

JCPS SUPERINTENDENT ONLINE SURVEY

Monday, February 17, 2025

4568 Total Responses

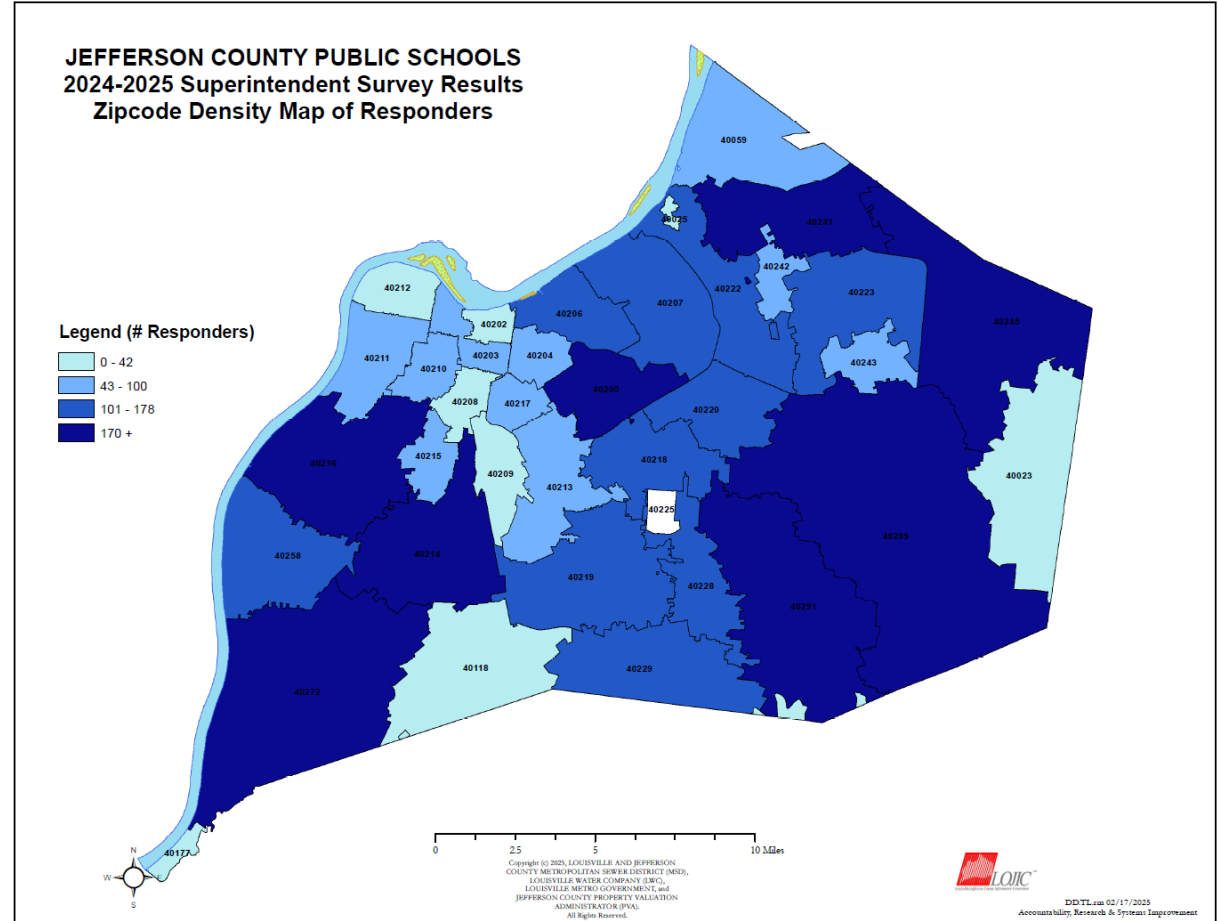
- 4339 English
- 216 Spanish
- 7 Arabic
- 3 Nepali
- 2 Kinyarwanda
- 1 Swahili

Survey Window: January 24, 2025 – February 14, 2025

Q1: Please enter the ZIP code for where you live:

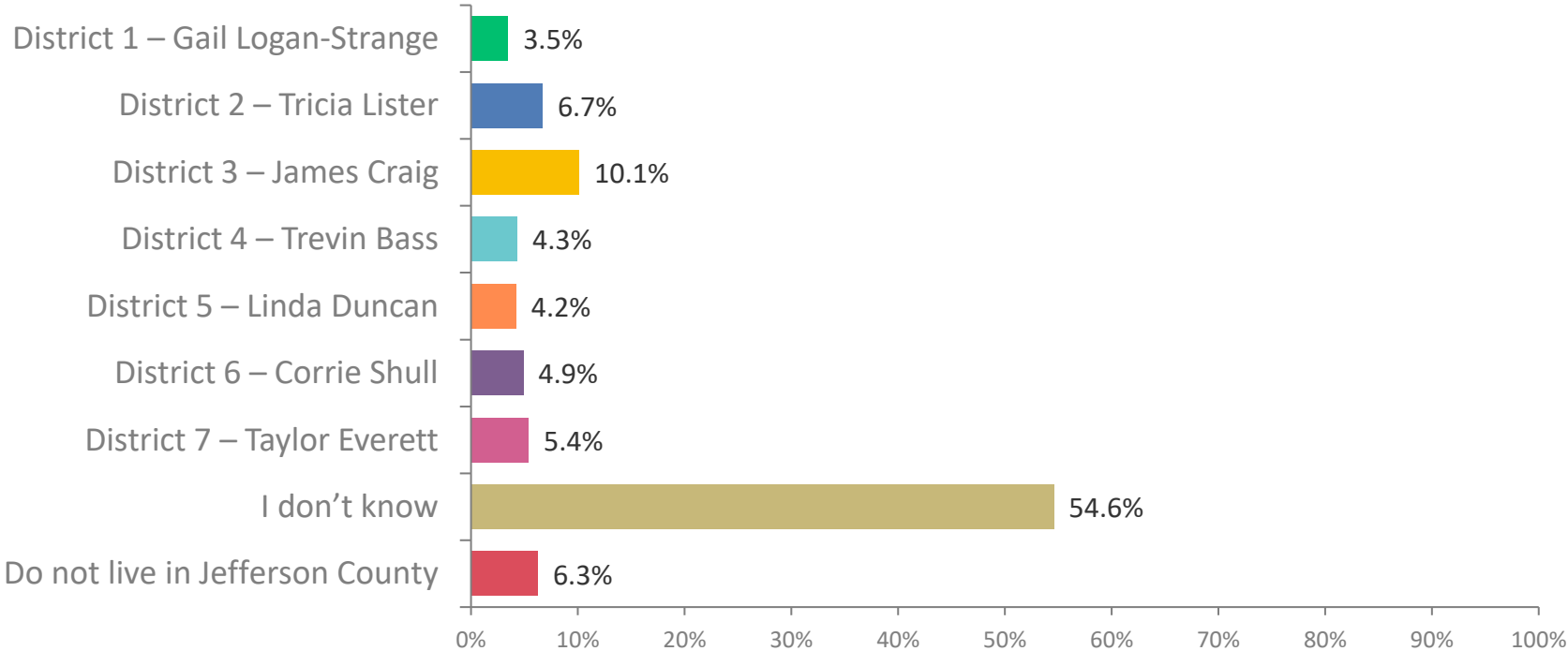
Answered: 4479

- 91% in county
- 7% out of county
- 3% didn't respond



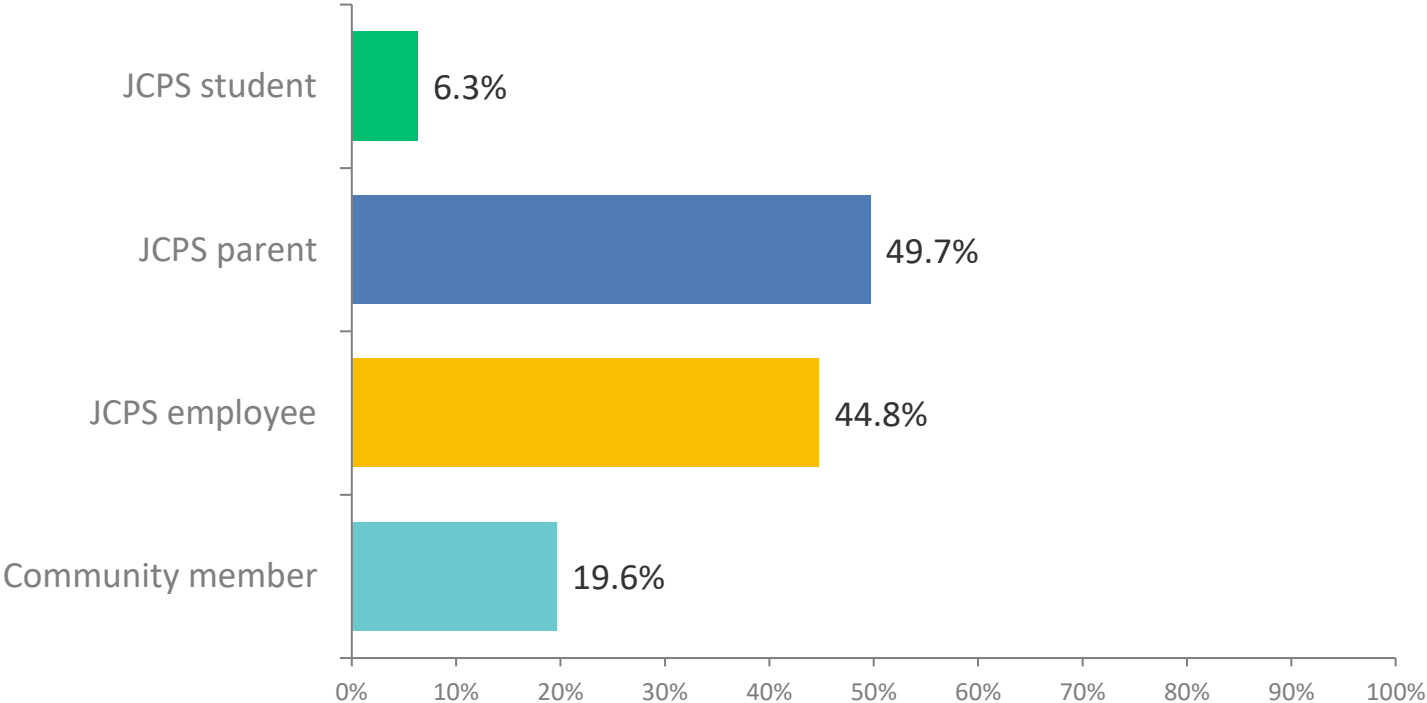
Q2: Which JCPS school district do you live in:

