

Stakeholder Input Report for

**Lake Pend Oreille
School District
Ponderay, Idaho**

submitted by



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May 2019



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**Lake Pend Oreille School District
Ponderay, Idaho
District Stakeholder Input**

Executive Summary

On April 26 and 27, 2019 McPherson & Jacobson, L.L.C. consultants Dr. William Dean and Ms. Barbara Dean conducted meetings with the district stakeholders representing **5** different groups and **2** public forums associated with the Lake Pend Oreille School District. The consultants received input, regarding the selection of a new superintendent for the district, from approximately **170** individuals in these groups. In addition, 102 SurveyMonkey responses were completed adding additional input to the stakeholder report.

Outlined on the first 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.

Tell us the good things about your community.

- Four seasons
- Outdoor activities: hunting, fishing, skiing, Mt. Schweitzer, Lake Pend Oreille
- Small town feel, with several rural communities within the district, yet access to airports and other services
- A safe community and a great place to raise a family
- Community is very supportive of the schools
- Sandpoint provides many arts and cultural events
- Excellent library that provides programs for kids
- Nonprofit organizations and agencies support the community and schools, raising money that supports programs through grants and hands-on initiatives for kids
- Community has been supportive in supplemental operational levies

Tell us the good things about your school district.

- Great staff
- Caring teachers
- Good, positive school board

- Opportunities and options for kids include many course offerings and specialized programs including AP, STEM, CTE, Homeschool Academy, athletics
- Great relations between teachers, administration and board
- Unique programs offered to students with a lot of out-of-the-box thinking/planning/implementation
- Parents are very involved
- Teachers are dedicated, caring and supportive of students
- Students are great, high performing academically
- District gets a lot done on a shoe string budget
- Schools support one another
- Five-year plan developed by the board, staff and community

What are the issues the incoming superintendent should be aware of as he/she comes in to the district?

- Geographically large and economically diverse district
- Cost of housing high
- Aging facilities with need for improvement in all buildings compounded by difficulty passing facility bonds.
- Small but vocal, negative component in the district opposes levies, bonds and school district spending in general
- Supplemental levy renewal needed every two years
- Too many kids come to school with trauma
- Need for course of study updates and curriculum review
- Student bullying
- Improve communications from district to community

What are the characteristics the new superintendent should have to be successful?

- Needs to be a unifier
- Creative, innovative
- Good listener
- Good communicator
- Sense of humor
- Able to organize for bond and levy elections
- Thick-skinned
- Understand and support the rural nature of the district
- Ability to reach out to all segments of the community and create effective dialogue; visible
- Problem solver
- Generalist who is knowledgeable in all aspects of education and not singularly focused, for example, in finance or curriculum
- Able to assess current district strengths and recommend improvements
- Would like someone who is willing to stay in the district

Name of the Stakeholder Group: ADMINISTRATORS/DIRECTORS

What are the greatest assets of the Lake Pend Oreille Community? (This information is used to help us recruit quality candidates.)

- Great place to raise a family
- Beautiful here
- Recreation
- Ski Mountain and a beautiful lake
- Rural district but very progressive
- Tight knit community
- Outside cultural opportunities for town our size
- Sandpoint voted as top best spot for vacation
- Panhandle Alliance for Education
- Support for supplemental levies
- Opportunities for children in sports and arts
- Ski racing team
- Not just people who want to move here but who want to stay here; hard to leave
- Small town but big city sensibilities – shopping, resources
- Three hours from Montana
- 45 minutes from Canadian border
- International airport
- 3 hours from Glacier
- Many ski hills within area
- Fishing, hunting
- Sandpoint Festival
- Low crime
- Actual destination
- 2 great seasons
- Collaboration with the community, e.g. health service, mental health school clinic
- Businesses supportive of schools
- Very giving, philanthropic

What are the strengths/assets of the Lake Pend Oreille School District? (This information is used to help us recruit quality candidates.)

- Every building is student-centered; not a lot of ego involved; it's about the kids top down
- Great school board
- Great leaders from top down
- Good relationship between school board/administration/employees
- Understands importance of social/emotional learning; basis for achievement
- Strong drive toward continuous improvement
- Administration and directors supportive of one another
- Administration taken strong stand to acknowledge classified staff as well as certified staff
- Recognized “down south” for work done up here
- Here schools embedded in the community
- Tradition, pride, excellence
- Comfortable in our skins but have growth mind set; very genuine

- Innovative, for example the Homeschool Academy which is thinking outside box
- Opportunities for all multi age classrooms, creativity to career pathway
- Athletics: same amount of opportunities as 5A schools in state
- Proactive support for all directors
- [Work in the district is done] on a shoe string budget
- Quality training available to para pros
- “Teachers are raising their neighborhood kids”
- Opportunities to participate in professional development

What are the most significant district, community or state issues the selected person will face and need to deal with in order to be effective immediately? (This information is shared with the final candidates.)

- Redoubt Movement are people who don’t like us; small, loud group
- Fairly large uninformed group of people buy into the Redoubters
- Facilities are an issue
- An anti-tax/anti-education [presence in the community] that is part of a movement
- Serious look at trauma because there is a gamut of students with social/emotional who need service; need to make sure they have the resources needed
- Need to reinstate counselors
- Affordable housing
- Funding in general; bonding always a challenge;
- Need grants to get curriculum that is not old and outdated
- 2-year levy represents 37% of the budget and consumes 50% of staff time
- Economic diversity

What characteristics are most important in the next superintendent of the Lake Pend Oreille School District? (This information is used as we screen potential candidates.)

- Ability to network, coordinate with people in town
- Let us continue great work we’re doing
- Don’t need a micromanager
- Good listener
- Part of team, not lead the team
- Knows challenges, knows who to go to need to hit ground running
- Need instructional leader
- [Need steady and consistent growth]; focus on couple things, do it right
- Mantra: “keeping the main thing the main thing”
- Good health
- Stamina
- Support instruction
- Outside of a box thinker
- We do a lot with a little
- Recruiting, retaining, sustainability of keeping good people here is important
- Truly committed to our community
- [Aware and supportive of] five-year plan
- Recognize that organizational structure solid

- Come in and assess where everything is, then collaboratively figure out what we need to do before jumping in
- Realize that poverty is at 43% but probably higher because parents won't fill out documents
- Positive
- Community outreach important
- Don't work in a silo
- Transparent with what we do
- Integrity
- Vested and wants to be here for a while
- Likes to have fun
- Professional learning communities background

Name of the Stakeholder Group: BUSINESS LEADERS

What are the greatest assets of the Lake Pend Oreille Community? (This information is used to help us recruit quality candidates.)

- Understand a great community needs good schools and excellent health care; we have both
- Community steps up to provide books when schools can't
- Library reaches out to kids in a variety of ways; just been expanded
- Fastest internet in the country
- Small safe community
- Arts and cultural [opportunities], great music scene
- Climate is the best of everything
- Water and snow ski opportunities for kids
- Summer festival
- Nature
- Very generous community
- Community goes above and beyond supporting schools
- Idaho does not have great safety net for people in need so that's part of what a lot of local organizations do
- Many community resources supportive of kids and education:
 - Panhandle Alliance for Education (PAFE)
 - Community Assistance League
 - Rotary Club
 - Aviation project with Quest Airlines
 - Underground Kindness
 - Kaniksu Land Trust
 - Selkirk Outdoor Leadership & Education (SOLE)
 - Sandpoint Community Resources
- Citizens for Better Schools [organized] to support levy and bond elections

What are the strengths/assets of the Lake Pend Oreille School District? (This information is used to help us recruit quality candidates.)

- Teachers are outstanding; teach from the heart and willing to go to bat for all kids
- Early childhood literacy program for children 0 to 5 to help parents be their children's first teachers
- Large group of people willing to volunteer in schools
- Sports education here is about great coaches who help kids prepare for life
- Most amazing asset is the teachers

What are the most significant district, community or state issues the selected person will face and need to deal with in order to be effective immediately? (This information is shared with the final candidates.)

- Real concern for potential of failure of a levy
- Pressure to pass school levies – not always pretty and can come with stress
- Need to know what the maintenance and construction needs are
- Concern for bullying and all aspects of it
- Maintain AP classes

- Concern for special needs children especially after high school
- Concern for critical thinking for all students in all schools
- STEAM
- Economic diversity of area; [understand] many of our kids are hungry
- Need for trained work force
- Concern for difficulty in hiring and/or keeping employees
- Students leave town; need to support kids who want to stay here
- Need to bond for construction
- Whole community needs to be involved to support teachers
- Communication from school district in a way that everyone knows the positive things going on in the schools
- Do good job in our schools but not equal for all kids in all areas. More attention [needs to be given to the] non-college [bound] graduates who are important part of a community.

What characteristics are most important in the next superintendent of the Lake Pend Oreille School District? (This information is used as we screen potential candidates.)

- Needs to clearly articulate district's assets because new folks moving in want to know what the schools are like
- Forward thinking: lots of kids with big dreams and need opportunity to meet them
- Need strong backbone to do the levies; a current element exists that is vocal and has become personal but superintendent needs to know there is a rich network of supporters to offset the vocal minority
- Passing a levy is a big burden and responsibility
- In addition to education credentials needs to be a good spokesperson for the district
- Innovative
- Needs to love winter
- Understands need for transparency
- [Understand] that education is everything
- Community sees so much possibility in creating more alliances with kids [so a superintendent who recognizes the possibilities and has the skills to expand existing alliances would benefit kids]
- Any attempt to soften budget angst would be good, for e.g. volunteers who could be certified to help in the classrooms as teachers, aides, etc.
- [Business leaders talk in terms of needing to recruit employees and acknowledge that one of the first questions is "what are the schools like" so a superintendent who can articulate the success of the schools is important. Also suggested would be the importance of the superintendent meeting with prospective employers]
- Any attempts to soften budget angst would be good, for instance if the community had volunteers who could be certified to help in the classrooms
- Be familiar with district, its size, economic and demographic diversity
- Gregarious
- Ability to present district needs in a concise, understandable manner to voters
- Compatible with local and state politicians
- Defend and be proud of teacher and staff salaries
- Ability to explain district needs as far as maintenance and repair of current facilities

- Communicate clearly and briefly the cost of education per student and staff member and number of teachers per student versus other districts in area (Post Falls, Coeur d'Alene, Newport).

Name of the Stakeholder Group: CLASSIFIED SECRETARIAL

What are the greatest assets of the Lake Pend Oreille Community? (This information is used to help us recruit quality candidates.)

- Quality of life
- Outdoor opportunities – all seasons
- Robust and philanthropic community
- Close to airport but still have small city feel
- Relaxed culturally; people not uptight, not rushed, stressed
- “We can see stars and hear crickets”
- Don’t dress up to go to town
- Friendly; “If I walked out of the grocery store with my arm in a cast, someone will help me load my car”
- Loving giving community
- Variety of communities—Clark Fork, Hope, Sagle, Sandpoint, Ponderay
- People from Canada come here; people from Montana come here
- “There are few privately-owned ski resorts; ours is an exception”
- Large lake and it’s clean

What are the strengths/assets of the Lake Pend Oreille School District? (This information is used to help us recruit quality candidates.)

