

Ipswich Public Schools



Second Round Listening Sessions Report November 2022

Prepared by

The Logue Group

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THE LOGUE GROUP

Bringing people and ideas together

Introduction

In considering a new Statement of Interest (SOI) to the Massachusetts School Building Authority (MSBA) the Ipswich School Committee decided to engage in an open and transparent process by holding public listening sessions to gather community input at the start of the process. In July and August four in person and one online session were held. These were augmented by an online survey. A summary report of the sessions was delivered to the School Committee on August 25, 2022. Following that a second round of sessions was held and are summarized below.

Second-Round Listening Session Process

Four in-person and one online public listening sessions were held. The in-person sessions were held in the afternoon and evening of September 27th and October 12th at the Ipswich Town Hall and the online session was held on the evening of October 19th via Zoom. The School Committee conducted outreach through public notice, web & social media postings, multiple school community notifications and email.

In addition, four online listening sessions were held for the staff and teachers of the Ipswich Public Schools on the evenings of October 26th and 27th. All listening sessions were well attended and followed a similar format. At each session, the facilitator welcomed the public, provided an overview of the process and were then shown a pre-recorded video presentation featuring Ipswich School Superintendent, Dr. Brian Blake who gave a presentation related to the repairs needed to both elementary school buildings and the associated cost estimates that were provided in 2019. Following the recorded presentation, the facilitator reminded participants of the themes that emerged from the first round of listening sessions. Attendees were then divided into small groups for the purpose of discussing the following framing questions:

1. How could you have two schools and have a reasonable and equitable tax burden and gain approval of MSBA?
2. How can you have one school and have a small school feel and ease of access?

Participants were asked to wrestle with the trade-offs and consequences associated with each choice.

Attendance (based on sign-in sheets):

Between five and seven school committee members attended each session. They did not actively participate and instead listened to the discussions of each of the groups.

Tuesday, September 27, 2022 – Ipswich Town Hall

4:00 – 5:30 PM Session:

Members of the Public: 6

7:00 – 8:30 PM Session:
Members of the Public: 18

Wednesday, October 12, 2022 – Ipswich Town Hall

4:00 – 5:30 PM Session:
Members of the Public: 11

7:00 – 8:30 PM Session:
Members of the Public: 12

Wednesday, October 19, 2022 – ONLINE SESSION

7:00 – 8:30 PM Session:
Members of the Public: 5

Some members of the public attended multiple sessions. Facilitators noted when this occurred and used care in taking notes and drafting this summary not to overweight similar comments made at multiple sessions by the same individual.

SESSIONS WITH TEACHERS/STAFF

On October 26 and 27 four virtual listening sessions were held with teachers and staff from the district. The sessions were similar in format to the first round of sessions held for the public. Between five and seven School Committee members attended each session.

Teachers and staff addressed the following questions in the sessions and survey:

- What underlying core values of the school district should shape the decision on the number and location of school(s)?
- When you think about an elementary school, what are the characteristics, features and priorities that are important to you? (Educationally, economically, environmentally, other?)
- What questions should the School Committee be asking as it moves through this process for site selection and number of schools?
- What information would be helpful for you to have to decide whether to support a new project?
- What makes you hopeful or excited for Ipswich about the prospect of new project?

Attendance

Wednesday, October 26, 2022

5:00 – 6:00 PM Session:
Participants: 2

7:00 – 8:00 PM Session:
Members of the Public: 7

Thursday, October 27, 2022

5:00 – 6:00 PM Session:
Participants: 3

7:00 – 8:00 PM Session:
Participants: 4

Online Survey

An online Survey was created that provided the opportunity for teachers and staff to respond to the framing questions. There were 59 responses. The survey results are included in the appendix.

Executive Summary

Summary of General Sentiment from the Phase 2 Public Listening Sessions

Many of the themes and sentiments from the first round of public listening sessions carried through in the second round. These include:

- **Equity.** A concern that equity be an important lens in decisions with respect to a variety of factors, including:
 - That socially and economically disadvantaged students not be negatively impacted by the location(s).
 - That design considers children with special needs such as those on the autism spectrum and that special education resources be available across the student population regardless of the decision.
 - That, if a two-school option is selected, the process not make half the community wait for an undetermined time for the second school to be completed. Suggestions were made about school configuration to address this.
- **Design.** There was discussion about whether and how the benefits that people saw in a small school (scale, sense of community connections, etc.) could be incorporated in a single school by physical design (e.g., pods) and/or grade configuration. The design should accommodate flexibility and adaptability of spaces to other community uses now and changing needs in the future. As part of design discussions safety emerged with respect to air quality, sprinkler systems and potential intrusion. The location and design were also seen as a means of connecting with the environment and nature and the Ipswich community's physical and cultural resources.
- **Costs & Financial Impact.** The potential tax burden of the decisions be made clear in advance and be balanced with other capital projects. Participants want a clear sense of the costs associated with various options – renovations, two schools, one school.
- **Access.** The location and design consider the ways that students and their families arrive at school builds community and connect with each other and teachers – walking together, drop off locations and bus stops.
- **Quality of Education.** Participants were proud of the quality of the education in Ipswich and want to ensure that is maintained as a focus.
- **MSBA/Process.** There is a strong sentiment that the process needs to be transparent and opportunities for public input and votes be clearly mapped out in advance. Reaching out for broader input through a variety of mechanisms to build understanding of the issues and participation from residents is seen as critical to support for an SOI submission. Understanding the criteria that MSBA uses to assess SOI submissions to know what would be approved. Doing nothing was not seen as an option.

- **Supporting information.** Ease of access to information informing the School Committee work was identified as important to many participants. Participants identified a number of information needs.

Town of Ipswich Public Schools Round 2 Listening Sessions Summary of Facilitator's Session Notes

The following is a summary of the discussions at each listening session grouped into themes. In many instances the words and phrasing are as close to possible to those used by the participants. Although the facilitators focused on the framing questions one at a time as a starting point, the listening session participants commented on a variety of issues across the questions.

The ✓ indicates the relative frequency of a comment of that type.

Round 2 - Session 1 – Tuesday, September 27, 2022, 4:00 PM Location: Ipswich Town Hall

Framing Question 1. How could you have two schools and have a reasonable and equitable tax burden and gain approval of MSBA?

Themed Responses:

Equity Issues

- *It's not equitable to build just one school and have students/families wait for second school to be built ✓✓*
- *Need to consider the financially disadvantaged – those with no cars/transportation*

Quality of Education

- *From a special education perspective, younger kids get new schools first*
- *Focus on education – not the facility ✓✓*
- *Be sensitive of timing and how it would affect students*
- *How to focus on “better and equitable” education*
- *It's more about the use of the school – not the size*
- *Change focus to student learning*
- *Consider special education students' needs and outcomes*

MSBA /Process

- *Not likely MSBA will fund two schools at once*
- *Would have to do one application to MSBA and then wait and do a second application at a later time*
- *Within MSBA there have been big “pushes” toward consolidation – the number of students is an important consideration in the decision process*

- *We need to decide one school vs. two schools*
- *Need to look hard at possible locations*

Economic

- *Tax burden would be much higher if we tried to do two schools*
- *Adhering to the “zero emission” pledge will be costly when building*
- *Not sure the community could absorb the cost of two schools*
- *There are a lot of other capital projects in the strategic plan*

Walkability/Accessibility

- *Not possible for school to be walkable for every child*
- *We need to look at other ways to connect people/community*
- *We don't have a good sense of how many students are actually walking*
- *Walking to/from school creates social opportunities/builds “community” ✓✓*

Other General Comments

- *This question is an “impossible ask”*

Framing Question 2. How can you have one school and have a small school feel and ease of access?

Themed Comments:

Design

- *Consider having architects develop plans showing how a large school could be designed in a way to create small school feel*
- *Architects can do amazing things*
- *Schools can have “houses” and small spaces*
- *Design is key*
- *Architects can address issues such as lunch spaces and walkability*

Process

- *How will this process work? Will the Town vote or decide on one or two schools before more work gets done?*
- *What is the timeline?*
- *This all needs to be made clear to voters*
- *Let decision be made before going to voters*
- *It's important to exhaust all alternatives before you can gain support of all community*
- *The important word here is “compromise”*
- *The last process failed because there wasn't enough listening “baked” into the process*
- *Process in addition to listening sessions? Surveys, places for discussion*
- *We have to get to a consensus in a transparent way*

Accessibility/Adaptability

- *Many kids do walk to downtown school*
- *Flexible/adaptable space/Adapt use for other purposes/community events/senior center/summer/evenings ✓✓✓*
- *Ease of access, sustainability and walking are important factors – community values*
- *Inclusion of Fire Department site for part of downtown site*
- *We cannot have a school that everyone can walk to*
- *Will there be bus service? Will we have a “poor bus?”*

Sense of Community/Belonging

- *The schools help build community*
- *The community is here – the school is what it’s about – we still have community spirit*
- *All stakeholders share the value of being connected to community*

Equity

- *Walkability is an equity issue*
- *Downtown is a more equitable location – there are a lot of financial challenges*
- *There’s not that big of a difference between downtown and non-downtown in terms of financial challenges*

Comment Cards:

None.

Round 2 - Session 2 – Tuesday, September 27, 2022, 7:00 PM

Location: Ipswich Town Hall

Framing Question 1. How could you have two schools and have a reasonable and equitable tax burden and gain approval of MSBA?

Themed Responses:

General

- *Do schools at different times*
- *Not aware of studies that show putting young kids in a big building is not helpful*
- *Would not attract new families with one school with 800 kids*
- *Doing anything is better than what we have now – we have to act and get something done*

Equity Issues

- *Do we grade groups – equity?*
- *There are current equity issues – people will not be behind keeping [current] configuration and only doing one school*

- *Equity is providing quality education in both schools*
- *There's a difference between equity and equal ✓*

MSBA /Process

- *If first school is successful, good argument for next school*
- *Would be difficult to get MSBA to approve funding for two schools? ✓*
- *How do we choose which school would be first?*
- *We should go for two schools with MSBA and if only one gets approved, we can fix the other school*
- *The School Committee should hold a "kid friendly" forum*

Economic

- *Issue with two schools – two overrides – there is a good chance that voters will support one new school – but two new schools?*
- *This would mean spending 20-25% of capital budget for two schools*
- *Huge population upset about the way Title 1 funds are distributed*

Walkability/Accessibility

- *Not possible for school to be walkable for every child*
- *We need to look at other ways to connect people/community*
- *We don't have a good sense of how many students are actually walking*
- *Walking to/from school creates social opportunities/builds "community" ✓✓*
- *We need to define what we mean by "access"*
- *Access is a "solvable" issue – might mean a short bus ride ✓*
- *We need to think about teacher access as well*

Quality Education

- *Best education/focused classes/quality of education ✓✓*
- *Design needs to center education*
- *Small schools helps access support*
- *Cohesive progression within different school levels*
- *Curriculum that is aligned across schools*
- *Change focus to student learning*
- *Can have one building that feels caring – high school "pods" are a good example – teachers like pods*

Safety

- *Safety is important*
- *Teachers, staff and students all deserve building with healthy air*
- *All buildings need to have sprinkler systems*
- *Video describing state of schools was shocking*

Environment

- *Engage in “nature”/Ipswich likes nature*
- *Open space is critical here*
- *Outdoor learning*
- *Outside school grounds as important as inside*
- *There are “climate implications” with one school*

Other General Comments

- *Keep two small schools*
- *There is confusion about what happened in the last process*
- *Can have intimate school that is larger*
- *Hope new process is more cooperative*

Comment Cards:

- *Are there other grants available that can supplement funding a new campus?*

Framing Question 2. How can you have one school and have a small school feel and ease of access?

Themed Comments:

General

- *Let’s stop thinking about what is lost and instead think about what we can envision*
- *Why can’t we make one place really special?*
- *It’s the teachers and people that make the schools wonderful – whether it’s one or two.*

Design

- *Design one building with multiple entries and a “small feel” ✓*
- *Is the School Committee looking at examples of big schools that have a small school “feel?” Would be great to see some examples of where this has worked*
- *It would be great if the school committee could share a full rationale for location and all other aspects*

Quality Education

- *Building can enhance education/incorporate technology*

Economic

- *One school would require huge increase in busing – what would cost be?*
- *Need to think about the economic impact of removing one school – area around school (downtown) rely on school for business*
- *The biggest challenge will be the tax burden*
- *What will be the cheapest option?*

Accessibility/Adaptability

- *Kids aren't really walking to school now – is this really an issue?*
- *I would like to know how many kids are walking. What % of kids need to walk?*
- *Proximity to other facilities, stores, coffee shops is important*
- *Walking promotes independence in kids and convenience for parents*
- *I love driving my kids to school – lots of good conversations with captive audience in car*
- *Kids socialize on the bus/make friends*
- *Issue of buses – what would the busing plan be?*

Sense of Community/Belonging

- *There are benefits in terms of socialization*

Equity

- *There's an equity issue – economic diversity – housing program*
- *Walkability is an equity issue*
- *Downtown is a more equitable location – there are a lot of financial challenges*
- *There's not that big of a difference between downtown and non-downtown in terms of financial challenges*

Comment Cards:

None.