Answered: 4427



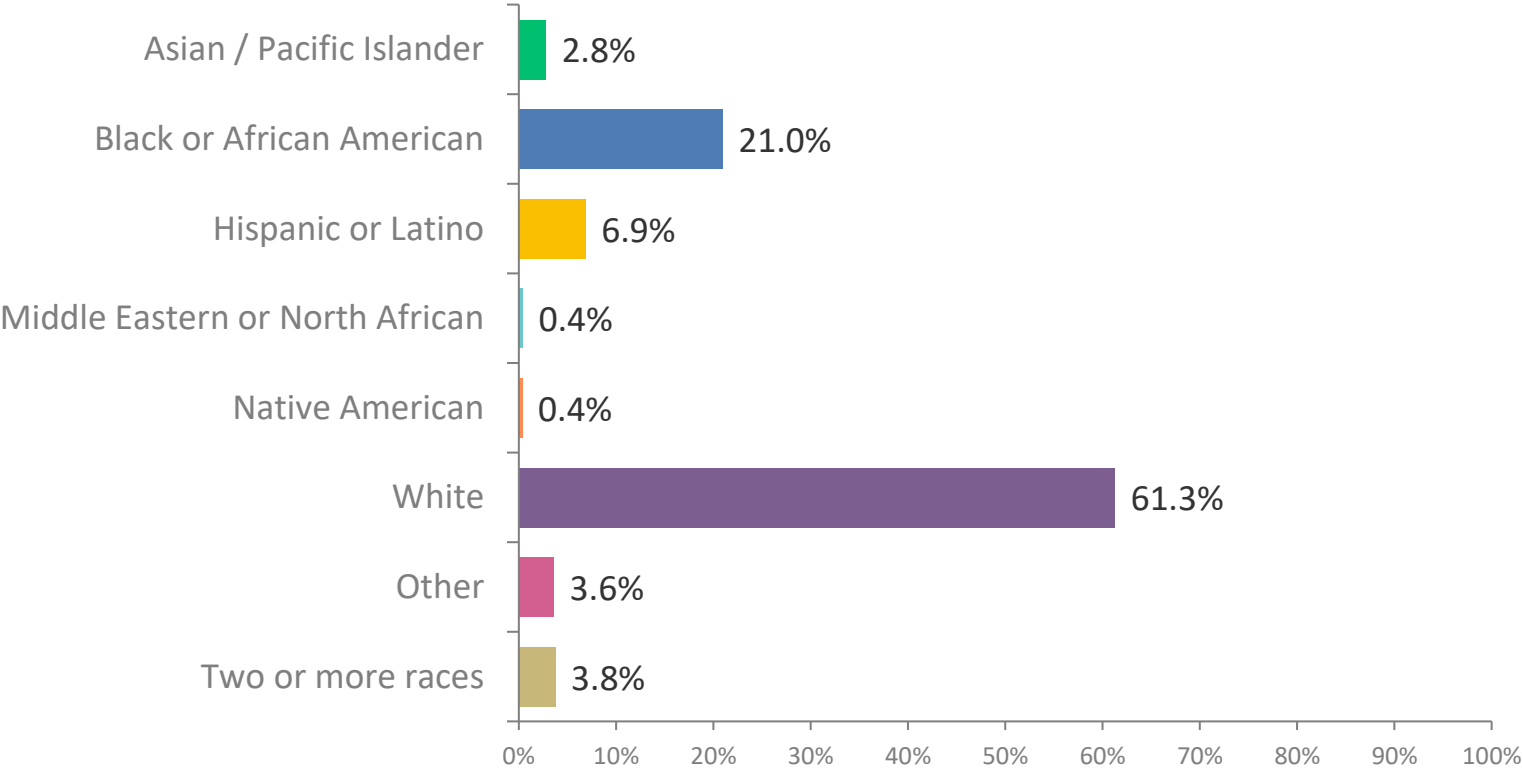
Q3: What role group best describes you (select all that apply)

Answered: 4050



Q4: To which ethnic group do you most identify?

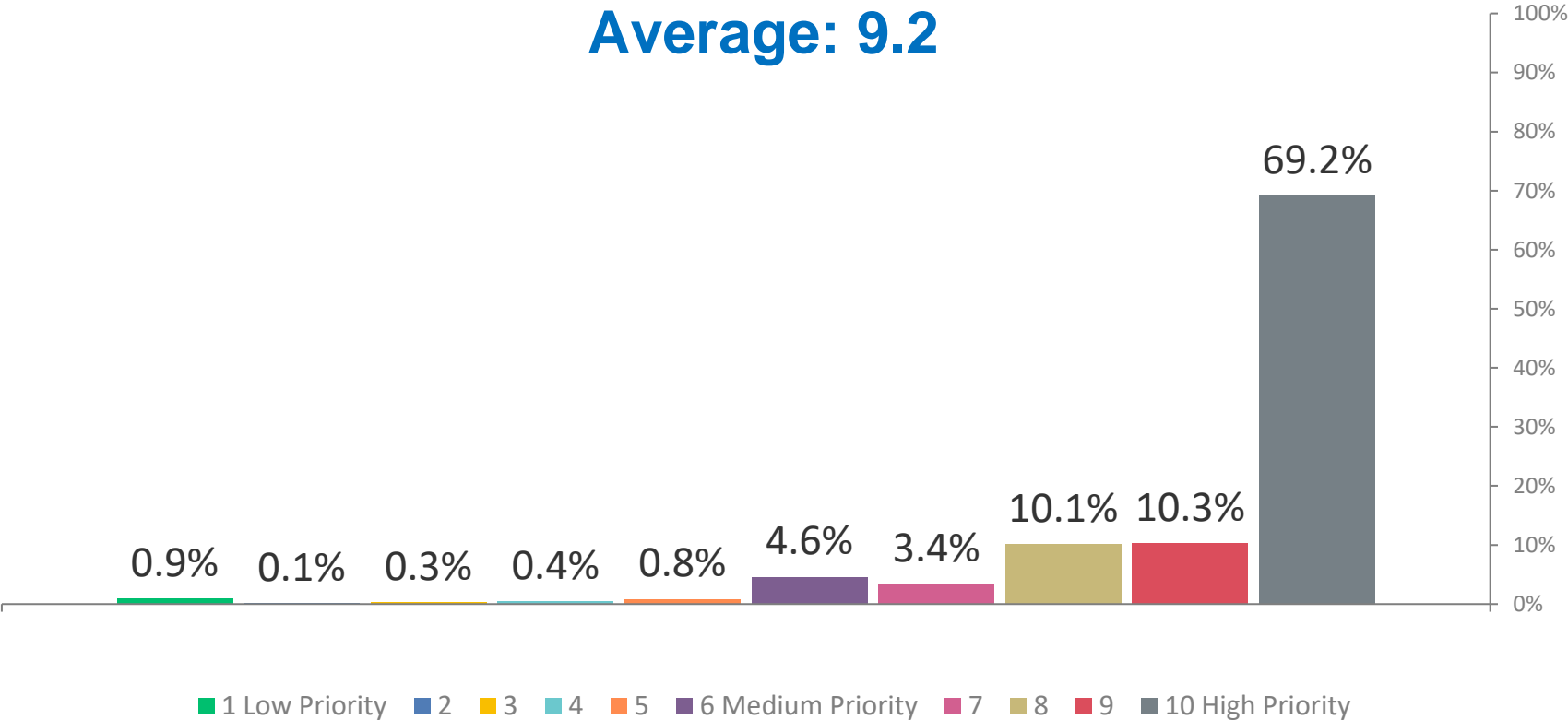
Answered: 4480



Q5: How important is the candidate's ability to promote the academic achievement of all students across the district?

Answered: 4529

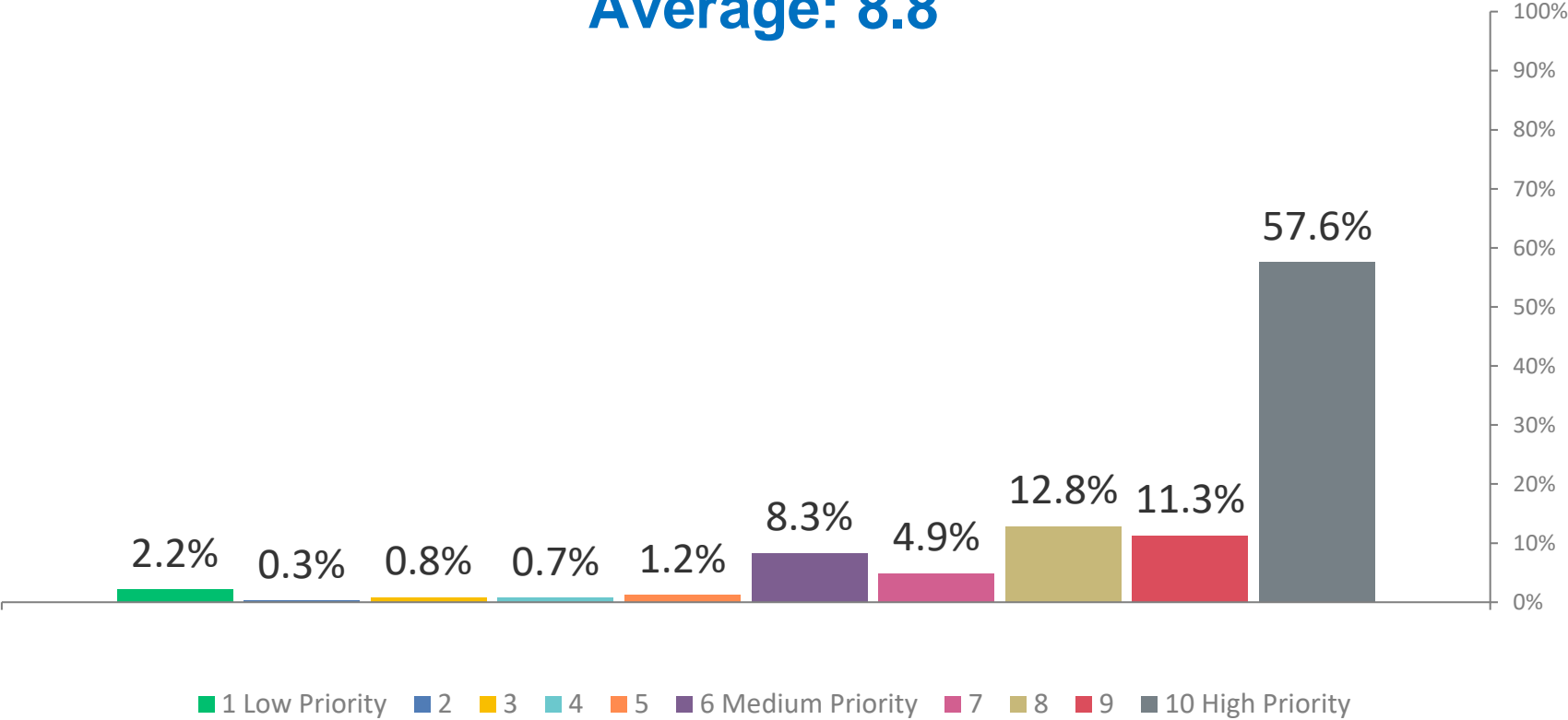
Average: 9.2



Q6: How important is the candidate's ability to promote the social-emotional well-being of all students across the district?

