Create a way schools can share costly equipment that they do not need to use every day. Does each school need its own XXX??? Maybe yes? Maybe no? Potential ways to generate some \$\$ Sell surplus property OR if makes sense, lease it, generate some \$ Ask ALL teachers and admin to define at least 3 ways they can reduce their expenses, don't require \$\$ estimate, just the action. Have a 1/4 time or volunteer research and write grants. This is NOT a good long term strategy but could stretch current resources. Beef up parent volunteer opportunities -- can't always require it but can make it more accessible, more visible. We do require it at ORLA and I am amazed by what they contribute. I think many folks want to help, do not know how. Is it legal to sell curricula or training modules? Any \$\$ in that? If we have some great ones why not market them. --ORLA

Consolidation of resources and materials across programs.--ORLA

Push back, question things-- resist, organize with other districts, reshape or avoid "mandates" that are not cost effective, meaningful investments in our students. I feel like there are many that come at the Districts and not all are useful or effective. There are times when creative thinking and resistance are needed and I think we are there with some of the federal and other mandates. Can we rethink, reshape some of them where there is some wiggle room? Do it as a region, or a state.--ORLA

eliminate busing to "optional" programs like orla, lincoln, hap or charge since it is an extra expense due to parent choice... charge tuition for montessori orla, eliminate cispus, charge tuition for out of district students and we have tons of them--Pioneer

Eliminate bussing for schools where kids can walk. Organize walking groups or bicycling groups. Like Norway, and other Scandinavian countries. <https://www.treehugger.com/bikes/netherlands-kids-take-bicycle-bus-school.html> Condense or eliminate staff at Knox, including top administrators. Have students clean the buildings, like in Japan. (vacuum, empty trash) Eliminate the expense of standardized testing. Eliminate the expense of curriculum in which we pay subscriptions. Create community relationships for things like PE, such as rotating kids through real life experiences like rock climbing, yoga, marathons, etc. Have students help with food preparation during lunchtime: such vocational education More alternative teaching and learning where students and teachers meet in various places in the community and work from home. Meet to share and present data, save on custodial care, electricity. Less days in the school year. Parent volunteers for ground upkeep. STOP purchasing expensive curriculum and pay teachers to create it. It would be higher quality, more relevant, alive and vibrant. It could be modified year to year to reflect changes in our society. Shorter days. --Pioneer

Get rid of the bulk of testing. Let teachers to their jobs and teach. Stop buying million dollar reading programs.--Pioneer

Below are my ideas for efficiency and/or reductions that can be absorbed with the least negative impact on children. Eliminate bussing for schools where kids can walk or bike. Organize walking groups or bicycling groups. Like Norway, and other Scandinavian countries. <https://www.treehugger.com/bikes/netherlands-kids-take-bicycle-bus-school.html> Condense or eliminate staff at Knox, including top administrators, Wonders TOSAs, etc. Have students clean the buildings, like in Japan. (vacuum, empty trash) Eliminate the expense of

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standardized testing. \$\$\$\$\$ Eliminate the expense of curriculum in which we pay yearly subscriptions. Create community relationships for things like PE, such as rotating kids through real life experiences like rock climbing, yoga, marathons, etc. Have students help with food preparation during lunchtime: such vocational education high schoolers. More flexible and progressive teaching and learning models where students and teachers meet in various places in the community and work from home. Meet to share and present data, save on custodial care, electricity, lunch, etc. in buildings. Less school days in the school year. Parent volunteers for grounds upkeep or train high-schoolers or both. STOP purchasing expensive curriculum and pay teachers to create it. The quality would be higher, more relevant, alive and vibrant. It could be modified year to year to reflect changes in our society or community. Shorter days, 4 hours in building is enough. Two more hours doing community work, hands-on experiences, or homework, outside of school walls. Everyone pays for their special program. Eliminate MAP, it's redundant. Eliminate report cards and use Schoology or Skyward instead. With some imagination and creativity, we may end up with something better than what we have and become a model for other schools across the state or nation. --Pioneer

Reduce reading, math and science TOSA positions.--Pioneer

Finding other ways of reductions rather than the classroom. Such as, do we really need all the different superintendents? Pioneer

cut administrative positions, eliminate MAP testing. --Pioneer

Reduction should be as far from the classroom as possible; IE district office, admin. trainings out of state, fewer administrators that have little effective results on day to day working with kids, streamlined bussing? Our district always passes high levies yet we provide fewer programs/support/arts for our kids, and less pay for teachers/para-educators than both neighboring districts.--Pioneer

Placing students in the best program for them as soon as the need is identified...too much red tape to get the right placement done. --Pioneer

sports extra curriculum education is education, if we don't have money. . --Washington

I can not think of a single item that can be cut from our school. The number of students per teacher, the allotment of para-educators, the school schedule, athletics etc. all seem so important. The only thing district wise that might be able to be cut are the TOSA positions and the district curriculum director take on a larger role in establishing staff development within each discipline.--Washington

Stop allowing students who are behavioral issues to remain at school. It interrupts others and takes from their education--Washington

No new curriculum. Ebooks since students will have their own device with the new tech levy.--Washington

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Flexible about staffing; Take stock of efficiencies or monetary resources going to operations that are no longer needed; suspend monies given for training purposes for long time and administrative staff--Washington

Transportation changes non-classroom related cuts (custodial, supply, etc.) athletics and extra-curricular offerings should be cut before classroom/program cuts are made--Washington

Janitorial cut backs in evening shifts—Elementary School Staff Member

removing PE and choir—Elementary School Staff Member

Right now, I am leaving because of admin.—Elementary School Staff Member

1. School libraries do not need a certificated teacher AND a para-professional. Most librarians do not teach lessons on a daily basis, do not do conferences or report cards, papers to grade, and have TA's to shelve books(maybe not at elementary level). Unless the Librarian is in the "elective or specialist" rotation then they do not need a para-professional. 2. When ordering consumable curriculum for classes, teachers should be asked what they have left over from the year before, how many students are projected, and what books they actually use BEFORE ordering. For example; we got 6 teacher editions of our curriculum at our grade level and there are only 3 teachers. Another school did not use the consumable books that were purchased for all their students the first year and the following year they received new consumable books for all their new students. That is such a waste! 3. Out of state travel for conferences/workshops could be put on hold. Travel and lodging is expensive. The administrator conference is a week long and each administrator gets their own hotel room. Most often when teachers are allowed attend conferences they must have two people per room/share. Why isn't this the case for administrators?—Middle School Staff Person

The district office should absorb budget deficits through reduction in positions. This would have the least impact on students since their work doesn't directly impact the learning environment. We obviously need HR and Payroll, but other departments could definitely be trimmed down without creating a more challenging and less supportive classroom environment for the students.--Washington

This is my 1st year as an OSD employee, I don't have a good handle on what reductions could be made.--Washington

Turn off lights (except for needed emergency lighting) in hallways as soon as school is out. Charge more for outside organizations using the buildings after hours.--Washington

The district office should absorb budget deficits through reduction in positions. This would have the least impact on students since their work doesn't directly impact the learning environment. We obviously need HR and Payroll, but other departments could definitely be trimmed down without creating a more challenging and less supportive classroom environment for the students.--Reeves

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Turn off lights (except for needed emergency lighting) in hallways as soon as school is out. Charge more for outside organizations using the buildings after hours.--Reeves
Pair down the the bulging administration and admin support staff, cut the TOSA assignments (very little support to the teaching staff) to begin with. Keep a closer eye on wasteful spending and eliminate it, cutting out catered lunches for meetings, for example. When choosing new curriculum get a wider opinion of the teaching staff as to whether they see value in the the materials, or whether it will truly meet the needs of the students. The adoption of Wonders is an example. Lots and lots of teachers who are required to use this curriculum find that they don't like it, find it not creative, doesn't really satisfy what is needed to teach to the standards (writing, social studies, and science) and find that it does not motivate the students because it is too repetitive. (2)--Roosevelt

You can't cut your way to greatness, you have to grow. Olympia needs more political activism to get real solutions out of the legislature.--Roosevelt

I always wonder why transportation is paid for by the district for children attending alternative programs. If I want my children to attend a school not in my service area, I am expected to provide transportation. Efficiency - Many other school districts, those where my friends work or have children attending, have a "customer service" mindset at the district office. In OSD, it has gotten to where many school staff avoid calling the district office because the caller is often left feeling that he/she is a nuisance. Sometimes numerous follow up calls and/or emails are necessary to get answers to questions. This could be fixed at no cost to the district and could potentially boost moral and save time.--Roosevelt

Late Additions (In the schedule of budget meetings, two schools had a late opportunity to start the budget survey. Therefore, we kept the survey open longer for these schools and are adding their results late.)