- Each of schools is a community hub with own flavor; they serve people in their zone
- Have outreach, extra-curricular programs
- Not one size fits all
- “Options and programs are great for kids; it’s why we moved here”
- People who work here with institutional knowledge; are welcoming, share and help with how things are done
- Same aspects of the community exist in our schools
- Family connections in the schools: “My kids are going to teachers I went to”
- Teachers and administer go above and beyond for kids
- Kids have said they feel safe here

What are the most significant district, community or state issues the selected person will face and need to deal with in order to be effective immediately? (This information is shared with the final candidates.)

- Very vocal group that’s anti-government and anti-school; they are slanderous and don’t hide it, rude
- Need to be prepared for requests for information including e-mails
- Updated facilities but have funding handicaps
- Drug problem (meth, marijuana)
- Vapes
- Inter-city type problems because of poverty
- Have kids coming from no running water, electricity (by choice) to the student living on a trust fund
- Limited services for mental health care
- Levy every two years that is about 1/3 of budget
- Levy is something you wear it in your gut and it interferes with work

- Retaining quality employees
- Housing is an issue; expensive
- Still have a lot of growth in district; things that need to be improved and grow so not bored
- Because district is spread out hard to keep everyone together; it's hard to be unified
- Do a lot with limited resources
- Professional learning communities
- Professional development is home grown
- Zero opportunity for professional development for support staff
- Large geographic area so harder to keep unity of staff

What characteristics are most important in the next superintendent of the Lake Pend Oreille School District? (This information is used as we screen potential candidates.)

- Personable
- Community pr
- Help us keep joy in our day and help us be unified
- Visible
- Available to staff and parents
- Wants someone who really loves kids and loves what they do
- Families will see thru disingenuous and fakeness; must be genuine
- Flexible— open-minded
- Take stock of what's here and help it grow
- Trustworthy, also “trust me to do my job”
- Don't need business-minded leader
- Want someone to lead
- Have understanding of rural programs
- [Realize there are] diverse levels of employment but all on same team, working on same goals
- Unifier; often work in silos so every few weeks need a unifer
- Personable, caring, sense of humor
- Balance in his/her own life
- Balance [for the district] is not top down; say this is not negotiable but this is what you can do
- Leadership style that's loose/tight
- Not top down; open to what's going
- Need to brainstorm around securing access [to buildings]
- Need someone who is ready to get into the community
- Generalist who can do pr, pass levies in the face of strong opposition
- Experienced in education
- Ability to manage growth
- Needs professional strategic thinking to tackle facilities levy or bond
- Understands is the superintendent is the leader of leaders, not followers
- Needs to have public relations and experience—public relations focused

Name of Stakeholder Group: CLASSIFIED TRANSPORTATION & MAINTENANCE

What are the greatest assets of the Lake Pend Oreille Community? (This information is used to help us recruit quality candidates.)

- Quality of life
- Small community but teachers very caring
- Great place to raise kids
- Lots of people come for their whole life
- This is a vortex; some come for a year but if here after 3 years never going to leave
- Come for environment
- More of a blend; in a nice stage of transition
- Outdoor activities
- Rural atmospheres are their own communities

What are the strengths/assets of the Lake Pend Oreille School District? (This information is used to help us recruit quality candidates.)

- Strive to make students better regardless
- Effort to improve schools
- Facilities work hard to improve building
- Kids are safe in our buildings
- Family atmosphere; people nice and helpful
- Uniqueness: Clark Fork Jr/Sr High School is remote with unique programs with virtual education
- Sandpoint High School ranks high in state of Idaho
- Progressive as far as opportunities for kids—Homeschool Academy; mastery program at Clark Fork
- Track program give kids exposure to a variety of potential career options
- Good management here and people appreciate it
- Not coming into a confused situation or a mess
- If there is a problem or accident relating to schools there are people there to help

What are the most significant district, community or state issues the selected person will face and need to deal with in order to be effective immediately? (This information is shared with the final candidates.)

- Group of individuals that are hyper sensitive about money
- District relies heavily on levies and community has been supportive [but because of] increases have some in community who are policing it
- The community is in transition from rural to a more progressive, artistic and cool downtown

What characteristics are most important in the next superintendent of the Lake Pend Oreille School District? (This information is used as we screen potential candidates.)

- Good listener
- Great problem solver
- Be approachable
- Be mindful this is a rural school district; each is different with different needs
- Understand this group is a weather savant from November through March
- Go out on the playground and interact with kids
- Like to see more involvement with our department
- Don't need to be micromanaged; just want to see their face
- Ride the bus
- Don't just say you're going to do something, do it
- Be community-minded
- Has to be out in the community—ALL of the communities—if wants to pass levies
- "Need a conductor more than a ringleader"
- Hands on, visible, be out in the schools, move around a lot
- Need to see more of a superintendent in maintenance and transportation
- Want to have plan to work with the community and not be threatening; tell us this is what we need and why and if we can't get it here's backup
- Need for outreach by new superintendent

Name of the Stakeholder Group: PARENT/COMMUNITY

What are the greatest assets of the Lake Pend Oreille Community? (This information is used to help us recruit quality candidates.)

- Quality of life
- 4 seasons
- Easy access to wilderness
- Rising arts community
- Kids here have opportunity being on stage: achieve something; feel special; learn confidence
- Supportive community (sample: Angels Over Sandpoint, CAL, Community Assistance League, Panhandle Alliance for Education, strong PTO's) are the reasons kids get to shine
- Community strong: everyone is there to life up someone who falls
- Wouldn't have to worry about the high cost of housing elsewhere
- Diverse community
- Low crime rate; safe community
- Powder days at the Ski mtn
- Access to recreation
- Free access/parking to city beach
- Music conservatory in Sandpoint
- August musical festival
- Close to metro areas yet rural
- Minimal commute time
- Ability of superintendent to have personal relationships with the community
- Minimal natural disaster
- Rich history, for e.g. Lake Pend Oreille
- Museum
- Pedestrian friendly – kids walk to school or ride bikes
- Kids ride bikes to park to play or can ski on mtn all day
- Amazing public library
- Great place to raise a kid
- Good medical services
- Quality athletic programs (in district and out—club and park and rec)
- Opportunity to grow ideas; for example, ski program gives kids access to Nordic skiing
- Not a racist community as people have said it is
- Farmers market
- Local producers

What are the strengths/assets of the Lake Pend Oreille School District? (This information is used to help us recruit quality candidates.)

- School board is pro education; putting aside money for rainy days
- Quality teachers and temp folks; innovative, great teaching stuff
- High quality teachers and teaching staff
- Unique programs offered to students, outside of the box
- Multiple career paths in education
- Teachers are really, really strong; unflappable; seen it all; great quality
- Principals off the Richter Scale
- Community support for school levies fairly high
- Small class size
- Homeschool Academy
- Teachers encouraged to collaborate between schools; have monthly grade-level meetings; professional development strong
- Teachers start here, retire here
- Helpful with son who has autism; counselor playing important role
- Excellent special ed program
- Schools and principals dedicated to bring in science programs by way of grants
- Experiential learning available within school system
- Number of parents who volunteer in schools is incredible; teachers couldn't do what they do without the volunteers
- Selkirk Outdoor Leadership & Education (SOLE) funded by the Panhandle Alliance for Education available for all elementary
- Partnerships with forest service and USDA
- Aviation program
- Library has reading program which is great for kids
- Swimming program for all 2nd graders
- Quality of students in district excellent; opportunity to go on for trade or college
- Dual enrollment and higher education opportunities exist for his students
- Ski area offers program for free skiing
- Quality technology to run current programs

What are the most significant district, community or state issues the selected person will face and need to deal with in order to be effective immediately? (This information is shared with the final candidates.)

- Funding for levy every 2 years; an Idaho issue and need to fix it
- Need a superintendent to help resolve frequency of levy issues
- Financial meta issue is Idaho's funding issue
- Lack of infrastructure especially with internet
- Lack of science and social studies curriculum for elementary kids
- Drug problem in community and in schools
- Bullying
- Building safety regarding intruders
- Student respect dropping and there is zero accountability for the lack of respect
- Poverty
- Drugs in the community and the schools

- Trauma: kids experience a lot of; need to do training for teachers on dealing with kids in trauma
- Lot of people moving in but not vested in kids
- General distrust by a few people who request information [FOIA] over 300 a year
- Chunk of community wants to be antagonistic
- Superintendent makes too much money
- Teachers are struggling with students; teachers yelling at whole class
- The “love and logic curriculum” should be for teachers as well as kids
- Many don’t want to vote for the levy because superintendent salary is too high
- Cost of living is high
- Salaries for teachers are low; hard to recruit when salaries are low

What characteristics are most important in the next superintendent of the Lake Pend Oreille School District? (This information is used as we screen potential candidates.)

- Lot of passion
- Willing to think outside the box
- Good communication
- Market school district’s success
- Vision and action
- Listen to stakeholders
- Overall people happy with school system; improve what we have
- Situational awareness by visiting schools
- Humble
- Form a committee and get involved with nay-sayers to find out position; maintain ongoing dialogue
- Thick skinned
- Communicate and put forth vision to stay competitive with what kids need
- Vested in love for Sandpoint
- Able to bring diverse groups together
- Supportive of staff
- Responsible and ability to explain what spending is for
- Non-traditional
- Ability to use humor
- Better like snow and dark days in February and better like mud
- Never use fear or threats to get what need; use honesty
- Understand importance of continued maintenance
- Good leader, assertive and open-minded
- Staying power

Name of the Stakeholder Group: STUDENTS

What are the greatest assets of the Lake Pend Oreille Community? (This information is used to help us recruit quality candidates.)

- Environment
- Ski resort
- Access to nature
- Outdoor community
- Safe to walk anywhere
- Low crime rate
- Tight knit and giving community; generous
- Nice lake
- Community is proud of schools
- Beautiful town
- Good places to eat
- Everyone is welcoming; friendly
- Small town vibe
- Get anywhere in less than 30 minutes
- Wants athletes to succeed
- If there is a tragedy, people want to help people in trouble

What are the strengths/assets of the Lake Pend Oreille School District? (This information is used to help us recruit quality candidates.)

- Teachers are great
- Ratio; class size lets us always have a voice
- Teachers are passionate
- Teachers personally invested in your success
- Teachers spend own money
- Programs like Cedar Post offers real life skills in journalism
- Model UN
- AP courses; tests are paid for by the district
- Dual credit courses, including University of Idaho
- AP tests are paid for
- Work study where go to school one day and work one day ‘
- Program in welding
- Counselors for every senior to help if you want to go to college but also will help with career pathway if not going to college; want students to be successful whatever we are going to do
- Scholarship Club has 50 scholarships from \$250-\$1000
- Support to work around schedule for athletes

What are the most significant district, community or state issues the selected person will face and need to deal with in order to be effective immediately? (This information is shared with the final candidates.)