Answered: 4526

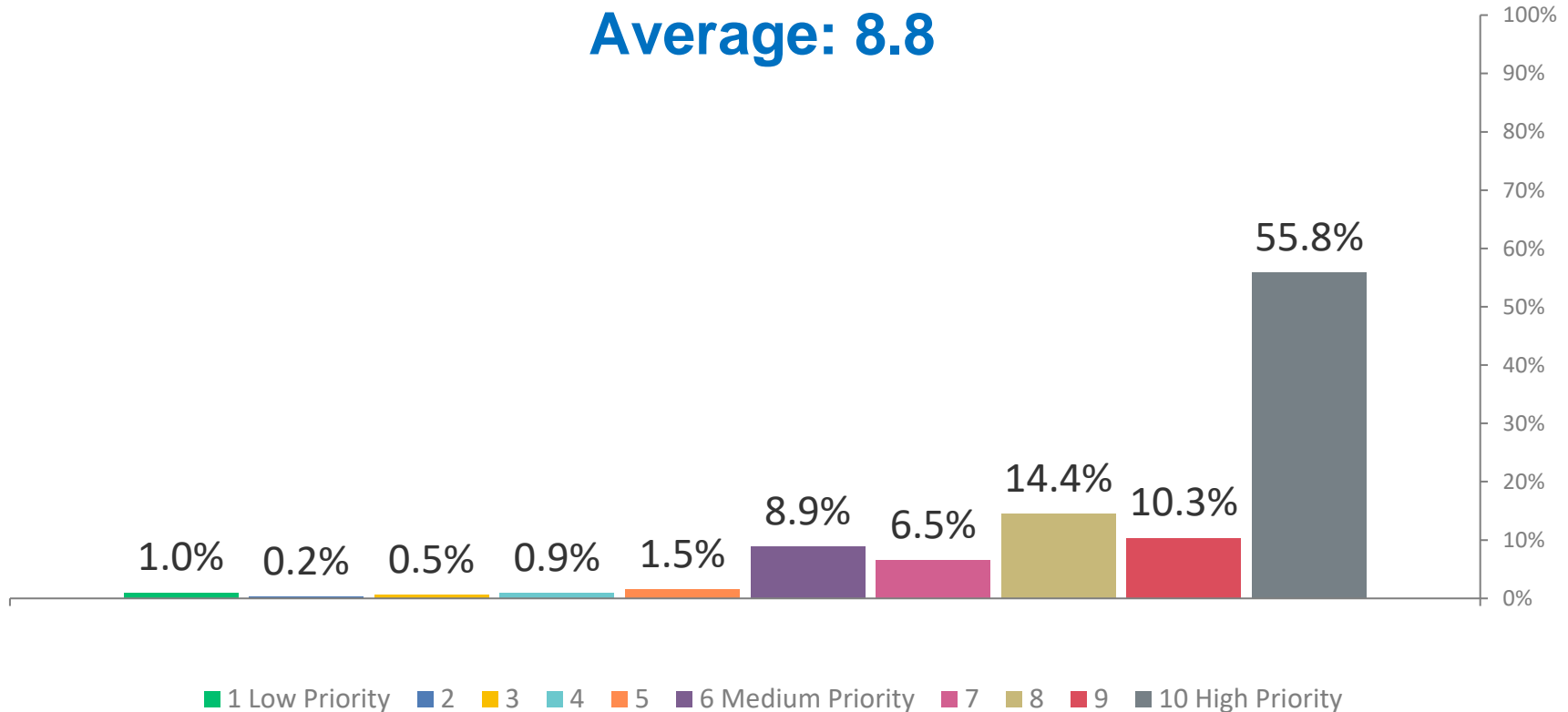
Average: 8.8



Q7: How important is the candidate's ability to improve results in lower-performing schools?

Answered: 4530

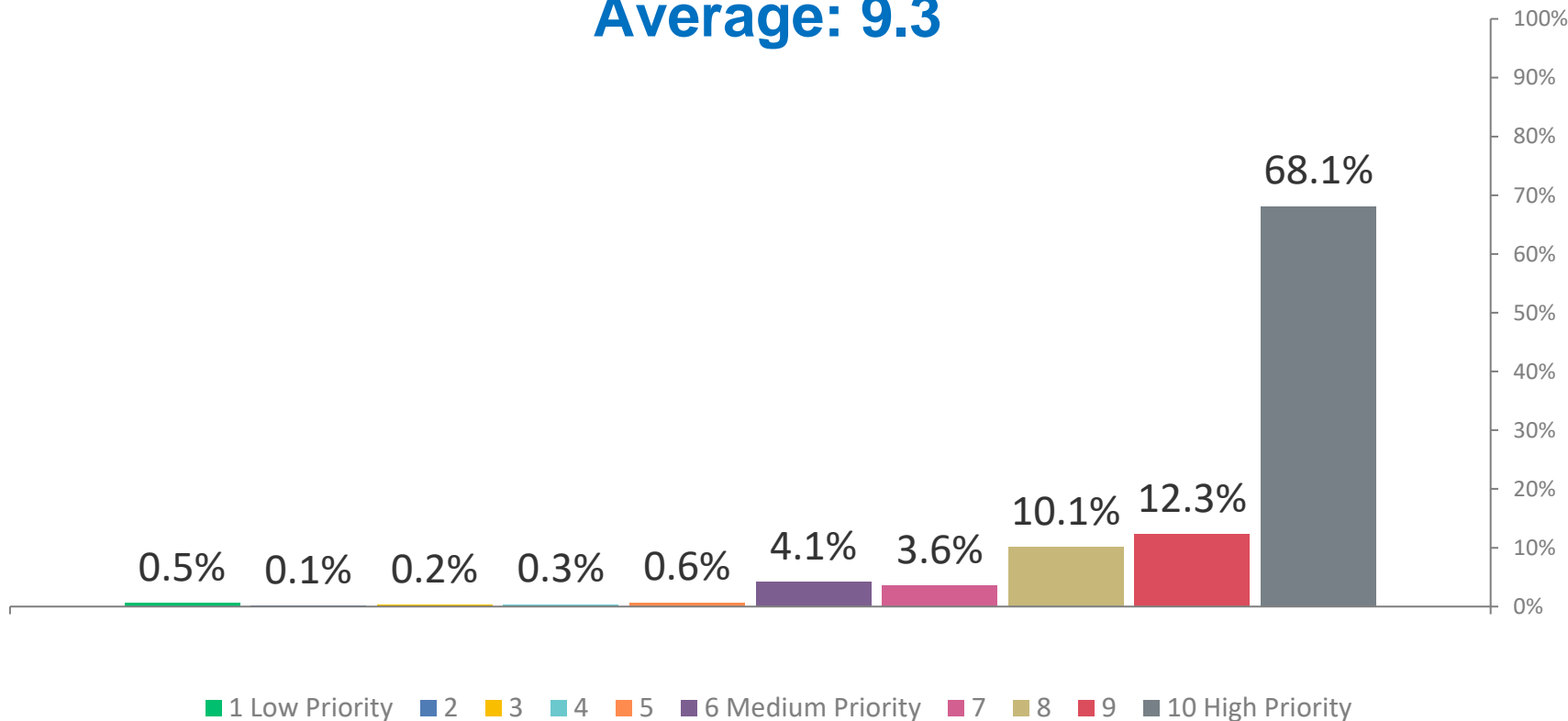
Average: 8.8



Q8: How important is the candidate's ability to lead a team?

Answered: 4529

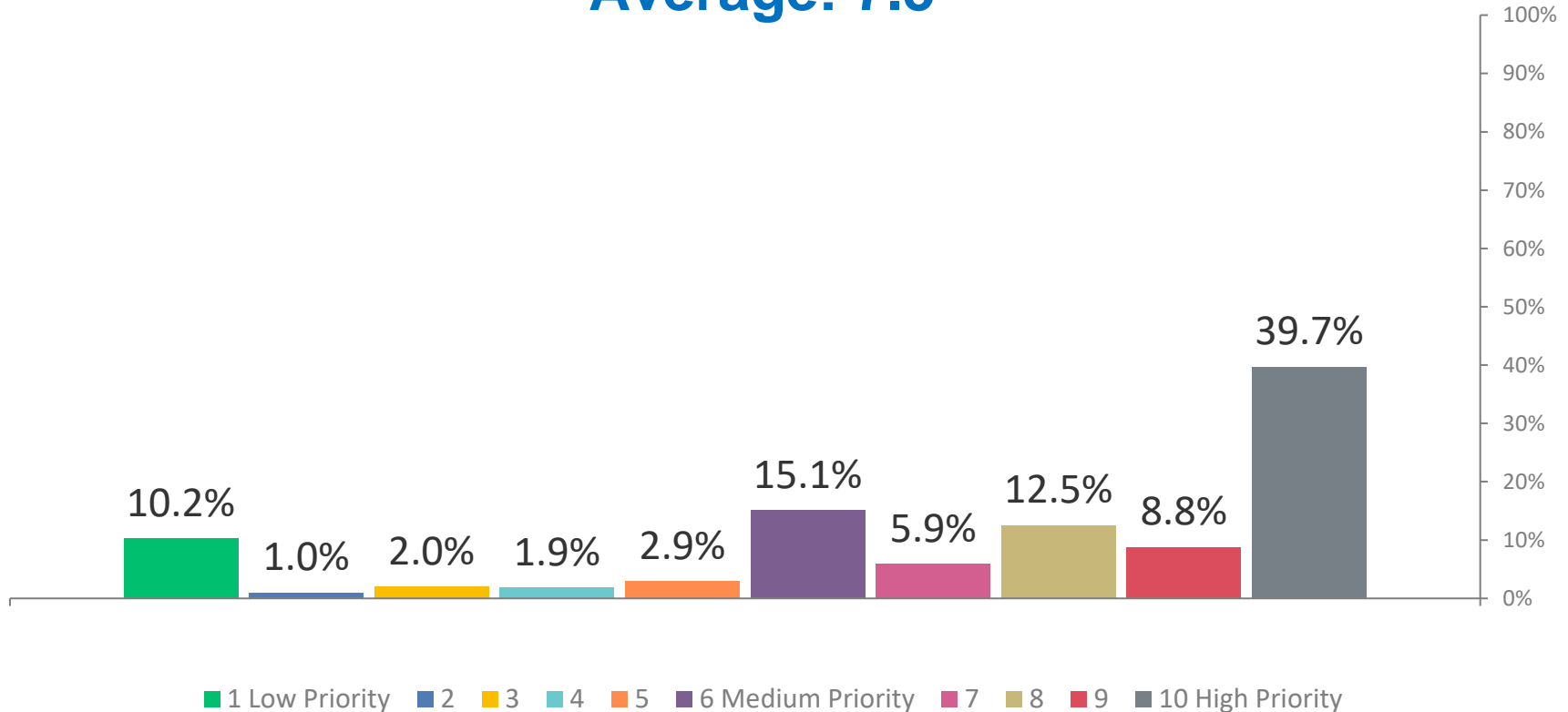
Average: 9.3



Q9: How important is the candidate's ability to implement policies to achieve staff diversity?