Wasted/unused school supplies (2)--Garfield

cut administration rather than teachers or staff—Garfield

I really don't know. It would be difficult to cut anything.-- Garfield

Master schedules at the building level to make scheduling more efficient.—Garfield

Installing light dimmers in the library and other community areas like the gymnasium. Most classrooms have it, but not the library. I would keep my lights dimmed if I could.-- Garfield

Reduce paper/printing costs (more technology, less paper); reduce excessive grounds maintenance (we see the mowers on our field when we can't even tell it's grown since the last time they mowed, and the hedges don't need meticulous trimming and shaping); reduce the number of buses used/coordinate & streamline routes (mobile gps routing for efficiency); admin consolidation & shared services between district and other local governments, cooperative purchasing, etc; reduce energy use outside of school hours; pool with other districts for healthcare; early retirement incentives; streamline SPed meetings and paperwork which would streamline staff and time with students; replace energy & time sapping/inefficient

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machines (copiers, printers, etc.); move some services online for students, when appropriate (PresenceLearning for speech therapy, for example)—Garfield

Keep reductions as far from students as possible and protect services for our most at-risk populations. Keep the focus on the school day.-- Garfield

re-evaluation of the budget. my property taxes increased significantly. I am skeptical of the news that there is a budget shortfall.--Lincoln

spend less on technology and more on support—Lincoln

Lower the classroom sizes. I think that will have the largest positive impact.--Lincoln

Less funding toward technology and more for support to students and staff for successful engagement in classroom and community.--Lincoln

Building administrators are called out of the building too often, leading to increased workload for teachers.-Reeves Secondary Teacher

Number of district office employees and administrators.-Pioneer Parent, Olympia Secondary Teacher

Why are custodians not listed in "central resources" along with maintenance and grounds? Why is central administration not listed as a category to cut/add?- Operations Staff

Reduction in district staffing levels and redirection of educationally decision to Super working with the building staffs as his team.-ORLA Elementary Teacher

I understand there are substitute custodians on staff that get paid and receive benefits but are not always needed to cover a position. Would it be cheaper to have on call subs (maybe retired personnel) or offer overtime to regular staff to do the bare minimum for a few hours?- Elementary Teacher

We need to consider more efficient fine processes for our text books and library books, particularly at the middle and high school level. We need to impose restrictions, particularly at the middle school level, to encourage students to pay for books or return books more quickly. As it is we wait to long and the notification process is not efficient. If we alerted families sooner to missing text books and library books, we would probably get them back because they would be knocking around the house somewhere or something. But when we wait 2-3 years, well, we're lucky if we even see the money.-Olympia Secondary Teacher

Eliminate Community Truancy Board work-loose one full staff member at least one full day/week at CHS for this work. Eliminate busing for local sports, require carpooling.-Capital School Administrator

Director of Federal and State Programs for consistent grant management
Consolidate our small schools [1 MS on Westside] and merge Madison with Roosevelt

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Early Learning center at Madison. Updated secondary curriculum that has ELL and SpEd interventions- Central Office Administrator

Mental Health support in High School. More paras out on the playground and in health rooms.- Capital Parent, Hansen Other School Staff, McLane Other School Staff

In all honesty, I don't see how any "efficiencies" could be made. We already only have nurse here 2 days a week (a huge liability, in my opinion). We stock the bare minimum of supplies for teachers and classrooms. We have one, very hardworking counselor, but could easily have two. I work 6.5 hours per day, while I was working 7 last year. I often stay late and don't get paid for it because there is so much work to do. I could go on and on, but basically, any cuts/efficiencies that are made would have a huge impact no matter where they come from.- Marshall Other School Staff

I often wonder if we could but back on custodial staff and just require that they be more efficient. I know they are a heavily protected group and because of that I often see them with lots of free time. If teachers came to school and performed that way we would be fired. I have seen this in many different buildings.-McKenny Elementary Teacher

More emphasis on student engagement and learning, less on multiple assessments. Use limited class time to teach, and enrich learning.-Washington Secondary Teacher, Marshall Parent

We are already getting most of our building and curriculum supplies from surplus and are running on a bare bones budget at our school.-Avanti Other School Staff

The comprehensive high school is not right for all students. I would like to see an expansion of ORLA and Avanti over overpopulating OHS. Our district - especially at the high school level - spends significantly more per student from more affluent families than it does on students from poor families. This inequity is unethical. Cut sports, music, clubs and activities that require travel, and other activities are not accessible to poor students. We consider "equity" to be based solely on skin color, but in fact socioeconomic status is not race-based.-Olympia Secondary Teacher, Olympia Secondary Teacher, Olympia Secondary Teacher

More counselors needed at Oly HS, main entrance grounds at Oly HS are really ugly, more security on-site at Oly HS, more being done to eliminate drugs and smoking at Oly HS, getting rid of the bad teachers at Oly HS, comprehensive foreign language program should begin in early elementary school not HS.-Olympia Parent, Elementary Teacher

Providing room in the budget for nursing hours to either expand to cover all schools or to at least stay the same. And increase the school counselors to help students who are in great need.- Other School Staff

I think students could spend time cleaning the school. There could be a program that pulls a small group of students a week from free time, to have them help clean up. Essentially they could fill the role of a custodian. There are certainly things students wouldn't be able to do that custodians do. However, they could easily do things like take out the trash, vacuum/sweep the

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floors, etc. I think it would give students more investment in their schools.-McLane Elementary Teacher

The library is an important part of a school, however the librarian does not need a full time para-educator. This para-educator could be used to serve students in another capacity. A librarian does not do conferences, report cards, plan lessons, IEP meetings, discipline, etc... Depending on the librarian's role in a school, the librarian position could be a para-educator and not certificated staff member.- Secondary Teacher

I believe that we could benefit from a process/efficiency expert. Someone to shadow many of the departments and staff and automate or streamline what we are doing. I don't have specifics, but it's worth looking into. Secretaries at twelve building (or whatever the number) all creating the same report when it could be automated. It would free them up to do other tasks. Lack of training can lead to an hour creating a spreadsheet that could be done in minutes. Out of the box thinking...a dollar spent that might return two.-Olympia Secondary Teacher, Pioneer Parent, Olympia Other

Charging tuition for people living outside of Olympia. Charging tuition for ORLA. Eliminating bus rides to optional programs like HAP, ORLA, Lincoln. Hiring more 1/2 time specialists instead of full time so all specials could be in the afternoon when teachers can more easily fit them into a schedule. Specialists would come many days a week to a school in order to fit everyone in. Math and reading core instruction which primarily takes place in morning would be protected. MAP test should be given in Sept and May/June and not given 3 times. The two middle times are ridiculously close together... waste of money. Cispus should be eliminated... not value for money... and most teachers are not into going... busy time of year trying to get other things done. eliminate or drastically improve LEAP program,-Pioneer Elementary Teacher, Reeves Parent, Olympia Community Member

Not enough respect and authority in most buildings. Not enough value on education. Too much tolerance of trans gender and other new trends. What about the rights of the average people?-Capital Parent, Jefferson Other School Staff

I can't think of anything to cut at the elementary level.-Roosevelt Elementary Teacher

Can we please plan for the future and add a dual language program in our district? (Spanish/English)-Pioneer Parent, Olympia Secondary Teacher

Size of schools- limit out of District students, adjust boundaries between our two main high schools to make numbers even

Confirm pay to play money is being allocated for athletics; believe large part goes to the general fund and the reasoning it is to pay for coaches.... the perception is that parents of athletes are covering other costs in the District and this may be an accurate perception. Consider letting building manage their own pay to play money.-Washington Parent, Pioneer Parent, Olympia Secondary Teacher

Is there coaching or any other positions that potentially could be combined -- Secondary Teacher

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I would like to see him put more focus or emphasis on our most needy schools. Those that deal with high free and reduced rates, those with homeless issues, those with severe behavior challenges. Even the smaller schools! The bigger schools, often have the parent and financial support. Moving successful principals doing a great job in a low poverty school, to one with lots of staff challenges, rather than thinking about the needs of students.- Elementary Teacher

When compared to other districts that I have worked with, I think 1:1 paraeducators are overused. When a 1:1 paraeducator is allocated, I believe a plan should be in place to reduce those services over time and allow the student to be independent as possible.- Secondary Teacher, Other School Staff

Downsize the amount of administrative costs and put more funding into direct student teaching & learning.-Capital Secondary Teacher

Make transportation and custodial costs affordable for Athletics and Activities.-Olympia Secondary Teacher, Olympia Parent, Washington Parent

I would like to know why we are paying teachers so many extra optional days for days they are not working? No other job gets paid if you don't work. Making the teachers put in writing the hours that make up the optional day time would make them more accountable and the district could evaluate what all of that money is being spent on.- Central Office Administrator

We don't need more new curriculum, we need good teacher and good principals. Superintendent needs to go out to schools and listen to teachers. Not all principals are created equal. New principals need mentors. Leadership is lacking in some schools. You have a huge staff at Knox. Are they all necessary? Use the money for the students and teachers. We are on the front lines and need the help in our buildings.-LP Brown Elementary Teacher

I would like to see curricular changes at the district level slow down. It seems like there is often a rush to jump on the latest trend, and as with the new Wonders curriculum, which I see as the Million Dollar Mistake, we end up with an inferior product with a glossy cover. The quality of the materials at the first grade is deplorable. If the process had been more thorough, I think some of these issues would have been found. Let's stop jumping on bandwagons and focus on strategies and materials that we know work.-Roosevelt Elementary Teacher

Why is there no column for district staff down below?-Capital Secondary Teacher, Community Member, Parent

Earlier intervention = bigger impact- Central Office Administrator

I feel it is irresponsible to cut back in areas like Language Arts or Math to maintain Athletics, Activities, or the aesthetics of a building. Also, I feel like cutting down administrative positions as much as possible creates efficiencies.-Capital Secondary Teacher, McLane Parent, Capital Community Member

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Purchasing is willy-nilly.
Out of state conferences are too expensive.
Don't cut paras.- School Administrator

Streamlined processes that save time for educators.-Capital Secondary Teacher

I see that there isn't a lot of support for teachers of color and their unique experiences with coming into the school district. With a very low percentage of teachers of colors it would be valuable to acknowledge and retain them. Although OSD is a welcoming environment, it still lacks in representation and diversity. As one of those teachers I would appreciate seeing some more resources specified for these populations. We have equity meetings and conversations all of which serve to help create equity but are usually targeted to a white audience. I would love to see OSD push even further and instead of just talking about equity we also include spaces for teachers of color to develop professionally.-Olympia Secondary Teacher

My school feels dangerously understaffed. There has been an incredible spike in students with severe mental health issues and we are not being given sufficient resources to help them. In many ways it feels like we are just getting by. I think we need to put more time, effort, and money to emotional intelligence, conflict management, and community-building and less time on the Wonders curriculum.-McLane Elementary Teacher

- Lengthen school day in order to shorten school year (reduces operation costs)
- Invest in SEL as top priority (starting in schools with SWIS data indicating a high need)
- Build professional development days into the calendar as opposed to hiring subs and paying time outside of contract day
- Only send specialists to conferences - then provide opportunity for specialists to share their learning on professional development days
- Provide a new teacher training program for all staff new to district-LP Brown Elementary Teacher

It doesn't seem like there is currently a lot being done on the grounds other than mowing the lawns. Para support, interventions, and mental and emotional support is a must for our students as well as effective teachers. Lower class sizes are better for students and teachers alike.-Garfield Elementary Teacher

In my former district, paraprofessionals were only part-time so that the district didn't have to pay for benefits. I know this wouldn't be popular with them, but it would save a lot of money.- Pioneer Elementary Teacher

2 things: 1) High School Math curriculum has been passed over multiple times. Where has the money for this program been spent for the past 16 years?
2) Technology for classroom use should be decided by the professionals in the room, not some remote technology department.-Olympia Secondary Teacher, Olympia Parent

Support for early intervention academically, mental health and counselling are where I see the biggest need.-McLane Operations Staff, Marshall Parent

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New curriculums do not necessarily equal better learning. If there were options to shrink central administration v school resources, I am sure that admin would loose out.- Community Member, Jefferson Parent, Secondary Teacher

If it meant to say deficiencies, I would say the outdated curriculum (especially in Science), interventions/support, lack of Art in schools.-Garfield Elementary Teacher, Jefferson Parent focused initiatives for the new strategic plan; intentional programs that require district to identify instructional pedagogies and strategies that promote advanced learning for ALL students (rethink HiCap services with regard to changes forthcoming from recent legislation)- Central Office Administrator

Grounds maintenance and custodial work should be delegated to students/classrooms where practical.