Round 2 - Session 3 – Wednesday, October 12, 2022, 4:00 PM

Location: Ipswich Town Hall

Framing Question 1. How could you have two schools and have a reasonable and equitable tax burden and gain approval of MSBA?

Themed Responses:

General Comments

- *Is rehabilitating the schools an option?*
- *Like the idea of a campus with multiple buildings*
- *Principal in small school knows every student*
- *What about Town Hall being used as a school?*
- *Would like to know more about whether we expect increase or decrease to our population over the next several years.*
- *I am interested in getting a new school built and 2/3 of the community agrees with this*
- *My preference would be for two schools – but one is better than nothing*
- *This “mega” school would be the largest in the state and they don't work*

- *Would like to see Doyon fixed if possible*
- *Winthrop could move to the Town Hall and Town Hall to Winthrop location*
- *This could be a logistical nightmare staffing-wise – we could see layoffs if student population shrinks*
- *City people vs. Country people – people each like their “own”*
- *Downtown makes the most sense and provides best opportunities for enrichment, libraries, etc.*
- *Both schools are great*

Walkability/Accessibility

- *We are a pretty “mobile” town – we drive all over town so one school is practical/we can shuttle kids where they need to go ✓*
- *Having a centrally located school is important*
- *Would two schools make access issue easier?*
- *Location is important – 41% live near downtown*
- *How do you pick up a child if the school is so large – child would get lost*
- *Do not want additional busing – would like to see a walkability study*

Equity Issues

- *We need to define what we mean by equity.*
- *We should do small schools – one at a time ✓*
- *Not really sure what people mean by “equity” – lots of ways to interpret*
- *Need to consider the equity issues – should have a walkable option – not everyone has a vehicle*
- *This is an equity issue – don’t want to see two schools “pitted” against each other*
- *Cultural impact is very important*
- *If there are equity issues – it’s a management problem not a school problem*
- *Everyone should get a new school*

Quality of Education

- *Afraid one school would be too large ✓*
- *We have too many students to do one school*
- *We need to get input from educators – is this good for students?*
- *Would like to know the impact on things like tardiness and absenteeism. Do grades go up with one school?*

MSBA /Process

- *Could two schools be approved by MSBA? What’s the approval process?*
- *How does MSBA select which towns get the grants?*
- *Would like to hear from the School Committee – what’s their opinion?*
- *We need to find a way to compromise*

Economic

- *We need more information about costs and tax implications ✓✓✓*
- *We are getting ahead of ourselves – we need to know how much this is all going to cost each taxpayer ✓✓*
- *Tax burden – what do we need, what do we want – what’s a practical tax burden? ✓*
- *Is it possible to run scenarios and see how much taxes would go up under each scenario?*
- *What do we mean by “reasonable” tax burden?*
- *It’s a fact that 2/3 of the community agreed to the tax burden – we should look at what worked then*
- *Would really like to understand how much we would have to spend. Is it \$50 million, \$60 million – we need to stay on budget no matter what it is*
- *Is “rehabbing” the schools even a possibility? If so, what would the total cost be?*
- *I’m old and retired – I don’t want to have to get a job to pay for schools*
- *A lot of people in town are retiring – that will have an impact on our tax base*
- *Having two separate administrations in two schools would be expensive*
- *One school would be cheaper than two*
- *What would be the increased cost of busing?*

Design

- *What if one school was K-3 and the other 4-6?*
- *We should get some information from developers/builders – what are the trends? Bus stops, etc.*
- *Don’t write-off retrofitting*
- *You can create a space that has a small school feel – it’s about the design*

Environmental

- *We need to look at long-term environmental impacts*
- *Green buildings*
- *Would like to be able to have kids walk/bike to school*

Framing Question 2. How can you have one school and have a small school feel and ease of access?

Themed Comments:

General Comments

- *Doing nothing is not an option ✓✓✓*
- *Use Bialek Park ad fields in a creative way ✓*
- *Bialek Park was taken off the table – issue with train noise/fumes/challenging ✓*
- *EBSCO building might be a possibility – 1200 employees are now working remotely*
- *We need to listen to staff for successful approach to facility*

- *We should be asking how do we maintain and grow the culture that already exists?*
- *Current schools may not be at the end of their useful life*
- *Might be able to retrofit air heating/cooling – should be considered*
- *Location is more important than school size*

Quality of Education

- *We need to get the feedback from professional educators/teachers on this ✓✓*
- *Worry about the impact on education if you have so many kids*

Environment

- *Look into possible cost of environmental clean up at the Town Hall site*
- *Green buildings are important – but if it's not walkable or bikable you are working against that and going backwards*

Design

- *School design should reflect the developmental needs of the students*
- *Could build a small new school behind Doyon and an addition at Winthrop or move to Town Hall*
- *Consider optimal number of students in a single school – it is possible to still have it feel small to younger students*
- *Would it be possible to put two small schools on one location (campus) that is centrally located?*
- *Could one school be K-3 and other 4-6?*

Economic

- *Would like to see some estimates for upgrades to the systems/renovations ✓✓*
- *How are we measuring the long-term costs of one school vs. two schools?*
- *Concerned about budget cuts – if we have two principals – one would get laid off*
- *Was there consideration of long-term costs for transportation for one school? Will it really be less expensive in the long-term to have one school?*
- *One school at a time – I am on a fixed income and am worried about property taxes*
- *We need to really flesh out the costs of the various options*
- *We need to figure out what a reasonable tax burden would be for residents*
- *School funding has always been a challenge*

MSBA/Process

- *How can we learn more about what MSBA is likely to fund?*
- *We need to find ways to get more people involved in this process*
- *How do we learn from the past so that we don't repeat the same mistakes?*

Accessibility/Adaptability

- *Walkability is important – need a walkable school/access to activities and school itself ✓*

- *Access to transportation is key*
- *Would like to see a study of how many kids walk to school*
- *So many people do not have access to transportation – it will be an economic burden to get kids to school*
- *Important to have an in-town park – could turn Winthrop into a park*

Sense of Community/Belonging

- *Importance of community connection associated with multiple buildings*
- *Like the community aspect – school should be near center of town*

Equity

- *Two well-managed schools can achieve equity*
- *Perceived or actual inequities could be addressed by administrative cooperation*

Comment Cards:

None.

Round 2 - Session 4 – Wednesday, October 12, 2022, 6:00 PM

Location: Ipswich Town Hall

Framing Question 1. How could you have two schools and have a reasonable and equitable tax burden and gain approval of MSBA?

Themed Responses:

General Comments

- *It's really about leadership in a school*

Walkability/Accessibility

- *We need to consider those who don't have access to transportation*
- *Walking our children to school and meeting up with friends and other parents is incredibly valuable to us*
- *Would it be possible to put two small schools on one location (campus) that is centrally located?*

Equity Issues

- *There is an equity issue of one school is new and the other just gets repairs*
- *Lots of ways to interpret "equity"*

Quality of Education

- *Afraid one school would be too large ✓*
- *We should be asking the teachers for their opinion*

MSBA /Process

- *Would like to better understand the MSBA process and how they select projects*
- *If we are accepted, can we go back and ask for additional funding?*
- *We need to find a way to come together and get something done*

Economic

- *We need more information about costs and tax implications ✓*
- *Would like to get actual cost information for each possible option so we can do some analysis*
- *We have to be aware of the impact to our elderly citizens who do not have children in the schools*
- *Do we have information on what additional transportation costs will be*

Environmental

- *We need to consider environmental impacts of two schools*
- *We do not want to lose access to outdoor space for the kids*

Framing Question 2. How can you have one school and have a small school feel and ease of access?

Themed Comments:

General Comments

- *We need to figure this out and do something*
- *Wonder if there was a way to retrofit/rehab one of the schools until we could get a second new school*
- *Location is critical*

Quality of Education

- *Is the drive to consolidate schools really in the best interest of elementary age students?*
- *Are there any demonstrable advantages (attendance, grades, etc.) related to one school vs. two schools?*
- *Need to consider growth dynamic – development of the child*

Environment

- *Look into possible cost of environmental clean up at the Town Hall site*
- *Green buildings are important – but if it's not walkable or bikable you are working against that and going backwards*

Design

- *School design should reflect the developmental needs of the students*

- *Could build a small new school behind Doyon and an addition at Winthrop or move to Town Hall*
- *Consider optimal number of students in a single school – it is possible to still have it feel small to younger students*

Economic

- *Need real numbers – what are the current costs for renovating vs. building?*
- *What is reasonable to expect people to pay for, especially those who are retired?*
- *Do we know what the median income is in Ipswich? Could people even afford to pay more or will that “price people out” of our town?*
- *We need to get estimates for upgrades to current systems (heating, cooling, fire prevention)*

MSBA/Process

- *Town’s website is challenging – use the weekly newspaper to keep everyone updated/do a weekly column in the newspaper – everyone reads it ✓*
- *Could we go back to MSBA in a subsequent cycle for a second school? ✓*
- *Or we could get MSBA funding for one school and Ipswich funds the other*
- *Would like to know more about how MSBA evaluates applications – demonstrated need, consensus of town on site proposal (referred to MSBA website)*
- *Would like to see who is getting funding from MSBA*
- *For those who did not support the project the last time – I would like to know why so we can learn from it*
- *How can we target those who opposed the project the last time and get them on board*
- *We really need to educate each segment of the community about the benefits to them – “what’s in it for me?”*
- *Need to get information out to people so they can support something*
- *We need to find a way to work through all of the different options and come to consensus*
- *The School Committee needs a Project Manager*
- *Could do a mailing or put a post card with return postage in town newspaper asking people for feedback*
- *School Committee should do a focus group with kids*

Accessibility/Adaptability

- *Walkability is important – need a walkable school/access to activities and school itself ✓*
- *Access to transportation is key*
- *Would like to see a study of how many kids walk to school*
- *So many people do not have access to transportation – it will be an economic burden to get kids to school*
- *Important to have an in-town park – could turn Winthrop into a park*

Sense of Community/Belonging

- *Importance of community connection associated with multiple buildings*
- *Like the community aspect – school should be near center of town*

Equity

- *Two well-managed schools can achieve equity*
- *Perceived or actual inequities could be addressed by administrative cooperation*
- *There is an equity issue if some get a new school and others get repairs*
- *Everyone should get a new school*

Comment Cards:

- *Will there be a town-wide survey (not just on the computer) available at the library or other place for more towns people to fill out?*

Summary of Information Requests from In-Person Sessions

- *Would like to see a feasibility study of multiple schools*
- *Would like to have information on other recent projects for comparison purposes/what have other towns done and what were tax implications*
- *Would like to see some estimates for upgrades to the systems/renovations ✓✓*
- *Would like to know more about how MSBA evaluates applications – demonstrated need, consensus of town on site proposal (referred to MSBA website)*
- *Would like to see who is getting funding from MSBA*
- *Would like to see updated census data for two schools*
- *Would like to see a study of how many kids walk to school*
- *Would like to see some updated demographic data for Ipswich*

Round 2 - Session 5 – Wednesday, October 19, 2022, 7:00 PM

Online Session via Zoom

Framing Question 1. How could you have two schools and have a reasonable and equitable tax burden and gain approval of MSBA?