Answered: 4523

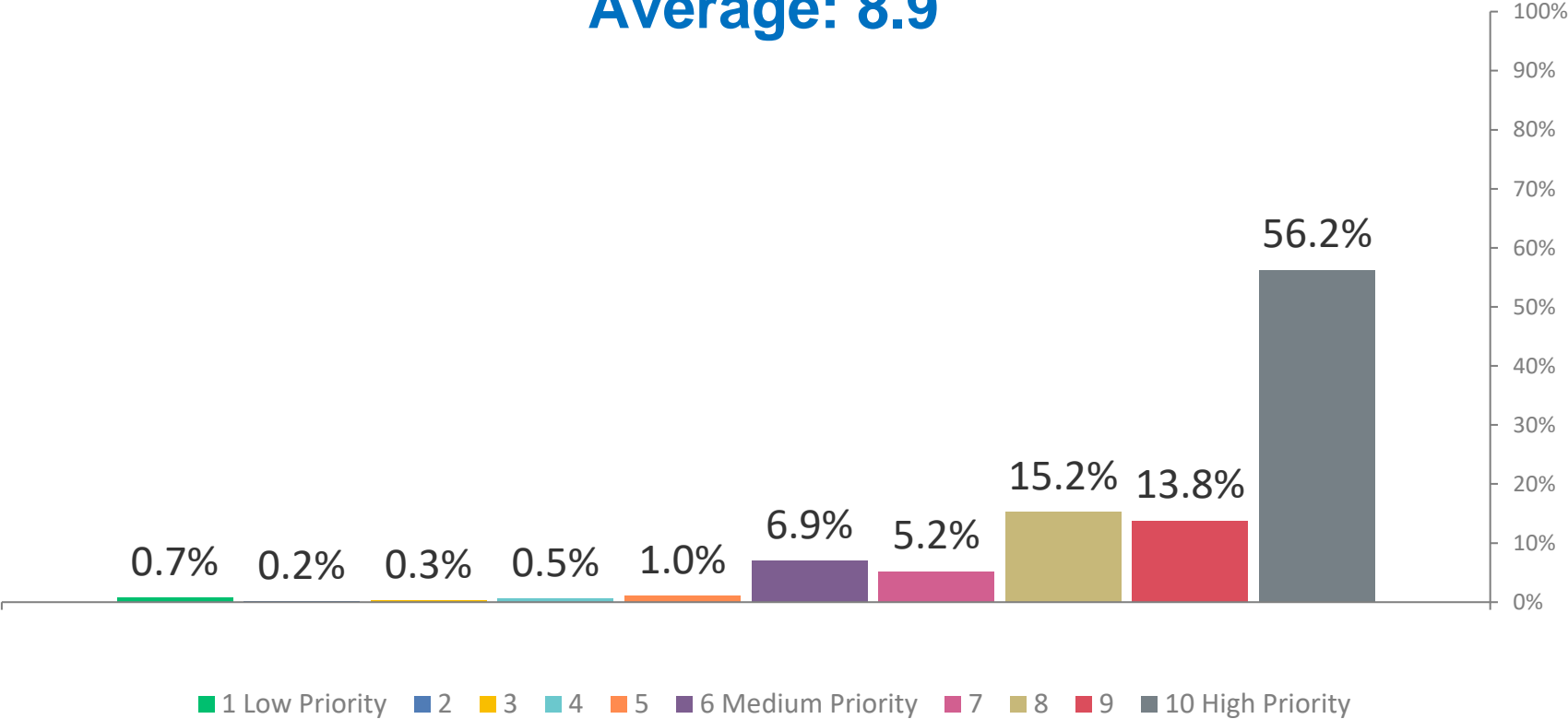
Average: 7.5



Q10: How important is the candidate's ability to recruit and retain staff?

Answered: 4524

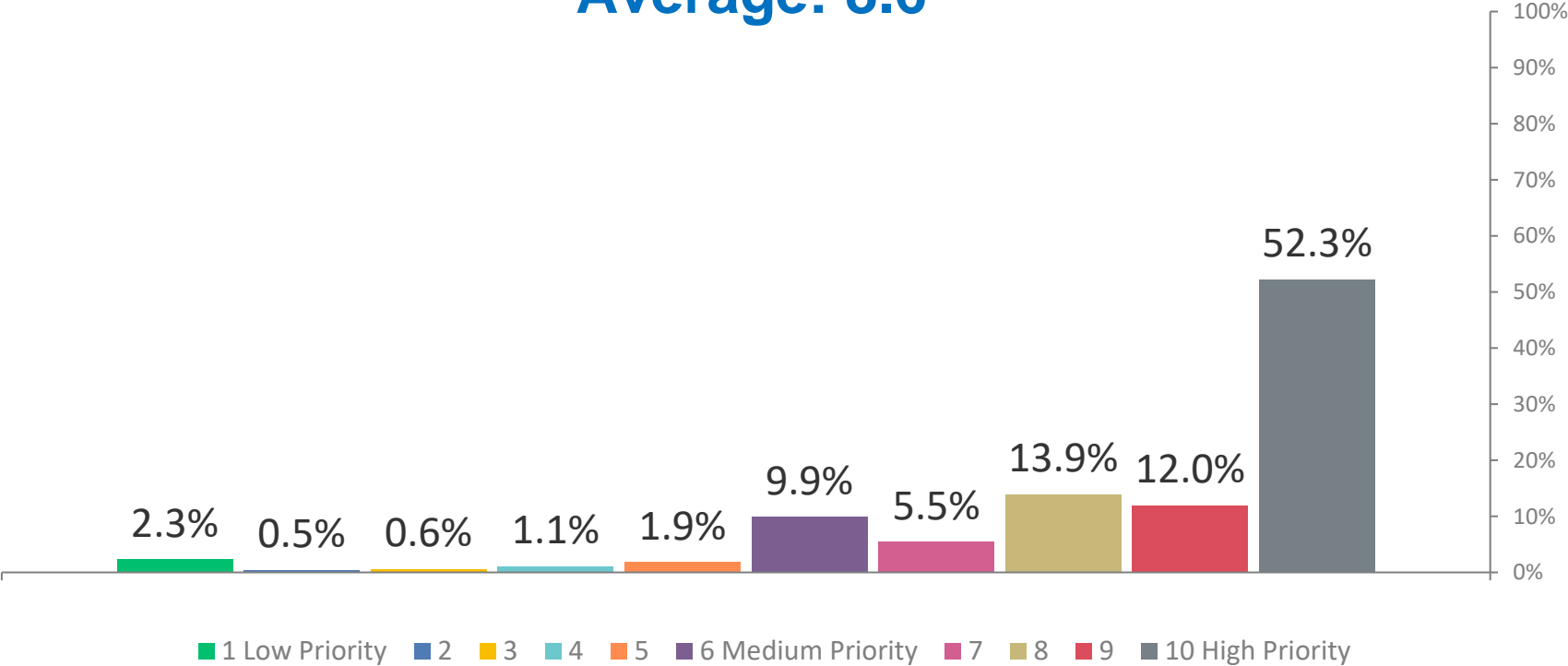
Average: 8.9



Q11: How important is the candidate’s ability to implement policies to meet the needs of students in the Choice Zone, multilingual learners, and students with special needs?

Answered: 4515

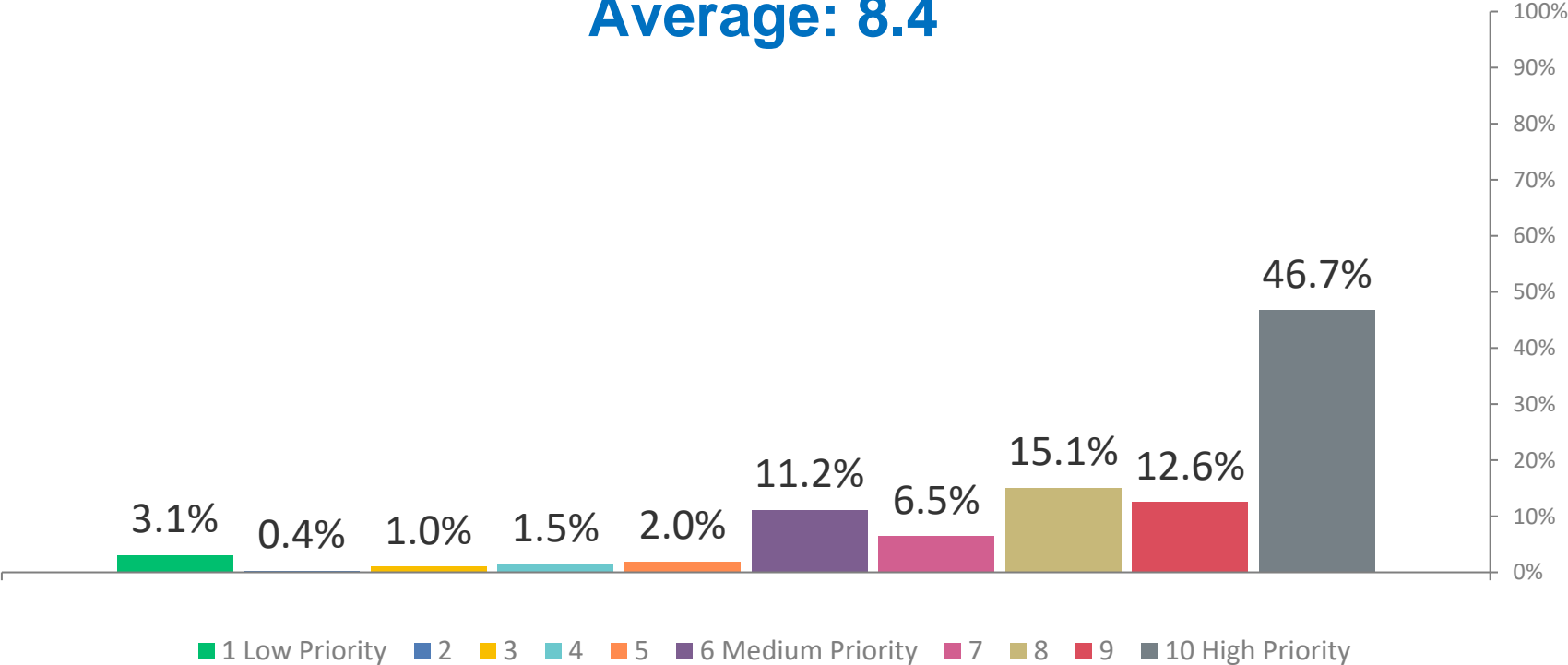
Average: 8.6



Q12: How important is the candidate's ability to close the opportunity, achievement, and resources gap?