- Facilities are kinda run down
- Not most efficient to have schools that all need work done
- Lot of anti-levy people

- Don't have everything onsite
- Lack of equity in sports
- Academic Decathlon is at nationals but had to do fundraising to go
- Bands have to do fundraising

What characteristics are most important in the next superintendent of the Lake Pend Oreille School District? (This information is used as we screen potential candidates.)

- Willing to talk to different people and individuals
- Heart warming
- Open
- Genuine
- Personable
- Willing to be visible
- Funny, sense of humor
- Become part of community
- Out and about so he could do his job better
- Interactive
- Risk-taker
- Initiator
- Willing to make changes that might be surprising to people
- Has to think about what might be better for the district even if it wasn't something everyone wanted

Name of the Stakeholder Group: TEACHERS

What are the greatest assets of the Lake Pend Oreille Community? (This information is used to help us recruit quality candidates.)

- Clean air and water
- Safe
- Inclusive
- Very helpful to each other
- Lots of nonprofits to give support
- Great arts community
- Powerful collaborative community
- Supports education
- 4 seasons
- Great environment
- Real people
- Close to big cities Spokane, Seattle
- Educational choices and options for kids are amazing
- Teachers here for long time
- Students come back
- Most dedicated staff ever worked with
- High professional standards in general
- Great relationship between administration office and every building; great communication (but room for improvement)
- Our union and board have good relationship to help teachers survive

What are the strengths/assets of the Lake Pend Oreille School District? (This information is used to help us recruit quality candidates.)

- Wide range of opportunities for kids
- [Attitude that] we **can** try things not that we **can't**
- [District has] kept small rural schools
- Each school is important to its neighborhood
- Homeschool Academy; grown from 16 to 150 students
- Lot of latitude for teachers to do right thing [to improve] school improvement
- Panhandle Alliance for Education provides resources
- Opportunity for innovation
- Good, positive board
- Alternative school has high graduation rates
- Underground Kindness helps with de-stressing moments for kids and also allows a teacher to take a break
- Kaniksu Land Trust for outdoor education
- Fiscally responsible and transparent
- Relationship between teachers and administrators is open and positive
- Focus is on solutions; all in this together
- Schools are safe

What are the most significant district, community or state issues the selected person will face and need to deal with in order to be effective immediately? (This information is shared with the final candidates.)

- Fortune 500 companies here but can't find work for spouse
- Active, loud group opposes much of what we want to do, especially financially
- At levy time, vocal group gets personal; does not provide truth
- District is very spread out; south side to Hope is a long way
- 7 elementary schools and some are not equal [with regard to] accountability; some more transparent than others as far as job performance
- Financial stability issue is a reality in Idaho; have to run a levy every 2 years
- Facilities: big issue in all bldgs
- Bond issue for facilities too large
- Redoubt

What characteristics are most important in the next superintendent of the Lake Pend Oreille School District? (This information is used as we screen potential candidates.)

- Unifier supports schools equally realizing each school is different
- Be involved in schools and what trying to accomplish
- Open-minded to different ideas
- Important to have good relationship with union
- Have an us mentality; don't let it become us versus them
- Understand that stronger when united
- Confident
- Visible in ALL schools
- Online evaluation of the superintendent
- Good listener and then offers support, suggestions
- Would like a global view, don't want to lose sight of that view
- Understands need for challenges of kids at alternative school
- [Recognize] emotional aspect of students
- Really genuine, here for right reasons
- Approachable
- Appreciate that superintendent knows teachers' names
- Wants someone who will stay for a while
- Has understanding of rural communities which comes with own challenges
- Like someone who is progressive and push envelop a little bit
- Natural people skills, strong communication skills
- A leader
- Politically savvy
- Thick skin
- [Instead of] standard letter grades could look at standards-based grades
- Be supportive of professional development
- [Recognize need for] elementary school counselors; would like at least a ½ time counselor at every school every day

*Survey Monkey Results for Lake Pend Oreille School District
May, 2019*

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

102 Responses

Administrators

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

- Health oriented. Arts focused. Pristine environment.
- Supportive community, great location, outdoor opportunities.
- Our easy access to wilderness that is unspoiled. The majority of our community is friendly, hardworking and good citizens. People help each other here.

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

- Beautiful .
- Works well with community, many opportunities for kids, high achieving school district
- Our schools are awesome. Instead of being separate entities that compete, our admins work together in solidarity. Don't get me wrong, every school has its own personality, but we are there for each other. We have amazing teachers. Our teachers collaborate in grade level meetings once a month. Our families LOVE their schools. We have so many rural schools. We have amazing programs going on in our schools: music, PE, Stem programs, Drama clubs, art, kaleidoscope art program, chess programs, cross country ski programs, etc.

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

- Every two years, you have to claw your way through the haters/anti-government community, who do not want to support the levy. Tiresome.
- Redoubt movement. Anti school/tax group. Lack of state funding and passing a levy every 2 years
- Our schools are aging and our enrollment is going up, so it is time to build new ones that will accommodate this growth in a safe and healthy way. Unfortunately, there is a fringe group that is negative and frankly, hateful. It is okay to disagree, but it is not okay to be cruel and ugly. These people make our levies highly stressful. They use scare tactics and false information to sway a certain population. The behavior of our children is beginning to degrade. There is a lack of respect that is beginning to take on a new level. Perhaps we need to lighten our focus on technology. We are beginning to think we are getting too dependent on it. Students are having a great deal of difficulty hand writing. Students are having more and more difficulty spelling.

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

- Great listener, kind, athletic, fair-minded, open-minded, humorous, nonjudgemental. Think fast on their feet..
- Be willing to take on the naysayers and do what is best for students in our community. Not to be combative, but to build some rapport and trust with this group.
- They need to have grit. They need to be GREAT communication skills. Visit the schools as often as possible. Knowing the whole district. Supporter of rural schools. Has great situational awareness, so change is not happening just for changes sake. Good listener. Up on the latest pedagogical influences.

Classified Staff

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

- Small, friendly
- Diversity of population. Drop dead beautiful four seasons. Rural setting with blossoming progressive values.
- Our community pulls together in times of need. We are also fortunate to have many organizations that invest financially and physically in our school district.
- Test
- Friendly, beautiful, many outdoor opportunities with a large lake AND a ski resort, safe, affordable, small town feel, rural but not too far from larger cities, close to Canada and MT.
- Great support all around . The community overall really do want the best for the students.
- We have had a wonderful Superintendent here who has created an environment here where teachers are respected and students can feel safe at school.This is a beautiful area.
- 1. We are a rural community. 2.The outdoor activities are the best anywhere around. 3. We have strong support from the business's in this county.
- Our community is very supportive of our schools. They embrace the rural feelings and especially of our rural schools
- The community is small, so this community knows (good and bad) about each other. If something happens, we know, and we are willing to lend a helping hand.
- Small town atmosphere. Small rural schools that are like family
- Our community is a small rural area. We have lots of community support.
- We live in a very quiet peaceful area. This community is a very involved community where our schools are concerned.

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

- Great Teachers and staff
- High level of parent involvement.High level of teacher commitment. Consistent community support.
- We have principals that see the uniqueness of their student body and work to devise ways to help them be successful adults. Whether they are 7 or seventeen, seeing them as 25 year old adults who have learned how to help themselves learn and to be personally accountable for themselves and productive members of society.
- Safe, strong teamwork among staff and various schools, much community support and involvement
- I do not know all of the schools, but the one I work at the staff is very supportive for each other and definitely for the students. We lookout for the whole well-being of each and every student.
- We have dedicated professionals here in our district that help to make our schools amazing.
- 1. They are mostly rural, and the SMS & SHS are made up of students from these rural schools. 2. We have great teachers.

- All school have especially talented and dedicated teachers. The small school give extra attention to all students. Provide meals, clothing, showers, washing/drying clothes all if needed. The make sure no child is felt to be less than any other student
- It is a smaller school, so we get to know the students, parents, and families. We are able to try new things because we are a smaller school. Teachers and staff are caring and helpful.
- Sense of community. Quality staffing
- There are many good things about our school: We have a caring staff, a principal that is honest and forthright with his staff, our building is well maintained and our students are loved.
- I feel the staff we have here in our School District are dedicated. Pay is not the best, but their dedication is strong for our students.

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

- Levy every 2 years
- Vocal minority of anti-school community members. Personal attacks in the local press. Levy passage by voters every two years necessary for maintained funding. School infrastructure in decay due to age.
- RE: Community stakeholders. KEEP THE PUBLIC/COMMUNITY INFORMED!!! A perceived, and at times, real lack of transparency from administration has resulted in many people feeling completely disenfranchised in the workings of the school district - present and future plans. RE: District employees. Because many operate from a position of fear of losing their jobs, being open and available to hearing thoughts and ideas that may not be along the status quo would be helpful. In addition, assurances that said open communication would not jeopardize one's job.
- Schools are dated, district monies are spread thin among needs,
- A number of community members are quite vocal about higher taxes from the levy. Also community members want more transparency with the funds, especially from donations, kindergarten fees, and more. Also that we have quite the % of low income families. Quite the number of members feel that the upper level staff are way over paid.
- Buildings are in need of improvements, repair, and upgrading. The community student body continues to need social/emotional support. Trainings help to make staff more competent and confident.
- There is a very vocal group that is anti-government and consequently against taxes and public education.
- Keeping small rural schools opens for the outlying rural community. Levy issues every 2 years .
- Don't forget the small schools that are in your district. They are just as important as the big ones.
- We have MAJOR behavioral issues at both our Middle School and our High School. The issues at the Middle School are getting worse instead of better and I feel without the proper leadership it will continue down this road.

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

- Personable, willing to meet with staff and students often
- Familiarity with Idaho education system. Pre-existing knowledge of Northern Idaho. Willingness to engage and debate anti-school faction of the community. Early of mid career educator. Any qualified in-house applicants given first priority because of their local knowledge and experience.
- Leadership is not about a title or a designation. It's about impact, influence and inspiration. Impact involves getting results, influence is about spreading the passion you have for your work, and you have to inspire team-mates. Robin Sharma
- LOVE the cold and mountains, have children in the district, be a strong team player, be willing to hear the needs of the staff, have a positive relationship with the community, work hard to understand existing staff and their history (particularly the dedicated classified staff members)
- Compassion. Integrity. Transparency. Personable. Visit all classrooms/schools often. Make yourself known. Supportive of all programs.
- Be a people person, be flexible, be positive. Communicate well with our Teacher Union.
- 1. A great communicator willing to talk to everyone about the issues from the custodians to the administrators and EVERYONE in between. 2. Not afraid to move administrators from their positions from the first day of his job and put them into appropriate positions especially if they should not be working with people. 3. Willing to go onto a playground at recess and communicating with the students. Not just the adults. 4. Making sure that the elementary classrooms never go above 28 students at the most. 5. Willing to take on new & old ideas to make the schools work best for the students & those who work with them. 6. Have a sense of humor. You will NEED it :) .
- To understand and be able to do RURAL, not just urban. They need to understand that they need to spend equal amount of time at each school - no matter the size. It is important to make all of our areas feel part of the whole.
- Strong administrative skills, but also a down to earth person that is approachable and will listen to ideas and suggestions. Someone who can foresee issues and is able to problem-solve.
- Strong Leadership Skills, Community minded
- I honestly do not have an opinion about this.
- We need someone who is willing to listen to everyone. Willing to be firm when expectations are set. We need someone who is more black and white, then gray. Students need boundaries set and then need to be held accountable when the wrong choices are being made. We have more and more of our community leaning towards private education due to the behavioral issues that are happening at our schools.