Themed Responses:

General Comments

- *We need to be looking to other communities – there is one nearby that is building a school right behind the current one*
- *Can we take a hard look at renovations?*
- *Two schools would be a “heavy lift”*
- *This doesn’t have to be “either or” more than one thing can be true*

- *We could convert the Town Hall back to a school – already solar*
- *Town Hall is not being fully utilized – could convert Winthrop to Town Hall/Senior Center*
- *Could put an addition on Doyon*

Process/MSBA

- *How much outreach has been done? Do senior citizens know the full potential impact?*
- *These listening sessions should be taken on the road to rotary clubs and the senior center*
- *Question about what happens after these meetings – will School Committee discuss and come back out to the public with options?*
- *School Committee should be looking at other districts – not only for examples of design but also how those with multiple schools handled the same issues*
- *MSBA has funded more than one school if you space the funding requests far enough apart*
- *Amesbury is doing a new school and renovating another one – they are doing energy retrofits, tech upgrades, roofing and bullet-proofing*
- *We need to remember that there are lots of school districts vying for MSBA \$ - is the data available as to which schools are getting funded?*

Equity Issues

- *We need to make sure all kids get some resources/opportunities/what they need ✓✓✓*
- *We need to define what we mean by equity ✓✓*
- *It's not fair if one group of kids gets a new school and the other group doesn't*
- *It's not unfair if the other group can see a "light at the end of the tunnel" and know they will eventually get a new school*
- *Feel like the framing of the question implies you can have two schools and have equity*
- *How can we be fair to all kids – every child should get really good education in this town*
- *Getting to school would be a secondary equity question*
- *Equity is going through the town system and getting what that particular student needs – happens in smaller settings that are more sensitive to individual needs.*
- *It is the teachers and principal that will ensure equity*
- *There's a huge gap of equity*
- *Equity for me means who easily can a student access learning*

Quality of Education

- *What will make everyone get the very best education even if it means riding the bus*

Design

- *With proper planning you could emulate the culture of the individual schools if they were to be merged into one – proper due diligence can help get to a solution*
- *It's all in how you design a school – can be broken up into “tiny clusters” to make it feel more like home to the students*
- *Make it a 12 month building for the entire community*
- *Build one school and “do it right” with good materials that will make it last longer*
- *We need to think about where students go while the school is being built*
- *Has the School Committee thought through an “upper/lower” school design?*
- *Could change the composition of the school*
- *We would need to time each structure carefully*

Economic

- *What can we afford that will actually work?*
- *Consider that our newest schools are now 25 years old and will also soon need repairs and upgrades to HVAC*
- *Two schools would be great but the tax burden would be significant*
- *With inflation the way it is now the costs would be exponentially higher than quoted back then*
- *We should think about a subsidy for transportation for those who will need to travel*
- *We need to consider what the continued costs would be for maintaining two schools*

Walkability/Accessibility

- *Observation that there are a lot of happy families walking to school – suggest look at funding for Doyon and renovation for the other school*
- *Need to keep a vibrant downtown and having a school is part of that*
- *Want to live in the suburbs without being completely reliant on a car*

Framing Question 2. How can you have one school and have a small school feel and ease of access?

Themed Comments:

General Comments

- *Can the town considering re-configuring the grades to reduce redundancy?*
- *Could there be an upper/lower elementary?*
- *Hopefully class sizes will not double with one school*
- *Don't think we need to worry about that – the one school would likely be set on a larger campus*
- *What do we do about fluctuating enrollment?*
- *Worry about having 650-700 kids in one building – how does a principal learn the names of 700 kids?*

- *Believe if teachers were given a choice, they would prefer keeping the two small schools – which might not meet the needs of the community*

Design

- *A lot of what people are worried about with one school can be addressed through building and campus design ✓✓*
- *Need to be creative and flexible – we could have two schools on one campus*
- *If it's going to be one school – it needs to be in a “neutral” location*
- *Feeling “small” can be achieved through architecture*
- *A combined building? I'm not finding any comfort in these ideas yet. This is not going to be easy to manage*
- *I worry about one school feeling chaotic – big gym, big cafeteria*
- *There are ways to address that through design*
- *A new design would open a possibility to incorporate nature and the natural beauty surrounding us*
- *I have 4 kids, if I had to bring them to 3 different schools – that would be awful*

Economic

- *Does one school provide an opportunity to capture “economies of scale” – don't need two of everything?*
- *We need to stay focused on what will “pass”, what will taxpayers support?*
- *We need to detail the final costs so people have a sense of what the impact will be*
- *Cost concerns may mean that a more realistic approach might be to take an “incremental” approach – improve one school, utilize the Town Hall property, do something over a several year period*
- *Town should keep alive the notion/discussion of a deep renovation as perhaps economically more viable – and able to meet student/community needs*

Accessibility/Adaptability

- *Improve daily transportation routes*
- *If school is in a central place – people could park nearby and then walk before/after school*

Sense of Community/Belonging

- *There is great “community” at bus stops – busing is not a bad thing*
- *I believe that we give kids what they can handle at that time in their life*
- *Don't underestimate the value of “buddies” or having the older kids serve as role models to the younger ones*
- *One school provides many more opportunities for socializing and to get people in the town meeting and talking to one another*
- *Small kids = small schools*
- *The community is here – the school is what it's about – we still have community spirit*
- *All stakeholders share the value of being connected to community*

MSBA/Process

- *Listening sessions are not fully representative of who will come out to vote on the proposals*
- *Build a smaller school behind Doyon – then go back to the MSBA later for the next project – would make it more palatable to the tax payer and realistically appeal to the tax base*
- *Perhaps senior citizens in the town could be approached and brought to see the actual conditions of the current schools as they may not have seen them recently, or ever – this could help garner support from this group*

Information Requested During Online Session

- *Can we get access to information such as how they arrived at the numbers in the video for costs of renovations?*
- *Would like to see design plans that others have used to make a big school feel small*
- *Where does this all fit into the overall strategic plan?*
- *Council on Transportation & Council on Aging might have information that would be useful*
- *Can you get a random sampling from random districts about where they stand on the school issue if the vote were to come before them again*
- *Does anyone know the actual dollar figure and tax implications?*
- *Can the Board of Finance point out what it will cost people based on the specific value of their home, not an average increase town-wide?*
- *What are the ongoing costs of maintaining two schools vs. one school?*
- *Can we look at Hingham and other districts to see what has working re their process of building a new school behind a current school?*

Teachers and Staff

The following is a summary of the discussions at each listening session for teachers and staff grouped into themes. In many instances the words and phrasing are as close to possible to those used by the participants

Session 1 with Teachers and Staff

Wednesday, October 26, 2022, 5:00 PM

Online Session via Zoom

Framing Question 1. What underlying core values of the school district should shape the decision on the number and location of school(s)?

General Comments

- *A single school would provide cohesion for the students. All students would be on the same page and share a “culture”*
- *School Committee should be looking at criteria/guidelines for architects*

Health/Safety

- *Colleagues and children all deserve healthy, usable spaces that do not exist in the current buildings*

Quality Education

- *It was mentioned that the new middle school/high schools were designed “to teach.” Design incorporation is important to consider now – even in the early stages*
- *Rooms are teaching tools – don’t want that lost in our design.*
- *Buildings need to be designed for 21st century*
- *A lot of the last design concepts I found difficult – don’t want a lot of glass walls – that would be distracting and limit student privacy*

Framing Question 2. When you think about an elementary school, what are the characteristics, features and priorities that are important to you (educationally, economically, environmentally, other?)

General Comments

- *Careful design that recognizes student needs and abilities*

Environment/Sustainability

- *Environmentally sustainable – the building can be a model of these concepts for students*
- *Keep in mind the location of the school itself and what that could add to the learning environment – outdoor learning spaces, access to library*

- *Pandemic taught us that we value outdoor learning spaces – design space with outdoors as potential daily learning spaces*
- *Invest in creative ways of going outside for class sessions/lesson time*

Technology

- *Technology to support outdoor learning – need wi-fi – extend beyond the building – couldn't get into zoom – spotty internet – strong infrastructure around the building used for learning*
- *Technology is integrated into our teaching but our physical learning space can inhibit that – not movie theater style where that's the center – but when we need to bring tech in – that it happens smoothly/flawlessly – don't have to set up a lot of equipment – easily accessible is important*

Framing Question 3. What questions should the School Committee be asking as it moves through this process for site selection and the number of schools?

General Comments

- *How can we be forward thinking– not how education is now – but how it could be? Try to envision what the needs might be so building fits for a long time going forward*

Health/Safety

- *How can we create a safe building for our students? Safe from outside threats?*
- *Flexible spaces that are safe for taking learning risks – experiment and learn*
- *Health/safety from moldy conditions and inadequate HVAC and plumbing*

Framing Question 4. What information would be helpful for you to have to decide whether to support a new project?

General Comments

- *Parents have been reaching out to us – we have been getting together to discuss our messaging to parents – our core point is that we can't keep teaching in these buildings. We need to move something forward.*
- *We want parents to remember that it is not the physical space that makes students feel loved and able to thrive – it is the highly skilled, deeply caring, experienced educators – whether it's one teacher/two teachers – we'll still be there to pour love into each kid and help them thrive – let's get a project that facilitates that*

Sense of Community/Belonging/Culture

- *How can a sense of community can be maintained, whether in two smaller buildings or in one?*
- *How can you maintain that sense of a small school within a larger, single building?*

- *School Committee member asked what is most important in creating a “culture” – teacher suggested that the building is least of the factors that truly create a culture of a school community but location as somewhat more important – access to outdoors/woods at times*
- *Doyon has more access to forest and is part of that culture – Winthrop has walkable places downtown and that is part of that culture – we can adapt as needed.*
- *Good building design could accomplish this if well thought out and be part of a strong culture*
- *Similar building designs can be used and implemented in different ways by different professionals and by and for different students*
- *Large building can be divided into smaller spaces – have population that can move throughout their day without having to have contact with each other*
- *Agree building is the least important – it’s people and relationships – high school/middle school have the same structure – pod and classroom around it – we use it differently – we understand growth and what kids need and what’s age appropriate*
- *We organize space around subjects (math, science, language) and common space facilitates academic collaboration between kids*

MSBA/Process

- *Analysis of track record of other municipalities in getting their projects approved.*
- *What is MSBA likely to approve for us? I want to move in the process so that we can start replacing schools.*

Framing Question 5. What makes you hopeful or excited for Ipswich about the prospect of a new project?

General Comments

- *Hope people realize it’s not about preserving both [school] cultures “as is” but creating a wonderful new culture*
- *Hopeful that the two cultures of the school “meld” in some way and that the best of both would come out and grow*
- *Hope that people are listening – schools are unsafe, buildings are crowded, mice droppings, toilet fell off wall, no private space to bring kids when they are in crisis...the list goes on*
- *My hope is that the School Committee and community can know that when it comes down to it – whether we renovate, rebuild, etc. – you have teachers that love kids and will rise to occasion to provide learning and good spaces for kids – 2 buildings or 1 – they can do it here or there – they can and will – we get caught up in the stress and hard decisions that have to be made –what we really need is safe, healthy building for teachers and kids*

Quality Education

- *Hopeful that the best of each will meld together and continue on a trajectory of brilliant education we give to kids in this District.*
- *K-2 and 3-5 instead of having 2 schools with different curriculum*
- *Science committees – see a huge disconnect between 2 buildings – put all grade teachers on the same team*
- *You can't have consistent curriculum without having one building – I get it – it's been tried in the past. I just want us to have a building – to at least start in the direction of replacing buildings that are no longer serving us. I think we need to move the process toward an improved facility.*
- *Curriculum needs to be aligned – big task. A lot of work has gone into creating innovative and rich learning experiences in each school – that's who we are as Ipswich educators.*
- *We need to have adequate space to do our work*

Safety/Health

- *We are looking for a health and safe new space*
- *In agreement with the Superintendent about the electrical, plumbing, roofs, mold, poor ventilation, inadequate heat and cooling*
- *Genuine concern for my colleagues – health, safe space that has learning spaces for everyone*

MSBA/Process

- *Hope that some of the information and work that was done by past committees for the last building attempt could be leveraged and revisited in this new effort.*
- *Disappointed that the last project didn't go through – people put a lot of their own time in on committees*

Equity

- *Equity perspective – common approach across each grade group – we've been trying to do that for 20 years – 2 cultures should just have one culture*

Session 2 with Teachers and Staff
Wednesday, October 26, 2022, 7:00 PM
Online Session via Zoom

Framing Question 1. What underlying core values of the school district should shape the decision on the number and location of school(s)?