Answered: 4510

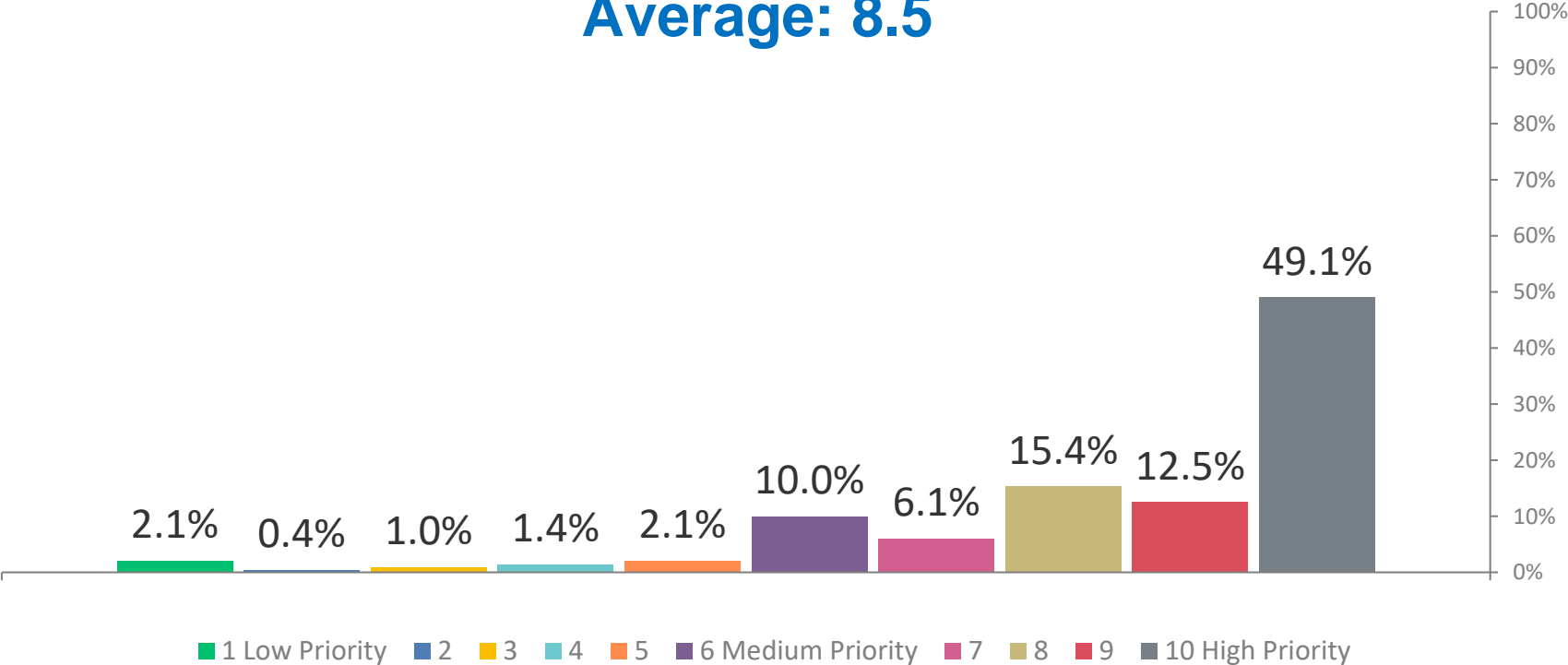
Average: 8.4



Q13: How important is the candidate’s ability to champion services to address the mental health concerns of students and staff?

Answered: 4519

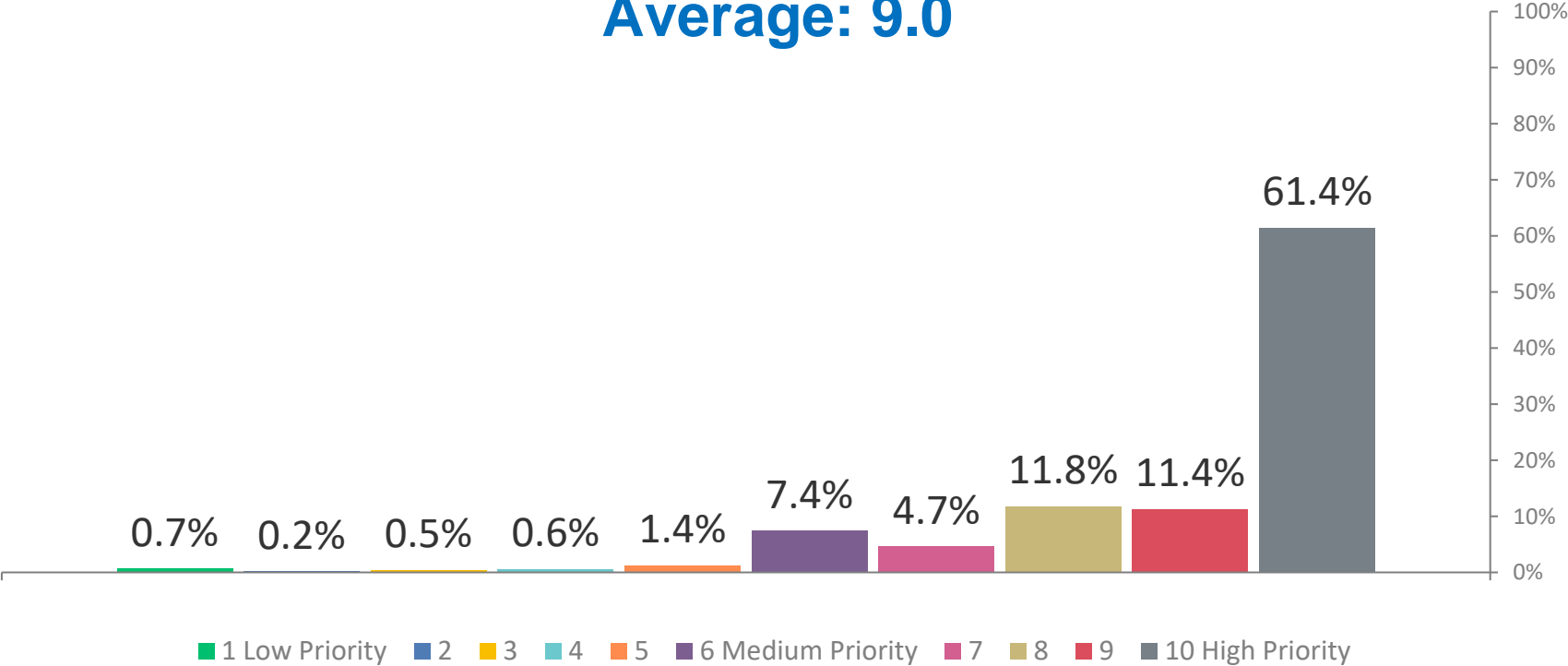
Average: 8.5



Q14: How important is it that the candidate has experience focusing on student behavior in the classroom?

Answered: 4528

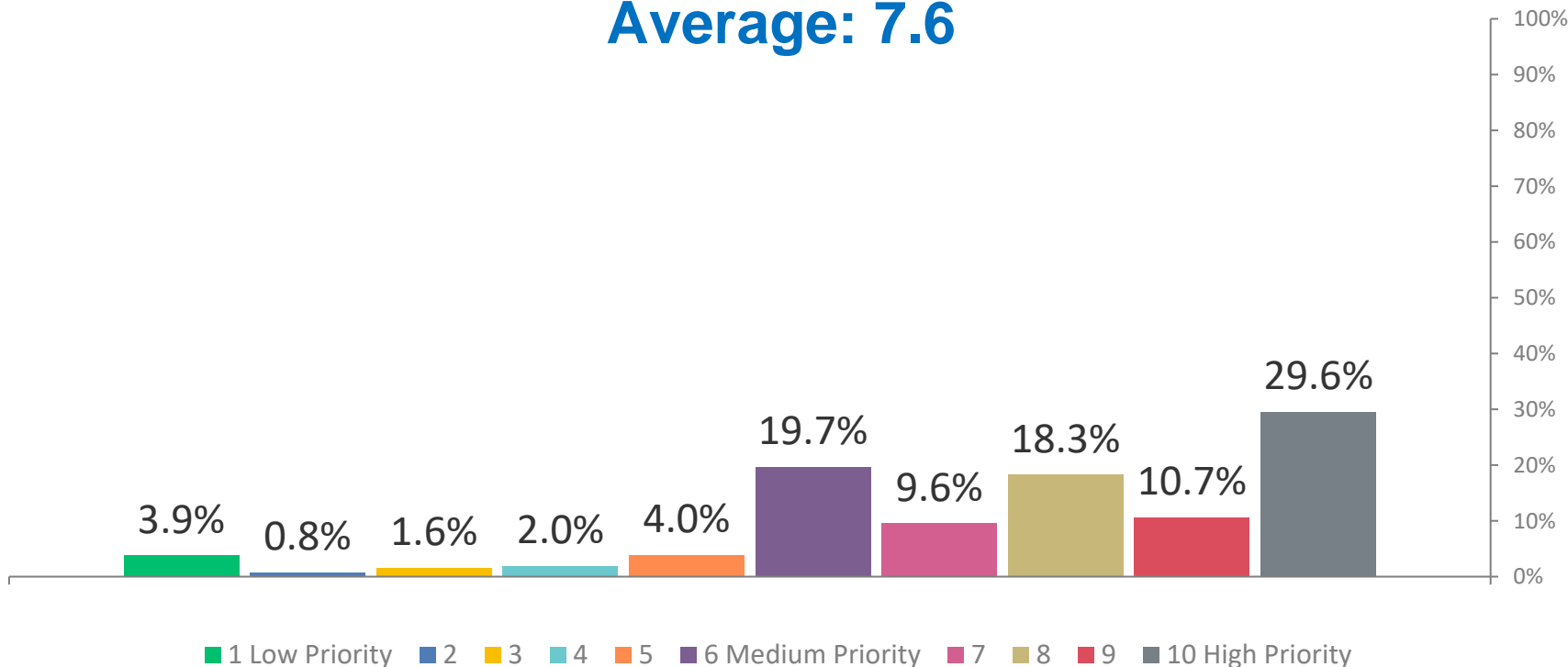
Average: 9.0



Q15: How important is the candidate's ability to enhance relationships outside JCPS, for instance, with elected state and local leadership, business partners, and community groups?

Answered: 4510

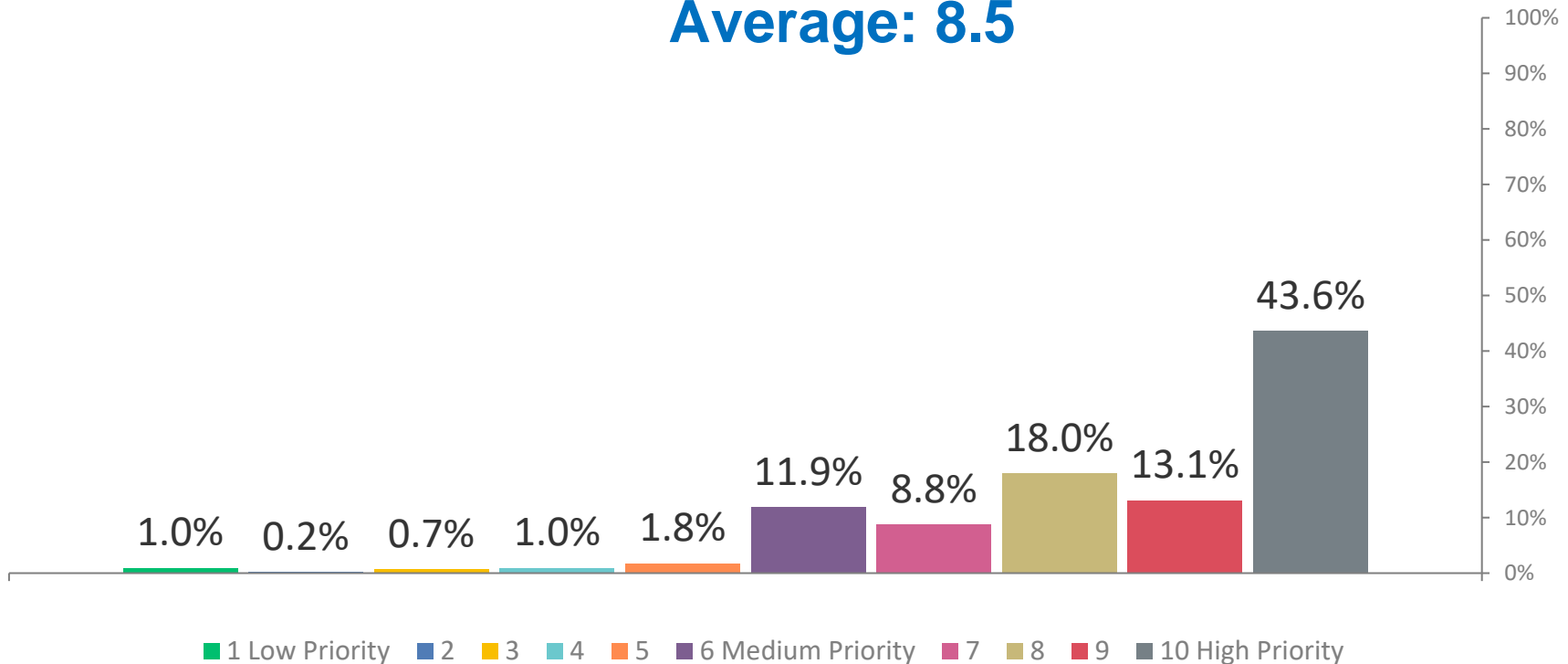
Average: 7.6



Q16: How important is the candidate's ability to build and implement a plan to improve JCPS facilities?