Standardized Testing is expensive and our kids take too many tests. Lets be paying less for this. Lets invest in people that work with our kids instead of testing.-Boston Harbor Parent, ORLA Secondary Teacher

have kids help maintain schools/ basic prideful upkeep on grounds & classrooms.-Capital Secondary Teacher, Boston Harbor Parent

In some situations there seems to be an overload of special needs students in classrooms that impact a teacher's ability to teach.-ORLA Secondary Teacher, ORLA Elementary Teacher

I would like to see start times looked at for the middle and high school students and maybe create a flex schedule for those schools.-ORLA Elementary Teacher, Elementary Teacher

By investing in elementary counseling and mental health services, we are giving students and families the tools they need to PREVENT significant mental health and behavioral issues at the secondary level. The research is clear that this proactive approach is cost effective.-Centennial Other School Staff, Hansen Other School Staff

We are seeing more of a need for behavior and mental health therapies in schools. We need trained professionals to deliver those services, not just dumping them into academically trained special ed classes.- Elementary Teacher

Waste reduction in the schools. There is a lot of food waste at many of the schools. I would like to see a city supported compost bins in all schools. Recycling could be improved as well. -ORLA Parent, ORLA Other School Staff

Counseling and mental health supports be more available. More mentor teacher available. More assistant principals full time at necessary schools.- Elementary Teacher

Para educators could do bus duty.-Centennial Elementary Teacher

I am not going to waste my time. The list is too long and political correctness stops anything ever being done in a timely manner.- Elementary Teacher, Community Member

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Using the technology resources that support the curriculum (Wonders, for example) increases efficiency -- allowing for productive practice time by students while teachers support with interventions in small groups. Para support in the classroom makes larger class sizes less detrimental to students. Pull-out support for students with unique learning and behavior needs also makes larger class sizes less detrimental than they would otherwise be.-Hansen Elementary Teacher, Centennial Parent

We are in the business of learning. Teaching and learning is paramount.-McKenny Parent, Secondary Teacher, McKenny Community Member

I would like to see a high level of equity for both staffing and programs provided to students/staff across the district. (Across both schools and grade levels) I would like to see a District Office that shows through their actions, not just words, that they care and understand the complexities of teaching in today's schools. I would like to be able to believe that the leaders at our District Office are there to support schools in the job of educating; too often it feels they are at odds with school staff and even parents and community.- Elementary Teacher, Community Member, Other

There is a great need for more Para Pros in the classes and for smaller class sizes. The Para Pros are stretched thin because of there are so few of them that many times they are working with two classes per period. As you know, the class sizes are too large and therefore, the students are getting less one on one time with the teachers. This puts some of the burden on the Para Pros. Our class sizes need to be reduced, so more teachers need to be hired.- Reeves Other School Staff

Reading and math interventions in all buildings.-Olympia Parent, Pioneer Other School Staff

Lack of building maint. and infrastructure management. Also internship and youth seasonal programs for kids- Operations Staff, Parent, Community Member

I would like the Superintendent to consider retaining and recruiting teachers of color in our OSD school system. As one of the few teachers of color in our district, I question if this is where I truly want to be due to our lack of cultural/ethnic diversity. I often feel alienated as a teacher of color and I truly feel for our kids and families of color who may get very few chances (if any) to connect with a teacher of color.- Elementary Teacher

We are too top heavy. When you consider cutting back, start at administration. Also, I believe you need to think deeply about paying outside "experts", consultants, to come in instead of using the amazing staff we already have.-Capital Secondary Teacher, Capital Community Member

New leadership in Teaching and Learning would be beneficial for teachers. Teachers need more support and clear guidance with curriculum.-Pioneer Elementary Teacher

Decentralize the supervision of athletics/activities by putting more responsibilities on the H.S. Athletic Directors for all Athletic and Activity offerings and staffing.-Olympia Other School Staff, Olympia Secondary Teacher, Washington Other, Pioneer Community Member

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The district office is staffed at minimal tolerances. Please do not look for cuts in those areas. District office departments have taken the hit in the past and are just now back to a level of being able to effectively support the schools.- Operations Staff

Bussing is expensive. There are alternatives, please research.- Elementary Teacher

Elementary PE specialists in which one specialist is in one building or two max.- Elementary Teacher

computers to be UPDATED not tossed. Less to be wasted, more to be borrowed, re-used and repaired. Why so much STUFF? Why cant we share MORE?-Olympia Other School Staff, McKenny Parent

We do appear to be strolling toward RTI/PBIS and PLC. However, no clear guidance from downtown about how all these work together. The collaboration using data is glanced at but not being thoroughly utilized. Therefore, we are collaborating and sharing info but either not doing anything with the data or not gaining data frequently enough or specific enough, to adjust instruction.

We have Wonders and staff is trying to figure out what to teach and then going deeper, to determine which students haven't learned what is needed. Beyond that, there are all the interventions that are needed in the curriculum but staff hasn't received training in order to use the curriculum. Everyone individually or by school is to determine scope and sequence. What a waste of everyone's time. Should not central office provide that training and guidance. If not, who?

We are having more students who come unready to learn and many with social/emotional issues. Having the resources and staff to deal with this is very important. It is important to the individual students, but also all of the other students who are impacted. For about 10 years I have experienced Kindergarten classes where most of the class is not ready to learn and the teacher (using great behavior management techniques) takes months to make headway. On top of this, the mandates for what Kindergarten must learn, is incredibly high and developmentally inappropriate. Kindergarten classes (at most sites) need to have a para in the classroom for at least the first two months.-McLane Other School Staff

Please consider the loudest voices will likely be from the biggest schools. And, the smaller schools are typically underrepresented and often underresourced.-Avanti Secondary Teacher, Capital Parent

Mental health services for students and para trainings-LP Brown Other School Staff, Other School Staff

We are running as efficiently as we can without cutting something vital.-Hansen Elementary Teacher, Elementary Teacher

Provide chances for subject area staff from various buildings to meet and collaborate - not with specific agenda items, but with the purpose of sharing what people do and how they deal with issues that they face in the class in their area.-Reeves Secondary Teacher, Community Member

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Why does the budget assume that the district office positions are non-negotiable? The rest of us have direct contact with and a direct impact on the students and families in the district. Payroll and HR are needed, however, the curriculum department seems redundant. So does a lot of the tech department. How come budget cuts don't ask for staff input about what district office positions are providing productive support in our efforts to meet student and family needs and figure out where to trim things down in that area before directly impacting the students?-Reeves Secondary Teacher

I would like to see that mental and health services are available for students and families from Pre-K through 12th grade, and that the LEAP program continues for students who qualify.-Roosevelt Parent, Secondary Teacher, Roosevelt Community Member

Hire a replacement custodial "coordinator" and make them a "supervisor" who has the power to discipline staff when needed.- Operations Staff

I can only speak for the elementary level, but I feel that we have a sufficient amount of new curriculum.-Centennial Elementary Teacher

I hope that the maintenance department doesn't get any more cut backs? We are very short handed and we are adding 5 more buildings to our district.- Operations Staff

I feel strongly each elementary school needs a full-time designated health room assistant especially if a full time nurse is not in a specific school. Although each school is given certain hours per day for a health room assistant not all schools use those hours in the health room and secretaries are being tasked with many of the daily health room tasks when the school nurse is not present. This fragments a secretary's daily duties and forces them to take on responsibilities they might not feel 100% comfortable taking on even though it is part of the job description.-McKenny Other School Staff, Roosevelt Other School Staff, Other School Staff

efficiencies in being consistent among the buildings with expectations (curriculum, assessments, instructional priorities, positions), student population, and leadership from district level.-Hansen Elementary Teacher, Hansen Elementary Teacher, Hansen Elementary Teacher

The custodial service is poor. While we have buildings that serve children, who don't mind much - we are a public entity with a lot of adult traffic. Education historically asks their staff to do more with less, perhaps it's time to consider extending our schedule by being consistent with our daily schedule, reducing our summer, and looking to increase our services that support our students on more than an academic level.- Central Office Administrator

Don't build the CHS auditorium... buy us new desks!-Capital Secondary Teacher

I wonder if any TOSAs/certificated staff at Knox would be able or willing to return to the classroom in order to keep class sizes down.-Capital Secondary Teacher

Smaller class size across all grade levels in high need schools such as Brown, Hansen, & Garfield.

