

Stakeholder Input Report for

***Ocosta
School District
Westport, Washington***

submitted by

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**Ocosta School District
Westport, Washington
District Stakeholder Input**

Executive Summary

On March 30th consultant Dr. Nathan McCann, conducted meetings with community and school representatives of the Ocosta School District. More than 20 people provided feedback regarding the selection of Ocosta's next superintendent.

Outlined here is an Executive Summary of the major themes expressed by the participants in the various sessions. Following the Executive Summary is a compilation of all the input received from these groups and individuals in response to the four questions asked of each group and participant. The final section of the report consists of the singular response of the individual who completed the online survey responding to the same four questions.

1. Tell us the good things about the Ocosta Community? (This information is used to assist us in recruiting quality candidates.)

- Close-knit community, "We pull together for each other"
- Hard-working, self-sufficient citizens
- The ocean and all its resources and benefits
- Diverse community
- Many festivals, gatherings, and other community events throughout the year

2. Tell us the good things about the Ocosta School District? (This information is used to help recruit quality candidates.)

- Dedicated staff with low turnover
- Facilities are in great shape (newer and well-maintained)
- Very strong afterschool programming
- National recognition for our tsunami vertical evacuation center
- Strong community support for our levies/bonds
- Strong slate of extra-curricular offerings for our students
- Very healthy fund balance

- 3. What issues should the superintendent be aware of as he/she comes into the district? (This information is shared with the final candidates)**
- We have a high level of poverty
 - Shortage of affordable, quality housing
 - Special education challenges
 - Recruiting new teachers is a significant challenge – a comprehensive recruitment plan needs to be developed
 - A need to strengthen the relationship with the city and county governments
- 4. What skills, qualities or characteristics should the new superintendent possess to be successful here? (This information is used as we screen potential candidates.)**
- Exceptional listener and strong communication skills
 - A desire and the skill set to engage all demographics within our community
 - Strong background and skill set in school budgeting and finance
 - A willingness to be visible and attend district and community events
 - A person who wants to become a part of the Ocosta community
 - A compassionate leader who has the courage to put kids first
 - An approachable leader, with an open-door policy, who wants to hear from me

Stakeholder Input
Reported as received from each Stakeholder Group

Name of Stakeholder Group: Classified

1. Tell us the good things about your community.

- Beautiful landscape.
- Dedicated parents.
- Smart, hard-working community members.
- Supportive local businesses.
- Community has great potential.
- Passed levies/bonds.
- Our community has a vested interest in what goes on
- Ocean is right next to us and that offers a lot
- Close-knit parent community that is supportive
- A lot of business support locally
- Pretty laid-back community...one stoplight in all the district
- A different lifestyle that is slower and more relaxed
- Friendly
- This community pulls together for everyone
- Lots of community festivals...particularly between April and September

2. Tell us the good things about your schools.

- Very caring and nurturing.
- Safe buildings.
- Dedicated staff, hard-working.
- Well maintained facilities.
- After school program.
- Free breakfast, lunch, snacks, fresh fruits & vegetables, dinner and summer food programs.
- Summer school and field trips.
- Parent literacy.
- Swim lessons for 3/4th grade.
- Running start
- The staff pulls together to support everyone and provide for the less fortunate
- We offer a lot of programs...Robotics program, natural resources course, swimming, Cispus, etc.
- Strong fund balance
- Tsunami-safe building
- Youthful fleet of buses
- Busing is available to all students
- Large grant support
- 21st CCLC after-school programming
- HiCAP program
- Rising test scores

- New stadium being built
- Bonds and levies are supported by the community
- Beautiful and well-maintained campuses

3. What issues should the superintendent be aware of as he/she comes into the district?

- High poverty level.
- High percentage of high need special education students.
- Healthy fund balance that needs to be protected.
- Shortage of qualified subs.
- Shortage of housing.
- Someone committed to engaging with the working poor within the district.
- Social media is rampant and often has no filter
- This is a very high-poverty area
- Rains a lot here...and windy too
- The staff has been here a long time and not always as comfortable with change
- One-third of staff is likely to be retiring in the next five years
- The next superintendent has big shoes to fill
- The next superintendent will love us...this is a great district with super staff

4. What skills, qualities or characteristics should the new superintendent possess to be successful here?

- Strength, work with administrators and staff to make consistent decisions.
- Vision
- Good conflict resolution skills.
- Financial, budgeting, grant writing skills.
- Long-term capital facility planning.
- Ability not to take things personally.
- Hands on/open door superintendent
- Accessible
- Need to have a school finance background
- A good listener who really hears
- Someone who is willing to listen and will share information and keep staff informed
- Superintendents don't like to get surprised and neither does the district staff
- Willingness to be visible in the community
- A need to get into the buildings and know the staff
- A supportive leader
- Someone who can provide feedback confidently and help me do my job well
- Someone with an outgoing personality

Name of Stakeholder Group: Certificated

1. Tell us the good things about your community.

- Everyone knows everyone.
- Historically supportive of bonds/levies.
- Community attends school events.
- Community is part of the school; school is part of the community – reciprocal.
- Diverse community. Stages of life, part-time/full-time, ethnicity.
- Strong Latino presence.
- Native American presence.
- Beautiful landscape.
- Strong tourist support.
- Fishing industry.
- Boat construction company that is doing well.
- Great facilities with tsunami evacuation platform.
- Pace of life is much nicer.
- Close to Aberdeen and shopping, etc.

