

In the next five years, what do you see as top priority for RSU 16?	What are the barriers that hold back or slow progress in RSU 16?	What do you feel most proud of when you think of RSU 16?	What are the top three challenges faced by RSU 16?
Developing and implementing an effective job training program	I think the committees I have been involved with had a very broad overview of a wide range of topics. I think we could be more nimble and effective if we narrowed the focus and did a deeper, fact finding and recommendation process. This could be accomplished with subcommittees dealing with less topics.	I have been impressed with the student culture	Prioritizing expenditures to ensure the best use of funds / preparing the kids for the current labor market / transitioning to well maintained buildings and using green energy technologies to reduce operating cost
Consolidate schools, reduce cost	Peoples disinterest in change	Great staff, even if under paid	Transportation, old buildings, crappy pay all around
Having stable transportation	Arguing and money being miss spent	The teachers	Transportation. Arguing over trivial items. Lack of accountability
Educate our children and prepare them for an ever changing future. Where Technology and AI is going traditional Education is going to need to change	Being reactive instead of proactive.. This is why we have our current situation with HVAC.	We have some amazing teachers	HVAC, Money, Staffing
Honestly I am so frustrated by the lack of fiscal responsibility. Everything falls on the taxpayers. The recently passed heating/cooling systems for \$10 million is absurd. There is no reason this couldn't have been done in phases to lessen the burden on the taxpayers. Each town needs to hold the same financial responsibilities when it comes to funding the schools. I know when we plan to do something at home to enhance/fix something, we have to save up to do it. It doesn't seem like this is something that is ever done in the school system.			
Music and the arts	Financing	Community	Diversity in learning subjects, stuck to laptop learning, testing
Security	Racism	Cheerleaders	None
Growth with the growing community	Funding/ staffing		Staffing- including transportation, funding,
	Not enough get involved		Transportation
1. Elementary buildings structural, HVAC, cleaning of 2. transportation staffing 3. SPED referral increases and staffing	1. Money (lack of funds) 2. 3 towns do not act cohesive as a team wanting what is best for all. Seems to be a lot of a " my town first" mindset	Kids and staff are doing okay! There is a lot of love and caring exhibited across the spectrum from those in charge at the top to those in the trenches. Everyone is trying their best to make do and provide our students with the best opportunities available to allow them to get the most from their educational experience at RSU 16	1. Elementary buildings have not been kept in repairs needed over the years and it has caught up with us. 2. Transportation is struggling to fill empty positions 3. Our SPED needs are ever increasing and this impacts dollars and staffing needed
Fixing the schools and a rotating maintenance plan so the schools don't fall behind in repairs again.	Money. Maintenance has to be done to keep the 3 elementary schools yet no one wants to pay for the repairs.	How much everyone cares for the kids and getting them the best education possible.	Money, maintenance, town cooperation.
I have concerns about the future job market and helping our kids be prepared for understanding personal finances and understanding that sometimes a job is just a job and that's ok.	I think there's a concern over teacher turnover and attracting/hiring qualified teachers. Understanding how to budget funds appropriately to account for more experiential learning opportunities. The more our kids know and understand the world around them the better choices they can make for themselves and the more opportunities they become aware of.	Our Core Teacher and Admin supporters. Our dynamically strong community. Our willingness to work together to make the students a community priority. It feels like we are the best kept secret of Maine and I feel blessed to be a part of this community.	1) Truly understanding money to create an efficient budget. 2) Prioritizing necessary repairs and understanding that we can't treat all 3 elementary schools the same because they aren't. Fix what's broken and prepare for the future. 3) Continued communication with the Community about the actual needs and not the wants so that the community can rally and support the School Board the way that the school board needs us to.

Academic excellence and fixing buildings	Financial restraints	Teachers who care	Kids not caring about their education, attracting and retaining quality faculty/staff/drivers, buildings.
Keeping all three elementary schools open	Opposition from tax payers	Our small tight knit community always willing to step up when needed	Financial, tax payers, keeping schools open for each community
Hiring and retaining high quality educators	keeping consistent admin, curriculum changes	The way we come together during a tragedy	Keeping up with competitive salaries, hiring and retaining high quality educators, building upkeep/maintenance
teacher retention; engaging student learning	budgets from the state	Great teachers who care about students	budget restrictions, staffing, closing achievement gaps
Working on the heat units on the roof. They are 25 years old.	I think that we were under funded for some time.	I think we have some very good teachers.	Heating system issues, Equipment.
