

*Stakeholder Input Report for*

**Okanogan  
School District  
Okanogan, Washington**

*submitted by*



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**Okanogan School District  
Okanogan Washington  
District Stakeholder Input**

**Executive Summary**

On Thursday, September 21, 2017, McPherson and Jacobson LLC Search Consultants Don Hague and Mike Parker met with three stakeholder groups from the Okanogan community to solicit their input into finding an exceptional replacement for retiring Superintendent Dr. Richard Johnson. These groups included High School ASB Leaders, Certified Staff and Community members.

The next day, the Consultants met with two additional groups that included School Administrators and Classified Staff. Later that day, the Consultants met with the Okanogan School Board to give a preliminary report on these meetings and to discuss next steps in the search process.

Individuals who could not attend these stakeholder meetings had an opportunity to offer their responses via an online survey that was posted to the Okanogan School District web site.

Outlined on this page and the next two pages is an Executive Summary of the major themes expressed by the participants at these 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 will consist of responses by individuals who completed the online survey and responded to the same four questions.

All groups were asked to respond to the same four questions:

1. What is good about the Okanogan Community?
2. What is good about the Okanogan School District?
3. What traits/characteristics would you like to see in the next Superintendent?
4. What issues, if any, should the next Superintendent be made aware?

In all, forty nine (49) individuals attended the stakeholder meetings and there were two responses from the online survey. The breakdown consisted of the following:

- 8 Students
- 12 Certified Staff

- 12 Community members
- 13 Administrators
- 4 Classified Staff
- 2 on line responses

All the responses from all participants for each question were combined, analyzed and ultimately led to several common “themes”.

**Question 1: What is good about the Okanogan Community?**

- Very Supportive Community
- Okanogan is a tight knit and close community
- The outdoors offers many opportunities for its citizens
- Community pride
- Good place to raise a family

**Question 2: What is good about the Okanogan School District?**

- Schools feature a supportive and caring staff
- “like a family”
- There is student pride
- High level of trust
- High rate of student participation
- Schools support their community
- Respect is evident
- Bullying is non-existent
- Positive relationships exist

**Question 3: What traits and characteristics would you like to see in the next Superintendent?**

- Involved in the schools and community
- Accessible to staff
- Visible in the schools and community
- Caring
- Passionate
- Skilled in school finances
- Experienced in the classroom and as an administrator
- Understanding of school law

**Question 4: What issues, if any, should the next Superintendent be aware?**

- Facilities in general (HS track, tennis courts HS science rooms)
- Classes moving through the system are getting larger
- Impact of state financing for schools
- Central Office/restructuring
- This is a tax poor community

**Final Comment:**

The reception the Search Consultants received from all stakeholders and from those in the district office during these two days was exceptional. The reception illustrated everything we heard from each group that we met with while in this process-that Okanogan is like “family”.

**Stakeholder Input**  
**Reported as received from each Stakeholder Group**

**Name of Stakeholder Group:** Administrators

**Question 1: What is good about the Okanogan Community?**

- Supportive
- Caring
- Welcoming
- Interested in helping
- Generous
- Takes pride in schools
- Takes pride in kids
- Isn't afraid to speak up
- Good place to raise kids
- People come and stay "stable"

**Question 2: What is good about the Okanogan School District?**

- It's where people want to raise their kids
- Test scores – academic performance
- Student pride
- Available and willing volunteers
- Student ownership
- We like to have fun
- Staff is willing to help each other
- Function as a family
- High level of trust
- High rate of participation
- Schools advocate for kids
- Schools Support the community
- Buildings available for community use
- Sense of Pride

**Question 3: What traits and characteristics would you like to see in the next Superintendent?**

- “Hands off” and supportive
- Participates in school
- Fiscally sound
- Common Sense
- Not overly progressive – not always best to the trailblazer
- Be open to expanding technology
- Experience as a teacher and administrator
- Understanding RCW and WAC’s
- Experience from a rural community
- Understand the dynamics of a small community
- Grant writing
- ALE understanding
- Desire to stay for five years or more
- Good Listener
- Available
- Responsive
- Financial Foresight
- Communicator
- Community Minded
- Thoughtful about making changes
- Visible at schools and events
- Involved in schools
- Intelligent
- Supportive
- Here to be a part of the schools
- Visible
- Respectful, kind, down to Earth
- Cares for kids
- Appreciates the electives
- High expectations
- Proud of what we have, yet will strive for more
- Communicate with students
- Involvement w/ student leadership
- Passionate
- Character, entertaining with energy

**Question 4: What issues, if any, should the next Superintendent be aware?**

- One of the poorest counties
- Land owners are the highest taxed
- It's a small town everyone will know your business
- Facilities – Athletics
- Collections begin on capital projects levy
- Technology levy approaching
- Location of the district causes concern for construction costs



**Name of Stakeholder Group:** Certified Staff

**Question 1: What is good about the Okanogan Community?**

- Stay along time – worth staying
- Good Support – passed levies
- Mentally strong community – able to overcome adversity
- Respect for diversity
- Tolerant and accepting
- Community Pride
- School is focus for community
- Provides opportunities for outdoor activities

**Question 2: What is good about the Okanogan School District?**

- Simplicity - schedule
- Easy transitions from grade levels, schools
- Trust between administration and teachers
- Flexibility to implement curriculum
- Attracts teachers from outside
- Relationships – Superintendent, Principals, Teachers, Students
- Desired District
- Features staff who are passionate
- Provides opportunities for student voice
- High trust between Union and Superintendent