Thank you.-LP Brown Elementary Teacher

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less evening custodial staff in all buildings
eliminate secretaries during summer months and all breaks-Washington Other School Staff

To allow teachers more time to actually work with students. It makes a student feel valued and important when the teacher can actually sit down with them and help them.-Centennial Parent, Olympia Parent, McLane Other School Staff

Faster turn-around time when additional resources are requested for behaviorally challenging students; extra para-support and TSP time.-Garfield Elementary Teacher, Garfield Parent

I'd like to see some energy efficiencies in our schools. I'm not sure of the economic impact, but it seems we have several areas (lights, water usage, etc.) that could be better managed.-Capital Secondary Teacher

There are numerous infrastructure problems that need to be addressed (leaking faucets, missing or damaged window coverings, etc.) that would go a long way towards bringing operating costs down in the long run.-Capital Secondary Teacher

prioritize well-supported smaller class sizes.-Pioneer Elementary Teacher

+++++

Parent, Student and Community Submissions

All of them!-Lincoln Parent

I'd like to see reduced class sizes for elementary grades. Art/music/athletics are all important parts of education that should remain and/or be added to elementary curriculum.-Boston Harbor Parent, Reeves Parent

What I have seen at our elementary school, there is a high number of 1-1 para support for certain students which is much higher than previous years. I know there are district programs that may be helpful and less redundant in supporting those students.-Pioneer Parent

Eliminate RTI and PBIS coordinators.
Reduce standardized testing (costs)-Olympia Parent

That's hard. I really feel like OSD is a very efficient system. And I'm a practicing lean specialist.-Olympia Parent, Reeves Parent

Need improved communication and scheduling-Garfield Parent

Cutting down middle management in the district office. Hiring an art teacher to float between all the elementary schools.- Parent, Parent

Smaller schools consolidated.-Roosevelt Parent

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Decent job with the school start times. I would encourage the district to consider flipping elementary start times and high school start times. You know, as educators, that high schoolers do not belong starting school as early as they do and you know the inverse is true for elementary-aged kids. This can be done. Please consider it.-LP Brown Parent

the inequitable amount of electives offered to home school students - particularly those out of district.-ORLA Parent

There are practically no services for highly-capable middle schoolers. I went to Washington Middle School for one year, and then had the privilege of transferring to NOVA. I had no options at WMS. I was in Pre-Algebra, but every other class I took was completely regular. Thankfully, I was able to receive 4 high school credits from NOVA that allowed me to be placed in advanced classes at Oly.-Olympia Student

Do your job, whatever that is?-ORLA Parent

I appreciate these surveys but think that directing all of these stuff choices between educators, music/art/athletic supplies and school maintenance is overlooking a big factor.

Administrative spending. In relation to other school districts, how is OSD budget compare with regard to those salaries? Can our district realize any savings by decreasing the size/scope of those positions & benefits? Also, what about real property expenses? Many of our schools are in desperate need of repairs & improvements. Will dollars be redirected to upgrading the old Olympian building when our students are in need?

There is a bathroom at CHS where the sink runs 24/7/365. I just visited it once. Please don't tell me the staff & custodians were not aware of it. What a waste. The sink looks like it was from 1950.- Parent

More district-funded arts and music, better training or resources to engage and challenge capable children.-Pioneer Parent

I'm not sure how this could be implemented, but my child attends ORLA and one of the things that I think works so well there is the mixture of age groups. The older kids are encouraged to help the younger kids and set a good example and the younger kids look up to the older kids as mentors and helpers. If you could incorporate a program where high school kids spend time at middle or elementary schools assisting teachers, I think everyone would benefit so much. The teachers would get help offering more one-on-one attention, the older kids would gain skills and empathy, and the younger kids would have another mentor and advocate.-ORLA Parent

Make sure that you give mental support to teachers to and not just students. I am saying this because if a teacher "loses his/her mind", they could not teach well, not care about the students as much and maybe even going far enough to... end themselves. I do not want this, nor do I want any of the students to feel neglected either. Remember that adults need help to.-Olympia Student

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Including more recess time and longer school lunches would 1) allow kids more time for unstructured play necessary for social development, and 2) provide teachers more time to get organized, and a break from managing so many kids. It is more important for kids to grow into adults that can socialize with others than it is to get perfect grades.-Centennial Parent

push start time back to fit childrens' biorhythms-Washington Parent, Olympia Parent
Class sizes are too large at the secondary level.

Need more differentiation at the secondary level, i.e. Hi-CAP at all schools, Advanced Math, ELA, Science at all schools.-Washington Parent, McKenny Parent

Stop teaching about 9/11 at school.-Garfield Parent, Garfield Parent, Garfield Parent

Safety at high schools, drugs st high school

None that I have.-LP Brown Parent

I see a great deal of administrative bloat. I would rather have more teachers and counselors than administrators in schools.

Also, it would be great if someone took seriously the drug problem at Olympia High School.-Olympia Parent

The special education model at OSD is antiquated. The use of pull out services for the vast majority of kids is not efficient and is resulting in poor graduation rates for kids with learning disabilities. A much better approach, at least for elementary school, is to use large hybrid classrooms (half special ed and half regular ed) with both a special education and regular education teacher plus a para in each of these classrooms. This allows concentrated group education for kids with learning disabilities rather the current individual or small group pull out model that is so inefficient and unsuccessful. It also complies with the legal obligation to provide special education in the least restrictive environment and reduces the stigma of pull out and the warehousing of kids with learning disabilities in regular ed classrooms while they wait for their special ed pull out. For small elementary schools, the hybrid classes could be dual grade to maximize special education efficiency.-Lincoln Parent

Paper paper paper. This Kira Electronics I'm amazed how much paper we need to sign up for athletics excetera. Just on the athletic packet for my two boys, I had to put my signature on it 26 times. Add to write my insurance number down eight times twice on the same sheet of paper. If you want efficiencies, look at the paper reduction of forms-Capital Parent, Capital Parent, Capital Student, Capital Student

The Olympia school district school grounds are subpar and embarrassing. Other school districts in our area take care of their schools and it appears as if they value the school and students more and take more pride when the school is taken care of.

I also think we should ensure all exterior doors are locked and all points of entry be through the office.

I would like to see drills done with local law enforcement for active shooter training.

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I would like to see financial classes as part of middle and high school curriculum with basics of budgeting, saving, credit scoring, credit cards and how the work, etc.-Jefferson Parent

Need to focus on interventions and music/art.- Parent

A need for full time staff at smaller schools.-Boston Harbor Other, Madison Other, ORLA Other
security at centennial seems very light.-Centennial Parent, Centennial Parent

There is no support around highly capable students except for the few who go to the Roosevelt ALPS program. I'd encourage you to look at starting the PATS program again instead of ALPS as more children's needs can be met. I am very disappointed with the district's response to most highly capable children and addressing their needs.-Pioneer Parent, Olympia Parent

There needs to be better processes for getting elementary students who need 504 services and supports. It is an onerous process currently, and because of that, teachers and students are forced to endure the struggles that unsupported students cause. A small subset of students end up taking a disproportionate amount of the instructional time and efforts due to their behavior issues. There needs to be a more streamlined process to getting these students supports, so teachers can get back to teaching and not have to worry about being glorified babysitters for the small subset of students.-McLane Parent

the subject of safe schools is a big one for me. 1- all students feel that school environment is safe 2- all students feel that they belong to the school body 3- all students and their families feel included in the school community-Capital Parent

School is a place to be educated. The goal of the school should be focused on the helping further education.-Olympia Parent

Too many kids in the classroom-Pioneer Parent, Parent

I would like more recess and lunch time for children. Twice a day is not enough-Centennial Parent, Centennial Parent

Na-Pioneer Community Member, Washington Parent

I'm not the most involved parent because I have a demanding job, but from my vantage point I haven't seen notable inefficiencies. It seems like the school principles we've known so far have done well with the resources they have. It looks like OHS Principal and vice principals work 24-7. I know most of the McCleary funds have to go to teacher salaries, but I'm disappointed that more won't go to support students who are struggling in core subjects or who have emotional/psychological needs. Do your best! And thanks for doing this difficult work (from one budget professional to another).-Olympia Parent

Does your budget sheet below include district office personnel costs? I don't see that as a category? Why is that? I'd like to be able to trim that budget.-Jefferson Parent, Garfield Parent

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Inefficiencies: The lack of resources offered for autistic kids or kids with sever developmental issues that cause so many problems in regular classrooms. These kids aren't being served placed in regular classrooms - they are not given the resources they need meanwhile the other kids in the class don't get the education they deserve (the teacher is required to spend a majority of their energy dealing with the behavioral issues) and everyone loses.-Hansen Parent, Parent

FINANCIAL EDUCATION that is age appropriate and that will help get them prepared for the world in front of them, as most will carry the local economy, later on after we're all gone.- Pioneer Parent

Less management costs. Cut superintendent and upper management staffing, salaries, put that money back into teaching and music. While athletics are important and should be funded, there is no need to spend money on them as if they are college programs. Making "State" is not important, having good safe athletic programs available for all students is important.- Roosevelt Parent

Volunteer grounds maintenance.-McKenny Parent

It is a heartless concept, but the district spends disproportionately more on the students least likely to be able to contribute positively to society and disproportionately less on the students most likely to succeed and bring back tax base long term to fund OSD. The spending on programs and support for the top 10 percent of students -- those involved in IB and AP classes is minuscule compared to the para-educator/special needs skills programs. OSD consistently downplays financial and program support for the top students -- and places more support on Athletics and special needs. Beyond a handful of IB/AP teachers, CHS and OHS are not staffed, nor do these schools have the expertise necessary to position the top 10 percent to succeed (including college prep, college selection) than Bellevue, Mercer Is. and other districts which have figured out that changing demographics require more focus on maximizing the potential of the students with the highest potential. (When was the last time a college counselor at OHS or CHS recommended a student apply to all of the Ivy League schools AND provide information about how to afford it?)-Capital Parent, Jefferson Parent

Longer school days with more down/play time for elementary kids.

Later start time.-Capital Parent, Hansen Parent

The early releases and half days are challenging to work around.-Olympia Parent, Washington Parent

Please protect/preserve middle & high school athletics, and implement minimum qualification standards for those who apply for coaching positions. With budget items being considered for reduction/removal, I want to voice how important athletics are for students' development both physically and socially. Would like to see more qualified coaches at middle school level, and promotion of athletics in general.-Jefferson Parent, Capital Parent, Capital Community Member

Critical Thinking, Civic Service-Olympia Parent

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Reduce high school class sizes.