Community Members

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

- It is very academically focused, the community really cares, and there is a strong support with teachers, parents, students, faculty/administration, and the community at large. I think that this community has a really big heart and really cares for all its members. Although I have only been student teaching here since January and lived here since December, I have felt extremely welcomed and people generally smile and wave at me. This is a truly great community that believes in the arts and excellence in school and in making people feel welcomed, supported, and feel like they are home.
- Our community is friendly, caring and very generous. If there is a need, our community is going to step up.
- It is neighborly, for the most part, and has a strong arts emphasis for such a small, rural community. You can't beat the natural beauty surrounding us every day.
- CF-Hope caring people, love their schools, school is the center of happenings of community and/or school
- Friendly, giving, determined, free spirits, live here because we want to. Natural beauty.
- Sandpoint is a wonderful beautiful place to live. I had more friends in three months than I had after 10 yrs in Minneapolis. You can be as involved as you want to be - or be a recluse. There are a lot of things to do every week - just check the Reader or the Thurs edition of Daily Bee.
- positive energy, pride in community, great amenities
- Friendly people. Great opportunities for outdoor activities in every season. Thriving artistic community. Fantastic library providing a plethora of services seldom found in communities of this size. Low unemployment rate.
- We have an exceptional public library.
- We are a small community with a big heart., but also a lot of poverty ,drugs and general down side to our county
- There are many fiscally responsible folks who are interested in the LPOSD finances and who attend Board meetings .
- We are a rural community with core values that support each member, especially in stressful times and/or hardships. Everyone knows each other and their children so we all play a roll in raising each other's children. We are grateful to those who spend time, energy, and care of our children. We love our junior/senior high school and how it has changed over the years to become equally career and college ready. We are very independent people who are not all college educated but are self-educated who value privacy and individual rights. Many of us value less government and are very vocal about those issues that affect us, however; it is important not to typecast us because there are many less vocal liberal community members. Most view this area as a best kept secret and fear intruders who wish to change things. It takes us a while to trust the new "superintendent" or any new administration. In fact, there is a general distrust of the current administration.
- Big beautiful lake for every single recreational activity imaginable. A ski resort worth the price of a lift ticket. Hiking, hunting, off roading, and camping all within our grasp. An array of delicious eateries and pubs, local music festival, talented artists, and craftsmen make this a perfect place to call home.
- Outdoor recreation opportunities

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

- Sandpoint High School is an incredibly great school, with high academic achievements, standards, and the teachers reflect this as well. This high school really cares for not only all their students, but supports and creates a strong academic and welcoming community for teachers, parents, and staff members/administrators alike. There is a strong workmanship as well as striving for excellence that one sees in this school. The highly academic environment is supported by strong AP programs and courses, where students have the opportunity to not only enroll in advanced college-level classes, but also if they score well in their exams, can receive college credit. This helps reduce the cost for college tuition. As such, this school is highly focused in academic achievement, community input, and creates a strong supportive environment for everyone. In addition, there are certain opportunities for students to travel with their teachers and study abroad in different countries in various subject areas (environmental sciences, arts, history, etc.) and thus, these opportunities afford students and faculty the ability to strengthen academic courses and classes, while also focusing on helping and supporting each student to succeed. This then prepares students to be successful after they graduate and helps them cultivate a strong sense of self. This then gives all students an equal opportunity to be successful in their future academic and career aspirations. I have worked in many different public school districts across the country and I have also worked in different educational settings, and I am especially impressed by the high academic achievements that this school and the rest of this school district has provided the means, the intellectual discourses, and the community support so that all students have the opportunity and the resources to be successful after they graduate and beyond.
- The classes are small enough that each child gets attention. There are numerous sports, clubs and afterschool activities that students can pick from. We have found the majority of the teachers love teaching and are generous with their time.
- The community cares about education and that is evident in the programs we have. The schools are resourceful at getting a lot done on tight budgets and supporting students in quality ways.
- Clark Fork Jr. Sr. High has been recognized for exemplary achievement in several areas...
- Committed teachers -
- We have a wonderful teaching staff. These folks care!
- innovative, experimental, not satisfied with status quo
- Dedicated staff who are always seeking opportunities for the kids and ways to provide the skills they will need once they leave school.
- The Teachers
- It's hard to talk about the good things when property tax payers who ask questions about the high levies are branded as "redoubters" and their businesses are put on a boycott list (as mine was)
- CFHS has transformed itself when budget cuts forced them to creatively accommodate class schedules, courses offered, devoid of a federal lunch program and still meet the required standards. They have been a leader in experiential learning programs and have adapted each year to changing district or state requirements or staff changes. They are true chameleons. They are leaders in scholarship per student awards. They have a strong leadership and vision stemming from their principal and support staff. When a principal is supportive of staff's ideas, innovation occurs. Because it's a small school, they know and are involved in each student's success. They truly are a family. Every student has

someone they can connect with whether it is the counselor, teacher, office staff, or the principal himself. It is a safe school mostly because of the supportive environment. Each staff person is wholly invested 150% in the success of each student.

- My children went through this school district from elementary to graduation. Both were treated with respect by educators that had a very real connection to their students, the schools, and this community. They were able to graduate with a quality education. My grandsons currently go to Farmin-Stidwell. And it's been great!
- Majority of educators are good with the students. Availability of laptops to all students.

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

- I believe that this school district encourages and supports the arts and so I think it is important that whoever is selected as the superintendent also is aligned with this arts-enrichment mindset. In addition, due to the fact that there are some schools that are farther out in this school district, it is important to consider each of these schools' needs and how best to benefit their students, faculty, and staff members. For instance, there are schools that are smaller, as such, art enrichment programs should be considered part of the curriculum and mission statement for these smaller schools, as this would enhance more interest in the arts, sciences, and mathematics. I strongly believe that the arts is the pathway that has the ability to connect to all core content subjects areas (Math, Science, History, English) and I believe not only helps strengthen all students' intellect, but also supports and enriches the community to grow and prosper.
- We have a group of people in this community that try to cause problems at any organization that gets tax money. Fortunately it's a fairly small group but they are vocal and mean spirited.
- There are some small, but vocal, pockets of voters that don't seem to understand the budgeting system for education in the state of Idaho. Every year they attempt to undermine the public, but so far have been unsuccessful. Finding ways to appeal to these groups will be paramount to the continued success of the district. Also, the diversity and geography can be challenging. Lastly, there is currently no gifted & talented programs/support in the elementary grades. While it seems like special ed groups are well supported, we could do better at offering alternatives for G&T students.
- The district is made up of several small attendance areas/ communities, each of which works hard to keep their own identity. The Larger community in the district has a tendency to "take over" and appears to act as "the community".
- Aging buildings with significant deferred maintenance, outspoken opponents of any type of tax - majority of these people moved here from some where else, where more than likely they paid significantly higher property taxes.
- I have been a substitute for over 10 years. I think all subs should be given a tour of a school if it is the first time they have subbed in the location. I also think all subs should be trained in lock-down procedures. There should be a manual for substitutes.
- disproportionately loud anti public school minority
- Drug use is rampant in the middle and high schools. A large segment of the population believes teachers and administrators, especially administrators, are overpaid and that teachers primarily teach to the standardized tests. That segment does not support levies so the district is often strapped for funds. Until that perception is addressed, no levy to improve facilities is going to pass, sadly. The buildings are outdated, overcrowded, and in disrepair, yet levies fail time and time again because of the perception of teachers being

paid handsomely for "just 9 months of work a year". The majority of residents make far less than teachers make and work 40 hours a week 12 months a year, so they resent teachers making as much or more than they make, complaining about pay and constantly demanding raises. That is not to say I agree with those perceptions, I'm just sharing that they are widely held perceptions throughout the district. When the superintendent makes so much more than the vast majority of residents and yet the school ratings remain some of the lowest in the state, that doesn't sit well with residents. I think if the district could show better financial accountability, taxpayers would be more supportive. It's a wonder that the supplemental levies continue to pass, but it would be nice if a facilities levy could pass.

- We have a diverse population - lots of retired people. Lots of natives with very low incomes as well as a lot of imports with very high incomes. Clark Fork is very small, but gets more teachers/students and better education opportunities than the larger Sandpoint population.
- Bullying, drugs, need more security and responsible, caring adults that are aware of the bullying and drug use at the middle and high school.
- Many in the community are weary of being taxed without representation and input. The new superintendent might want to encourage more transparency instead of the arrogant, hostile attitudes we have been subject to.
- Obviously, the need for a supplemental levy every 2 years because the current school board has rejected the idea of making it a permanent levy. The same will occur for a multimillion-dollar maintenance levy AFTER the current levy was just passed this March 2019. This causes unnecessary stress on school staff and the public in general. It distracts from the attention needed to run a school. CFHS is a rural school with a very different community, student population, and geographical issues. Because of their small sample size each individual loss (failure, drop out, etc) is catastrophic to our data. The needs of a small, rural school are very different from a wealthy, large school such as SHS. Everything is more expensive like transportation to an activity, enrichment event, college campus visit, etc. An older building is less energy efficient and is more costly to run. They suffer from constant change in staff and budget cuts, although I must say that they have adapted well. A superintendent should spend equal time at the outpost schools such as CFHS as in town (Sandpoint). They should understand the greater challenges of a small, rural, low-income school. They should bring back a school hot lunch program. They should be appreciative of the outdoor recreation that surrounds our area and the desire for students to return to this area and work at a livable wage and more. They should be aware of the future growth expansion from Kootenai county towards Bonner and how that will affect our population and infrastructure because the schools will supply with workforce or will be forced out by skilled labor from Kootenai Co. or other states moving here. This can cause an increase in enrollment or a depletion depending on the movement. Outlying schools MUST feel valued and supported. The community must feel like their schools are valued and supported not just posturing by the candidate. They must understand the digital divide which occurs in Clark Fork. Just try and use your cell phone. Realize that not all students have access to the internet after they leave school. This area is definitely 10 years behind civilized areas in many, many ways.
- There is a loud and vocal group that will always be against public schools. They are anti levy and anti educator. They are, as I said, loud. They are also in the minority.
- Favoritisms of a small community especially is high school athletics; impacts self confidence. The increasing costs associated with living in Bonner County