General Comments

- *The teacher's union did compile a list of core values of what we'd want in any kind of building or configuration – we really focused on what we had in common and what we felt strongly about in the configurations in one or two buildings*
- *We deliberately stayed away from weighing in with the SC on what kind of school we wanted – not because there wasn't passion about the type of configuration we wanted, neighborhood schools, etc.*
- *Want this process to have integrity*
- *So excited to hear this question – long ago I was asked why was public school important – such an excellent interview question – always looking forward to answer to that – for me – what makes a public school special – ground leveler for a lot of people – same opportunities as other – to have shared sense of community – shared traditions – sense of belonging – learning environment for everyone – I value this and want to see in new building(s) scenario*
- *A single school would provide cohesion for the students. All students would be on the same page and share a “culture”*

Sense of Community, Belonging & Connectedness

- *When I think about Winthrop and Ipswich – I feel a sense of community and tightness*
- *I love the small feel – I see parents and students that I've worked with in the past and their siblings coming up – having a 5th grader give their kindergarten partner a hug in the hallway*
- *The small, tight-knit community – 5th graders w/kindergarten meet up every 2 weeks/old/young mix*
- *Students being able to connect to their siblings and connection to families and continuity*
- *The ability to connect with colleagues – easier to meet w/smaller groups – can't imagine meeting with 100's of staff – vs. small groups*
- *Community – love being downtown*
- *The sense of community for our students – the entire family having that support system/face time/getting to know families and getting them comfortable with educators – if they didn't have a good experience themselves – want to create a new feeling for them – not just kids but parents as well should feel they belong- field trips – also going to library – appreciating our beautiful community – walking in neighborhoods/waving to families/having lemonade stands – treasure it – stewards of the environment in our community*

- *Sense of community/small feel*

Walkability/Accessibility

- *Students walk with buddies*
- *The ability to walk with students to Bialek or to the museums downtown or to the River – we have valuable assets*

Health/Safety

- *Colleagues and children all deserve healthy, usable spaces that do not exist in the current buildings*

Equity

- *All of our children are equally valued – they all have same opportunities and the best of our ability to provide for them (#1 on my list)*

Quality Education

- *You just can't ignore when a student snickers when they read something funny/or their excitement about science project – the delight of learning – that utter joy in learning with friends and trusted adult in a safe environment. That excitement is really what we owe the youngest of our learners*
- *Desire to learn more and more AND the confidence to know they can learn it – those are values I want to see front and center*
- *It was mentioned that the new middle school/high schools were designed “to teach.” Design incorporation is important to consider now – even in the early stages*

Framing Question 2. When you think about an elementary school, what are the characteristics, features and priorities that are important to you (educationally, economically, environmentally, other?)

General Comments

- *Welcoming environment with access to outside spaces*

Functionality/Accessibility

- *Functional space where everyone can get to all the parts of the school easily*
- *Thoughtful, adaptability considered in the design*
- *Building should be “cutting edge,” not just a box – make it innovative with an eye toward sustainability*
- *Gardens can be accessed and used*
- *We can't just think about building a school where the roof doesn't leak – we need to think bigger!*

Health & Safety

- *This rises to the top for me – encompassing health services, social and emotional learning*
- *Predictability, security and safety – within staff and environment*
- *With the state of the world, safety is top of mind for every teacher, every day*
- *Safety of students needs to be of paramount importance*
- *Think about bathrooms – we are short on them – knowing we need space for toileting – transgender students not feeling comfortable in traditional boy/girl bathrooms*
- *Having laundry service and a community closet and space for basic hygiene and being able to support other organizations in town - support the education of the “whole” child*
- *Health care and social services for kids and other things – so it’s not piece-meal – but rather an umbrella for education and community services*

Quality Education

- *Integration of regular and special education in an equitable environment w/space and supporting technology*

Technology

- *Space and technology needed for students to have their needs met and to feel respectfully supported*

Framing Question 3. What questions should the School Committee be asking as it moves through this process for site selection and the number of schools?

General Comments

Process/MSBA

- *Do we determine whether there is support town-wide first? For one school or two? Cost considerations? The last time we did this – it seemed out of order*
- *Getting a “vibe” for what the town might go for before they are too far down the line and a lot of work has gone into it*
- *Offering teachers and committee members to go and look at other schools to get ideas of what could go into building*
- *When are you soliciting staff feedback?*
- *Zoom out to big picture of community vision for children – then zoom in on how to make that happen – what is the experience we want these kids to have?*
- *Think about when you ask teachers for input – getting kids from A to B – let the architects think about lighting, etc. – valuable to get info from teachers earlier – features that will be helpful/beneficial – couple of rounds of that*

Site Location

- *There are limited options – worry about busing availability and how long certain students would be on a bus*
- *How would downtown energy, businesses and community be impacted by the possibility of a big school?*
- *Essential to consider location*
- *When I think of core values – respect for human differences/support diversity and diverse needs of family (whatever location is chosen – biggest decision to be made) their ability to access that location – not just taking a bus – family doesn't have a vehicle – unable to go to school events don't drive – being sure that wherever the future leads us – including ALL families in Ipswich – should be at the forefront – not everyone in town has the same needs*
- *Consider keeping focus on these things even if there is one school in a central place*
- *If it does end up as one centrally located building – it can work – but it's going to take \$\$*

Building Configuration/Size

- *Logistics about the adult configuration in the building – what might administration look like?*
- *How can that impact the school experience?*
- *How do you balance all the administrative roles?*
- *How will teaching teams be impacted and function and work together productively?*
- *I remember the last time we had this conversation – an idea of a building for a certain number of students – now that building would already be overpopulated – we need to look at demographics and projections. Families moving into Ipswich – we need data – it's there for us to look at – how was that not part of the process?*

Economics

- *Consider financial costs of focusing on these needs – transportation for example*
- *We need careful and thoughtful planning around finances – transparent and up front from the beginning*

Framing Question 4. What information would be helpful for you to have to decide whether to support a new project?

General Comments

- *Demographic trends – are we making a school that is appropriately sized for a growing town? Was this considered last time?*
- *What would the possible configurations look like – for one or two schools?*
- *Important to know how a small school feel would be supported by the potential choice of a single school*
- *Traditions of the school – possible because there aren't 1000 kids trying to do it at once – small homegrown – graduates still talk about ice cream social/tiger trot, etc.*

means something to them – comes from small school feeling – difference between walking kid 400 vs 800 students – each child being known, seen, not slipping through the cracks,

- *Feeling safe/secure/very important to understand how that important small feel will take place and be supported no matter what the configuration is – how many of us remember traditions?*
- *Love the idea of kids having small school and then make big transition to middle school*

Framing Question 5. What makes you hopeful or excited for Ipswich about the prospect of a new project?

General Comments

- *When it's time to build – excited to see what we can create – hope we can have a garden on the roof*

Health/Safety

- *I can get on board with whatever – I'm sick of working in a broken building with no place to eat lunch, things are leaking, we have critters and mice – it will be nice to not have that anymore before I retire*
- *Excited for a clean and healthy place for students to learn and adults putting care into these decisions*
- *I'm questioning air quality in a big way – kids deserve clean, healthy place to learn*
- *Echoing what's been said – it's clear our buildings are in need of repair/change – not enough space not enough space for teachers room/air quality*
- *When a number of teachers came back to work – they felt sick, congested – happening to kids as well – long overdue – so excited to have this opportunity – hope to get to consensus agreement and we move forward.*

Session 3 with Teachers and Staff

Thursday, October 27, 2022, 5:00 PM

Online Session via Zoom

Framing Question 1. What underlying core values of the school district should shape the decision on the number and location of school(s)?

General Comments

- *This is my 27th year teaching and I am excited by new schools*
- *Want us to really think outside the box and put the kids first*

Sense of Community, Belonging & Connectedness

- *Strong sense of community*

- *People know the teachers and staff*
- *Sense of belonging for students and families*
- *Knowing the kids*

Quality Education

- *Small teams/Special Ed teams ✓*
- *Education is very important in Ipswich*
- *Special education inclusivity*

Framing Question 2. When you think about an elementary school, what are the characteristics, features and priorities that are important to you (educationally, economically, environmentally, other?)

General Comments

- *Want us to be forward thinking and plan for future use*

Functionality/Accessibility

- *Spaces that provide privacy for students*
- *Spaces that are used for the purpose they were designed for (e.g. at Doyon we do PE in the music room)*
- *Adaptive space*
- *Enough space – so that we do not have to teach in trailers with no water or bathrooms*
- *Added space for Pre-School*
- *Fully accessible for students and members of the community*
- *Consider a Senior Center*
- *What else we could do make it the center of the community*

Quality Education

- *Enhanced curriculum*

Environment/Sustainability

- *Integrate environment/wildlife into curriculum – visit fish/salmon ladder, Willowdale Trails, vernal pools ✓*
- *Environment is important – we bring it into the classroom*
- *We walk to the rivers, cemetery*
- *Middle School/High School – model good stewardship of the town/environment*

Framing Question 3. What questions should the School Committee be asking as it moves through this process for site selection and the number of schools?

General Comments

- *Is the School Committee looking for our support? If so, in what ways? What can we do?*
- *How do we do this in an equitable way that considers all differences, backgrounds and abilities?*

Process/MSBA

- *How is this process going to be different than the last one?*
- *Are people really open to new ways of looking at things and hearing opinions?*
- *What does the School Committee need to do to make sure this passes?*
- *How can they get to all people in town?*
- *How do you gain buy-in for various locations?*
- *Keep having these types of sessions – really need to get buy-in from everyone in the town – not just those with kids.*

Site Location

- *What other creative ideas are there for possible school locations?*
- *How do we do this in a way that does not create traffic problems.*

Economics

- *Need to garner broad financial support from all Ipswich residents – not just those who have kids in schools*

Framing Question 4. What information would be helpful for you to have to decide whether to support a new project?

General Comments

- *In order to gain support for a new project, the process will need to be transparent ✓*
- *What would be helpful is if the School Committee could keep the website updated with the latest information about the project and the process so that people could easily follow what is happening*
- *Information about how safety will be addressed – including both health safety (clean, no mold) as well as physical safety (protecting against active shooters) these issues are anxiety producing for parents*
- *Will the building(s) be designed in a way that will allow teachers/staff to respond to future pandemics/COVID situations and keep everyone safe and healthy?*

- *In order for us to move forward together we need to assume that everyone is approaching this with good intentions and that we all want what is best for the children and our community.*
- *I want to be inspired. I want people to come to the table with crazy ideas and for everyone to bring their “A-Game” to this*

Framing Question 5. What makes you hopeful or excited for Ipswich about the prospect of a new project?

General Comments

- *Very excited by the prospect of a new school that is equipped with modern technology and adequate space for innovation*
- *This is an exciting opportunity and we need to make sure people can get behind this whatever it is*
- *We have amazing teachers – imagine what they could do with cutting edge technology?*

Health/Safety

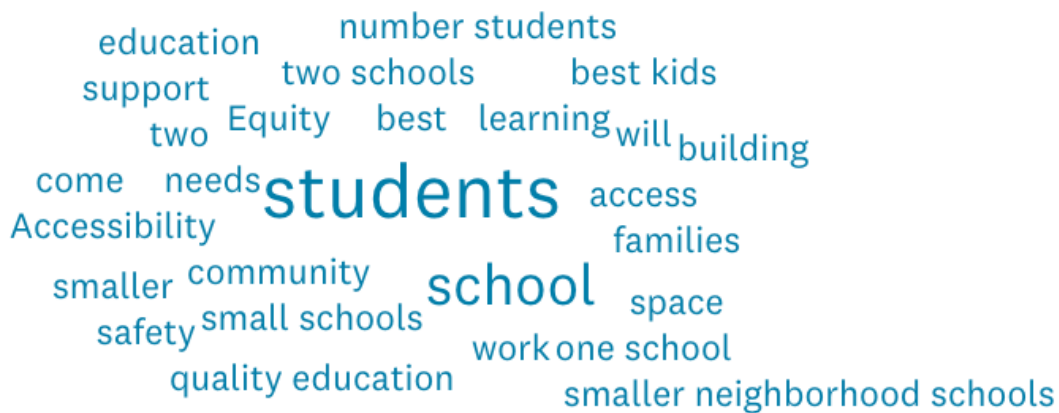
- *Having buildings that are healthy and safe for our teachers and students*
- *I’m really concerned about the current safety of the buildings (roofs, security, etc.)*

Themes from the Survey of Teachers and Staff

Fifty-nine teachers and staff responded to the anonymous online survey. Some of the respondents also attended the virtual listening sessions. A summary of the themes of the survey is included below and the survey is included in the appendix. In addition, the survey software can prepare “word clouds” that generate images based on the frequency of words across the answers to a survey question. Readers are encouraged to review the full survey results to appreciate the nuance of responses.

Question: What underlying core values of the school district should shape the decision on the number and location of school(s)?

The survey responses focused on the importance of the quality of education with attention to equity and students as a priority. This included accessibility for students and families to the school and resources in a way that builds community. A number of the responses expressed a desire for a small school – either in design or two schools – and balanced that with the need for economic responsibility.