Actually IMPLEMENT a SCIENCE and ART curriculum in K-5 schools that depends on science/art training rather than "kits". Some elementary schools (Pioneer, etc) don't even teach the required science curriculum from OSPI. We spend too much time teaching to the test - and kids are FRIED by the time they reach high school.

This is TOO MUCH. Teach HUMANITIES - help our kids be HUMANS.

Music should never be pitted against things such as custodial or grounds maintenance choices...there is no comparison when we are talking academics and brain development/learning. Poorly designed survey.-Capital Parent, Capital Community Member

School security, mental health programs and character development are at the top of my list in view of the national epidemic of school shootings. A district wide plan supported by a community advisory task force is needed.-Olympia Parent, Olympia Parent

Whatever you can do to make teachers' jobs easier. I see how hard they work, before hours, during and after. Even on weekends. They are going to burn out and they can't possibly pay their bills on the salary they make. Help them out!-Lincoln Other, Olympia Other

See above and always put that first. Politically correct agendas and all the other things modern schools are dealing with (and there are many from labeling bathrooms to bullying) are fine as long as they are not the priority. My kid goes to school to learn reading, writing and math. The other stuff is extra and secondary.-Capital Parent

I am taking the survey, but there is a HUGE flaw. You cannot include Athletics and Activities in the same category. Athletics and Activities are completely different categories. Most of the time, athletics is not inclusive or affordable and can foster an elite and entitled attitude. Athletics and physical activity need to be inclusive, universal and free. School athletics serve a very small % of the student body. Athletics should be encouraged, but approached in ways that encourage every student to participate in something (often more fun/play/game oriented), there are many Euro models that are successful. This is heresy and shocking to many traditional people, but it is time to cancel the football program. It is a costly and dangerous sport.-Olympia Parent

Efficient use of limited tax dollars and accountability.-Olympia Parent, Reeves Parent

The Lincoln school program in the past has had an expensive bus that picks up students from outside of the Lincoln district. If that still exists, it is a service that should be eliminated. Getting to optional programs like Lincoln and ORLA should be a family obligation.- Other, Other

Deficiencies? Jefferson Middle School lacks a balance between academics and sports. We personally have been affected by this deficiency.-Jefferson Parent, Capital Parent

If the theory of evolution is taught, so should the theory of creation.-McLane Parent, McLane Parent

expansion of ORLA type education throughout district.-ORLA Parent, ORLA Parent, Parent

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*Develop an on boarding process & schedule for teachers, principals, secretaries, para's, and other like employees grouped together that includes mandatory training(s) with due by dates with HR, Technology, K-12 Teaching & Learning, Right Response, and other departments to make EVERYONE'S time more productive and not have 3 trainers for 1 attendee.

*Everyone who creates a document should go through Google and Grackle training. ALL secretaries, and administrative assistants should go through mandatory Google and Grackle training.

*Flow charts of what department takes care of what would improve communication and negate the "not our department, try xyz department" run around.

*Establish implement by or due dates to limit the amount of collaborative meetings ensuring they will be more productive.

*Have a "yard sale", then a Goodwill run with the surplus at Rogers after OSD and other districts/schools have a "pickers" day.

*Eliminate the <1.0 FTE interventionists positions, hire more full time teachers to reduce class sizes and para's. Then train the para's on reading and math intervention.- Other

Consider trimming from the top-down. Too many employees at the District Office level - very expensive!-Olympia Parent, Washington Parent

Athletic fields are in terrible shape! Need more turf practice fields and/or partner with city of Oly to upgrade fields. Difficult in our climate to have practice/games on bumpy, potholes, mole hills, etc.-Olympia Parent

We spend a lot of time filling out paperwork every year and sport season. Electronic records would help track the students information and eliminate a great deal of work.-Capital Parent, Jefferson Parent, Hansen Parent, Garfield Parent

Teachers are spread too thin with all of the requirements and constant curriculum changes at the elementary level.

Work towards a specialist (Music and art and PE) structure that our neighboring districts have. I'm talking about on site specialists, no traveling. We keep losing our top music teachers at the elementary level to Tumwater and north Thurston and can not attract top talent. Therefore kids get disengaged from subjects that could actually help them in many ways, not to mention improving reading and writing.-Pioneer Parent

Lack of hi-cap or honors classes at Washington middle school - which is the biggest middle school in the district.-Washington Parent, Centennial Parent

Please stop cutting the budget for the arts. We have so little already that it makes a tremendous difference for kids who are struggling to belong. The arts enhance brain capacity for learning according to research.-Jefferson Parent

Possibly make all 6 graders go to Roosevelt and turn WMS into a middle school for 7th and 8th only. It is just too bug-McKenny Parent

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Lower class size and teacher work load. Higher pay for substitute teachers to encourage quality adults to help maintain a valuable day of learning when regular teachers are absent.- Olympia Parent, Centennial Parent, Washington Parent

Spend less on technology and more on people

home economics, and trade skill classes like shop.-ORLA Parent

Making OHS 3 A this would significantly cut transportation costs and increase athletic gate receipts. And ensure our student athletes rent exhausted as they stay up late after games to finish homework.

Confer starting high school later. 8:30? This would result in HS students being ready to learn and more efficient-Olympia Parent, Olympia Parent

In dire need of more mental health counseling and crisis response. More security measures taken at school. Additional staff to support math and reading for kids that are falling below but not enough to receive service.-McLane Parent, Capital Parent, Marshall Parent

Out of district students are increasing class sizes . I hope they are paying the district to make up for the property tax differential-Olympia Parent, Centennial Parent

I wish Olympia School District was more innovative. When I look around the state at what other school districts are doing, I'm disappointed. Olympia is stodgy, compared to innovation at other districts both in western and eastern Washington. Look around at project-based curriculum, more hands-on opportunities, magnet schools, magnet programs, etc., and offer more variety than the "sit and get" style of teaching. And offer a "life skills" class for seniors - whether they are off to college, going to career or certification program. Make it mandatory for all seniors - maybe it's a .5 requirement, but something to help prepare them better for life after high school.- Community Member

Directly & vocally support local nonprofits trying to give homes to our homeless and struggling students.-Jefferson Parent

The high school has too many kids. Keep the kids in the district as first priority. Allow less kids in from outside the area. Follow through on zero policy for drugs and vaping in the schools. FOLLOW THROUGH..Drug dogs would help. Get the drugs out of our schools. More security measures for access to our schools.-Olympia Parent, Washington Parent

I believe the common cores math curriculum is ridiculous and needs to be replaced. I also believe that we need to extract the teaching of social issues and only focus on Reading, Math and Science.-Hansen Parent

We need more teachers-Olympia Parent

One thing I do not like about the high school is they don't let tell you until like 6 at night if they're student wasn't at school that's a huge amount of hours in between if something was to actually happened to your son or daughter. I find it a little ridiculous that they can't take attendance during first period And let those parents know your kid wasn't at school,like the elementary school does cuz if something was to happen to them there would be that huge

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amount of hours in between the Less hours in between means better opportunities to help the student that is missing.-Olympia Parent, Centennial Parent

I think there should be funds for students to be able to have tutors at school are some kind of help for students that's having trouble learning and that so students going to be left behind and could get caught back up to speed that's something that's really important for me as a father for my daughter because she's falling in behind and it's mind blowing that there's no Tutors or anything that could help my daughter because the school can't afford it.-McLane Parent, McLane Student, Parent

Efficiencies? Not sure I follow...how this is written doesn't make sense to me.

I have a daughter with Type 1 diabetes. I feel the school district is need of more nursing staff. My daughters school does not have a full time nurse. My daughter has been in situations where she has had to manager her diabetes by herself more than we are comfortable with at this time. There have been several times that the school secretary is call me at work for help with her insulin dose because the nurse is at another school. Also, the teachers need more training about diabetes.-Lincoln Parent

Re-evaluate student generation rate assumptions (more than twice as many from single family than from multi-family units) and negotiate increased school impact fees from multi-family units of 2 or more bedrooms). Olympia is hoping to urbanize it's residential neighborhoods by infilling single family residences with multi-family units. This will create more demand on neighborhood schools (many of which are already over-crowded) and facilities with limited space for expansion. Also, incorporate PE into an after school athletics program. Create a longer school day so as to take advantage of the long, dark, and rainy days when no one wants to be outside and create a longer summer break.-Olympia Parent, Pioneer Community Member, Washington Community Member

Really looking at some of the administrative staff. Currently there is a principal that seems to value image over students and staff. This has had a negative impact on the school climate. This directly effects my kids.- Parent

I would appreciate it if the Superintendent would approach the legislature on implementing reasonable gun laws. It's not fair that we live in a country where AR 15s and Bush Masters, along with magazine clips and mass ammos are being sold in the local sporting goods store. This is simply not right and creates a militarization of the public sphere. We are not sitting ducks--we have basic human rights, which is to live free from random and violent acts of violence from weapons of war. It's not right that the NRA and the gun manufacturers and politicians who are supporting them, expect civilians to give up their lives for gun profits. This is what is happening in this country and we should make it clear we will not go to the altar. Please help us help you--what kind of support does the Superintendent need from parents to approach the legislature? How can we help the school system engage in a conversation on enacting safer gun laws?-Washington Parent, Parent

Hire nursing staff that are trained mental health counselors. Limit class sizes to make it possible for teachers to engage with every student. Choose interdisciplinary curriculum so no opportunity is wasted.-Reeves Parent, Roosevelt Parent

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ART! Too much attention has been given to "STEM", and students are lacking creative outlets and non-technical job/service job skills.-Reeves Parent, Olympia Parent

The Options program always has far more people interested than there are spaces, including not just the Elementary programs, but also the Middle and High school programs and ORLA Montessori. It would be great to see more spots available to fill the obvious interest.-Lincoln Parent, ORLA Parent

Extremely weak highly capable program for elementary children.-Hansen Parent, Parent

Behavior and discipline issues have increased and teachers are not equipped to handle these behavior issues. Without support this will create unsafe school environments.