2. Tell us the good things about your schools.

- Low staff turnover.
- Helpful, supportive staff.
- We are a family (staff).
- Union/administration relationship is strong with great communication (this is from teaching staff).
- New, beautiful, well-maintained facilities.
- Community – use of our facilities.
- Good relationship with the community (shared facilities).
- Strong support for the fine/performing arts.
- Kids like coming here.
- Free meals (breakfast, lunch, fresh fruits & vegetables, snack, dinner) for all.
- Caring staff that supports all needs for all kids.
- Nurse.
- New reading curriculum.
- Timely curriculum adoptions.
- Dedicated math/science specialists, librarian/PE/Music.

3. What issues should the superintendent be aware of as he/she comes into the district?

- Sub shortage.
- Budget challenges.
- High poverty area.
- Significant Special Education challenges.
- Challenges with new construction.
- Engaging community with different languages spoken at home (Spanish, ASL).
- Student absenteeism.
- Staff absenteeism.
- Mental health and violence issues with some students.

4. What skills, qualities or characteristics should the new superintendent possess to be successful here?

- Be proactive rather than reactive with intervention programs and include everyone in the decision-making process.
- Experienced Superintendent/Assistant Superintendent – need district office experience.
- Strong budgeting/school finance experience.
- Ability to manage/plan for volatile budgets.
- Lots of student entering/exiting district.
- Highly visible superintendent.
- Strong sense of humor.
- Family-oriented.
- Like them to live in the district.
- Balanced ego.
- Approachable.

Name of Stakeholder Group: Community

1. Tell us the good things about your community. (This information is used to help us recruit quality candidates.)

- We (community) work hard to be a resource for the schools.
- Compassionate/determined (almost to the point of stubborn).
- We are, and have been, a small tight-knit community.
- We are allowed to pick on each other but you (outsiders) better not pick on us. We have each other's backs.
- We expect our residents to commit.
- Integration into the community is huge.
- Very independent and self-sufficient residents, but we all come together when needed.
- We're open-communicators. What you see is what you get.
- Strong minded community with lots of mama bears and papa bears when it comes to the kids.
- We value results – get it done!
- You can hear the ocean from the school parking lots.
- Community businesses are extremely generous and supportive.
- Great Booster base for all the extra-curricular.
- Yummy seafood.
- Lots of festivals – arts/music.
- Great Pirates!

2. Tell us the good things about your schools. (This information is used to help us recruit quality candidates.)

- Robotics.
- Unicycle program.
- Facilities are very good – newer, clean & well-maintained.
- Levy/bonds that allow us to do more.
- Tsunami vertical evacuation center (Only one in N. America).
- Great transportation team. Super supervisor, caring professionals who work well with the rest of staff.
- Lots of staff pride.
- Active community facility usable at schools. Community feels good return on investment.
- Connected community school relationship.
- We know our history and we are proud of our history.
- Our facilities are central to our community. It brings us together and allows to do more.
- Breakfast, lunch, snacks, fresh fruit & vegetables, dinner free to all.
- Summer school program (free) to all kids.
- Backpack food program on Fridays.
- Good relationship with faith-based community.
- Provides dinner for 50 families at Thanksgiving/Christmas (plus presents) at elementary.
- After school program transportation.
- School district does a great job getting info out and collecting forms for all program including non-school.

- Active PTO.
- Migrant Program.
- Aggressive grant-writing history.

3. What issues should the superintendent be aware of as he/she comes into the district? (This information is shared with the final candidates.)

- Be out there and listen to everyone.
- Be visible and be in the moment.
- Protect and enhance our extra-curricular. These problems are vital.
- They need partners to succeed. We don't have enough resources in the school alone.
- Live here, be part of the community.
- Enhance the relationship with the city government (Westport). Attend council meetings, engage with county/regional governance.
- Retaining teachers is critical. Look into this and take care of our teachers.
- You will need to come in and hold some staff accountable.

4. What skills, qualities or characteristics should the new superintendent possess to be successful here? (This information is used as we screen potential candidates.)