- Levies every two years

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

- These skills would include a willingness to work with individual schools' needs both in Sandpoint/Ponderay, Sagle, and Clark Fork respectively. It is important to not just focus on the main schools that are growing and are successful, but also consider how to help schools that are still part of this school district, but located farther away in smaller towns. As a result, it would be very important that this superintendent be able to see the bigger picture for all the schools involved, not just the schools that are currently successful, but this superintendent would also have the desire to find new ways of enriching and enhancing outlying schools, located in smaller towns. This would help build strong rapport with all K-12 schools, faculties, staff members, administrators, students, parents, and individual communities so that this school district can promote highly effective and academic courses for everyone and a specific plan for success for the next five years. The qualities and characteristics that this new superintendent would possess would be a passion and desire to help the smaller communities, outside of Sandpoint, grow and prosper as well as continue the success of student growth and learning in Sandpoint K-12 schools. It would also be important that the superintendent is interested in helping develop and continue the arts and other elective/special classes (fine arts, music, dance, drama, foreign languages, etc.) so that this can create a strong robust school program that is attractive to many prospective and current parents, staff, faculty, administration, and students. Thus, this superintendent would need to be passionate and be able to actively support and promote the arts (studio-based art, industrial arts, drama, dance, music, foreign language, etc.) and advanced placement classes as well as other more advanced courses to help boost and sustain the academic climate needed to be successful in the 21st century for students, educators, and administrators/administration alike. Further, the superintendent must have the best interest in mind for all students, community members, and faculty, and the administration. It goes without saying that this superintendent must be organized, diligent, have a strong presence, and can be both a civic leader as well as a strong academic speaker that embues confidence in order to lead the community in a supportive, balanced, and helpful direction for all involved. Finally, the new superintendent must have a strong sense of what the community needs and he/she must be open to this community's input, feedback, and ideas. This new superintendent also must have the desire to improve student and teacher academics and create ways to build and sustain strong professional relationships, professional learning communities, and positive ways of reinforcing student and teacher self-efficacy and academic excellence. In essence, this new superintendent must have the entire community's interest at heart and genuinely care to help make a difference in this school district by continuously finding ways to strengthening the school district in its teaching and learning practices and pedagogies and reaching out to students and faculty to support everyone through highly supportive and rigorous academics in extra-curricular activities as well as the arts, humanities, sciences, mathematics, and any other advanced courses that would help students be successful after graduating and prepare them for the workforce.
- Thick skin! Friendly, articulate, caring and compassionate. The person needs to be passionate about learning and continue the improvements that have been made under Shawn's leadership.

- If possible, someone from a rural, or at least small town, background would be well-received by those who tend to be skeptical of 'outsiders'. While we need the best talent, many in the community don't think we should pay for it. While I generally disagree, we need to keep the levies passing, so finding someone not as seasoned, but with required experience of course, might bode well. Proven leadership is a must, as well as proven relationships with teachers, staff, and community.
- In addition to the professional skills needed, the individual selected should have experience outside of education...a clear understanding of those who do not or cannot continue to the University level....
- Open and HONEST communicator, engaged in the community (joins and participates in one of the service groups), is seen and active in the community, good communicator (public speaker), NO GOOD OLE BOYS - need someone with experience, longevity,
- Good communication skills. Be tough skinned because you can't make everyone happy. Have integrity - treat everyone with respect, i.e. teachers, parents, students, members of the community.....this may sound easy to do, but it's not. There can be a lot of stress in a school environment and a lot of "politics" in school administration.
- not sure. I would suggest that they be aware of the change in store for education per se, and be willing to embrace a (very) different future
- A new superintendent needs to be transparent. They need to reach out to the community for ideas, input, and buy-in for ways to tackle the tough issues the community faces (poverty, drugs, bullying, facilities issues, ineffective teachers, etc.) They need to be visible and approachable. They need to be prepared to work in a divided community, both politically and economically. 47% of the residents are employed. The remaining 53% are retired or unemployable for some reason. The pay in this area is low, with primarily service jobs. Housing is very expensive and difficult to come by. Those things contribute to the discord among taxpayers when it comes to supporting schools. The new superintendent needs to have a plan to address concerns from people facing those issues.
- Needs to be money smart - frugal but providing better educational opportunities to every student. Be community minded - not just listening to the rich.
- Must be able to work with the children that attend these schools, must be aware of the problems with poverty and bullying and drug use and make sound decisions on handling the down side of this community.
- Skills that go beyond being a fund raiser. Build bridges with the community, encourage the input of those who fund the schools.
- Must have worked (taught) in secondary education and hold degrees in both elementary and secondary. Must be creative and recognize the adaptability and creativity of all schools. Must realize their staff have lives other than their careers. Has perspective and not reactionary, supportive of school's principals and their unique school needs. Someone who realizes that data is NOT everything. Excellent communication skills. Someone who looks for grants to help those schools with unique needs. A good listener followed up by concrete action. Someone who may have to choose lifestyle over money.
- Integrity, humor, a focus on special education and helping children who come from homes where support for education is lacking.
- Experience in managing and measuring success with key performance indicators that are impartial.
- We need someone who wants to stay in our community for a while, not just to get vested. I would like a leader who understands the Global Community we live in and promotes that growth.

- Complete transparency. The district ignores FOIA requests to show where, how, and why the "Bonuses" are paid to the administrators.

Parents

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

- The recreation options available to the community. It seems the majority of the community accepts change.
- Beautiful location with unlimited outdoor recreation and a small town vibe
- Bonner County has an excellent quality of life and low crime rate. We have excellent access to recreation with the ski mountain, several lakes, miles of mountain biking and hiking trails, the Festival at Sandpoint, and huge community support for the arts. We also have an excellent public library.
- Sandpoint cares about its children and their education. Stakeholders are willing to put forth the effort every two years to pass the supplemental levy.
- People, scenic area, lots of outdoor activities
- We have a collection of nonprofits that partner with the school district and provide quality programs to enhance and extend core academic subjects beyond classroom walls. The best example of this would be Selkirk Outdoor Leadership & Education (SOLE), and their SnowSchool Experience program. This 3-day place-based experiential education program allows students to experience a rigorous E-STEM curriculum centered on snow science, winter ecology, avalanche awareness, and conservation literacy. This program was developed in partnership with Lake Pend Oreille School District, the Panhandle Alliance for Education (PAFE) and is aligned to common core and Next Generation Science Standards. See this program in action at: <https://vimeo.com/179256073>
- Inclusive, outdoorsy, community oriented, people mostly always willing to help,
- Our community is friendly, slow paced acknowledging and valuing individuals, helpful and responsible citizens.
- Natural beauty, summer and winter attractions, involved community
- We have a beautiful and safe community.
- Smaller tight knit community,
- Lower taxes. Less population
- There is great support for the schools and the children are generally respectful.
- We help our fellow neighbors when tragic events struck due to health or anything actually we help each other, we watch out for one another.
- We have recently moved to Idaho. We live the area and all the outdoors has to offer. Everyone we have met loves living here.
- The arts and music
- Best place to live. Beautiful and great community.
- Beautiful and safe.
- This community is tight knit, and cares about each other. Our community is very philanthropic. Our community is the best parts of a resort destination and small town home.
- -Retains a small town feel -Local businesses help each other and the city by being involved in various fundraisers and activities -Easy to run into someone you know while out and about -Many up and coming businesses that conduct business both domestically and internationally -Neighbors support each other and help each other -Safety due to small-town -Many outdoor opportunities - boating, swimming, skiing, hiking, running, farmer's market, coffee shops and so on
- Strong community, loving people, connection with others, small town charm.

- Recreation, sense of community, small town feel
- Traffic, proximity to services, multiple support agencies, beauty, economic diversity, political diversity, recreation, arts
- Outdoor activities, small town friendly
- People help each other. Great outdoors life.
- Beautiful surroundings, lots of outdoor activities, welcoming town
- PEOPLE! People taking responsibility to help other people with common sense solutions.
- We love the natural beauty, the small-town feel, and the rural character of this area. We never want to leave.
- It's a small community where people know each other. Lots of outdoor activities year-round.
- Many people are working hard on a daily basis to make it a better place.
- We live in the Clark Fork area. We love the beauty, the variety of activities (lake, forest, ski resort, Sandpoint, and the workable distance from C d'A and Spokane), and the goodness of the people. Yes, many people have moved here to have the privacy and peace that come from living in a rural area, and a good number have come from California and other highly populated areas, but as long as that privacy is respected, we all get along just fine.
- Outdoor mecca - lake, ski resort, mountains. Surprisingly diverse and a great place to raise a family.
- After living here for 4 years, I've seen the community invested in each other. It's a small enough town that you become familiar with those living here and usually have at least one person who is a mutual friend.
- People in this community support each other.
- Great natural beauty. Charming town with clean water and air. Small town, but with many amenities of larger communities like great restaurants, activities and unique mix of people.
- We have great outdoor activities to enjoy. Our town has bike paths, walking trails, and parks. The ski area is world renowned.
- A group of wonderful giving people that really want to support our schools. Great outdoor recreation opportunities for diverse interests.
- Outdoor recreational activities abound! Small populated area, but not lacking in good restaurants and entertainment for locals, and tourists alike.
- recreational, mostly supportive of education, small community but growing,
- The views out the window. Farmer's market. Many pub's.
- Outdoors, community support, schools. Quality of life
- The community is children centered, there are always activities for children.