Consistency of academic expectations	Community capacity for resilience	Ability to boost students through rewarding achievement in many forms	Funding, lacking community support from local residents, lower regard for education
Full District Campus, all grades in one central location.	Residents not wanting better for their children. Putting small but expensive fixes on buildings that should be closed.	Sense of community	Consistency in curriculums at the elementary levels, money, Alternative learning program for high school students
Building maintenance	Already high taxes and since the buildings were allowed to go without for so long, a large amount of money is needed	The ability of the teachers to continue to provide quality education	Taxes, teacher retention, old buildings
Facilities upgrades and maintenance	funding	staff	funding, facilities, student behaviors/programming for the behaviors
curriculum that aligns with research in reading, math, and social emotional/behavior. Our students should not just be ready to enter college but the workforce as well functioning adults, this not only includes academic skills but more importantly the ability to get along with others, modulate there emotions, organize and problem-solve.	budget, school board members that have little education background and obvious set agendas that are not in the best interest of ALL students, changing school initiatives too frequently	Our staff members as they put our students best interest at heart and work hard to make our students feel supported and cared for	facility maintenance/budget, social-emotional status of students and staff,
Education	Rising cost of everything	Community	Staff and buildings,
Making our schools a safe place physically and emotionally while focusing on education; increase our students math and reading levels across all grades - still feeling the impact from Covid slide	Lack of connection to parents and caregivers- RSU16 can't get the support from the community without increasing involvement from families.	We have many caring educators that want the best for their students	1 Aging buildings, 2 lack of support from parents and community "this is your problem" mentality instead of "our problem", 3 need to increase our support for students that are behind in math and reading
More staff for possible more one on one help in the classroom for students that need a little extra help.		I love our small town school and community. Close knit.	Staff, school repairs
Professional development for our educators to improve their practices in behavior management and social emotional learning. It's vitally important to keep in mind that our students are the leaders of the future . We must prioritize providing the skills that will help them to achieve the highest level of success of which they are capable.	This year, it is the budget.	That all of the staff in our schools want what is best for kids and work hard every day to make it happen.	The budget; lack of consistency regarding how things are done in our schools; and, having people in charge of the school budget who have little knowledge of what our educators face each day.
Building an inclusive and supportive community that supports different learners with their needs and goals.	differentiation of curriculum in the general education classroom	Seeing students graduate with goals and plans for after graduation	student conduct, acceptance and inclusion of diversity, academic rigor.
Teaching students and preparing them for the next level of education. This includes preparing them for traditional standardized tests.	I have been told things like we choose not to focus on the traditional schooling that prepares student for those tests by teachers. I think unless colleges, industry and such stop using the traditional standards we need to focus on these a little more.	Honestly there is not much at this point.	Turning the corner and starting to hold students, teachers, administrators accountable. Change the mentality back to helping students achieve at their highest potential. Fixing administrative issues such as not planning and updating things such as heating a little at a time.

Getting the building's repaired, hire more bus drivers while maintaining good quality education.	Money	Our district fosters a great relationship with students and their families.	Getting the buildings repaired, staffing, managing student behaviors
I'm honestly unsure as my daughter is not yet in the school system.	From what I've seen, community members are not involved, especially in terms of voting.	I'm a former teacher, although my daughter isn't yet in school, I've only ever heard great things about the Poland schools which is very rare for a school/district.	Most likely staffing- retaining and recruiting qualified staff, community involvement, and I'm not sure of the third.
Sports programs at the low levels improved preK to 6th grade more integrated within our community. So by the time they get to high school the sports teams have a higher rate of success.	Not enough parental involvement in sports volunteer coaches, etc.	Our community	Sports programs at elementary level. Technology fees Bus drivers
Keeping all the elementary school open.	Keeping all the elementary schools open. Students go to school together during middle and high school, so why not in elementary school too? Bussing issues might be less of an issue	The staff. The contract outlines what they are required to do but what they actually do is above and beyond what is required of them.	1. Staff (not just teacher) pay. I've heard that a school system is only as good as its weakest teacher. How do you attract strong teachers? Giving them a salary they can live off of. Teachers who are single or teachers who both work in the school system or teachers relocating to the area won't be able to work here because of the pay. That's narrowing down the talent pool significantly. 2. Keeping all 3 elementary schools open which equates to a territorial/ individualistic mindset and less of a whole group mindset.
An increase in educational opportunities for students. Also, maintenance of schools.		The amount of community involvement, commitment to our schools.	
Financial planning	Not being prepared to address problems that arise in maintenance and facilities	Student interaction	Keeping basic learning the core of education, making sure that parents have a say in what our kids are exposed to, the school board listening to the parents and not doing what they want.