School nurse at every school.

Don't keep investing in new curriculum. Stick with something for several years and let teachers teach

Volunteer groups can take on landscaping projects (high school service projects?)-Pioneer Parent, Olympia Parent

A resource to consider is our retired population. I believe your team can tap into the retired population for resourcing a valuable commodity, time. These people can likely offer skills and capabilities that are desired and require minimal compensation, if any. See Okinowa for example.-Centennial Parent, Washington Parent

None come to mind.-McKenny Parent

I would like metal detectors.-Olympia Parent, Parent

I would like the school district to look into newer updated computers for schools that are in need of them. I also think building a swim pool since every high school in North Thurston School District has one it would be nice for Olympia School District to have their own.-Olympia Parent, Reeves Parent

Middle school level counseling is lacking and sports are expensive especially for kids who will play multiple sports. I believe kids fail in school because they have a hard time admitting they need help so math interventions being available discreetly would be amazing and would greatly increase the number of kids who graduate-Marshall Parent, Hansen Parent

Test scores should never outweigh the application of subject matter. For any school to be efficient in their teaching/learning models, the students and teachers need to be able to employ logical and COMMON SENSE based curriculum rather than teaching to test.-Capital Parent, Capital Parent, Jefferson Parent

Combine all parent access into ONE resource, district-wide.-Washington Parent

The students should be doing some basic custodial services. It works in Japan. Each classroom gets an area of the school to clean after lunch for 10 minutes. The Custodians teach

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the students how to clean up. Students don't litter because they are the ones cleaning up.-
Olympia Parent, Parent

I would like to see a full time certified art teacher in each elementary school, as well as more para support in elementary classrooms.-Boston Harbor Parent, Other

Oly school district rocks.-Garfield Parent, Garfield Parent, Garfield Parent, Garfield Parent,
Garfield Parent, Garfield Parent, Garfield Parent, Parent

Focus on hiring more teachers and less administrative staff. Don't be top-heavy. Teachers are everything. This district is willing to be taxed because we value our schools. DO NOT CUT SUPPORT FOR AVANTI HIGH SCHOOL. IT IS ONE OF THE TRULY UNIQUE AND WONDERFUL THINGS ABOUT THE OLYMPIA DISTRICT AND A GREAT PLACE FOR KIDS WHO DON'T WANT THE TRADITIONAL GIANT HIGH SCHOOL LIKE OLY OR CAPITAL.-
Avanti Parent

this survey was awful-Olympia Parent, McKenny Community Member, Washington
Community Member, Washington Parent, Other

Teachers need to be adequately supplied with what they need to provide our kids a superior education and not have to fund such out of their own pockets.-Centennial Parent

Have children help in cleaning the school.-McLane Parent

Evaluate existing systems and programs vs alternate possibilities.- Community Member, Other

Better help for middle level kids in the high schools. Tumwater is more attractive because Oly is too huge and unless you are super smart or lower-Olympia Parent

Having the short day on Friday versus Wednesday. More people have those days off so they can watch their child.-McKenny Parent, Parent

More outside time, more art, more exposure to other cultures and languages, curriculum on mental and physical health awareness and self-care-LP Brown Parent

Focus on keeping the full array of subject for students. Keep athletic program fully functional for all sports. Reductions if necessary in library services (kids research on line anyway now) and para-educator and interventions.-Olympia Parent, Washington Parent

I'd like to see the high school switch to a schedule that would allow for more variety of classes to be offered. The students options are so limited for the size of the school.-Olympia Parent, Reeves Parent

Option Programs and schools that run on a minimal budget with hand me down resources. Those schools have long been working on the highest efficiency. Surplus has long been those schools' greatest resource. As such, I have no recommendations for cuts to any programs including those Option programs and schools. Staff at those schools are heavily reliant on

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grant funding and donations to run their programs efficiently.
Recommend adopting solar panels to improve energy efficiency throughout the district.

Working more on PLC and reading and math interventions.-McKenny Parent, McKenny Parent

Transportation, more drivers and routes so kids are on the bus for less time. Parking and space at LP Brown Elementary- either have less kids attend or change parking area.
Increase specialist time for students-more art, music and pe.-LP Brown Parent, Parent

Teacher student ratio-Madison Parent

Greater differentiation for gifted learners is needed. My 2nd grader is bored out of her mind and not getting developmentally appropriate education, only worksheets that are unstimulating to her, or multiple choice prep for standardized tests. She is reading at the 5th grade level, but offered nothing above grade level. She spends most of the day drawing or reading independently, not paying attention to the boring things going on in her class. The teacher complains her class does not pay attention.-Madison Parent

There is a marked lack of support for highly capable students. Although the teachers are excellent, class size is still too large.-Lincoln Parent

Hardly any differentiation for kids that are excelling in class. Would like to see different material presented to the top 5% of the class.-Pioneer Parent, Pioneer Parent
More Meaningful Professional Development for Teachers and Para-Educators

I would like the children to be in school for more hours per day. They spend huge chunks of time on math, ex: 1.5 hrs in a row on math or reading. Large class sizes make it impossible to keep the lowest performing student at grade level while challenge the highest performing student. The day should be varied every 30 minutes with a change in activity from math to music to science to reading to art to writing. Constant schedule changes keep our children focused better, they do not become bored and can achieve more learning in one day versus spending large chunks of hours studying a single subject. Creating an efficient school rotation system that keeps kids moving from topic to topic will yield better results in learning and standardized testing. Continuing to promote physical education, music and art while supporting the growing behavioral health needs of the children will allow OSD to continue to perform well.-Boston Harbor Parent

Keeping math intervention, music, and funding for CSI. Even math intervention program offered in the summer of but-Madison Parent, Madison Parent

Just going to take the opportunity to beg for middle and high schools to be started at a later time. As you know, study after study have shown the benefits of this. Why do we remain so backwards?-Washington Parent

Olympia needs to lean on community groups and parents a bit more for somethings like work parties for ground maintenance and upgrades to playgrounds. By partnering with other community organizations (like United Way day of service) the school district could get some help with important things that can't be supported by the budget. In addition, particularly at the

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lower levels, schools need to consider parent volunteers to help with reading, math, and science practice and tutoring.-Olympia Parent

Installation of solar on school ground roof tops and more teachers to keep class room sizes smaller than current sizes.

Include more before or after school programs that including reading to pre scholars, Kindergardeners and first graders. Research has shown that just reading 20 minutes a day pays huge dividends for later learning.

Consider year round school options.-Garfield Parent, Garfield Parent, Garfield Parent
I'd like the Superintendent to consider continued support for students who have difficulties and ensure accommodation and counseling services remain staffed and supported to ensure efficient operation.-Centennial Parent, Centennial Parent

Looking into the community for creative ways for nonprofits and the business community to come to the table as partners in education. This means more than simply funding a project or contracting to provide a service (with are both options as well). True partnerships mean we are all in in together, using our community resources in a way that increases the overall good for our kids and community.-McKenny Parent

*I would love it if someone would explain what "Fully Fund Schools" actually means. No one has been able to tell me. Does it mean that we pay for each and every thing that anyone wants or says is "Necessary"? To me it means the basics. Everything else is frangible.

*Frankly, I think the WEA is more interested in keeping control and in power rather than the best interest of our kids.

*I am sure there is a bunch of waste in the OSD, but no one will really take a strong look at each and every line item.

*I would save the 1 percent if it became available. No extra spending; save it for the next rainy day.-Olympia Parent, Parent

None-Centennial Parent, Centennial Parent

It's essential that we offer art, music, and PE to every elementary school student for a full week, for each subject like our neighboring district, North Thurston. Once a week of music and PE is not enough. Teachers also deserve to have planning daily. Our students directly benefit from it.-Boston Harbor Parent

Lack building and field maintenance as a tax payer i pay alot for new buildings and fields to watch them get destroyed and fall apart.-Garfield Parent, Elementary Teacher

Equity and access throughout our entire district and retaining/recruiting Teachers of color.-Olympia Secondary Teacher

We need more teachers and para educators in our class rooms.-Garfield Parent

'Too many officers and not enough men'. The proportion of administrators and non essential staff is very high. Focus should be on providing high quality teachers with the freedom and skill

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set to provide excellent tutoring in small class settings and less on accountability or monitoring.-Reeves Parent, Madison Parent

Extending the school year would present a greater efficiency in the utilization of the teaching staff and potential beneficial yield in the effectiveness of the general education of our children. The traditional long Summer gap represents lost opportunities.-Hansen Parent, Capital Parent

*Improve the way you communicate with parents. Having to listen to a voicemail/recording gets tiring. Either put it in email or txt it to me. At least make that an option.

*My biggest problem is that all the recordings start "this is an important message" and then it's either "your school is on lockdown" or "tomorrow is one hour late start" and those are not at all the same thing.

*But mostly, there's no reason to make it a recording. Just provide me the content in text form.-Washington Parent

I know that custodial staff and nursing staff are limited and need more resources. I would also love to see more social/behavioral/mental health support in the schools.-Lincoln Parent

Fencing off the field/playground area, and installing extra doors leading down the main hallways after entering, that are locked, and may only be accessible by the office staff, or a button after getting a visitor pass. Teachers or PTO, to direct traffic during drop off / pick up. To take advantage of all curb space where kids get out, and to avoid trouble areas when busses need to get by.-Madison Parent

Rather than just offering support for students that are behind grade level, also offer advanced opportunities for students that are above grade level (in elementary school)-Roosevelt Parent

Efficiencies? How about the Grounds, Maintenance and Custodial staff who continue to try and keep this district running smoothly while the Lead Administration downtown keep adding square footage, fields and additional sites to maintain, but no additional staff and no replacement of staff. A skeleton crew department whose funding is used on some frivolous projects at schools instead of for equipment needed just because a second in command listened to a principal who wanted it. Instead of asking the principal(s) where the funding would come from for these project(s), maintenance is required to pay the bill out of their monies. Not only did the Maintenance department have to use their budget monies, but instead of an easy maintainable area, they now have to take extra time, more staff and more tools to maintain that area. Take a look at the age and disrepair of some of the vehicles they are required to use; equipment that has broken down and the department is being denied purchase of new to replace it. Administration does not want to spend the money to replace inefficient equipment in our schools such as failing HVAC units, they make maintenance keep band-aiding it together until completely fails and then the district has to pay 3-10 times the cost for an emergency replacement.