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

- The leadership in the schools is very impressive, active and willing to innovate within their schools.
- Teachers are wonderful
- LPOSD has very high-quality teachers and staff, and excellent programs such as the Homeschool Academy and experiential learning. LPOSD also provides access for students to career-technical programs and the opportunity to earn professional certificates or an AA while graduating from HS. The schools have an excellent special education program, and a very high number of parents who volunteer their time to the schools.
- Our teachers and administrators are excellent!
- Small, everybody knows every, generally good teachers
- Smaller class sizes in most schools, solid teachers, again - quality extracurricular and core academic support (see example above).
- We are so pleased to have The Homeschool Academy as an option for our kids. The flexibility and enthusiasm of the school and teaches is outstanding! We also love how involved the Clark Fork Jr/Sr highschool is with their smaller class sizes and better teacher to student ratio.
- Dedicated teachers, a wealth of opportunities offered in our small area, success of students that graduate from here
- The homeschool academy provides excellent supplemental education for our children, from science to literacy tutoring to arts and extra-curricular. It is an invaluable link between home and community for our upcoming responsible educated citizens.
- Passionate teachers and parents
- All of our schools have strengths!
- The elementary schools are amazing, and we have some of the best teachers around!
- Small class size. Caring teachers
- The schools are generally small and are important parts of the community.
- We have a few great teachers that have compassion for teaching that love thier jobs and it shows
- Since we are new my input is limited. I have children at the high school and junior high. So far everyone has been friendly. I really appreciate that any child that feels they are capable of trying an honors level class is given the opportunity. Where we moved from that was not the case only a select group were chosen.
- Great teacher.
- Excellent teachers.
- Our schools are community hubs-each has its own identity that caters to the surrounding families that live in its zone. Our schools provide quality education. Our schools are creative in their programming and schedules.
- -Many local teachers teach at the schools -Teachers work hard to care for the students and teach the students well -Again, small town feel provides a fairly safe school environment
- Many dedicated teachers, administration, and parents.
- Economically diverse, caring and hard working teachers.
- Size, qualified and caring instructors, curriculum and materials are up to date, community support
- Great homeschool academy

- The homeschool academy is absolutely incredible.
- Great education, smaller schools have family like environment
- The Homeschool Academy. THSA serves a large and growing population of our tax-paying community that chooses to homeschool their children.
- The local school is small enough to know our children by name—not just their teachers but all faculty and staff, and not just their names but their personalities and needs.
- Teachers really care about the students and want to see them be successful. Minimal bullying (in my child's elementary experience, anyway).
- Highly qualified educators. Incorporate all the extra curricular programs possible. Still provide a rounded education with music, art and p.e. Have para pros to help advance the pupils who need more challenge and also those who need more help.
- Our children have attended Farmin-Stidwell and Hope Elementaries. Hope is the most recent. The principals are kind, yet firm, and are highly motivated to hire quality staff members and to be watchful for additional resources to help the students, families, and staff. I have volunteered there for over 10 years, and have worked in various positions for over 5, and have seen nothing but good. All 7 of my children have attended Hope and I appreciate so much the happy, challenging, positive environment that is nurtured there.
- Amazing quality in regards to staff, programs, and the student achievement given the funding resources.
- My experience is in the pre-school program. The teachers and staff have been fantastic. They know and care about my kids. And they are easy to communicate with.
- We have amazing teachers that love their jobs!
- The teachers are amazing. They are able to do so much with the funding they get. They have worked to expand their offerings and opportunities for the students.
- They have great teachers and students.
- Great teachers who are innovative and willing to go the extra mile to make things happen for our youth. Dedicated staff who want to do the best for our children and go above and beyond.
- The elementary school my kids attend is full of caring and dedicated teachers and staff. They are able to work with each child at their current level and their own challenges to help everyone thrive. I don't see children left behind in learning or otherwise.
- High quality teachers who care and work hard. Safe. High school has great career programs.
- Farmin is ran by THE BEST principal in the world.
- Good schools. Well supported historically
- I can only speak for Farmin-Stidwell but they are advocates for those kids, they have programs in place that allow every child to get a quality education and not be bored or failing. Any child attending that school will be able to succeed.

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

- Having to spend so much time being a politician for the levy. Our buildings like the Middle School and Washington Elementary are in horrible condition, just awful. Our school sports programs should be competing at a much higher level, however the philosophy "we have always done it this way" seems to be the continued banner. Which is a shame considering the HS is one of the schools that offers innovation so well.
- School infrastructure needs updating
- The supplemental levy process the district undergoes for 30 percent of its funding every two years has become very controversial. A large portion of the superintendent's time will be spent presenting and fighting for school levies. There is a small, but growing group of very vocal tax and levy opponents who will devolve the argument into personal attacks.
- There are some in the community that do not value education and are overly aggressive every time a levy is up to vote. It is one thing to vote against a levy; it is an entirely different thing to slander a school district and its employees.
- Lack of security/safety in elementary schools; lack of current technology for the teachers (desktops are old and programs are archaic); too many "non-student" days when teachers should be in school working, but are not; early start to school day (much too early for kids who have to bus in)
- Interesting political dichotomy. A smaller town so everything is magnified. Residents present that do not support public education.
- Varying needs throughout the district and the need for schooling options for the smaller communities like Hope, Clark Fork and Sagle.
- New or updated school facilities needed, conflicts about money always,
- Involved community, wide income disparity between upper and lower incomes
- We already know the challenges that are present with the anti-levy group in our community and funding our schools in a state that always under funds our schools. Those are obvious issues. We have many programs in our schools to help children with different or unique skill sets, such as homeschool options, mental health services, ELP, etc. I would love for the new superintendent to focus on what can be done for the "average/typical" kid in the regular education classroom. What will you specifically implement in our school district that will benefit the daily classroom experience for my "average/typical" children?
- the middle school is a horrible experience for a majority of kids who go there, the food served to our students is disgusting across-the-board, school isn't supposed to feel like a 12yr prison sentence where at the end you come out with a bunch of useless knowledge, and zero life skills.
- No bonuses for levies. Stop renting meeting spaces when the district owns gyms and cafeterias.
- There is way too much dependence upon technology in the schools at LPOSD, and the use of laptops in the elementary schools is alarming. No attention is heeded to the addicting qualities of iPads and screens, and much assumption is made that students will use their laptops for study versus entertainment and wasting time. This is an issue which was broached which the new Supt will have to take up.
- We need to get a strict bullying policy they say every school has one but that's crap, and teachers tell kids to trust them to tell them if bully's are bothering them then turn around

and make it worse for the child teachers need to be more educated with it and some need to learn more compassion

- Compared to where we moved from there seems to be a much bigger drug and an alcohol problem. We moved from a community that is of the same size with the school size the same as well. My children have said it has been a challenge to find friends that do not participate in these things. At the high school kids are doing vaping in class and in the locker room and it doesn't appear that much if anything is being done about it, that coming from my freshman's observations. A teacher I spoke with about it, asking their opinion confirmed what my kids were telling me and said there were a lot of things that go on that are not dealt with. The acceptance of the drug atmosphere seems to effect the overall culture of the school.
- People at the top are being payed WAY too much
- Building not up to code and need replacing.
- You have to rely on citizens to vote for a school levy every 2 years.
- Our buildings are old, and need to be updated...badly. We live in a location with supportive parents, but there is a large population of our community that fight any raise in taxes, be it school related or otherwise. The supplemental levy's that need to be run every 2 years are a very large bone of contention in the community-there is a lot of opposition from those that don't have children in the schools.
- -Look overall at the district to determine the best use of money, when and where - Anticipate how many more families might be moving into the area and administratively figuring out best use of district's money and resources - anticipation is key to good preparation! -Make security in the schools a top priority or continue what is being done now -Consider training programs for students as well as encouraging students to attend the university. -Hire devoted and dedicated teachers who seek to encourage the students academically as well as in their character
- Ridiculousness of having to deal with a levy every couple of years to help fund facilities, teachers, and programs. This person will need to be highly relational, able to be diplomatic and political.
- The area politics. Specifically that the views of a few very vocal parties are not the views of the population as a whole.
- Idaho's funding formula for schools requires a levy process that is increasingly divisive. Retirees who move here because property taxes are low are often surprised by levies. Small, but very vocal factions of people who are generally opposed to "government schools" sometimes get very involved in campaigning against levies.
- Lots of homeschool families
- Budgeting appropriately
- THSA needs to be a priority - based on growth and overall contentedness of the community involved.
- I don't know if it's his purview, but it would make life less stressful for everybody if we could do away with the biannual school levy vote. Just roll it into county taxes the way other states do. The opposition grows louder each times there's an election, and if we keep holding levies, one day it won't pass.
- Poverty affects every aspect of children's lives, and we have a LOT of families living in poverty. We also have a lot of children in the community affected by trauma of various kinds. I would love to see somebody committed to anti-racism work in schools. There's a quote saying, "'Not being racist' is not enough - you must work to be ANTI-racist" and I'd love a superintendent who is aware of this. I would also love somebody who is

aware of the anti-intellectual factions of this community (ReDoubt, Tea Party, Anti-Vaxxers, etc.) and has ideas for how to get out ahead of them and control the district's messaging to help the district be more successful with regard to levies, health initiatives, etc. So far, I believe those groups have really been underestimated in terms of the ideological damage they can do to the community.

- There is a small counter culture that believes public education should go away in favor of parochial schools. They will be a constant nag. But don't give up! The majority will support your efforts and be grateful.
- There is definitely a negative feeling in a portion of the community toward any levy presented to support education in the area. Because it is a relatively rural/low income area, many families survive on minimal income, so the frequency of these levies is a big issue. I support them because I have children who benefit from the well-being of our schools. If I was older and was receiving no direct benefit from having my taxes go up, I would probably feel differently. Also, a superintendent needs to be aware of the different dynamics and community situations surrounding each of the schools. Some are lower income areas, some have greater distances for families to travel to school each day and extra-curricular functions, etc. District resources are limited, but really need to be seen benefiting each school, no matter the location or population of the school.
- There is a small, vocal, contrarian group who believes that all public entities are by definition inefficient with public funds and/or public education is simply a delivery model for liberal ideology. This creates a plethora of disinformation and a bi-annual battle around levy funding.
- Because it is small and fairly homogenous in some ways, I feel like we have to make deliberate efforts to expose our young people to the diversity that exists in the world.
- We have a growing population of people moving to the area that do not have experience with the school district and are very distrustful and often mislead others about how well the schools are doing.
- The community will always bring up the salary he/she makes. We want the rural schools to be treated fairly.
- That we have a negative "group" here that is toxic. They in general are just anti-tax anything. They can make a person miserable. In their eyes the school district will never be able to do right in their eyes. Be willing to face that battle and not let it get to you.
- There is such a wide variation in household income with a gap in middle, making for a unique community. A fair amount of households do not wish to or can not afford to stand behind the schools in additional funding requests.
- Communication and education of the community are important. I think when they understand they will support but often they don't know.
- Funding and HOW to properly spend the community \$.
- IDEA has increased students with disabilities in general education classes. Gen Ed teachers are not equipped to handle the behavior issues that may arise, or accommodate special needs. This is a downfall in our district. Teachers need support.
- The redoubt movement.
- The drugs currently in S.D 101 have the potential to move south if they haven't already. Bullying is a real issue, you can have the best educators but without real consequences for bullying/hazing your children will fail.