Question: When you think about an elementary school, what are the characteristics, features and priorities that are important to you? (Educationally, economically, environmentally, other?)

Responses again stressed the focus on students with spaces and technology that enhance that. A number of responses identified physical attributes to consider in design – classroom space, lighting, exterior and community connections. Several emphasized the benefits of small schools, while others noted that the feeling of a small school could be addressed in the physical design and foster a community of teachers, administrators, students and families who know each other. In addition to health and safety, the adaptability and flexibility of design emerged for teachers and staff as it did for members of the public. A few stated that one school would enhance shared experience, encourage collaboration among teachers and/or be more likely to gain support.



Question: What questions should the School Committee be asking as it moves through this process for site selection and number of schools?

Here the responses raised the importance of asking questions about what is best for students, equity and inclusion and transportation and access. How to identify ways to maintain a small school feel if one school is selected- through grade configurations, pods or other methods. Identification of the costs associated with various options. There were many nuanced responses to this framing question that should be reviewed individually.



Question: What information would be helpful for you to have to decide whether to support a new project?

Respondents wanted to ensure that the way the School Committee arrives at a decision is clear and what elements are prioritized. This includes what studies are conducted or reviewed and lessons learned from other districts. The input of teachers in the process and transparent timelines and costs. A consistent thread was the support for a new project.

Location two schools Location location
 Location community size students elementary
 concerns information two need KnowingIpswich
 space best building support one
 decision small plan
 staff teachers will school project make
 support new project
 much support one new school one school

Question: What makes you hopeful or excited for Ipswich about the prospect of new project?

Several respondents expressed that they were discouraged because of the divisiveness of past efforts. Others saw this as an opportunity for improved facilities and a way to bring the community together. Many were excited about the possibility of new state of the art healthy spaces to teach in and what that would mean for students, families and teachers.

students teachers elementary schools benefits
 community two hope hopeful mold Doyon
 excited learning will new school need
 provide time space school new safe
 work Ipswich staff
 better building students town
 able families kids one school one teachers
 buildings allow school committee children
 healthy environment

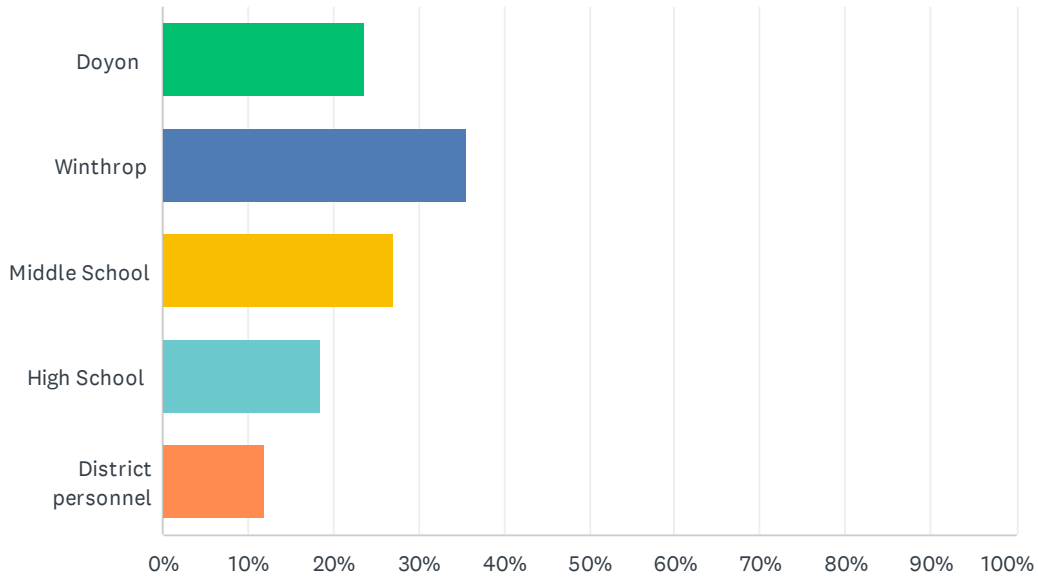
APPENDIX

The results of the online survey from teachers and staff are attached in their entirety.

As noted above, readers are encouraged to review the full survey results to appreciate the nuance of responses.

Q1 Where do you work? (Check all that apply)

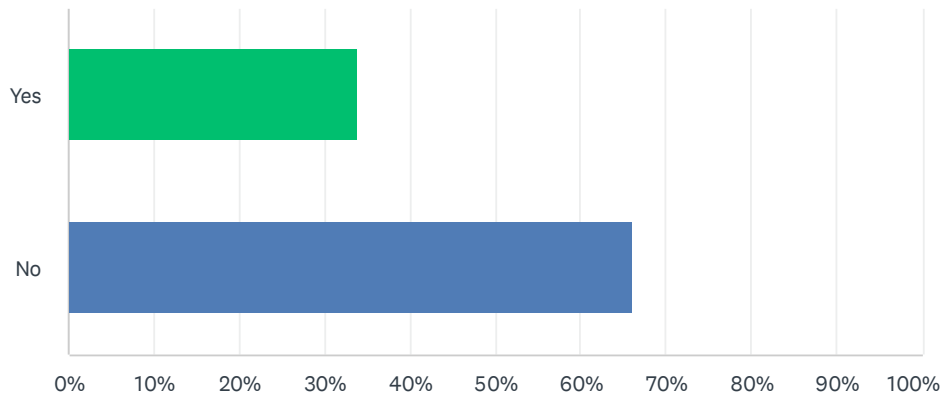
Answered: 59 Skipped: 0



ANSWER CHOICES	RESPONSES	
Doyon	23.73%	14
Winthrop	35.59%	21
Middle School	27.12%	16
High School	18.64%	11
District personnel	11.86%	7
Total Respondents: 59		

Q2 Have you (or do you intend to) attend the virtual listening sessions?

Answered: 59 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	33.90%	20
No	66.10%	39
TOTAL		59

Q3 What underlying core values of the school district should shape the decision on the number and location of school(s)?

Answered: 58 Skipped: 1

#	RESPONSES	DATE
1	Accessibilty	11/4/2022 11:12 PM
2	Research has found small schools to be superior to large schools on most measures and equal to them on the rest. Families and students in smaller schools feel safer, and come to school more frequently. Historically, elementary schools were even smaller, with neighborhood schools. Keeping our two schools in the size of our Ipswich community is important. Research indicates that an appropriate and effective elementary size is 300-400 students. This is not as small as a school once was, but having at a minimum of two schools it is easier for the smaller children to walk/ride their bikes to school. In a small school community we all know each other, it's hard to feel like a number and students are noticed. Student attitudes toward school, their peers and academics are more positive in small schools. The attitudes of low-SES (socioeconomic status) and minority students are especially sensitive to school size and improve greatly in small schools by having a sense of community.	11/4/2022 9:16 PM
3	Access for all to a quality education. Student access to the community. Family engagement and access to schools.	11/4/2022 7:15 PM
4	Student needs met first Inclusion of all community members (transportation, events) Safety (capacity, structure)	11/4/2022 3:26 PM
5	What is best for kids? Don't let what has been done in the past or the history involved in the two schools impact what is genuinely best for kids.	11/4/2022 2:10 PM
6	Fiscal responsibility, learning equity	11/4/2022 1:39 PM
7	Location - the most logical, given the town's adversity to taxes and traffic would be a single, state of the art school, at the Doyon location. We own the site, there is adequate space for playgrounds, and we can create a school of the future. The myth of "neighborhood" schools is just that, a fairy tale. There is no neighborhood that encompasses Southern Heights, the neck and downtown; or outer Linebrook, High St. past the HS and Topsfield Rd.	11/4/2022 7:59 AM
8	Accessibility for all families with a small neighborhood school. If finances are the priority and there is one school it should be located downtown in a centrally located spot. school	11/3/2022 2:44 PM
9	How can we best support our students and families both academically and as a community.	11/2/2022 11:33 AM
10	small town, lower income needs and transportation	11/2/2022 10:28 AM
11	Design for modern lessons and project work.	11/2/2022 10:10 AM
12	What is healthiest for the students while still being economically responsible.	11/2/2022 9:46 AM
13	Equity and inclusion	10/31/2022 2:45 PM
14	Forster a Love of learning, promoting a sense of community Aligning Curriculum - All students have common curriculum content and similar experiences. Places for educators to collaborate with each other and the community. STEAM/Maker Space rooms to promote project based learning and creativity. A real auditorium for fine arts performances	10/31/2022 1:50 PM
15	Doing what is best for students.	10/31/2022 1:01 PM
16	1-location, near downtown. School needs to be easily accessible to all. 2-economic efficiency: one school will be cheaper to run than two seperate schools. -I also believe the school should be seperated into a lower and upper school within the school in order to ensure a more intimate flavor.	10/31/2022 12:38 PM
17	What is best for kids health/wellbeing, and education	10/31/2022 8:30 AM

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18	Cost	10/31/2022 7:16 AM
19	Quality of learning, safety, and space to meet the needs of all students.	10/30/2022 9:07 PM
20	A strong sense of community (both internally and externally), inclusivity and accessibility for both students and parents, health and safety, innovation, and joy of learning.	10/30/2022 7:30 PM
21	I believe one building will help build our school community as a whole. I am so tired of hearing about how one school does better than another. Pooling our wonderful teachers and resources will help keep us all on the same page. It just makes sense to use the Doyon property.	10/30/2022 2:42 PM
22	Please respect that the two current elementary schools have different personalities/feelings to them, and shouldn't be the same! If two schools was determined, I would want to see two pk-5 schools, not pk-2 and 3-5.	10/29/2022 4:27 PM
23	What is best for the students. Modern, up to date building(s) that will be able to be sustainable for many decades.	10/29/2022 2:00 PM
24	Accessibility to the community Greenspace What is best for the students	10/28/2022 4:54 PM
25	What is best for kids!	10/28/2022 4:40 PM
26	Fiscally responsible building that meets the needs of our students and the future populations that will come through our schools.	10/28/2022 3:42 PM
27	My values are in line with research that supports smaller class sizes and better teacher to student ratios.	10/28/2022 2:53 PM
28	Student outcomes and experience. Small schools foster tight communities where no student is left behind, where students in the middle don't get lost, where each child can be guided and helped over many years.	10/28/2022 2:20 PM
29	Inclusive - making a school feel like a part of the community and offering events and activities for kids/families to participate in beyond the school day.	10/28/2022 1:59 PM
30	-The number of students per class -Smaller grade communities during the early years to promote friendships across classes and grade wide activities -The number of specialists and support staff required to adequately support and teach all students -Safe, adequate outside space to support students and give them access to play and outdoor learning	10/28/2022 1:34 PM
31	Equity.	10/28/2022 1:27 PM
32	I think the quality of our education will be higher if teachers can collaborate and coordinate with in grade levels more easily if they work in the same building.	10/28/2022 1:21 PM
33	The Successful Habits of Mind	10/28/2022 1:16 PM
34	I believe that one school would lend to more equity.	10/28/2022 12:54 PM
35	Honor the responsibility to serve our students, educators and community	10/28/2022 12:49 PM
36	Shared mission and equal opportunities for everyone in the community	10/28/2022 12:44 PM
37	Do what is best for kids.	10/4/2022 6:16 PM
38	Giving the children of Ipswich the best education possible. For far too long Winthrop and Doyon have had significant differences in curriculum, assessments and philosophies. Whether or not there is one school or two schools, it is high time Winthrop and Doyon come together. Administrators and teachers need to work hard to eliminate these differences.	9/26/2022 10:20 PM
39	Kids come first, we always do what is best for kids.	9/26/2022 4:27 PM
40	equity and providing a similar experience for all IPS elementary students.	9/26/2022 3:10 PM
41	Equity, access, safety	9/26/2022 11:49 AM
42	Equity and access	9/22/2022 2:03 PM
43	While technology is a cornerstone of education today, we need modern facilities to support learning.	9/22/2022 1:27 PM
44	District values of diversity, equity, inclusion and belonging should be at the forefront of all	9/22/2022 1:00 PM

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	decision-making.	
45	At the middle- and high-school level, students have so much in common. Their educational experiences are closely aligned by virtue of the physical layout of the school but also because they interact with the same populations of students and faculty/staff. Bringing the elementary schools under the same roof would (ideally) foster this same kind of useful shared experience for students.	9/22/2022 12:22 PM
46	Two schools would be nice but I don't believe that will happen. Location is not a concern to me.	9/22/2022 8:44 AM
47	Accessibility for students	9/22/2022 8:01 AM
48	Equity Community building small neighborhood schools innovation	9/22/2022 7:27 AM
49	Keep it simple, one building. Make it so it has two halves: PreK-2 and 3-5.	9/22/2022 7:02 AM
50	The new school(s) should provide an environmentally safe environment as well as flexible and ample spaces for optimal learning. We have all the dedication, we just need to proper space to provide the best for our students.	9/22/2022 6:16 AM
51	Inclusivity, accessibility, class size, safety, quality education	9/21/2022 7:52 PM
52	Equity, accessibility, physical activity	9/21/2022 4:47 PM
53	Equity	9/21/2022 4:27 PM
54	Respecting the needs of all families and their ability to access school resources is important.	9/21/2022 3:58 PM
55	The health and safety of the staff and students. I think the cost of land (ie. land we already own should be utilized before looking elsewhere and looking to repurpose land that is being used for other things.	9/21/2022 3:18 PM
56	Consideration for a sustainable future and decrease on environmental impact, including a location that encourages foot and bike commutes, decrease the impact on wildlife and natural resources and limit impact on traffic at school starts and dismissals.	9/21/2022 3:17 PM
57	The number of students it intends to serve (and the capacity for more/fewer students if population fluctuates). The accessibility for those students to get to school - walkability is not feasible for all no matter the situation, but how long will students be on a bus if there is a single school? How will traffic in an already busy downtown be impacted if there is a single school	9/21/2022 2:56 PM
58	Unity, and equality	9/21/2022 2:56 PM

Q4 When you think about an elementary school, what are the characteristics, features and priorities that are important to you? (Educationally, economically, environmentally, other?)