A top priority needs to be transportation (we can't keep cancelling buses,) and fixing the heating system (students can't learn in 50 degrees or 80 plus degrees.)	Transportation- we have been fortunate so far this year that bus routes have not been cancelled, but it was disappointing to get notice to expect some after Feb break. When the bus is cancelled, I have to take the whole day off from work to transport my child to and from school. Not having transportation is a major barrier to working families. I understand that staffing is difficult, but maybe a pay rate should be considered, a bonus if a driver picks up an additional run, or look to contract out with an outside transportation department. Another barrier related to transportation is that our students can only take one bus. Prior to covid, a child could ride on two different buses. For example, the bus from daycare maybe different than the bus they would take from their home. This makes it more convenient for the days daycare is closed or not needed.	I feel proud of the educators who invest so much time into helping our students grow.	Transportation, heating systems, staff retention
Maintenance on the school buildings to assure safe and healthy learning environments.	Lack of money to complete the needed maintenance projects in the schools and also fund t the educational growth of students.	I'm proud of the dedicated staff.	1. Improvements in school buildings 2. Retaining and drawing in qualified staff 3. Retaining and drawing in bus drivers

Elementary building improvements	We can be rigid in our thinking, other districts consider more flexibly what is PD, what counts are job experience etc	Dedicated teachers, former RSU 16 students who are now staff members, student voice and choice	Money, flexibility when things are in gray areas, staying competitive with staff benefits
Fixing the schools, keeping up with teacher pay, transportation	Our stupid USA system of making property taxes responsible	The facility is outstanding	Fixing the schools, keeping up with teacher pay, transportation
Anticipating growth in community and need for more space for students	Lack of homework at lower levels.		
Building structures	Money	Teachers and staff	Funding, staffing and structure
Repairing the buildings... salaries...	Finances	Comradery	teacher retention, student motivation, firm support from admin and parents.
We need to have enough staff who want to work and stay in RSU16	Salaries are lower; I've heard from some that district has some areas with a toxic work environment (that was under the previous 2 superintendents, not sure about now)	Quality of education- my children have had for the most part amazing and caring teachers	aging buildings, lack of staff, bus routes being cut
Having educated kids come out of RSU16 instead of unprepared children who can't succeed in basic entrance exams for community colleges	Lack of core education and pushing of social agendas	We had a decent softball team	Lack of educators taking education seriously and pushing social agendas instead of core education
Re-districting the district completely would bring more diversity to the communities as a whole----term limits on School Board Members would likely lead to more open minds	The unwillingness of the school board to think outside the box	Community	Building Maintenance or lack of building maintenance over the last 20+ years
Figuring out the building issues- structural issues	Funding	I love the students I work with and the community I work in. I also love my coworkers.	1. building issues (structure) 2. funding (lack of) 3. math curriculum
Staying a close knit community	State rules and all the red tape. The state is loosing their focus on what is important.	The aspect of community and our true appreciation for the teachers and staff. I love that my boys are not just a number and I feel the teachers are truly there for the best interests of my children. They could have easily fallen through the cracks	Lack of bus drivers, escalating behavior challenges of students, lower pay than most schools.
upkeep of our schools	money	small communities working together	money, infrastructure, taxes
Buildings that have proper heating systems, that are clean, more support for struggling students in grades 3-6.	There are many administrative positions in this district. Are they all necessary? Is it possible to look at each position to determine the necessity and whether the money could be better spent on students and staff who work with students? What about coaches? Technology coach? Data Specialist? Would that money yield a cost savings?	We have staff that are proud to work at our schools.	We need money to pass our budget and support the needs of our students, staff and district. Our buildings are aging and unkept. Staff need more training.
Fixing the school buildings.	Community buy in and willingness to pay for the upgrades.	Being part of the Minot staff and the "family " spirit of the school.	1. fixing buildings - funding 2 staffing shortages (all areas, teachers, subs, bus drivers, maint. etc.) 3.
School safety and child protection from fire arms	My guess is money	NoN judgemental residents	Un sure
Our elementary schools.	Lack of budgeting.	The dedicated staff	Elementary buildings, inequity between Elementary schools, lack of budget to invest in our programs.
Small class sizes, higher paid teachers.	I'm not sure	The dedication of teachers and administrators.	Finances, building updates.