Answered: 4530

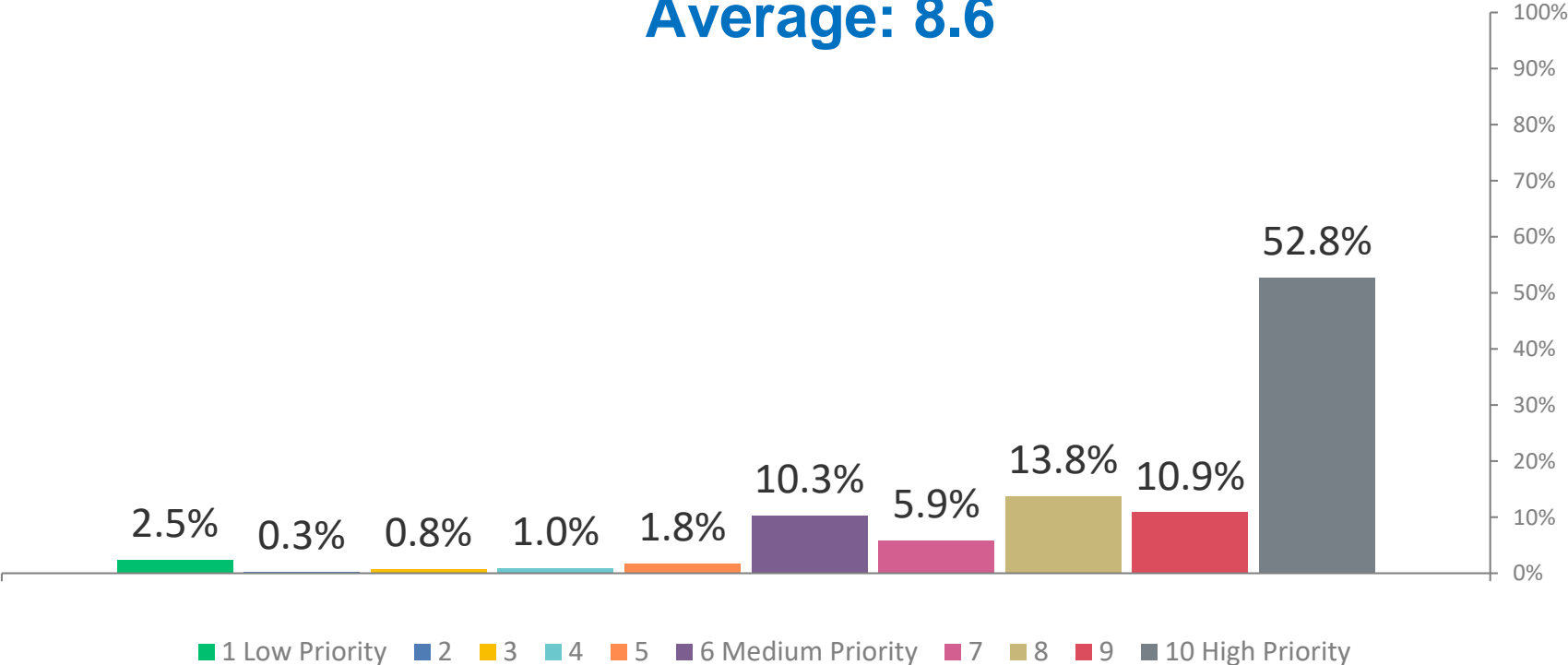
Average: 8.5



Q17: How important is the candidate's ability to build and implement a plan to improve JCPS transportation?

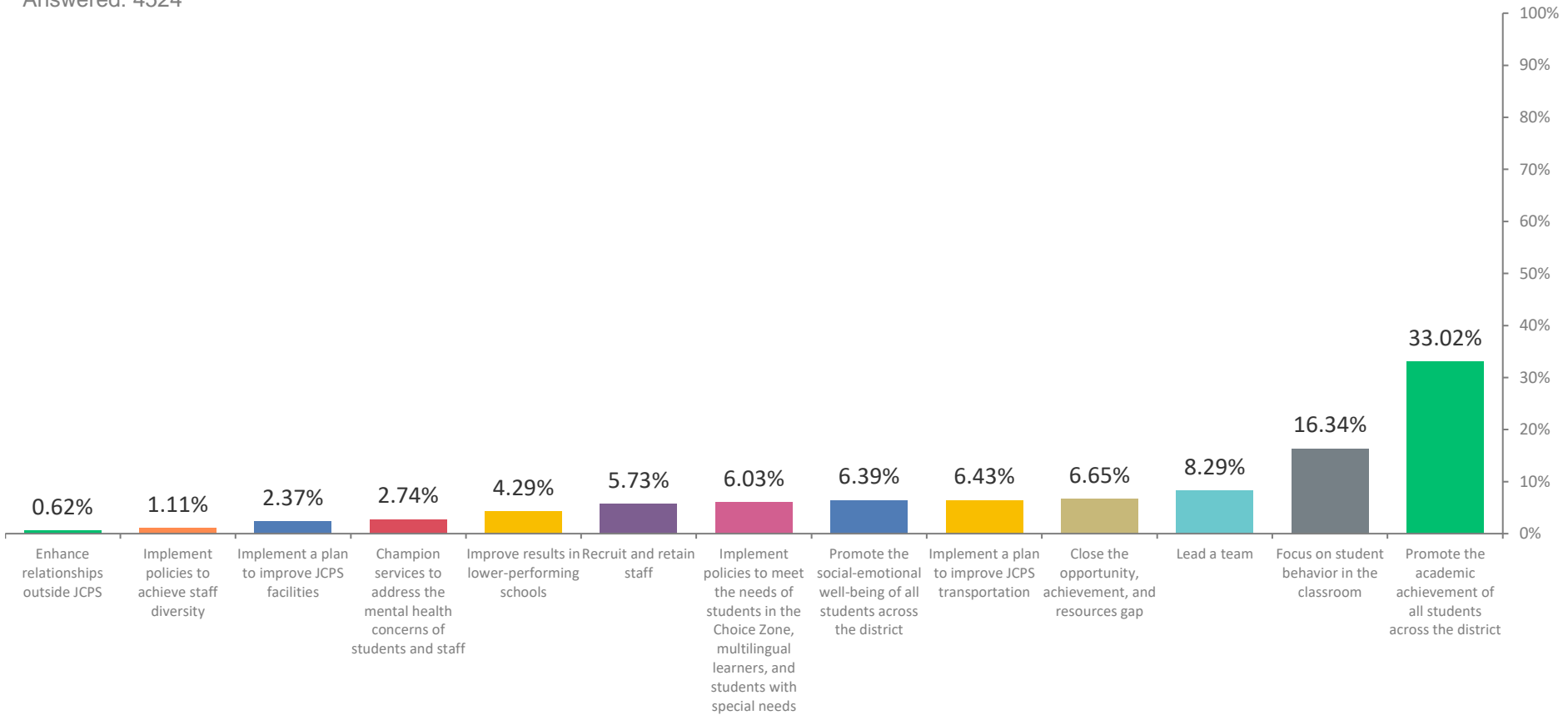
Answered: 4523

Average: 8.6



Q18: Of these, which do you believe is the single most important qualification for the ideal Superintendent? (select one)

Answered: 4524



Supplemental Analysis

At the March 11 meeting, the JCPS Superintendent Search Advisory Committee requested a further analysis disaggregating the results by various role groups. The following tables present the distribution of responses by role group, race/ethnicity, board district, and zip code for the question:

"Which do you believe is the single most important qualification for the ideal Superintendent?"

Overall, most groups selected the same top two qualifications. The highest-rated qualification was **promoting the academic achievement of all students across the district**, followed by **focusing on student behavior in the classroom**.

However, there was some variability in responses among the second-choice selections for some respondent groups.

Responses by Role Group

| Role Group | Promote the academic achievement of all students across the district | Promote the social-emotional well-being of all students across the district | Improve results in lower-performing schools | Lead a team | Implement policies to achieve staff diversity | Recruit and retain staff | Implement policies to meet the needs of students in the Choice Zone, multilingual learners, and students with special needs | Close the opportunity, achievement, and resources gap | Champion services to address the mental health concerns of students and staff | Focus on student behavior in the classroom | Enhance relationships outside JCPS, for instance, with elected state and local leadership, business partners, and community groups | Build and implement a plan to improve JCPS facilities | Build and implement a plan to improve JCPS transportation | Did Not Respond | Grand Total |
|--------------------------------|--|---|---|-------------|---|--------------------------|---|---|---|--|--|---|---|-----------------|-------------|
| Student Only | 25% | 7% | 8% | 11% | 3% | 2% | 8% | 2% | 4% | 8% | 2% | 10% | 9% | 1% | 186 |
| Student & Parent | 29% | 10% | 5% | 5% | 0% | 7% | 7% | 2% | 0% | 15% | 0% | 2% | 12% | 5% | 41 |
| Parent only | 38% | 8% | 5% | 7% | 1% | 3% | 7% | 6% | 2% | 9% | 1% | 2% | 11% | 1% | 1507 |
| Parent & Employee | 23% | 7% | 3% | 10% | 1% | 8% | 7% | 5% | 4% | 26% | 0% | 3% | 1% | 1% | 330 |
| Parent, Employee and Community | 28% | 7% | 3% | 10% | 2% | 7% | 6% | 9% | 4% | 23% | 0% | 2% | 0% | 0% | 101 |
| Parent & Community | 31% | 8% | 5% | 8% | 1% | 1% | 6% | 15% | 1% | 8% | 4% | 0% | 10% | 1% | 78 |
| Employee only | 26% | 5% | 3% | 10% | 1% | 10% | 5% | 7% | 3% | 26% | 0% | 1% | 3% | 0% | 1206 |
| Employee & Community | 29% | 8% | 5% | 10% | 3% | 9% | 6% | 7% | 0% | 18% | 0% | 2% | 1% | 1% | 87 |
| Community only | 45% | 2% | 7% | 8% | 1% | 2% | 4% | 10% | 2% | 14% | 0% | 1% | 4% | 0% | 482 |
| Did Not Respond | 33% | 7% | 3% | 5% | 1% | 6% | 5% | 6% | 3% | 15% | 0% | 4% | 9% | 3% | 518 |
| Grand Total | 33% | 6% | 4% | 8% | 1% | 6% | 6% | 7% | 3% | 16% | 1% | 2% | 6% | 1% | 4568 |