Answered: 57 Skipped: 2

#	RESPONSES	DATE
1	Community based. Accessible spaces. Environmentally constructed and maintained.	11/4/2022 11:12 PM
2	Strong leadership is essential in any school. Teacher attitudes toward their work and their administrators are more positive in small schools than in large ones. Levels of extracurricular participation are much higher and more varied in small schools than large ones. In our current elementary school size, with our youngest learners, we are able to provide a variety of learning opportunities - plays, concerts, older students as role models to younger. A small school is able to support minority and low-SES students, where families feel safe in sharing some of their hardships. These important relationships between day to day happenings, extracurricular participation, evening events promotes positive relationships, attitudes and social behavior.	11/4/2022 9:16 PM
3	Safe and secure building Clean air Access to services that fulfill basic needs Appropriate spaces (classroom, playground, pull out spaces, etc) to play and learn Connectedness to the community Quality, structured instructional programs for literacy and math and spaces/materials/staff that support this.	11/4/2022 7:15 PM
4	Students first in all decisions Small school size Small teaching teams (supported by research as more effective for learning achievement and social emotional well being.)	11/4/2022 3:26 PM
5	I think all too often time is put into what a school likes like architecturally on the outside. More important to put time and focus into the spaces that will directly impact ALL kids. Bigger gym spaces are a MUST, kids need to move.	11/4/2022 2:10 PM
6	Flexibility in educational space and in teacher/student ratio; access to outdoor learning; school safety	11/4/2022 1:39 PM
7	To prepare students for both life as children in Ipswich, modern technology and enough space to do that. Small classes can be achieved in any setting, large or small. Friends can and will be made in either setting. It needs adequate WIFI to meet the needs of tomorrow. It needs ergonomic seating and desks/tables. Classrooms should be large enough for a variety of learning experiences, but not so large that a young child can get lost. One school would better fit the desires for a controlled budget for several reasons, one being that there is one HVAC system, we have the potential to drop office staff and equipment. Administration could ensure that all of the students of Ipswich are learning the same curriculum in the same way, rather than the current approach where it is possible to determine where a student came from by how they "do" certain subjects.	11/4/2022 7:59 AM
8	community, support, services, accessibility, equity, sustainability, INNOVATIVE PROGRAMMING	11/3/2022 2:44 PM
9	What is best for the child. Academically and emotionally. What kinds of space(s) will facilitate growth of the whole child?	11/2/2022 11:33 AM
10	Education, environment	11/2/2022 10:28 AM
11	Open environment for activities/rehearsals	11/2/2022 10:10 AM
12	Safety. Spacious classrooms with natural lighting, outdoor classroom space, accessibility (in addition to handicap accessibility; closeness of younger grade bathrooms to classrooms). Grade community (ie pods in middle school building)	11/2/2022 9:46 AM
13	Appropriate spaces to learn and explore. I love the walking field trips from Winthrop. The nature opportunities are important too.	10/31/2022 2:45 PM
14	Safety - Building designed for the needs of our ever changing student population and their	10/31/2022 1:50 PM

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health and designed to protect them in the event of an intruder (please don't follow the trend for glass walls) Flexible learning spaces that can adjust based on the students and the trends of the future. Economically affordable for the town.

15	Equity	10/31/2022 1:01 PM
16	This is a very brief overview. 1- buildings designed for the future, with ability to be flexible, Finish!!! 2-group learning areas. 3-as environmentally friendly as possible. 4-economically efficient (1 school format) 5-designed to be built in a large enough area, (Bialek park probably)	10/31/2022 12:38 PM
17	Geographically located to minimize bus-riding time - I know it's unlikely, but I support two schools. EQUITY for all students in Ipswich - that all students have access to the same resources that meet their needs. Sufficient space for instruction in small and large groups, outdoor spaces Healthy spaces - clean and sanitary Carbon neutral buildings, built-in sustainability Building security	10/31/2022 8:30 AM
18	Innovation and collaboration (technology), bright and welcoming, safe, culturally diverse, comfortable (space)	10/30/2022 9:07 PM
19	Health and safety (both physically and social-emotionally), accessible, flexible, and inclusive work spaces for all learners (with specific reading to academic, speech, OT, PT, behavior, health, and counseling services), and an innovative, sustainable building(s).	10/30/2022 7:30 PM
20	We need a comfortable and safe place for students to learn. Our buildings are old and yes, we make do with what we have but it's really not the best environment for learning. My son is moving to a new building in his district and he is amazed at how it has energized his fellow teachers. They can't wait to move together and have this new environment for learning. They are combining two elementary schools as well.	10/30/2022 2:42 PM
21	Appropriate space for learning - updated! We need storage, more electrical outlets and more bathrooms for adults and children!!!!	10/29/2022 4:27 PM
22	A true community space that students and families can feel connected to. An place that will prioritize the health and safety of all who are in the building(s).	10/29/2022 2:00 PM
23	Flexible teaching spaces As "green" and environmentally forward thinking as possible with fiscal responsibility	10/28/2022 4:54 PM
24	Enough rooms so that speech can have a testing and therapy room that is not shared with others and are always available to them! Bathrooms in/attached to the preschool rooms! ABA spaces that are only used for this learning	10/28/2022 4:40 PM
25	Space for all students and their different learning profiles, if student needs and/or population changes occur the building does not hinder teacher's ability to teach in safe spaces (least restrictive)	10/28/2022 3:42 PM
26	Small classrooms, more teachers, more building space for STEM activities and resources. A building that is built around community togetherness.	10/28/2022 2:53 PM
27	Walkability is of huge importance; so many more families could walk to Winthrop than can actually send their children here. Though Doyon is a beautiful site, the economic and environmental impact of bussing all elementary students is a huge problem for me, not to mention the length of time students would spend on buses. Having to bus all students would prevent students without transportation problems from participating in school events as well.	10/28/2022 2:20 PM
28	Something that has state of the art facilities - gym, library and pool, if possible. I do think we should push the town in the direction of 1 school at the Doyon site since it does not seem financially feasible to have 2 schools.	10/28/2022 1:59 PM
29	-A small community where people are familiar with each other -The number of students per class and the amount of special education support; the number of support staff and the ability to extend support to those who need it -Small grade level teams to support meeting times	10/28/2022 1:34 PM
30	A warm, welcoming, and supportive environment for both students and staff. Availability of resources and facilities for all families.	10/28/2022 1:27 PM
31	I think the new building should provide classroom where teacher of the same grade level can more easily work together.	10/28/2022 1:21 PM
32	The Successful Habits of Mind	10/28/2022 1:16 PM

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33	At this writing I am consumed with thoughts regarding the physical plant. After several days of rain we once again had multiple leaks. The gym floor became a dangerous place for children to run and as I look at the walls where the leaks occur I wonder what is growing there! Heat, or lack of, is a constant as we deal with an old heating system that is cantankerous at best!	10/28/2022 12:54 PM
34	Equity & consistency for all	10/28/2022 12:49 PM
35	Collaborative spaces, gardens for environmental education	10/28/2022 12:44 PM
36	The principal and teachers can really get to know kids and families.	10/4/2022 6:16 PM
37	Welcoming, inclusive, supportive of families. Dedicated teachers using research-based programs. Top-notch reading, writing and math programs. Reliable technology to enhance learning. Special educators trained/certified in intervention programs. A place where diversity is celebrated and respected.	9/26/2022 10:20 PM
38	Bright colors, lots of windows, classrooms and spaces that students can make their own, and learn without an audience.	9/26/2022 4:27 PM
39	creating a cohesive community within the different classes/collaborative, library in a prominent location, safety, ability for teachers to collaborate/work together to ensure all students are receiving the same education	9/26/2022 3:10 PM
40	equity, access, safety, consistency	9/26/2022 11:49 AM
41	I'd just be happy to be warm and dry; in an environment free from mold.	9/22/2022 2:03 PM
42	The school needs to include a layout that fosters education for all learners. Most importantly, we need to make sure the location and transportation meets the needs of our economically disadvantaged population.	9/22/2022 1:27 PM
43	- Sense of belonging - Equitable access for all students and families - Sustainability-minded - A strong, collegial climate for and with educators - An environment of learning (including for adults) - Joy, creativity, mindfulness and play!	9/22/2022 1:00 PM
44	Elementary education builds the foundation for a lifetime of learning. Having a space that positions the district to offer state-of-the-art facilities to its students is essential to keep pace with other high-performing districts and to ensure that Ipswich continues to attract outstanding educators and families. Construction of a new school will impose a tax burden on the local community, but the benefits, some of which are intangible (e.g., the fostering of well-rounded citizens), make the undertaking a worthwhile endeavor.	9/22/2022 12:22 PM
45	A positive and bright environment. Students should feel safe and comfortable in their environment when in school.	9/22/2022 8:44 AM
46	Small class sizes, safety, plenty of space for art and gym and play, many bathrooms close by for little ones	9/22/2022 8:01 AM
47	accessibility to all without special arrangements (that often feel stigmatizing)for low income accessibility to all languages by providing translators sustainable design GREEN buildings conveniently located within walking distance to most of the school population	9/22/2022 7:27 AM
48	Design the school to maximise collaboration and learning like the MS/HS.	9/22/2022 7:02 AM
49	As indicated above, having an environment that is safe (free from mold, damp, leaks, and potentially hazardous materials such as asbestos) is critical. Also, having flexible and ample spaces for students to learn and to provide teachers options for teaching. We are all dedicated educators and can do our best work given the physical space needed to educate our students. Having clean air at seasonably comfortable temperatures will make a huge difference to both staff and our students.	9/22/2022 6:16 AM
50	Inclusivity, accessibility, class size, safety, quality education, adequate outdoor play space, adequate interior space for related arts, cafeteria and library spaces.	9/21/2022 7:52 PM
51	Large gymnasiums (kids need more space as they learn to move, skills get refined as they age to handle smaller gyms) This has been backwards in Ipswich for generations- it's inexcusable to keep them cramped like gerkins. Small learning environments for small group work, flexible seating Plenty of outdoor space for PE classes, exploration, recess and environmental lessons. Playgrounds should be additional accessible space to properly develop movement skills. Not every piece needs to serve every kid...it should be diverse	9/21/2022 4:47 PM

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52	Safe, updated technology, outdoor space	9/21/2022 4:27 PM
53	1. The size of a school is important. A small school provides a more nurturing environment for younger students. 2. The location of the school should allow access for families in all socio-economic groups. 3. Unique school culture should be valued as it applies to both teachers and students.	9/21/2022 3:58 PM
54	making sure that it is accessible, that there is enough special education spaces, that there are flexible places that can be used as the population changes year to year.	9/21/2022 3:18 PM
55	a healthy environment, fresh air, big windows, appropriate outdoor spaces for recess and curriculum, such as science exploration	9/21/2022 3:17 PM
56	Classrooms that have some ability to convert into other rooms/spaces as needed. There are always too few offices for support staff, more is better! If you have the space, allocate it now, in the design process. The needs will change and the more space we have to play with will help future-proof the facility.	9/21/2022 2:56 PM
57	One school, possible mixed geographical areas of Ipswich into pods to create a smaller class setting. Lots of green space. Steam/flex areas.	9/21/2022 2:56 PM

Q5 What questions should the School Committee be asking as it moves through this process for site selection and number of schools?