**Question 3: What traits and characteristics would you like to see in the next Superintendent?**

- Open Door
- Partnership
- Financially skilled – Fiscal Knowledge
- Able to make a commitment to the district
- Environmental Stewardship
- Servant leader
- Long term vision
- Ability to seek additional funding
- Someone who has been in a classroom
- Student Oriented
- Communicator
- Community Minded
- Thoughtful about making changes

- Visible at schools and events
- Involved in schools
- Intelligent
- Supportive
- Here to be a part of the schools
- Visible
- Respectful, kind, down to Earth
- Cares for kids
- Appreciates the electives
- High expectations
- Proud of what we have, yet will strive for more
- Communicate with students
- Involvement w/ student leadership
- Passionate
- Character, entertaining with energy

**Question 4: What issues, if any, should the next Superintendent be aware?**

- State Financing – impact and implications
- Need for a Business Manager
- Payroll Errors
- Central Office Restructure
- Facilities

**Name of Stakeholder Group:** Classified Staff

**Question 1: What is good about the Okanogan Community?**

- Safe Place
- We have an eye out for each other's children
- Good place to raise children
- Offers outdoor activities
- Features cultural activities

**Question 2: What is good about the Okanogan School District?**

- Makes and efforts of addressing issues- zero tolerance
- A process is in place to teach issues
- Inclusion
- Appreciation for differences
- Students are accepting
- Teachers are caring – staff is caring
- Like a family

**Question 3: What traits and characteristics would you like to see in the next Superintendent?**

- Follow through
- Respect – respect for classified
- Support and understanding of technology – its contribution to learning
- A vision for technology
- Communication
- Broad view
- Students first attitude

**Question 4: What issues, if any, should the next Superintendent be aware?**

- Fair treatment between unions
- Technology
- Lack of a strong business sector
- Equal treatment with unions

**Name of Stakeholder Group:** Students

**Question 1: What is good about the Okanogan Community?**

- Supportive – business, etc.
- Community supports itself – drama
- Tight nit – close knit community
- Supportive
- Because it so small, everyone knows everyone
- Lots to do outdoors
- Easy to get help – neighbors help each other
- Great place to raise a family

**Question 2: What is good about the Okanogan School District?**

- Community has expectations of you
- Integrity and character
- Respectful – like southern hospitality
- Hospitality
- Benefits from School Service Requirement

**Question 3: What traits and characteristics would you like to see in the next Superintendent?**

- Heavily into sports – sport opportunities
- Easy to access help from teachers
- School in involved in community
- A lot of clubs – do things for others
- Small – know everyone
- Although, there is diversity
- Not a lot of stereo types
- Teachers know who you are
- We are one
- Super good academic program
- Unique classes (Ecology of the Okanogan Valley)
- Good Teachers
- Lacking bullying issues
- Involved in schools
- Intelligent
- Supportive
- Here to be a part of the schools
- Visible

- Respectful, kind, down to Earth
- Cares for kids
- Appreciates the electives
- High expectations
- Proud of what we have, yet will strive for more
- Communicate with students
- Involvement w/ student leadership
- Passionate
- Character, entertaining with energy

**Question 4: What issues, if any, should the next Superintendent be aware?**

- Track
- Tennis courts
- Facilities in general
- Classes are getting bigger
- Resource program lacks resources
- Lacks number of instruments for student use (Resource Allocation)

**Is everyone willing to be involved in the process?**

- President Hannah Smith is willing and will facilitate.

**Name of Stakeholder Group:** Community

**Question 1: What is good about the Okanogan Community?**

- Close knit
- Beautiful Area
- Very supportive of schools
- Small – nice size
- Offers diversity
- Resilient
- Common Sense
- Generations of families stay in the area
- Community Pride
- Respect is evident
- Community takes ownership of their kids
- Support for diversity
- Business rejuvenation taking place
- The reach of the district extends into the community

**Question 2: What is good about the Okanogan School District?**

- Respect
- Academics are first
- Shop classes are available to students
- Quality teaching staff
- Teachers show ownership of Okanogan culture
- Teachers are receptive to new ideas
- Schools extend into community
- Integration of local government into classes
- Citizenship taught
- Teachers allowed to teach
- Teachers are accessible to students/graduates
- Bullying near non existent
- School use of PE uniforms
- Good Arts Program

**Question 3: What traits and characteristics would you like to see in the next Superintendent?**

- About people – like the rest of us
- Fiscal savvy
- Understands school finance
- Background in teaching
- Experienced
- Younger – here for the long haul
- Appreciates SPED
- Understanding and supportive of “out of the box ideas”
- Provides curriculum to meets needs of all students
- Willing to partner with agencies to further economic development
- No personal agenda – focus on Okanogan

**Question 4: What issues, if any, should the next Superintendent be aware?**

- Tax poor community
- Class size fluctuations
- Upgrade needed in Science Rooms

*Survey Monkey Results for Okanogan School District  
September 2017*

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

*2 responses*

**Administrators**

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

- The school district and good people.

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

- Administrators, teachers, students, school board, parents.

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

- Keep moving in the same direction. Keep sports in check as icing and not as main course. People are taxed to max.

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

- Well grounded in school law, school finance, student discipline, staff evaluations (mainly certified), has school administrative experience at some level, knows rural communities and has rural values.

**Classified Staff**

**No responses**

**Community Members**

**No responses**

**Parents**

**No responses**

**Students**

**No responses**



## **Teachers**

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

- (no response)

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

- (no response)

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

- The district is behind the times on student discipline, assessment, and interventions especially at the middle school and high school levels.

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

- (no response)