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

- Must have thick skin given this community.
- Committed to education no matter the politics involved. Continuing to fight to support education and maintenance levies
- The superintendent will need to maintain composure and grace while staying resolute that schools are the foundation of our community. He/she needs to have "thick skin" when it comes to criticism about the levy, but still be a strong, transparent leadership.
- Ability to be flexible, find a niche in the community, and care about the education of Bonner County kids!
- At least ten years of actual classroom experience; at least ten years of administration within a school; should not be recruited from within the current district employees
- Tact, flexibility, and the ability to navigate challenging interpersonal conflicts with humility and grace.
- Communication skills, and a passion for promoting better education for this part of Idaho
- Empathy, Creativity, Inclusiveness, team oriented, student success oriented
- Proven ability to work with wide variety of political opinions to create positive outcomes for students, willingness to be open and accessible to all stakeholders, and the ability to streamline budgets
- We need a leader who inspires principals and teachers who only know the way they have done things up to this point. There are ways to improve upon "good." We want our teachers and principals to feel inspired to be better. This does not mean switching up curriculum. This means understanding child development and communication between school district teachers, principals, parents, etc. Specifically, how will you inspire?
- Genuine, humility, the ability to make things happen, and realize that until we fix our education system it's just an incubator for our joke of a prison system,
- Less greedy, arrogant, liberal than the last one.
- Works well with the community and listens. Pursues the best educational pedagogy and pays attention to public health issues including quality of food being served at the schools and amount of exposure to electronics and technology the schools are giving students.
- Be at the schools more often be more active in the schools show they really care for our kids, put out surveys for parents and actually read them and take them to heart
- Determined, willing to do what is right not just what makes people happy or what makes the district look better to an outsider, someone in it for the long haul, someone who understands the culture of the area. There are many good things about life here and those things need to be emphasized. I would not want someone from back east or down south who wants to come and change things to their way of life. People come here for a reason and the biggest one is that this isn't a big city with big city attitudes. Just a normal person who understands a hard day's work.
- Drive to work hard for student and teachers and parents.
- A willingness to be open and honest with parents. Willing to take the time to meet with concerned parents.
- Community minded, willing to be visible and participate in community events-both school and otherwise. Knowledgeable about legislative and leadership aspects of the job. An excellent, charismatic communicator that can appeal to an ideologically diverse group of people. Must love kids, and want to see them succeed emotionally and academically.

- -Be responsible and discerning with how money is spent - perhaps spend more money on infrastructure? -Patient and wise when it comes to identifying how and where money should be spent in district -Be the type of leader who has a clear vision on how to implement school programs -A good leader and communicator who is open to hearing different sides of issues -A clear and effective communicator to the teachers and parents within the district
- Superintendent should have strong leadership skills, ability to cast vision, and to rally multiple groups around the educational cause. Someone with history and respect within Bonner County could be helpful.
- They should be transparent and open minded, but strong enough to push back against the small groups that sometimes seem to speak the loudest but don't necessarily represent the opinions of the majority. Willing to think outside the box and come up with creative ways to stretch funding to meet the needs of the community.
- Strong communication and community building skills, experience with career and professional education, history of fiscal responsibility
- Balance budgets
- Good public communicator
- A good middle of the road mentality with good budgeting skills. Involved in the community. Problem solver.
- Filled out one earlier...but thought of this. I am concerned about us trying to find a super so late in the game. Do we need to post a person as a temp so we make sure we don't "settle" for just anyone.
- Common sense approach (test results are important, but so are kids able to find gainful employment after graduation; graduation rates are important but only if it serves students and their community for the future; investing in our teachers is mandatory - when we dictate EVERYTHING that our teachers must do in order to get through all the red tape, they will not have time or energy or compensation to teach; we need to invest in alternative education - trade schools, THSA, etc. invest in educators and directors who think outside the box!
- Open, friendly, understanding of the local character—which is a curious mix of college grads and uneducated, old hippies and ultra-conservatives, backwoods folk and artsy urban transplants. Somehow we all get along, for the most part.
- Excellent communication skills - I almost feel like a marketing background would be helpful. Excellent managerial skills - great at listening to concerns (from parents, teachers, and school administrators, etc.) and providing clear goals and criteria for achievement.
- Creating vision for the future. Will need to be a good salesperson to placate the nags mentioned above.
- Needs to be willing to get to know the area and those actively involved in education here, not operate simply on past experience. Be involved at each school, and give parents, not just staff and students, the chance to get to know you. They need to trust you and your judgement, and know that you really do have their best interests at heart. You will make far, far more money in this position than most members of this community would dream of, and if you don't want them to resent you for that. Get to know them!
- Great communicator and visionary/innovator
- I want my children's educational experience to be well-rounded and enriching. We need someone that supports out of the box approaches to education, applied/hands-on learning,

and someone who is open to listening. I also want someone who is supportive of the teachers and respects them, who is willing to invest in their professional development.

- Willingness to be a part of the community - attend community events. Taking time to listen to educators and administrators for school/student needs.
- I think the district needs to do a better job promoting the successes and accomplishments. The community needs to see how the district impacts the community. From the programs for the most at-risk kids, to the partnerships with businesses like Joel's to work with P-TECH to the kids going on to ivy leagues, College bound athletes and scholarship winners. LPOSD does so many things well, but I think they don't take credit and also don't receive credit for the job they are doing.
- The levy can cause the superintendent to be scrutinized and you have to be able to not let it bother you.
- Top Communicator. Informed in curriculum Experience as a super preferred. Not afraid to stand up for what's right for children Willingness to go to bat for what's right. support staff invest in staff take the time to get to know staff An authentic person
- Must be 100% always in favor of supporting our schools, teachers and children Excellent communication and writing skills Strong willed Creative problem solver Listener Personable Outdoor recreationalist (to stay healthy and sane in this climate)
- Good communicator, good vision planning,
- The person NEEDS to properly schedule meetings NOT to be at the same time as other IMPORTANT family school events.
- Community involvement. Able to speak well at community meeting. Wants to live here. And stay for at least 5+ years. Strong decision making, accessible,
- I honestly feel that anyone in the education field should have children. I'm also a firm believer that candidates should have worked their way up. Teacher, principal, etc. You can't lead or enforce rules you've never had to follow or see the outcomes of.

Students

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

- This community of Clark Fork comes together to help each other. Most have known others all their lives, some are newcomers. But Clark Fork treats every member as family.

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

- The one on one help with the students in this small community is amazing. The staff of the Jr.Sr. High school makes a point to treat the students as individuals. They know them. They know their dreams.

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

- #1 the smoking/vaping issue #2 The kids need in school hot lunch program. Everyone knows kids learn better on a full stomach, Not every kid can afford to go to the monarch market or pantry for lunch every day. And outdated hotpockets and a long wait for 1 microwave is unacceptable. Admin needs to reduce salary to take care of our kids, our future.

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

- Management, kindness, patience

Teachers

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

- This is a friendly community with a lot to offer in the way of recreations.
- This response depends on the definition of the word "community." 1) Bonner County is huge, comprised of a lot of very unique large and small communities, some not even on the map. There is the tourist town of Sandpoint surrounded by smaller suburban, rural residential, rural farmland, and rural forestland townships; all surrounded by an abundance of lakes, rivers, and mountains. This diversity makes Bonner County a nice place to live and raise families. 2) Pro Arts and Pro Local - huge support for the Arts, and local farmers/ranchers, craftsmen, businesses, and organizations.
- lots of resources for families
- -great outdoor recreation -nice small town to raise children in -neighborhood schools - close to large cities (if needed) -lots of non-profits to help education
- Clark Fork is an extremely tight-knit community and CFHS is at the heart of it. It is so important to us out here to get a Superintendent that appreciates rural schools.
- The Sandpoint community is pretty inclusive and diverse in thought, which is unusual in a very red state.
- Close knit and passionate about educational excellence.
- Overall, the community supports education and the arts. We have abundant outdoor recreation and all the recreational benefits of having 4 seasons.
- Beautiful summer season and fun winter season on the ski mountain. Sandpoint has many local humanities programs that enrich the town: art, music, drama. The parks in Sandpoint and surrounding areas are well maintained and offer amazing scenic trails, recreation areas, and lakefront beaches.
- I feel so fortunate to raise our children in this small, friendly town. There are countless recreational opportunities available whether in the mountains, lakes or rivers.
- Small, tight-knit town, so every member of the community is invested in the school.
- Beautiful place to live and raise a family.
- Support of quality education of students; opportunities for students to network and connect with multiple industries; general support of each other
- Sandpoint is a relatively tight-knit community, made up of people from many different perspectives, but who all share a pride in our town and the surrounding areas. That pride is evident in many aspects of our little society, from the care of the natural surroundings, to the cool atmosphere of downtown, to the fact that you'll hear people bragging about how great Sandpoint is, to the fact that many people tend to move back to Sandpoint after growing up here and moving away for college or jobs.
- Private and small. Local control is important.
- Bonner County is a diverse community with many different political and philosophical views. It is a community that takes care of its own. We have an extensive number of community organizations that work to offer local support.
- Community is involved here. Friendly for the most part.. With lots of recreational activities.
- Sandpoint is a wonderful place to raise kids. People here are genuine and friendly.
- When there is a rally cry for a need whether public or private our community is in full support. It is a place where we are allowed our own individualness, but are encouraged to be part of the community for the greater good.

- Quality of life in northern Idaho, land of lakes and trees and mountains and a wide variety of outdoor recreation. Strong arts community in Sandpoint. Community spirit of a small town that knows each other and lends a hand.
- Beautiful place to live, easy way of life, no time spent commuting/in traffic, everything is a little more simple here in a good way, lots of recreation/entertainment opportunities.
- Most community members put our children first. We value education and after school activities. Our community is a safe place to be.
- small and very supportive parents

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

- Our teachers are very dedicated to the learning and care of our students.
- 1) Highly qualified staff at all levels - classified, certified, and administration. 2) Three small by vitally integral rural schools. 3) All schools are Idaho standards-based curriculum driven, but uniquely different; each having rigorous multi-tier approaches to teaching and offering wonderfully unique "think outside the box" college and career-readiness programs, such as STEAM and Experiential Learning.
- good support programs for special needs students
- -wonderful PTA's -lots of parent involvement (daily) -dedicated staff -recognition that children are more than a test score-social, emotional, arts, recreational are all needed for a well-rounded child
- CFHS is innovative in ways that other schools in our district can't be. Because we are a small, rural school, we are able to adjust things quickly to better serve students. Our staff is so small and we are such a team and we use that to our advantage to try new things.
- Great relationship between the teacher's union and the board/superintendent. That needs to be a relationship that is maintained with respect.
- Educators here truly care about students and want to do the best for students.
- The elementary schools have strong community support: parental involvement, grant money to fund programs. The teachers in all the schools are very dedicated and knowledgeable. Many different educational programs to meet the needs of students at the elementary and high school levels.
- Sandpoint has an abundance of private as well as public schools that all strive to meet the needs of their students. I especially appreciate that the district over the last few years has offered a variety of educational options for students. Several examples being the Experiential Learning Program and the Homeschool Academy. (Not sure if that is the exact name?)
- Clark Fork is a small school, so I learn about every student and get to develop a relationship with almost every one.
- Outstanding staff, supportive parents.
- strong support of academics and CTE programs; supportive of teachers and skill sets
- Of course I am biased, but it seems to me that teachers within my school, SHS, truly care about students. I have had two specific students leave SHS to go live somewhere else, then move back, and they are impressed and almost humbled with how much effort teachers put into students. This must, in part, go back to our tightknit community, in that plenty of teachers here actually attended SHS themselves. Or, the teachers moved here because of the area and its opportunities for adventure, so they become passionate as well.