- We need a superintendent who will look at things with a fresh/fair viewpoint and will make changes where needed.
- Assess performance of current building administrators.
- We have areas we need to improve. We want someone with a fresh set of eyes.
- We need someone to roll up their sleeves and jump in.
- We don't need a manager; we need a leader.
- Someone committed to getting it right, not just being right.
- Open door. I want a superintendent who I can knock on the door and say I need to talk and he/she will be there for me.
- Don't just say yes, follow-up with me.
- Proactive leader, not just reactive.
- Someone who will really listen to the community.
- Someone willing to make a commitment to our community.
- Willingness to push boundaries, outside-the-box thinker who is not a prisoner to compliance.
- A superintendent who appreciates the role of the Board and can help the Board grow.
- Actively solicits community input.
- Tech-savvy superintendent who can help with reporting/documentation, etc. (operations of district).
- Someone who can help us prioritize and invest in us as employees.
- Skillful at developing job descriptions, org. charts, etc.
- Someone who values the diversity of our children and sees that as a strength.
- Compassionate kid-focused (kids first).
- Skillful ability to listen to all perspectives.
- Build a stronger coalition of school supporters.
- Need the courage to say 'No', but also always explain the reason behind that 'No'.
- Engagement skills and desire must be strong.
- Ability to connect with our retirement community and empty nesters.

- Understand campaign strategies to inform all segments of the community.
- Project management skills.
- Capital facilities planning process skills.
- Familiar with charter schools.
- Be a problem-solver, but come from a strength-based perspective.
- Enforce rules/policies with equality.

*Survey Monkey Results for Ocosta School District
April, 2017*

*(NOTE—these responses have not been edited,
they are printed as entered by the stakeholders)*

(4) Responses

Classified Staff

Tell us the good things about your community. (This information is used to help us recruit quality candidates.)

- Our community always willing and try to step up to help families in need. Our community give us new school. Our community put children and families first.

Tell us the good things about your schools. (This information is used to help us recruit quality candidates.)

- The children are cool and awesome. Staff are hard workers, always give extra miles for our families and children.

What issues should the superintendent be aware of as he/she comes into the district? (This information is shared with the final candidates.)

- We have 2 more solid years grant left of our after school program. It helps so many families in our community and it's a way of saying thank you. After school program provides a safe place for children, a place where no children go home hungry. Help extra support with homework. Provides and nourish struggling kids to become leaders.

What skills, qualities or characteristics should the new superintendent possess to be successful here? (This information is used as we screen potential candidates.)

- He or She who posses strength, a strong leader, his or her ego must not dictate when making decisions. He or she must be fair. He or must have a greater understanding that no families alike, that all children have equal rights to have good education. He or she must have a greater understanding about Early Childhood and Special education for these areas are weak right now.

Community Members

Tell us the good things about your community. (This information is used to help us recruit quality candidates.)

- Outstanding support for schools. Strong youth sports programs...soccer, softball, baseball, and basketball.

Tell us the good things about your schools. (This information is used to help us recruit quality candidates.)

- Great teachers and staff. Positive athletic programs and activities, especially Knowledge Bowl. Most staff have been here for a long time. Several National Board teachers. Many scholarship opportunities for students. Positive relations with booster club and PTO. Strong support for less fortunate students and families.

What issues should the superintendent be aware of as he/she comes into the district? (This information is shared with the final candidates.)

- New grandstands, concessions, and restrooms to be built. New roofs to be installed. High school heat pumps need to be replaced.

What skills, qualities or characteristics should the new superintendent possess to be successful here? (This information is used as we screen potential candidates.)

- Support for students in the classroom, in their clubs and activities, and in their sports programs. Support teachers for stronger student discipline. Be able to analyze both sides of issues and not make quick decisions, but at the same time not be someone that takes too long to make decisions. Live in the school district, don't just own a house here. Understand poverty and its impact on student learning.

Teachers

Tell us the good things about your community. (This information is used to help us recruit quality candidates.)

- There are many people in our community who have supported our schools for many years
- The beach!

Tell us the good things about your schools. (This information is used to help us recruit quality candidates.)

- Usually, the school dist. grounds have been well kept. This is important because our school campus is one of the first things seen by visitors to our community. Our elem teachers are supportive of one another. We also have a great support staff in the elem.
- New elem bldg, other facilities fairly new. Most staff is well trained and effective in their positions. Lots of activities for students. After School Program at elem. knowledge Bowl and sports at high school. Great PTO!

What issues should the superintendent be aware of as he/she comes into the district? (This information is shared with the final candidates.)

- Because nation wide we have difficulty retaining and recruiting teachers, it is critical for building admin. to support teachers and support staff. We have many students with serious behavior problems. Until better plans are made to deal with behavior issues, we'll continue to lose teachers and have trouble bringing in new staff.
- Poverty level. Needy kids from stressed home situations are a good part of our population. Many graduates have become doctors, nurses, scientists, educators, successful business owners /executives. Lots of real successes. Growing Hispanic population. Relationships are important!

What skills, qualities or characteristics should the new superintendent possess to be successful here? (This information is used as we screen potential candidates.)

- Be a good listener. Get acquainted with staff. Recognize the enormous stress staff experiences and give them the support they need to do their jobs in a safe environment.
- Accessible, open minded, good money manager, ability to bring better discipline and motivation to many students and some staff at high school. Good sense of humor!

Administrators

No Responses

Parents

No Responses

Students

No Responses