During the survey portion of the research, participants were asked to circle the numbers for the five items in each survey category that they saw as most essential in public education. Below are the Top 5 responses by survey category.

**TOP 5 RESPONSES BY SURVEY CATEGORY**

**LEADERSHIP (14 survey items)**

**SUPERINTENDENTS**
- Create the time and expectation for teachers and administrators to collaborate to better meet student needs
- A more streamlined process to remove inadequate teachers from the classroom
- More on-site support for principals in schools with many at-risk children
- Effective training for school board members
- Higher salaries for principals who take on more difficult assignments

**PRINCIPALS**
- A more streamlined process to remove inadequate teachers from the classroom
- Create the time and expectation for teachers and administrators to collaborate to better meet student needs
- More on-site support for principals in schools with many at-risk children
- Tools for administrators to better assess individual school performance
- More training for principals in schools with many at-risk children

**BOARD MEMBERS**
- A more streamlined process to remove inadequate teachers from the classroom
- A multi-dimensional tool for evaluating teachers’ performances in the classroom
- Effective training for school board members
- Create the time and expectation for teachers and administrators to collaborate to better meet student needs
- A multi-dimensional tool for evaluating administrators’ performances

**ELEMENTARY TEACHERS**
- Create the time and expectation for teachers and administrators to collaborate to better meet student needs
- A multi-dimensional tool for evaluating teachers’ performances in the classroom
- A more streamlined process to remove inadequate teachers from the classroom
- More training for principals in schools with many at-risk children
- A multi-dimensional tool for evaluating administrators’ performances

**HIGH SCHOOL TEACHERS**
- Create the time and expectation for teachers and administrators to collaborate to better meet student needs
- A more streamlined process to remove inadequate teachers from the classroom
- More on-site support for principals in schools with many at-risk children
- Effective training for school board members
- A multi-dimensional tool for evaluating administrators’ performances

**MIDDLE SCHOOL TEACHERS**
- Create the time and expectation for teachers and administrators to collaborate to better meet student needs
- More on-site support for principals in schools with many at-risk children
- Effective training for school board members
- More training for principals in schools with many at-risk children
- A more streamlined process to remove inadequate teachers from the classroom

**STUDENTS**
- A more streamlined process to remove inadequate teachers from the classroom
- A multi-dimensional tool for evaluating teachers’ performances in the classroom
- Create the time and expectation for teachers and administrators to collaborate to better meet student needs
- Tools for administrators to better assess individual school performance
- More training for principals in schools with many at-risk children

**PARENTS**
- A more streamlined process to remove inadequate teachers from the classroom
- A multi-dimensional tool for evaluating teachers’ performances in the classroom
- Create the time and expectation for teachers and administrators to collaborate to better meet student needs
- More on-site support for principals in schools with many at-risk children
- A multi-dimensional tool for evaluating administrators’ performances

**BUSINESS LEADERS**
- A more streamlined process to remove inadequate teachers from the classroom
- A multi-dimensional tool for evaluating teachers’ performances in the classroom
- Effective training for school board members
- A multi-dimensional tool for evaluating administrators’ performances
- Create the time and expectation for teachers and administrators to collaborate to better meet student needs