The second in command needs to focus on her responsibilities, quit forcing maintenance to fix things they should not (Food Service Equipment for one), and let her hired managers manage. They were hired to do a job, let them do it, quit micro managing. (Transportation, Food Service, Capital Planning, Maintenance and Human Resources) She often causes more problems than she solves; is reactive vs proactive. When employees present issues that could become bigger if let go; safety and security issue, etc. Listen, don't wait until something

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happens and then make rash decisions without talking to the staff and departments involved. These decisions ultimately either have multiple "holes" in them, just don't work or again, cost the district money.

Also in your "Rough Translation of Buying Power Increments" I do not see anything about Maintenance or Grounds staff, only Custodial. Guess the district really does not care about these people. Unfortunately that is how they feel; unappreciated, disrespected and their professional expertise does not count. (I'd put my other 50% in the Maintenance Department which you didn't list)- Other

Reduce the highest salaries in the district to level commensurate with teacher pay.-Capital Parent

If kids cleaned up after themselves they would learn personal responsibility and would value their space more, while cutting down on custodian hours. Getting rid of unions would be the most enormous efficiency ever, but of course that couldn't possibly happen since they own the schools.-ORLA Parent

Getting rid of all the management - to many.-Roosevelt Other

We have so many good teachers that know how to teach, I've been a parent in the district for 17 years, new curriculum is expensive and often not even fully implemented as it comes and goes. During a tight budget time I would hope we can help the kids that need help catching up and the kids who are doing well with strong, supportive libraries, community inspired affordable art and music programs. Finding a way to partner in our community with resources such as the Evergreen State College, St. Martins or SPSCC in mutually beneficial community programming and volunteer work. Use the free/affordable social media to inspire parents to get back into the classrooms and help.-Olympia Parent

More help for students struggling with emotional regulation and classes. Students need more time. The education may be going to fast for the brains to comprehend.-Washington Parent, Pioneer Parent

The library should be open at least until 5:30 p.m. to allow students adequate time to do their homework after school in a safe, quiet setting with computer and Internet access so they can get their homework done. My daughter feels uncomfortable staying after school even a little bit to do her homework, but I find she is less distracted there than she is at home. She also often finds that her teachers are not available to talk to after school if she has questions. I know there is Coug time, but apparently that is not always enough.-Capital Parent, Capital Parent, Capital Parent, Parent

There are two nurses a lot of the times when I visit Pioneer Elementary. It seems like, at most, there should only be one. Maybe it just happens to be on the day I go to the school there are two and maybe one is just a helper and the other is a real nurse. I'm not sure. But It seems like you don't really need an actual nurse to run the show. Any person with a little training can call parents to let them know something is up with their kid. And then they can take them to an actual doctor if needed.

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For the pay to play, I think it's fine to charge to play and fortunately our family can afford it. It would be cool if everyone was charged to play but for those that can't afford it have some sort of scholarship or need based grant available.-Olympia Parent, Pioneer Parent, McKenny Parent, Washington Parent, Parent

Closing tiny elementary schools. Doing away with paper time slips.- Other

Need to spend our money on education, not babysitting troubled teenagers. Need to spend as much money and resources on the top academic kids as we do on the bottom ones. Please get rid of common core!!!!-Olympia Parent, Pioneer Parent

Children do not have enough time to eat lunch. I feel lunch should be 10 minutes longer to allow the kids to get proper nutrition to finish their day. Also, recess should never be withheld as a punishment...they need movement to be able to focus.-Hansen Parent

Support Teachers of Color-Olympia Secondary Teacher

I would like the superintendent to look for ways to get more services to more students. I've seen some districts with central kindergartens, for example. These centers have a lot of resources always there.-ORLA Parent, Other

Understanding and over crowded classes-LP Brown Parent, LP Brown Parent

Focus on staff. This will trickle down to the students.-Pioneer Parent, Olympia Other

Increase any current sharing of custodial and grounds maintenance if possible. I honestly cannot think of anything else. Our schools, teachers, administrators, and staff are so valuable to our students, I do not envy your position. I think it would be very interesting to see what our students say about efficiencies.-Olympia Parent

Concerned about quality of education provided by some teachers. At the high school, some teachers are flat out not good teachers, yet they continue on.-Olympia Parent

Programs in 5th or 6th grade that transition students (especially boys) into how to be organized and how to go from one class to managing homework and studying in 6 classes. The shift from elementary to middle school is very difficult, especially for students without good organizational skills.-Capital Parent

I'm not certain what efficiencies are. Sounds like a factory production line question. I would love to see improvements in 1) teacher training & mentoring 2) better local and farm to table options at lunch - the meals vary but are primarily fast food quality - highly processed and not organic or sustainably grown 3) better assurances that crime and shooter preparation is more than active shooter drills and includes interventions and support for kids displaying concerning behavior 4) better tolerance training (race, disability, income, LGBTQ), and 5) more active bullying training.-ORLA Parent

Students need mental health counselors staffed in schools, especially high school! There are so many students having problems which negatively affect the learning process, relationships and student health. Many students are seeing therapists and psychiatrists (if they can get an

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appointment) to help them cope with life's problems. Schools don't necessarily know of this since it is done confidentially outside of school. Attendance system too rigid. Students who are tardy are locked out of the classroom and must take additional valuable time away to obtain a get into class tardy slip before they can be admitted. This is shaming the students and is unacceptable! Schools don't have any problems letting student athletes miss out on class time for sports.-Capital Parent

The lack of planning for the state requirement of a High School and Beyond Plan at the highschool level is a HUGE disservice to all students. High School students need an advisory program or a place where they are TAUGHT how to make their plans for after high school with the support of qualified professionals and a structured environment.-Capital Community Member

The first thing I would consider eliminating is sports. Although I currently play sports and have my entire life, sports opportunities are many outside of school districts. For instance, there are many club teams in all sports for teenagers to play on if they are truly interested in playing a sport. Additionally, sports could become a club activity. Having sports as a club activity would mean that the interest in a particular activity would come from the students and would increase and decrease with student interest.-Lincoln Parent

Eliminate the District Athletic Director position-Centennial Community Member, Olympia Other
rigorous curriculum for college prep-Washington Parent

Politicizing our schools.-Olympia Parent, Olympia Parent, Olympia Parent, Parent

I am concerned about class sizes at Centennial Elem. My daughter in kinder has 25 students in her class with multiple students having behavior or developmental disabilities. It's too many kids. The 4th grade classrooms have 29 and 30. This gap between Title IX classroom size and those that aren't needs to be addressed. Because of these concerns, we have considered private school for early grades. Thanks for the opportunity to provide feedback.

Several years ago I was surprised how low mental health and counseling was on the district survey results. I continue to urge the District to put more money into these areas of the budget. I taught 16 years at WMS and a couple of years at McKenny before that. I've seen many struggling kiddos. My three adult children went through Oly schools and I currently have a 3 year old at Madison Preschool. My little guy may need these services in the future. He has an IEP and was a former foster child. We can have amazing curriculum, but it doesn't have any benefits to a child if they're hurting. We need to be the first line of defense in having adequate skills, interventions and time in the area of mental health and counseling.-Madison Parent

Limited pm custodial services
roving librarians just like pe teachers and music teachers in elementary
have all buildings closed in July and first two weeks in August including office personnel also
all office personnel off during winter break and spring break-McKenny Parent

Leverage your massive alumni community, the single greatest untapped resource in public education.-Olympia Parent

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It is difficult to cut expenses when almost all areas are required for a healthy environment. Without Libraries, music, art and some activities, our children will have more need for the counseling and mental health support. However, science, math and reading are vital to life as well. The fact we are made to choose is horrendous. These decisions impact the potential life of all children in the district. Are their non-profits available to help with some of these areas? - Olympia Parent

Why are spending so much on interventions and new curriculum? Our music program has historically been understaffed at the elementary level compared to neighboring school districts. - Pioneer Community Member

Sell John Rogers Elementary School building
Close Boston Harbor School (It's too small to justify expense.)
Negotiate employee contracts for longer duration. It's not fair to employees to repeatedly work without a contract. - Community Member

District TOSA and RTI Coordinator - Pioneer Parent, Pioneer Parent, Pioneer Parent

Timing of school start times to maximize pupil transportation efficiency - Capital Parent

Concentrate on educating not indoctrination. Fix the enrollment imbalance between OSD schools - Olympia Parent

- Please conserve paper, like send one copy to a family (say by the oldest child), rather than one copy to each child.

- Find ways to recycle paper and food scraps.

- Purchase school supplies for the entire district on the State of Washington's contract and have parents reimburse for just what each student needs. Please use mechanical pencils to save pencils (these type of pencils last a long time). Please stop making parents buy school supplies to be used by the whole class or by people who can't afford school supplies. It's expensive and there are plenty of funds from nonprofits and maybe the PTA to help students in need.