Answered: 52 Skipped: 7

#	RESPONSES	DATE
1	How will people get to and from school and in what time.	11/4/2022 11:12 PM
2	How are you meeting the needs of all families, all socioeconomic statuses that make up Ipswich? Is the site/school accessible? Is it sustainable to maintain the necessary transportation needs? We are currently having bussing issues, are you aware of this? How long will students be on a bus? Are you concerned about traffic? Are educators interested in working in a large school? We are currently struggling with staffing and often there are not enough substitutes to cover the current needs. Are you aware of this? Are you concerned this will continue? Is there a plan to figure this out? Have you visited a large school? Have you considered polling students?	11/4/2022 9:16 PM
3	First and foremost, what is best for the children of Ipswich? (School size, class size, location, access to services, etc.) How will economically disadvantaged families be able to connect and participate in their child's elementary school experience?	11/4/2022 7:15 PM
4	How much input do educators truly have on the decision? How is our feedback being used to guide project decisions?	11/4/2022 3:26 PM
5	If it is two schools does it make sense to have a k-2 and 3-5 building to help better connect curriculums and align. If it's one school how do we design a school that still feels small enough not to overwhelm the younger kids, while also making sure you don't cut corners in the consolidation process. (i.e. cafeteria, library, gym spaces, outdoor areas that will be able to properly educate double the numbers being in a building.	11/4/2022 2:10 PM
6	How does this impact class size? Is this fiscally responsible? Does this model create unity in our community and curriculum?	11/4/2022 1:39 PM
7	What is the best model. While the above represents cost savings, is that the best setting? Could "small" be achieved by a "house" school set up within a larger campus?	11/4/2022 7:59 AM
8	What will the voters of Ipswich support? One school vs. two schools and location	11/3/2022 2:44 PM
9	What kinds of spaces would facilitate high quality learning? What spaces do we not have now that we need? How can we maintain small class sizes? How will we support students and families to participate in school based events if held at a remote based school? Late busing to support student involvement in after school programming if at a remote based school. What features to the current schools have that the teachers, administrators and families want to maintain in a new building(s)? Spaces for staff to meet, eat and convine during the school day without students.	11/2/2022 11:33 AM
10	Making sure that there is general consensus for this to finally happen as our elementary schools are not healthy	11/2/2022 10:28 AM
11	How to provide a modern environment for our students lessons.	11/2/2022 10:10 AM
12	If one school; how can we keep the "small school feel". The middle school is a great example of how a large building can still have small community feeling with their pods.	11/2/2022 9:46 AM
13	What location and plan can benefit the most students. Not giving preferential treatment to a select few.	10/31/2022 2:45 PM
14	What is best for the students?	10/31/2022 1:50 PM
15	What plan is equitable, in the best interest of students & will be supported financially by the town.	10/31/2022 1:01 PM
16	Not sure right now.	10/31/2022 12:38 PM

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17	What does the research say about the impact of school size on student learning?	10/31/2022 8:30 AM
18	What do we want our youngest students to have and who do we want them to be when they leave elementary school? What experiences do we want to provide them with? Does this decision take into account, benefit, and/or support all students and families in a myriad of ways?	10/30/2022 7:30 PM
19	They should look at what makes more sense for students, not for parents. Our town is growing by leaps and bounds. We need to get everyone on board.	10/30/2022 2:42 PM
20	Be careful not to prioritize cost above all else.	10/29/2022 2:00 PM
21	What is best for students?	10/28/2022 4:54 PM
22	What would work best for students?	10/28/2022 4:40 PM
23	What is best for ALL students of Ipswich not just a select few.	10/28/2022 3:42 PM
24	Are the classrooms designed and built for innovative learning? Are there spaces that promote whole-child learning and social skills? Were teachers included in this vision?	10/28/2022 2:53 PM
25	How long is too long each day for a student to sit on a bus? What is the likelihood of being able to retain enough bus drivers when all students need to be bussed to school? What do students lose when they can longer walk to library programming after school, or stay after school when their parents don't have cars, etc...? Also, if you look at outcomes by state, the states with bigger schools tend to produce the worst outcomes for students. The small neighborhood school model is the norm in states (like Massachusetts) with positive outcomes and high achievement. If you plan (like last time) to promote the more cost effective large school model, what do you plan to do to counteract the loss of a neighborhood feel and personal touch? To bring the large numbers down to a human scale, make sure students don't fall through the cracks?	10/28/2022 2:20 PM
26	I think the School Committee needs to tell the community how much money each scenario would cost. Being upfront with how much building 2 schools vs 1 school costs helps people shift their thinking and allows them more time to buy into the project.	10/28/2022 1:59 PM
27	What are the benefits to the smaller school? If there needs to be only one school, where can we provide students with adequate outside space to support their play time and the earth science curriculum? Will we lose/gain staff based on the number of schools? Will moving to one school impact students (in a negative or positive way)?	10/28/2022 1:34 PM
28	If there were one elementary school on Doyon's site, how would families that don't drive access those facilities, especially on weekends/holidays/after school?	10/28/2022 1:27 PM
29	How well does this building project help teachers to coordinate and collaborate on curriculum?	10/28/2022 1:21 PM
30	What path will lead us to a more cohesive approach to the Successful Habits of Mind and curriculum alignment.	10/28/2022 1:16 PM
31	Ipswich is a HUGE town in terms of land mass. I would like to see a location that makes fiscal sense and not be based on whether someone can walk to school. I am hoping that School Committee considers safety (not next to railroad tracks), open space for play, outdoor classrooms, etc., traffic concerns, etc.	10/28/2022 12:54 PM
32	What is the max capacity of the school? How will the layout of the school allow grades and staff to work together?	10/28/2022 12:44 PM
33	Is it better (for kids) to have two smaller schools that really know their families, or one larger school, that may be cheaper or more efficient, but less personable.	10/4/2022 6:16 PM
34	How can we provide the best education possible to the children of this town at the most reasonable cost? Can this be done by building one school? If so, there is no justification for having two separate schools.	9/26/2022 10:20 PM
35	How are students that walk able to get there safely? Will this impact commute of teachers/staff? Is there enough land for out door space to learn and play?	9/26/2022 4:27 PM
36	What is the best way to allocate resources to benefit the needs of all students?	9/26/2022 3:10 PM
37	What are the advantages/disadvantages of two schools? What are the advantages/disadvantages of one school? What voices are heard the loudest in the	9/26/2022 11:49 AM

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	discussion? And what voices are silenced?	
38	How would bussing be affected; how would families without cars have access	9/22/2022 2:03 PM
39	What would best serve the district's students and families so that all have equal access to a high-quality education in a safe, sustainable learning space?	9/22/2022 1:00 PM
40	My humble suggestion would be to consider future needs in addition to those of the near term. By that I mean that it's important to consider what's best for students who may not be in school yet. Can we predict, with some measure of certainty, what those students will require in the years to come?	9/22/2022 12:22 PM
41	I can not think of anything off the top of my head other than the fact that not everyone will agree with number or location but to not let that stop the process.	9/22/2022 8:44 AM
42	What works well in Doyon or Winthrop that we can replicate in a new building/buildings? What doesn't work that we should avoid or improve upon?	9/22/2022 8:01 AM
43	Will the voters support a new building(s) initiative? Do voters prefer one or two school buildings? What is best for children large or small school?...not what is financially best, but what is researched based findings on small and large school buildings	9/22/2022 7:27 AM
44	We know that each of the elementary schools have a distinct personality, which they should, and neither one is better than the other. That said, as much as having two schools in Ipswich would be ideal, it does not seem feasible moving forward. Which school gets done first? The other school will then wait for at least 6, 7 years before it gets redone. There is truly no time for that and the fixes that would be required to keep the second school propped up would be financially painful and some of the problems simply can't be fixed. We are busting out at the seams and there are only so many creative solutions when reconfiguring spaces for our ever-growing population, only so many new walls to divide a space into two or three new spaces. What we have not is now sustainable.	9/22/2022 6:16 AM
45	I'd love the idea of grade level schools (ie: pre-K through 2nd, and then 3rd through 5th) at different locations if there will be 2 elementary schools, or split sections if there will only be 1 elementary school. This will make the transition to middle school that much easier.	9/21/2022 7:52 PM
46	What best serves the largest population without sacrificing other town spaces (ie...ruining Bialek causes a ripple effect eliminating sports fields, skate park etc) What could our population look like in 20+ years- we outgrew the MS/HS building in ten years, now we don't have proper spaces for SPED and courses like electives that 21st century kids need	9/21/2022 4:47 PM
47	What is the site and configuration that the majority of the town will get behind? What decisions and choices can be made to benefit ALL Ipswich students?	9/21/2022 4:27 PM
48	What will be gained/what will be lost re: school culture if the schools are combined?	9/21/2022 3:58 PM
49	they should really be thinking about how we can use the land we already own (ie. Doyon best to make the best school.)	9/21/2022 3:18 PM
50	Pros and cons of multiple schools, costs, time line, possible locations.	9/21/2022 3:17 PM
51	How will a single school affect staffing and the needs of district employees	9/21/2022 2:56 PM
52	If one school is not decided upon, how will the buildings be repaired and will they be done at the same time?	9/21/2022 2:56 PM

Q6 What information would be helpful for you to have to decide whether to support a new project?

Answered: 52 Skipped: 7

#	RESPONSES	DATE
1	Location location location. I support one big school if it was in the right location. Two smaller schools if they are too far out of town	11/4/2022 11:12 PM
2	Understanding the thought process of the SC... Are you really considering the pros and cons of keeping the two schools in our community? Is it more about the price tag of two schools and feeling the need to build one large school when it isn't what is best for the smallest learners in our community? What should we value more? It's best to be transparent. I honestly would not be able to support a one school project at Doyon. There are too many obstacles and I have not heard any solutions. Is Bialek an option?	11/4/2022 9:16 PM
3	I will likely support the school building project regardless of the 1 or 2 school question, but I would more strongly support knowing that we have a location or locations that enable access for all of our students and their families. Knowing that we have a parking plan for staff and visitors. There was talk about shuttle buses, etc last time which doesn't seem realistic.	11/4/2022 7:15 PM
4	I do support a new project. I believe two school buildings would be most beneficial in supporting our students and teachers educational needs.	11/4/2022 3:26 PM
5	Do the projects actually have the focus of what is best for future kids in Ipswich, or are decisions being made and influenced politically from admin or certain departments.	11/4/2022 2:10 PM
6	Does this project allow our children to be in small classes (equally); celebrate outdoor learning; create unity amongst our educators and be fiscally responsible for all Ipswich residents.	11/4/2022 1:39 PM
7	What has the School Committee found out? What is based on actual study instead of emotional and/or nostalgic arguments?	11/4/2022 7:59 AM
8	size and location	11/3/2022 2:44 PM
9	The philosophies around the decision. Elements that were considered. Knowing that teachers had input into the physical layout and design.	11/2/2022 11:33 AM
10	Future enrollment numbers	11/2/2022 10:10 AM
11	For many members of Ipswich, especially those without children in the schools, it will come down to numbers. Is it cheaper per year to run one building or two?	11/2/2022 9:46 AM
12	If it was one school, what would the layout plan be to ensure both upper and lower elementary have adequate space but also for it to not feel too overwhelming	10/31/2022 2:45 PM
13	Continued communication on the planning throughout the process.	10/31/2022 1:50 PM
14	Information that pertains to the above information I provided.	10/31/2022 12:38 PM
15	The articles used to make the decision - one school or two	10/31/2022 8:30 AM
16	-Location of the new school (is there enough parking, playground space?)	10/30/2022 9:07 PM
17	Were teachers' wealth of information valued and sought out during the many stages of this process? Does this project result in a building/buildings where all students feel safe, cared for, noticed, and supported? Have specific logistics (classroom spaces, size and functionality of teaching teams and staff, scheduling, special education services) been considered and addressed?	10/30/2022 7:30 PM
18	I don't need any more information. I will support whatever is decided. I have taught in our beat-up building for over 20 years. I've seen enough:)	10/30/2022 2:42 PM
19	It's been frustrating to see so many issues at IMS/HS since it was built. I would hope that the	10/29/2022 4:27 PM

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building would be quality - not to the lowest bidder.