Consolidation	School board does not want change, they never approve change. They seem fearful of it.	Staff members	Staffing, bussing, student behaviors and lack of consistent discipline and consequences

Focus on improving academic achievement for students.	Focus in the wrong direction (I.e. confusing children with CRT, gender ideology, sex education at an inappropriate age)	So far (to my knowledge) no drag queen teachers, litter boxes, or pornographic books in the schools.	Hiring of good teachers, staffing for buses, constant push from political agendas
Educating the kids with real life topics and classes	State mandates on learning curriculum	The community feel of the schools	Teachers trying to be parents, parents trying to be teachers and administration/board that doesn't want to hear what the public has to say
Updating elementary schools.	Funding	Teachers and staff	Bussing, difficulty providing those more advanced materials/requirements to further themselves if/when other peers are not meeting standards, funding
Getting the school budget under control	The poor learning environment	Nothing our students attend school out of district	The district fails to provide adequate education on the basics of learning...reading writing math and focuses on ridiculous education about climate change, pronouns and restorative justice nonsense
Life skills, compassionate educators, student health	Funding	Community	Funding, support,
Reconsider your decision to not go with 2 elementary buildings, PreK-2 and 3-5 (and send 6th to WMS).	Lack of engagement until the very last minute - so the thinking is emotional. Financial support	Staff	Pathways for students, too much seat time - focus on meeting the standard and not how many minutes in a chair, math skills
Letting teachers teach. They are professionals and do not need to be micromanaged. Give a framework but not the exact book and page they all need to be on. Teacher burnout is a real thing.	Once again RSU16 seems to be top heavy. Adding lessons and programs for student/teacher relationships when this is a natural environment. Paying extra people/experts to do what good teachers have always done.	I hear great things about the middle school.	1. The old buildings. 2. Not being truthful with the citizens. 3. Micromanaging on the elementary schools.
Our buildings, transportation issues and having Great teachers in place for our retiring amazing teachers	Our school board and community members that do not value education and choices made in the past (not fixing broken items, not adding a bigger middle schools, fixing a clock tower but not the mold in the High school gym)	Our staff that cares so very much and continues to provide education in the worst situation	Buildings, growing communities , staffing
Facility improvements, stability of our community families to maximize the learning potential of our students (food insecurity, substance use)	finances as well as the commitment of staff.	Community, leadership at the highest levels. (school committee, cenral office)	financial needs, readiness for schooling, recruitment of personnel
Investing in our infrastructure so we can expand program offerings	Money and people who don't understand the value of making those investments	The tight-knit community feel	Building upgrades, funding for those upgrades and funding to maintain a quality staff
Recruiting Quality Educators	Community members that are not invested in our children because the don't have children in the district.	Longevity of staff. PRHS has graduated 2 of my children so far I. They went on to achieve college degrees. Higher education is a priority for students Many of their teachers are still teaching there.	Transportation Budget Approvals Student behavior and accountability

strengthening the educational learning	focusing too much on behavior of kids and not enough on education	the care the teachers have for the students	parents understanding that teachers are not their to teach their kids to behave, students understanding that they will be held accountable for their actions, being too soft on students
Getting the schools parking lot fixed.	I don't know	How far my son has come along with all the support.	When entering the school parking lot and hitting several deep pot hole
Repairing the elementary schools	Finances, mostly public buy-in	The amazing teachers and students	1. Budget, 2. Overwhelming amount of repairs 3. Keeping teachers when other districts pay more
Cost control	Old school thinking/people not seeing the bigger picture	Teacher engagement with students	Staffing/transportation/outdated infrastructure
Basic education: Spelling, math, reading, writing	DOE oversight interfering with basic education	The teachers that advocate and fight for their students education well-being.	Funding/retaining teachers, listen to parents, enforce what parents and teachers advocate for
Safety, getting students ready for the workforce,	Not enough staff to support students	Administration	, Poverty, social economic status, Student support
Trying to fix all of the schools		The administrators in my school. They work so hard and are passionate for students learning! Great role models!!	
Increasing staff so there is no burn out in current staff and all student's needs are met. For example, there are many students below reading level, but not enough staff to support and the option to have this support ends in 4th grade, which is unfortunate for students who still need that type of support.	Not having enough staff at the school.	Supportive and caring staff.	Having enough staff, money (I assume), and I'm not sure of a third.
to continue working on curriculum needs- programs, trainings and materials	hiring and keeping support staff, time- it's challenging to find time to accomplish all that needs to be done (classroom, curriculum, meetings, building needs) getting more families involved	the community feel of staff and families working together (I know not all families are involved and supportive, but I an thankful for those who are)	hiring and keeping support staff keeping curriculums, programs and trainings up to date
complete capital projects	community not approving capital funds	a community school where staff know the students, both their strengths and areas that need improvement	having a building that meets the needs of the student; investing in teachers and support staff to improve the student experience;
Lower taxes	Lack of business taxes	??	My children are being taught that faith does not exist and that our opinions as parents are not important
facilities maintenance	taxpayer approval of budgets/bonds	my student!	aging facilities; transportation staffing; communicating with taxpayers who do no have students in the district
Our students education	Politics and culture. we need to get back to teaching our kids and not parenting them.	That administration sees that we need to make changes to our school system	Politics, culture, and try to make everyone happy.