- Have an interlibrary loan program between your school libraries and also use the Timberland library and State library more. - Pioneer Parent, Pioneer Community Member, Pioneer Other

Replace vice principals with teacher Dean of Students. Stop putting so much money into athletics. Fire Jeff Carpenter and Nancy Ferron. - LP Brown Parent

continue to seek efficiencies in transportation, physical plant maintenance - Olympia Parent

Lower student-teacher ratio - Centennial Parent, Centennial Parent

Starting elementary grades earlier in the day to align with biological clocks. - LP Brown Parent

I'm not educated enough on the budget (if that's what "efficiencies" means) to make an educated proposal. More broadly, however, I'd like to voice my opposition to Armed Guards and Gun-toting teachers in OSD. - Washington Parent

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I would like the High Schools to start later in the morning, like 8:30 am-Olympia Parent, Olympia Student

I have struggled this year to get my 6th grader home safe from middle school. There are some after school clubs, but they are frequently canceled and there are NO clubs on Wednesday. This coupled with the early release time has been very difficult because I work and my husband is often gone in the military. I would pay for after school activities if any were available such as the Boys and Girls Club.-Washington Parent, McKenny Parent

Eliminating early release/teacher collaboration-Washington Parent, Pioneer Other

More focused and frequent RTI services. Daily specialist rotations for all elementary grade levels.-Pioneer Parent, Washington Parent, Olympia Parent

The children and teachers should be involved in providing and doing more chores and real life activities similar to what Chinese and Japanese students do. They should be taking more responsibility and care of the school into their own hands. It would reduce some of the grounds maintenance and custodial costs. There should be time for cleaning up around the school and taking care of outdoor weeding and maintenance activities. It will help to foster and establish a connection and responsibility for respect for the school and people. Volunteer work groups could also be coordinated with parents and the community to maintain the school grounds and conduct projects. It will establish leadership and team building skills as well as ownership of the school itself. This is important also for our community. As students grow and leave the school or area, they will take what they have learned and continue to build on it within their communities.-ORLA Parent, ORLA Parent, Parent

Interactive, kinesiology type courses instead of endless desk learning; more hands-on classes like at New Market-Olympia Parent, Washington Parent

Children should have the space to learn a second/foreign language in Elementary school. Preschool should be longer than 2 hours a day.

Kindergarten can start at the same time as the rest of the school. Working parents cannot afford to take time off while children are missing instructional time.

Classroom observation for prospective parents should be valued and welcomed. Parents need to know where their kid is going and should be equality treated as a volunteer.-Madison Parent

Without naming names, I believe there is at least one administrative roles that have caused more harm than good. It would be good to re-evaluate the functionality and effectiveness of the administrative roles to see where this could be thinned out for the benefit of the people they "serve" and save money. It seems that there is at least one position that consistently seems to be drumming up work to keep employed and just causes the rest of the world a lot of chaos.

The district needs to focus on its job, educating the students. The parents are responsible for any social issues that may arise.

It is also important for the maintenance of the building and grounds to receive a high priority. Why spend millions in new structures if there is no maintenance.-Olympia Parent, Washington Parent

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I think the district should move the half days to Friday's instead of Wednesday's. This gives families a better way to potentially use the time off of school for family activities or weekend travel.

The Lucy Calkins curriculum adopted by Lincoln is amazing. The district should consider adopting this curriculum throughout the district. It fosters a love of reading.-Lincoln Parent

Please implement differentiation in the elementary schools across the board so that the needs of the hi-cap or high achieving children are met--there is a lot of variance in how much this is done in the various elementary schools. Please provide the same number of paras to all the schools so that lessons can be tailored appropriately for children at all ability levels.-Pioneer Parent

Please do not allow any changes to the school schedule that would shorten the school day any more than it already is.-Olympia Parent

Para support is critical when most students are coming to school with so many social and emotional issues that teachers do not have time to address-Washington Other, Washington Other, Washington Other, Other

If the superintendent made cuts in his salary as well as at the administrative level/district office, maybe OSD wouldn't have as many budget issues and inequities. I don't appreciate staff being played against each other, vital services that we need for student safety being compromised or a balanced education such as the arts being pitted against mental health services.

Increased teacher training at the Montessori school, more support for para-educators and more pay for teachers and all staff working directly with students.-ORLA Parent

I wonder how we can use this budget crisis as an opportunity to prompt innovation and question assumptions.-Centennial Parent

reducing reliance on communicating via internet/wifi; more face to face interactions for kids-McKenny Parent, Olympia Parent

Washington Middle school - research shows kids need to start learning foreign languages early. Why are languages not offered at middle school? Also would love to see an advisory support structure for MS students as currently no POC for parents and students or any space for a social/ emotional curriculum? Don't feel as connected to middle school program as a result of minimal communication contact. Superb music department is the strength of middle school program- hope it continues, but wish my son didn't have to choose between performing and visual arts at 6th grade. He needs exposure to BOTH. Also disappointed in the change to options for Highly capable program. Miss PATS. Too much assumption that teachers know how to differentiate effectively or will seek guidance if they don't. I am a teacher in another district.-Washington Parent, Centennial Parent

Inequities in how the music/arts budget is handled at the high school level. More professional development and support for the teaching staff so they can begin used best practices based

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on research. Embracing the newer teaching staffs at all school levels. OHS in particular, but OSD as a whole, allows veteran teachers to continue using out-dated instructional strategies because that's the way they've always done it. I've been impressed with the newer teachers at OHS because they do more cooperative learning, student-led learning/engagement and they assess their students in a fair way that allows for students to learn. Many of the veteran staff rely on lecture (one of the most inefficient ways to learn) and some reuse assessments from decades ago. This is unacceptable. I teach in the NTPS system and am constantly amazed at how far behind in best practices and researched-based learning the OSD teachers are compared to other districts. If I could, I would transfer my students from OHS to NTPS so they had better opportunities to learn. It's time to invest in the helping the OSD teachers learn new ways of teaching, and it's time to clean house on some of the veteran teachers throughout the district that aren't willing to make the changes needed to support better ways of student learning. The teachers don't need new curriculum; they need the professional development to implement it in a way that meets best practices.

In the budget section below, I increased spending on teachers, but I wouldn't put it toward salaries. I would spend it on meaningful professional development for all OSD teachers. In particular, Kagan strategies, poverty/academic cycle for the Title 1 schools, student-led inquiry and play-based instructional practices, as well as basic child development. I'm constantly amazed at how long students are expected to sit at desks doing worksheets and not engaging in academic discussion with their peers. Consider starting by looking at the model used by Mr. Bushman from WMS. He had a great model for what student-led, deep, engaging teaching looked like in a middle school setting. My daughter learned more from him in 2 years than any other teacher in her years of school and much of what she learned with him is learning that continues to guide her choices now that she's in college. Lastly, you really need to be asking the students these questions. There's a reason OHS teachers do not have a good reputation among OHS students. You would learn a lot by listening to the students about their educational experiences. And don't just do a student survey. Sit down with them, ask questions, then really listen.-Olympia Parent

Our District lacks in support of our buildings and grounds. We are paying for all these new and updated spaces without the proper support staff to maintain our investments. Financial considerations need to be taken to ensure our schools are safe and healthy environments for our students and staff.-Capital Parent

More time to teaching, less to early release-Olympia Parent

Deficiencies would be district office staffing, school counseling, and large classes.- Parent, Parent, Parent, Parent, Parent, Parent

Consider change in how employee sick leave is accrued and managed. Seems overly-generous compared to private sector.-Centennial Parent, Washington Parent, Olympia Parent, Community Member

do everything you can to quit changing the curriculum over and over and focus on core learning so there are less forced choices like this involving new curriculum. It requires too much teacher and student re-learning time-Centennial Parent

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Our school currently has a wait list for counseling services. However, there are services outside the school provided for children. It feels unlikely that all children, especially those struggling, will find these resources.

Good luck. Solving so many problems for everyone is such a challenge and we appreciate all you do. Thank you.-Hansen Parent

Sadly, I think the district needs to be much more proactive about how many students are being served who do not live in the school district. My kids have been in some very crowded classrooms and lunchrooms. It's not safe or good for anyone to be in crowded conditions. It's a very popular move to use another address to enroll in the Olympia School District. There are also sports programs that encourage these types of transfers. I think the athletic programs and coaches should be held to professional standards and reviewed regularly and with more scrutiny to reflect the values of the district and the health and well being of students. . . . not the glory of winning. Many of the secondary sports programs are embarrassing in their quest to win while sort of trampling on kids and families in the process.

By incorporating more music, PE, and art in the elementary school master schedule, you can provide elementary school teachers with more teaming time/planning time. Our kids need more PE time.

I do think that the district overly relies on paraeducators in the elementary schools to the detriment of hiring experienced interventionists. I also think the district does not provide enough training/support to the paraeducators that they bring on for interventions. They need to take intervention work more seriously. Either more training for the committed paraeducators so they are skilled OR boost the allocation so a teacher can be hired. Right now, the district does a lot of allocating a partial FTE and a para is brought in because no one applied for the less than part-time teaching position.

I think more attention needs to be given by the Central Office about the intentional use of Title I/LAP funds, particularly now that there is high poverty school LAP funding, and how it can be used to provide enhancement and engaging activities for those schools. I think the Central Office and the Principals of those schools need to be very involved in those decisions. ESSA provides more flexibility for Title I. The LAP boost provides the opportunity to hire more certified teachers or provide significant training for the paraeducators providing interventions.

I do not think new curriculum is needed at this time. I think that the district adopted the common core recently enough and needs to provide teachers time to adjust to that curriculum rather than changing again.

I know it's highly unlikely to ever close, but I do think there is a significant inequity in operating Boston Harbor elementary school as well as Madison. I know that Roosevelt is cramped for space. It just seems that if both neighborhoods want to have a neighborhood school, then they need to accept that they have to share a principal at 0.5 time. It's not fair for the rest of us to subsidize that. Similar long-term consideration needs to be provided for ORLA and Lincoln. Either function at the same rate as the rest of the schools, or increase their class size.-Pioneer Parent

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My son's 2nd grade class at Garfield has greatly benefitted from a .8 teacher, Mrs. Ketcham, who is able to give the accelerated students the resources (attention) they need to have their best learning experience. More supporting teachers, like Mrs. Ketcham, would add great value to the OSD!-Garfield Parent

7 periods in high school

Dress codes that do not target female population

More counselors at high school-Washington Parent, Washington Parent, Parent

Stop micromanaging your teachers. Allow them to form what their educator time looks like, rather than investing in downtown administration who tell them what to do. It seems like there's a lot of District level overhead that could be cut. Parents trust these teachers that you so diligently hired. Put more money into each school buy trimming the fat downtown.-Roosevelt Parent