20	I fully support a new project.	10/29/2022 2:00 PM
21	If all options have been thoroughly examined and assessed for viability.	10/28/2022 4:54 PM
22	Space is a HUGE issue and really stressful for staff. Currently there is No lunch or teacher area at Winthrop, not proper rooms for special education, mold in rooms we are working in, sharing office spaces with multiple people (which is lovely, but then no where to go to have a private, quiet parent zoom or conversation)...	10/28/2022 4:40 PM
23	I don't think it's up to the teachers, this is a tax payer decision.	10/28/2022 3:42 PM
24	Knowing about class sizes and security. Is the building designed for quick and efficient evacuation in case of emergency.	10/28/2022 2:53 PM
25	I'm not sure there's specific information that would make a difference - the size of the build and the location(s) are the key selling points for me, and I have yet to encounter information that would change that.	10/28/2022 2:20 PM
26	I support a new project because I have seen the decaying school buildings. If more community members saw or were able to access what a new school looks like vs. how our schools compare, they would be more motivated to support the new project.	10/28/2022 1:59 PM
27	-Health concerns in the elementary school (mold, animals, etc.) -Accessibility across the two schools	10/28/2022 1:34 PM
28	The distance from Southern Heights to 216 Linebrook Road is 3.2 miles. At average walking speeds that would take at least an hour, and likely a good deal longer if you had small children with you.	10/28/2022 1:27 PM
29	Survey middle school teacher about curriculum differences and gaps in learning between the two sending schools.	10/28/2022 1:21 PM
30	I would support now	10/28/2022 1:16 PM
31	I would support the new project if there is a promise that all staff would continue working in the district.	10/28/2022 1:15 PM
32	I know we need a new school or schools. Money is of great concern.	10/28/2022 12:54 PM
33	I have always supported one elementary school.	10/28/2022 12:49 PM
34	Cost to community and timeline of project, use of existing schools after project	10/28/2022 12:44 PM
35	I want to support whatever plan we make.	10/4/2022 6:16 PM
36	How much does it currently cost to maintain two older schools? How much would it cost to build one new school? About how long is it expected that a new school would last?	9/26/2022 10:20 PM
37	Where will students learn while a new building is being built?	9/26/2022 4:27 PM
38	If we are only building one school, what is the long-term plan to ensure both buildings are safe and functioning?	9/26/2022 3:10 PM
39	Location, transportation (students and parents), funding	9/26/2022 11:49 AM
40	I do not need any additional information.	9/22/2022 1:00 PM
41	I will support the new project regardless, but I also feel the need to acknowledge that I am not a taxpayer in Ipswich and that my opinions are those of an educator.	9/22/2022 12:22 PM
42	That a project is actually going to happen. To put all this time in effort into the process and then it turns out we can't even get the votes to put the decision on a ballot is a concern to me.	9/22/2022 8:44 AM
43	I would like informed opinions of elementary teachers, the elementary nurses and staff, and current elementary parents,	9/22/2022 8:01 AM
44	size and location(s)	9/22/2022 7:27 AM
45	Keep it affordable and I hated the classroom design last time. You can do better than that.	9/22/2022 7:02 AM
46	Very specific time frames for both options (one or two buildings).	9/22/2022 6:16 AM

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47	I really don't need any information to support a new project. I can't imagine not supporting one based on the dire need of both our current elementary schools to be updated.	9/21/2022 7:52 PM
48	Be transparent	9/21/2022 4:47 PM
49	If the project is one school, I would need to know how a "small school" feeling would be achievable in a larger building.	9/21/2022 3:58 PM
50	How much it is going to raise my taxes as an Ipswich resident as well as a teacher, considering it is so expensive to live here as it is as a lowly teacher.	9/21/2022 3:18 PM
51	I support creations of new schools. I would like to hear others concerns and ideas. I am sure there are people in our community with knowledge about possible environmental impacts that can better speak to the concerns the town is facing.	9/21/2022 3:17 PM
52	Location.	9/21/2022 2:56 PM

Q7 What makes you hopeful or excited for Ipswich about the prospect of new project?

Answered: 52 Skipped: 7

#	RESPONSES	DATE
1	What gets me excited is the idea that maybe there could be some consensus on this and it can actually get done!	11/4/2022 11:12 PM
2	It's hard to be hopefully when it already seems that SC is leaning towards one school at Doyon which has already failed. I truly think Ipswich should keep their two schools. There are listening sessions, but I'm not sure they are hearing community concerns, not just educator concerns.	11/4/2022 9:16 PM
3	Less mold! Less leaks! Cleaner air quality!	11/4/2022 7:15 PM
4	I hope to have two buildings that can allow for safe, innovative learning. Two buildings would allow for community needs to be met (students not needing to take longer buses for new location, families able to access schools by foot).	11/4/2022 3:26 PM
5	I'm hopeful adults in the town can finally put to bed that new schools aren't about them and not hurt who the schools are actually being built for.	11/4/2022 2:10 PM
6	Children learning in a healthy environment where our staff feels appreciated and connected.	11/4/2022 1:39 PM
7	It is tough to get excited when the School Committee and town are as bitterly divided as they appear to be. Unless they can come together, objectively, this process will go nowhere, just like the last one. Meanwhile, our students continue to learn in sub-par buildings that have a myriad of issues that cannot be papered over.	11/4/2022 7:59 AM
8	The school buildings have been allowed to fall into urgent disrepair. Our community deserves better. We need repair updates or new schools.	11/3/2022 2:44 PM
9	To have elementary building/s that are not leaking, mildewy, moldy, and basically are new and healthy environment for both children and adults	11/2/2022 10:28 AM
10	Room for growth and innovation.	11/2/2022 10:10 AM
11	It will be nice to see our youngest community members in a building that is healthy and overflowing with technology opportunities and advances.	11/2/2022 9:46 AM
12	The fresh start and the community coming together	10/31/2022 2:45 PM
13	A new innovative building for our students and teachers.	10/31/2022 1:50 PM
14	I am hopeful that, this time, we will do it. It will only get worse as time goes by.	10/31/2022 12:38 PM
15	I hope our students and staff have a better space for teaching and learning, and our community will benefit long-term from new schools.	10/31/2022 8:30 AM
16	A new school that gives us more space and comfort to enhance our teaching and learning!	10/30/2022 9:07 PM
17	Students and teachers will have the ability to learn and develop in a safe, healthy space(s) that is designed for their varied and unique needs.	10/30/2022 7:30 PM
18	I am hopeful for our community to come together and make the right decision for students. I am tired of the divide.	10/30/2022 2:42 PM
19	Being able to provide a welcoming, state of the art building(s) for students, families, and faculty/staff.	10/29/2022 2:00 PM
20	A new, functional, learning space can help make quality teaching even easier and more effective in its delivery.	10/28/2022 4:54 PM
21	Space, new school(s) that are not falling apart and potentially harmful working there (mold!!),	10/28/2022 4:40 PM

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	bathrooms for preschool, appropriate rooms for pull out services	
22	I am worried about the division this town created the first time around and I hope school committee members do their job to help bridge that gap when disagreement occurs and does not divide it further.	10/28/2022 3:42 PM
23	Excited for the students to have a new school that gets them excited to learn!	10/28/2022 2:53 PM
24	I'm glad the administration and school committee is making an effort to talk to staff. Obviously Winthrop isn't in ideal condition, so the idea of a new school itself is appealing. (Granted there's plenty wrong with the middle/high school, too, even though it's far newer.) I am not particularly optimistic that a project I'll feel good about is going to come out of this process, if I'm being honest; something I could support would be a welcome surprise.	10/28/2022 2:20 PM
25	I would love the opportunity to have a school at the Doyon site that back up to Willowdale and would afford opportunities for kids to access the woods for learning. I would also hope that the school could provide the space for an after-school program or an integrated preschool that would really support families in the district.	10/28/2022 1:59 PM
26	Currently, our elementary schools are run down and at times unsafe. There is a large amount of mold in Doyon school, that is currently being "managed" by dehumidifiers. There is a lack of sealing between inside and outside that allows wildlife (mice especially) to enter the building that is currently being "managed" by teachers. The heating systems do not work and often the temperatures in the building cannot be regulated. At this moment in time, the limitations of an older building can be distracting and disruptive to learning. Additionally, as the number of families in town increases, the schools are "bursting at the seams". Doyon school is running out of space to support Pre - K to 5 students, special education spaces, and specialists. A new building would be able to support the increase in population.	10/28/2022 1:34 PM
27	New facilities, environmental controls that actually work, enough space for everyone!	10/28/2022 1:27 PM
28	Ipswich has a rich tradition of teacher leaders. The new building can provide a better space for teaching and learning.	10/28/2022 1:21 PM
29	students and teachers having access to up an up to date facility that supports their curriculum and the Successful Habits of Mind	10/28/2022 1:16 PM
30	I am seriously concerned that Doyon is unsafe. Regardless of test results the mold and mildew throughout the school is of grave concern to me and many others. With leaks popping up in new places, God only knows what is going on and growing behind tiles, walls, etc.	10/28/2022 12:54 PM
31	There are many new families in town so I would hope they see the benefits of one school - as they are not used to the 2 school divisiveness.	10/28/2022 12:49 PM
32	New space for everyone to enjoy, no division between schools.	10/28/2022 12:44 PM
33	We need a new schools. The two we have, particularly the one I work in (Winthrop) is old and outdated and unsafe. I'm glad we are restarting this process.	10/4/2022 6:16 PM
34	I would think the uniting of the two schools would result in many benefits both for the town and the students/staff.	9/26/2022 10:20 PM
35	Enough staff bathrooms that you do not have to wait or walk to another floor to use the bathroom, roof that does not leak into classroom, safe for all students and teachers, gardens, outdoor learning space, safe doors and windows	9/26/2022 4:27 PM
36	Maybe it will create more cohesion between the elementary schools, so when students come up to the middle school they will have had similar experiences. We are seeing major discrepancy in the 6th grade between students who come from one school as opposed to the other.	9/26/2022 3:10 PM
37	Safe and equitable schools for our elementary students!	9/26/2022 11:49 AM
38	Working somewhere with out buckets full of nasty water in the halls when it rains! Having enough staff bathrooms and a teachers' lunchroom. Having more space for quiet instruction for the most vulnerable students.	9/22/2022 2:03 PM
39	One school building will provide for the alignment needed to continue to build equity and collaboration for all students, families, teachers and administrators. We deserve a beautiful new school!	9/22/2022 1:00 PM

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40	I am excited for Ipswich to once again prioritize education. I was hired as a result of a previous budget override, and I plan to remain in Ipswich for the remainder of my career, partly as a way of paying back the opportunity afforded to me. Ipswich is a supportive, engaged community, and this project is a chance to reaffirm the town's academic values.	9/22/2022 12:22 PM
41	Updated facilities! We have such limited space and scheduling is a nightmare because there is no where to go if there is an overlap in the schedule.	9/22/2022 8:44 AM
42	Our kids deserve the best, and a school is an investment that always has a high ROI in the future	9/22/2022 8:01 AM
43	Sadly the town has not maintained the school buildings and they are not acceptable for our children. I hope that this new project unites voters.	9/22/2022 7:27 AM
44	I'll believe it when I see it. I was completely surprised that we passed the last override on the first try, so we shall see.	9/22/2022 7:02 AM
45	I am so excited to have a clean space which is not limiting due to environmentally questionable situations (again, mold, etc.) and to be able to really focus on doing the work that I love to do with my students,	9/22/2022 6:16 AM
46	We desperately need this for our growing community.	9/21/2022 7:52 PM
47	Hopefully the school department learned what went well and what problems were inherent in the MS/HS project. The "I'll be gone, you'll be gone attitude and the lowest bidder without accountability has caused se building issues that can never be fixed	9/21/2022 4:47 PM
48	I'm trying to be hopeful. As a long time ipswich teacher, a town resident and parent to Ipswich students the last time around was very disappointing. I wish the outcome had been different.	9/21/2022 4:27 PM
49	We have outgrown our current space, and the building is unhealthy. A clean, safe, healthy, spacious school (with room to grow) would be a game changer.	9/21/2022 3:58 PM
50	I have young children, so I am hopeful that they can benefit from a new school.	9/21/2022 3:18 PM
51	the insides of the 2 elementary schools have numerous water leaks. I am worried about the impact of water damage, mold and mildew on the health of the children and the employees in these schools. Being healthy is the most basic of necessities. Without a healthy environment, kids can't learn and employees can't work to the best of their abilities.	9/21/2022 3:17 PM
52	Hopeful out elementary schools can become one. So that there is an equality between all students.	9/21/2022 2:56 PM