Purple cells indicate top response among group; blue cells indicate 2nd choice

Note: Group size 10 or less not reported separately, but included in the total

Responses by Race/Ethnicity

| <u>Race/Ethnicity</u> | Promote the academic achievement of all students across the district | Promote the social-emotional well-being of all students across the district | Improve results in lower-performing schools | Lead a team | Implement policies to achieve staff diversity | Recruit and retain staff | Implement policies to meet the needs of students in the Choice Zone, multilingual learners, and students with special needs | Close the opportunity, achievement, and resources gap | Champion services to address the mental health concerns of students and staff | Focus on student behavior in the classroom | Enhance relationships outside JCPS, for instance, with elected state and local leadership, business partners, and community groups | Build and implement a plan to improve JCPS facilities | Build and implement a plan to improve JCPS transportation | Did Not Respond | Grand Total |
|---------------------------------|--|---|---|-------------|---|--------------------------|---|---|---|--|--|---|---|-----------------|-------------|
| Asian/Pacific Islander | 31% | 6% | 2% | 7% | 2% | 6% | 10% | 1% | 1% | 6% | 0% | 2% | 26% | 0% | 124 |
| Black or African American | 31% | 5% | 8% | 8% | 2% | 4% | 7% | 11% | 3% | 9% | 1% | 3% | 8% | 1% | 939 |
| Hispanic or Latino | 33% | 8% | 4% | 7% | 1% | 2% | 18% | 2% | 4% | 6% | 1% | 4% | 7% | 2% | 307 |
| Middle Eastern or North African | 32% | 5% | 11% | 11% | 0% | 5% | 5% | 5% | 0% | 5% | 0% | 0% | 21% | 0% | 19 |
| Native American | 31% | 13% | 6% | 6% | 0% | 0% | 6% | 0% | 0% | 25% | 0% | 13% | 0% | 0% | 16 |
| White | 33% | 7% | 3% | 9% | 0% | 6% | 4% | 6% | 3% | 20% | 1% | 2% | 5% | 1% | 2745 |
| Other | 30% | 4% | 5% | 7% | 3% | 7% | 6% | 3% | 3% | 23% | 0% | 3% | 5% | 1% | 162 |
| Two or More Races | 32% | 7% | 4% | 5% | 2% | 10% | 6% | 6% | 2% | 17% | 0% | 2% | 5% | 2% | 168 |
| Did Not Respond | 49% | 3% | 2% | 2% | 0% | 3% | 1% | 6% | 1% | 19% | 0% | 1% | 1% | 11% | 88 |
| Grand Total | 33% | 6% | 4% | 8% | 1% | 6% | 6% | 7% | 3% | 16% | 1% | 2% | 6% | 1% | 4568 |

Purple cells indicate top response among group; blue cells indicate 2nd choice

Responses by Board District

| Board District | Promote the academic achievement of all students across the district | Promote the social-emotional well-being of all students across the district | Improve results in lower-performing schools | Lead a team | Implement policies to achieve staff diversity | Recruit and retain staff | Implement policies to meet the needs of students in the Choice Zone, multilingual learners, and students with special needs | Close the opportunity, achievement, and resources gap | Champion services to address the mental health concerns of students and staff | Focus on student behavior in the classroom | Enhance relationships outside JCPS, for instance, with elected state and local leadership, business partners, and community groups | Build and implement a plan to improve JCPS facilities | Build and implement a plan to improve JCPS transportation | Did Not Respond | Grand Total |
|---------------------------------|--|---|---|-------------|---|--------------------------|---|---|---|--|--|---|---|-----------------|-------------|
| District 1 - Gail Logan-Strange | 25% | 4% | 8% | 10% | 3% | 7% | 8% | 12% | 2% | 12% | 1% | 4% | 3% | 0% | 154 |
| District 2 - Tricia Lister | 28% | 9% | 2% | 9% | 1% | 7% | 7% | 11% | 3% | 15% | 1% | 1% | 4% | 1% | 296 |
| District 3 - James Craig | 39% | 6% | 3% | 12% | 1% | 5% | 3% | 8% | 2% | 17% | 0% | 1% | 3% | 0% | 449 |
| District 4 - Trevin Bass | 24% | 6% | 4% | 9% | 3% | 9% | 4% | 9% | 2% | 22% | 1% | 2% | 4% | 1% | 192 |
| District 5 - Linda Duncan | 27% | 5% | 4% | 6% | 1% | 8% | 6% | 5% | 3% | 24% | 1% | 2% | 7% | 1% | 187 |
| District 6 - Corrie Shull | 28% | 6% | 6% | 9% | 1% | 9% | 6% | 9% | 2% | 17% | 0% | 1% | 4% | 2% | 217 |
| District 7 - Taylor Everett | 36% | 4% | 3% | 9% | 1% | 8% | 5% | 7% | 2% | 17% | 0% | 2% | 5% | 1% | 238 |
| I don't know | 35% | 7% | 5% | 7% | 1% | 4% | 7% | 5% | 3% | 14% | 1% | 3% | 8% | 1% | 2417 |
| Do not live in Jefferson County | 25% | 6% | 3% | 9% | 1% | 8% | 5% | 5% | 5% | 25% | 0% | 2% | 5% | 1% | 277 |
| Did Not Respond | 30% | 3% | 3% | 9% | 1% | 9% | 6% | 5% | 3% | 18% | 1% | 1% | 2% | 10% | 141 |
| Grand Total | 33% | 6% | 4% | 8% | 1% | 6% | 6% | 7% | 3% | 16% | 1% | 2% | 6% | 1% | 4568 |

Purple cells indicate top response among group; blue cells indicate 2nd choice

Responses by Zip Code

| Zip Code | Promote the academic achievement of all students across the district | Promote the social-emotional well-being of all students across the district | Improve results in lower-performing schools | Lead a team | Implement policies to achieve staff diversity | Recruit and retain staff | Implement policies to meet the needs of students in the Choice Zone, multilingual learners, and students with special needs | Close the opportunity, achievement, and resources gap | Champion services to address the mental health concerns of students and staff | Focus on student behavior in the classroom | Enhance relationships outside JCPS, for instance, with elected state and local leadership, business partners, and community groups | Build and implement a plan to improve JCPS facilities | Build and implement a plan to improve JCPS transportation | Did Not Respond | Grand Total |
|----------|--|---|---|-------------|---|--------------------------|---|---|---|--|--|---|---|-----------------|-------------|
| 40023 | 43% | 10% | 0% | 7% | 2% | 5% | 2% | 0% | 5% | 19% | 0% | 0% | 7% | 0% | 42 |
| 40059 | 51% | 5% | 5% | 12% | 0% | 3% | 0% | 8% | 0% | 12% | 0% | 0% | 4% | 0% | 75 |
| 40118 | 32% | 12% | 8% | 16% | 0% | 8% | 8% | 0% | 4% | 8% | 0% | 0% | 4% | 0% | 25 |
| 40202 | 11% | 6% | 6% | 11% | 0% | 17% | 11% | 11% | 0% | 17% | 0% | 6% | 6% | 0% | 18 |
| 40203 | 18% | 8% | 14% | 8% | 5% | 6% | 12% | 9% | 0% | 5% | 2% | 5% | 9% | 0% | 65 |
| 40204 | 24% | 14% | 1% | 8% | 0% | 13% | 6% | 11% | 4% | 8% | 3% | 3% | 1% | 3% | 71 |
| 40205 | 32% | 7% | 4% | 11% | 0% | 9% | 6% | 9% | 2% | 13% | 1% | 1% | 4% | 0% | 204 |
| 40206 | 34% | 10% | 3% | 8% | 0% | 9% | 5% | 11% | 3% | 11% | 1% | 2% | 3% | 0% | 118 |
| 40207 | 39% | 7% | 2% | 10% | 1% | 3% | 3% | 9% | 5% | 13% | 2% | 1% | 3% | 2% | 174 |
| 40208 | 20% | 13% | 11% | 11% | 4% | 7% | 4% | 9% | 0% | 4% | 2% | 2% | 11% | 0% | 45 |
| 40210 | 29% | 6% | 12% | 4% | 0% | 4% | 4% | 10% | 2% | 14% | 0% | 8% | 8% | 0% | 51 |
| 40211 | 22% | 4% | 7% | 10% | 3% | 5% | 7% | 10% | 2% | 13% | 0% | 4% | 11% | 0% | 98 |
| 40212 | 41% | 9% | 5% | 5% | 0% | 0% | 11% | 7% | 0% | 11% | 0% | 0% | 11% | 0% | 44 |
| 40213 | 28% | 8% | 8% | 8% | 1% | 6% | 9% | 7% | 1% | 13% | 1% | 3% | 3% | 1% | 95 |
| 40214 | 30% | 5% | 6% | 6% | 0% | 4% | 10% | 5% | 3% | 17% | 1% | 3% | 7% | 2% | 224 |
| 40215 | 29% | 6% | 15% | 4% | 0% | 3% | 10% | 6% | 1% | 10% | 1% | 1% | 10% | 1% | 68 |
| 40216 | 32% | 6% | 7% | 10% | 2% | 3% | 7% | 7% | 6% | 12% | 0% | 1% | 5% | 1% | 208 |
| 40217 | 25% | 9% | 5% | 7% | 1% | 14% | 9% | 8% | 3% | 12% | 0% | 3% | 3% | 1% | 76 |

Purple cells indicate top response among group; blue cells indicate 2nd choice

Responses by Zip Code

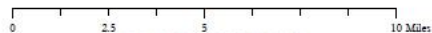
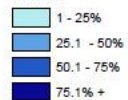
| Zip Code | Promote the academic achievement of all students across the district | Promote the social-emotional well-being of all students across the district | Improve results in lower-performing schools | Lead a team | Implement policies to achieve staff diversity | Recruit and retain staff | Implement policies to meet the needs of students in the Choice Zone, multilingual learners, and students with special needs | Close the opportunity, achievement, and resources gap | Champion services to address the mental health concerns of students and staff | Focus on student behavior in the classroom | Enhance relationships outside JCPS, for instance, with elected state and local leadership, business partners, and community groups | Build and implement a plan to improve JCPS facilities | Build and implement a plan to improve JCPS transportation | Did Not Respond | Grand Total |
|-----------------|--|---|---|-------------|---|--------------------------|---|---|---|--|--|---|---|-----------------|-------------|
| 40218 | 32% | 8% | 3% | 10% | 1% | 7% | 9% | 11% | 1% | 9% | 1% | 0% | 9% | 2% | 152 |
| 40219 | 28% | 6% | 2% | 9% | 3% | 4% | 6% | 5% | 6% | 19% | 0% | 2% | 9% | 2% | 159 |
| 40220 | 30% | 6% | 4% | 8% | 1% | 4% | 7% | 9% | 3% | 18% | 0% | 1% | 9% | 1% | 186 |
| 40222 | 28% | 8% | 4% | 13% | 1% | 3% | 3% | 10% | 3% | 17% | 0% | 3% | 8% | 0% | 119 |
| 40223 | 44% | 11% | 3% | 4% | 1% | 5% | 4% | 3% | 1% | 13% | 1% | 5% | 4% | 1% | 141 |
| 40228 | 31% | 9% | 10% | 6% | 2% | 5% | 5% | 5% | 5% | 13% | 0% | 2% | 8% | 2% | 133 |
| 40229 | 33% | 4% | 5% | 4% | 1% | 4% | 7% | 5% | 3% | 17% | 1% | 3% | 11% | 0% | 149 |
| 40241 | 42% | 6% | 3% | 10% | 1% | 5% | 6% | 6% | 2% | 14% | 0% | 3% | 6% | 1% | 200 |
| 40242 | 41% | 8% | 5% | 7% | 0% | 6% | 8% | 6% | 2% | 12% | 0% | 3% | 1% | 1% | 86 |
| 40243 | 37% | 4% | 0% | 12% | 0% | 4% | 4% | 2% | 5% | 26% | 0% | 1% | 5% | 1% | 84 |
| 40245 | 45% | 4% | 3% | 8% | 1% | 6% | 4% | 5% | 1% | 12% | 1% | 1% | 9% | 0% | 260 |
| 40258 | 27% | 6% | 1% | 6% | 1% | 9% | 8% | 6% | 1% | 23% | 1% | 3% | 6% | 1% | 149 |
| 40272 | 26% | 3% | 3% | 9% | 1% | 6% | 6% | 4% | 4% | 24% | 1% | 6% | 7% | 1% | 242 |
| 40291 | 39% | 3% | 3% | 8% | 1% | 4% | 6% | 7% | 2% | 19% | 0% | 3% | 6% | 0% | 229 |
| 40299 | 34% | 4% | 2% | 6% | 1% | 5% | 7% | 6% | 1% | 24% | 0% | 2% | 6% | 0% | 264 |
| Out of County | 25% | 7% | 2% | 10% | 1% | 10% | 3% | 5% | 4% | 27% | 0% | 1% | 4% | 0% | 217 |
| Did Not Respond | 27% | 4% | 2% | 7% | 2% | 8% | 1% | 3% | 3% | 22% | 2% | 3% | 4% | 11% | 89 |
| Grand Total | 33% | 6% | 4% | 8% | 1% | 6% | 6% | 7% | 3% | 16% | 1% | 2% | 6% | 1% | 4568 |