PCS parking lot	Lack of teachers and bus drivers		
Facilities: Fixing our elementary schools while not neglecting BMW and PRHS	Financial support	RSU 16 provides students with a well-rounded value based education in a supportive environment	Money, consistant leadership (Supt., Operations Director), social/emotional and substance abuse supports
Maintaining funding to match the true needs of the district	Not sure	Our district's reputation for a quality education.	There is still a community divide when considering financials, the demand for greater special services, and quality staff recruitment and retention.
Developing innovative curriculum to push academic rigor that helps develop graduates to be prepared and desired in their post high school experiences (i.e. college, training programs, workforce).	Lack of community resources/field trip funding, student motivation, parent/tax payer support	Passionate teachers, science, wellness, and social studies curriculum, SEL and/or celebration of learning days (Winter carnival, Wellness days, NHD, sophomore/senior celebrations etc...)	Lack of parent/tax payer support to provide funds for teacher retention, building maintenance, and innovative programming in all schools.

Having all the major physical problems with the buildings repaired, and being able to focus on improvements and growth.	Apathy from community members.	The education that my children have received and how successful and happy they will be as adults.	1. Voters not paying attention or reading any of the provided information. 2. Parents of our students do not "rock the vote". 3. Town councils in our three towns do not connect and support the RSU in a meaningful way.
Getting the buildings on a funded CIP, funding the heating projects, student academic needs	Board has members elected that do not seem to understand students needs and cost to maintain and improve in today's society. This leads to apathy in our towns.	What the schools are able to do	Community doesn't care or engage until the last minute, taxpayer base, students need us to do something different for their education
1) Maintaining quality programming and adequate staffing/student support while also funding repairs needed for aging buildings. 2) Growing need for behavioral support for students	Aging buildings, lack of funding, overload of responsibilities on teachers, lack of qualified ed techs applying for positions, buses arriving late or available due to shortages	Staff and community dedication to students learning and wellbeing	1) Aging buildings and lack of support for funding 2) Increasing need for behavior support for more students at all age levels 3) Adequate staffing to provide quality programming and instruction
Retaining high quality educators who understand the mission and vision of RSU16.	Low salary, rising costs of childcare	Leadership cares about teachers and admin supports teachers so they can do their jobs.	Generational poverty/trauma, teacher turn-over, failing infrastructure
Improving buildings, increase in staff for all areas	Funding	Being small town and protecting our children from the big world agenda	Funding, staff, expanded educational opportunities
Functional, safe environments for all students to learn	Money isn't it always?	The community feel and working together	Equality among the elementary schools, money to fix old buildings, convincing the taxpayers that our schools are worth the money and effort.
Aligning curriculum to current best practice, evidence based, and best fit for student demographics.	A barrier to student progress in RSU 16 lies in the well-intended yet ineffective programs used for ELA and math, particularly within the K-2 grade levels. These programs lack empirical evidence, are outdated, and fail to align with both student engagement and teacher autonomy. Despite their shortcomings, teachers are compelled to adhere to these programs. The data on students requiring intervention outside the classroom, and those working below grade level, illustrates the ineffectiveness of these programs. It begs the question: if direct and targeted instruction yields positive results in tiered intervention scenarios, why not implement those approaches for all students in the classroom?	Teachers!	Student behavior, lack of adequate amounts of staff, conditions of buildings
Moving towards what will best support and challenge students to face a changing world.	-Curriculum that needs to be re-evaluated per standards. -Lower proficiency in reading skills - need for more interventions to help support students	The pride of the staff and the sense of community	-Ever changing world and a need to keep up with changes at a faster pace -RSU 16 was in the forefront of innovation when PBL was first introduced, but there hasn't been as much innovation since -The need to help support teachers in implementing best practices to help support students in the classroom
Teacher retention, diversity of educational and extracurricular opportunities for students	funding, scheduling and student population (number) limitations	Our culture of community, humility, and support. The support of our administrators and the focus on students and staff as the fundamental priorities of education, while still honoring the cultural identities and needs of families.	conflict between what community wants vs. what they will fund, enrollment numbers conflicting with student needs (like services), student behavior & work ethic
fixing the building	the teachers the environment	nothing	nothing