Purple cells indicate top response among group; blue cells indicate 2nd choice

Note: Group size 10 or less not reported separately, but included in the total

JEFFERSON COUNTY PUBLIC SCHOOLS % FRL Students by Zip Code

% FRL



Copyright (c) 2025, LOUISVILLE AND JEFFERSON
COUNTY METROPOLITAN SEWER DISTRICT (MSD),
LOUISVILLE WATER COMPANY (LWC),
LOUISVILLE METRO GOVERNMENT, and
JEFFERSON COUNTY PROPERTY VALUATION
ADMINISTRATOR (PVA).
All Rights Reserved.



Responses by Zip Code With 75% FRL or Higher

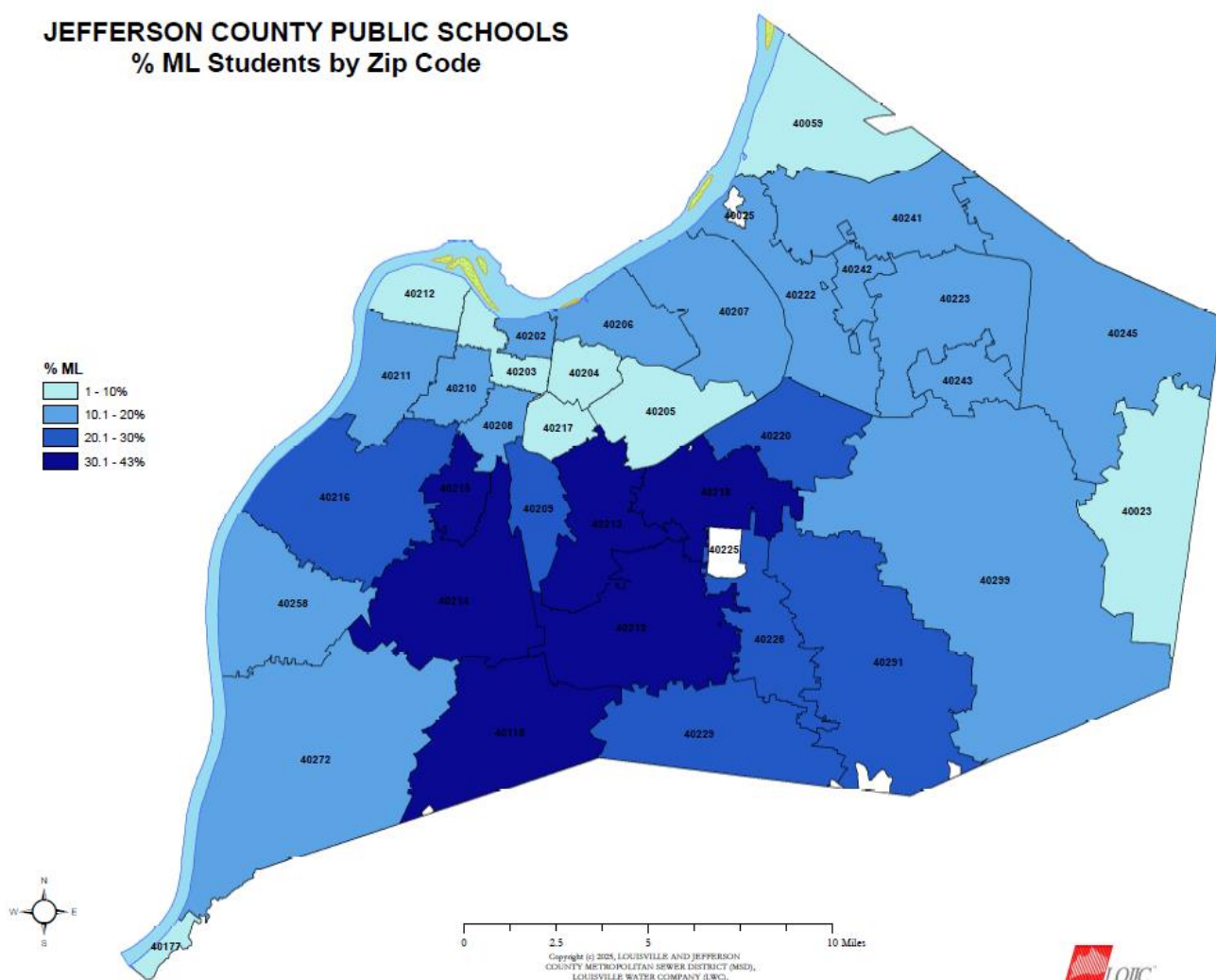
| Zip Code | Promote the academic achievement of all students across the district | Promote the social-emotional well-being of all students across the district | Improve results in lower-performing schools | Lead a team | Implement policies to achieve staff diversity | Recruit and retain staff | Implement policies to meet the needs of students in the Choice Zone, multilingual learners, and students with special needs | Close the opportunity, achievement, and resources gap | Champion services to address the mental health concerns of students and staff | Focus on student behavior in the classroom | Enhance relationships outside JCPS, for instance, with elected state and local leadership, business partners, and community groups | Build and implement a plan to improve JCPS facilities | Build and implement a plan to improve JCPS transportation | Did Not Respond | Grand Total |
|-----------------|--|---|---|-------------|---|--------------------------|---|---|---|--|--|---|---|-----------------|-------------|
| 40118 (77% FRL) | 32% | 12% | 8% | 16% | 0% | 8% | 8% | 0% | 4% | 8% | 0% | 0% | 4% | 0% | 25 |
| 40202 (82% FRL) | 11% | 6% | 6% | 11% | 0% | 17% | 11% | 11% | 0% | 17% | 0% | 6% | 6% | 0% | 18 |
| 40203 (92% FRL) | 18% | 8% | 14% | 8% | 5% | 6% | 12% | 9% | 0% | 5% | 2% | 5% | 9% | 0% | 65 |
| 40208 (86% FRL) | 20% | 13% | 11% | 11% | 4% | 7% | 4% | 9% | 0% | 4% | 2% | 2% | 11% | 0% | 45 |
| 40210 (93% FRL) | 29% | 6% | 12% | 4% | 0% | 4% | 4% | 10% | 2% | 14% | 0% | 8% | 8% | 0% | 51 |
| 40211 (91% FRL) | 22% | 4% | 7% | 10% | 3% | 5% | 7% | 10% | 2% | 13% | 0% | 4% | 11% | 0% | 98 |
| 40212 (91% FRL) | 41% | 9% | 5% | 5% | 0% | 0% | 11% | 7% | 0% | 11% | 0% | 0% | 11% | 0% | 44 |
| 40214 (78% FRL) | 30% | 5% | 6% | 6% | 0% | 4% | 10% | 5% | 3% | 17% | 1% | 3% | 7% | 2% | 224 |
| 40215 (86% FRL) | 29% | 6% | 15% | 4% | 0% | 3% | 10% | 6% | 1% | 10% | 1% | 1% | 10% | 1% | 68 |
| 40216 (80% FRL) | 32% | 6% | 7% | 10% | 2% | 3% | 7% | 7% | 6% | 12% | 0% | 1% | 5% | 1% | 208 |
| 40218 (78% FRL) | 32% | 8% | 3% | 10% | 1% | 7% | 9% | 11% | 1% | 9% | 1% | 0% | 9% | 2% | 152 |
| 40219 (79% FRL) | 28% | 6% | 2% | 9% | 3% | 4% | 6% | 5% | 6% | 19% | 0% | 2% | 9% | 2% | 159 |

Purple cells indicate top response among group; blue cells indicate 2nd choice

Note: Group size 10 or less not reported separately, but included in the total

JEFFERSON COUNTY PUBLIC SCHOOLS

% ML Students by Zip Code



Responses by Zip Code With 30% Multilingual Learners or Higher

| Zip Code | Promote the academic achievement of all students across the district | Promote the social-emotional well-being of all students across the district | Improve results in lower-performing schools | Lead a team | Implement policies to achieve staff diversity | Recruit and retain staff | Implement policies to meet the needs of students in the Choice Zone, multilingual learners, and students with special needs | Close the opportunity, achievement, and resources gap | Champion services to address the mental health concerns of students and staff | Focus on student behavior in the classroom | Enhance relationships outside JCPS, for instance, with elected state and local leadership, business partners, and community groups | Build and implement a plan to improve JCPS facilities | Build and implement a plan to improve JCPS transportation | Did Not Respond | Grand Total |
|----------------|--|---|---|-------------|---|--------------------------|---|---|---|--|--|---|---|-----------------|-------------|
| 40118 (30% ML) | 32% | 12% | 8% | 16% | 0% | 8% | 8% | 0% | 4% | 8% | 0% | 0% | 4% | 0% | 25 |
| 40213 (34% ML) | 28% | 8% | 8% | 8% | 1% | 6% | 9% | 7% | 1% | 13% | 1% | 3% | 3% | 1% | 95 |
| 40214 (43% ML) | 30% | 5% | 6% | 6% | 0% | 4% | 10% | 5% | 3% | 17% | 1% | 3% | 7% | 2% | 224 |
| 40215 (33% ML) | 29% | 6% | 15% | 4% | 0% | 3% | 10% | 6% | 1% | 10% | 1% | 1% | 10% | 1% | 68 |
| 40218 (43% ML) | 32% | 8% | 3% | 10% | 1% | 7% | 9% | 11% | 1% | 9% | 1% | 0% | 9% | 2% | 152 |
| 40219 (40% ML) | 28% | 6% | 2% | 9% | 3% | 4% | 6% | 5% | 6% | 19% | 0% | 2% | 9% | 2% | 159 |

Purple cells indicate top response among group; blue cells indicate 2nd choice