- Class size, localized, and traditional.
- There are some amazing and dynamic elementary school teachers in our district. The staff at the alternative high school works particularly hard.
- We are very committed to providing quality education to all students. The staff at each school goes above and beyond their duties to make sure not only academic needs are met, but also social, economic and physical needs are met.
- We have many, many high quality teachers in our schools. So many of them do more than what is expected, and most of them truly care about their students.
- Our schools are involved in using our data to improve education. We are holistic in our thinking about the child, their environment and how we can best serve our students and their families as well as bridge the schools with the community. We have teachers who excel at thinking outside the box; who genuinely love kids and want them to develop to become productive citizens; who love the autonomy and cohesiveness of teaching youngsters; who want to make a difference in the lives of kids.
- Rural schools that are the heart of a community. Some schools have outstanding principals and great communication. Some do not! Leadership roles need to be accountable and transparent. We have many wonderful families who support education, but they need to be valued and included in decision-making. Teachers are a valuable source of feedback and ideas--we have many dedicated and astute and passionate educators in our school communities.
- PAFE is one of the best supports our school district could ask for; quality teachers; solid curriculum
- Our schools are amazing. We have cohesive and caring staff. We rely on and appreciate district leadership. All elementary schools have standard curriculum, pacing guides, and programs. This is extremely important and helps us to be amazing and have good results.
- Amazing parents and support. great staff

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

- The superintendent makes significantly more than teachers in the district. This imbalance seems to cause issues. It may be hard to retain quality teachers due to the low pay in this area.
- Don't judge the Lake Pend Orielle School District and Bonner County by its cover - looks and what you read can be deceiving. Despite the millionaire homes and scenes of paradise depicted in glossy magazines/Internet sites, over 50% of LPOSD students live below the poverty line - free and reduced meals. There is an ever-widening gap between low wage earners and middle/upper level wage family incomes, and a tendency for the district and other businesses to create lots of part time-no benefits jobs. For the "average family" it is very expensive to live here. Tourist-based businesses, horribly high home prices, commuting south to work, and pressure to chop up the rural areas to make room for the influx of out-of-state immigrants (who haven't done their homework) have created a county/community in socioeconomic transition. The deep rooted original homestead families are being replaced with a new movement of people bringing with them a different family/culture/personal agenda mindset. With regards to the schools, teachers arrive early, stay late, and sacrifice their weekends, holidays, and personal time to meet the SDE and district curriculum demands/expectations; aging buildings in need of upgrades; deplorable student behaviors on the rise with limited resources to deal with them; very restrictive (you can't do that/have that) technology. In many rural areas, a

majority of student families have no Internet access nor home computers. They invest in cell phones. State of Idaho does not properly fund education. Every 2 years district employees wonder if they will have a job due to the dependency on a tax-payer approved levy. Lots of homeschooling. There is a huge following of anti-government sentimentality which includes a lack of respect for educators and school district objectives.

- old school buildings, need to build new, need more classrooms
- -some very difficult stakeholders-very negative to teachers/administrators/students. They are not supportive of tax dollars used for educational needs, no matter how small the cost.
- At CFHS we are under staffed. A few years ago we went through a major budget cut and lost five staff members. We haven't gotten one teaching position back even though our population continues to grow.
- There exist MANY unresolved problems at Sandpoint Middle School. Please encourage the next superintendent to look at past survey results and maybe even schedule a meeting with the middle school staff to hear our concerns!
- He/she needs to be aware that our district is widespread and each school is its own community. There are three high schools and each is unique and important. Don't overshadow the rural schools with Sandpoint. Spend time at each.
- We need continued support for athletics (tied to Levy), after school programs. Clark Fork Jr.-Sr. High runs an elementary track meet every year, inviting all 7 district elementary schools to send athletes. It is a huge meet and it really helps CFHS students shine. The district has payed for the busing for this event for the last 8 years and I would hope that that would continue.
- There is a small but very vocal group in our community that does not support education. The superintendent will have to be able to stand up to that group. Our district also has significant issues in terms of facilities (ventilation, heating, physical space, etc). It has been a hard sell to the community to raise the money required to address these issues.
- First, there is a very serious vaping problem at the middle and high schools. Now, there are many serious things happening at the middle school. Students at the middle school are very disrespectful to staff and each other. Principals are not following through with discipline. Aggressive, repeat offenders are ruining the learning environment. Teacher moral at the middle school is extremely low. On top of all the student issues, teachers are having to make their own or buy curriculum due to the lack of curriculum ,if any, provided by the district. Parents are coming into the middle school and talking with staff about how appalled they are with the behavior of the students as they walk through the building. Many new families are expressing their disappointment in bringing their children to this area, to the middle school due to bullying and drugs. within the district, positions are being given to 'friends' and not to those who were blatantly more qualified. Parents are not being informed about changes being made midyear, such as pass / fail for electives. They are informed after the fact. Finally, the dilapidated state of many of the builds is very concerning.
- One of the most important issues that a superintendent candidate needs to be aware of is the growing number of conservative voters in our community who seem obsessed with questioning and undermining all improvements that the district has attempted to put forward.
- Lack of faculty at Clark Fork Jr. Sr. High School leads to not meeting every students' needs since students of all skill levels are placed in the same classroom.
- Facilities is one of our biggest needs as a district.

- You're being watched... by everyone. Your behavior matters and when you care about the students/parents/staff within your district, it shows.
- The levy, obviously. And, that there is a vocal minority who will make life difficult for any superintendent
- Work and progress already established. To be able to blend into the traditions and customs already here.
- Bonner County is a diverse community with many different political and philosophical views. I don't consider this an issue, so much as a challenge. The superintendent needs to make an effort to understand all points of view. We have many different families with many different expectations for their children.
- We do have a strong anti-government presence that has in the past attempted to spread rumors/lies about the school district and their spending habits. This population is very outspoken and has created a lot of division and misinformation about our community and the schools.
- Sandpoint is a beautiful place that can be a little misleading. There are many students in our town that live in very challenging home situations including high levels of poverty, substance abuse, and absentee parents. Because of these and many other factors, we have many students with psychological and emotional problems. We need a leader who is well aware of these needs and willing to address them.
- There is a group of negative voices that try to undermine the establishment of public education. The educated stand strong and through data, truth and evidence prevail in the war of "fake news". Our superintendent must be a diplomat first and foremost and be eager to hear what the contradictions and somehow support that there are differences, yet encourage these naysayers to become part of the solution-come to school to read with kids, offer support on field trips, attend events and performances that support young people.
- Lack of trust and credibility with many voters because of poor communication, cronyism, and lack of accountability from the current leadership. Vocal naysayers against schools in district. Some schools have poor principals who are not held accountable for their job performances as they do not give any results to the staff who completed that principal's online annual evaluation. Lack of an evaluation for teachers and parents to complete to give input on the job performance of the superintendent.
- Poor community support when it comes to the levies; forced to run (beg for) a levy every two years; so much public scrutiny over salary/benefits
- You need to have a thick skin while maintaining a positive and growth mindset. A sense of humor helps. There are a very small, but extremely vocal group of anti-government/anti-establishment people in our community. We, as teachers, often feel abused and belittled from the comments from this group. This is often at its height during a "levy" year. The current superintendent took the brunt of this abuse. He shielded us from this as much as he could.
- The group who is so against schools

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

- Approachable, flexible, and okay with criticism from the public (they can be brutal).
- Be flexible, supportive, a team player. Have a calm, approachable, friendly, humorous demeanor. be fair. Communicate well with everyone. Be available 24/7. Become a member of the community, not just someone who collects a paycheck and then moves on.

Think outside the box but avoid conforming to trends. Don't touch/change what is already working well. Don't step into the job ready to make changes based on what you think you know. Respect those who have laid the foundation upon which you will walk. Listen without prejudgment. Let the schools, teachers, parents, students, and stakeholders tell you what they need, want, appreciate, dislike, enjoy, are most worried about and most proud of.

- good at budgeting, supportive of programs for special needs students, thick skin to opposition
- -tough skin -well-spoken-ability to work well with dissent -willing to see the value in all schools and programs, not just the "chosen" programs. All teachers and administrators deserve to be recognized for their hard work and dedication. -knowledgeable about Idaho and how it funds education -It would be nice to have a superintendent who wants to live here and isn't just looking as this a stepping stone prior to moving back to Washington in order to earn more money.
- Understanding, patient, thoughtful, but most importantly fair.
- Support teachers!
- Be a unifier. Don't put one school as a priority over the other. If you don't understand the importance of small, rural schools or the unique challenges they face, you will not be well received. Support ALL schools, show up to ALL schools.
- I am a science teacher at the high school and I feel like STEM education hasn't been a priority at the district level. I'd like to have a superintendent who will support and promote K-12 STEM education. This should be a priority because of the significant job growth in STEM careers and because STEM ties in so nicely with the four C's of 21st century skills (critical thinking, creativity, collaboration, communication). Otherwise, in general, I think a superintendent here needs to be a unifier, an excellent communicator, and an open-minded individual.
- This new individual has to be knowledgeable about true best practices. We don't need someone who will simply follow the next educational fad. Leadership - Be willing to make changes based on knowledge of what is truly happening throughout the district. Cooperative- Willing to work with the staff, parents, and community to establish policies that coincide with the values of our community. Our job is to build strong minded young people who understand the importance of working hard, meeting deadlines, respectful conduct, and integrity.
- An effective leader who has thick skin!!! A team player An open minded individual who appreciates our rural district A confident, creative and smart leader who can clearly communicate with the voters of Bonner County. Good luck!
- Ability to talk to and reason with the community outside of the school district, especially with regards to future levy votes.
- Charismatic communicator that can engage with a variety of like-minded as well as "unlike-minded" individuals.
- Honesty, integrity, transparency, strong communication skills, leadership, conflict management and resolution, creative thinker
- Quality speaking abilities, since he or she will need to advocate for schools and the levy every couple years. Open-mindedness, since Sandpoint and the surrounding areas has a uniquely vast political landscape in that there are radical liberals, radical conservatives, and everything in between.

- Personable, an advocate for teachers, a teacher himself in the not too distant past, and discipline. Willingness to support principals to remove students who do not care about the learning environment.
- The superintendent should be approachable and involved. He or she should recognize that all students and staff have equal value.
- Team player. Able to take constructive criticism, be an active listener, and be seen by the public and schools. This person needs to be able to work with a difficult public at times in a professional way. People need to feel that they are heard and respected.
- We need someone that is just as warm and friendly as Shawn is. We need someone who is approachable and can relate well to people from various socioeconomic groups. We need a leader who will look beyond the "numbers" and what makes our district look good from the outside, and really support principals and teachers with some of the severe behavioral issues which are not uncommon in our district.
- Approachable, authentic, kind, intelligent, willingness to stick it out for 10 years or so to really develop a feel for our uniqueness, needs and successes. They should love the outdoors, small community and be willing to overlook some of our patrons small town ideas and try to understand where those ideas came from and why they are important.
- Strong communication and leadership skills. Not afraid of accountability. Equal compassion and fairness for all schools and employees. No favorites!! Willing to listen to and value public input BEFORE decisions are made. Involve all stakeholders in decision-making and share results of surveys and evaluations with appropriate staffs and people. Need a person who is SMART, caring, friendly, energetic, and has a sense of humor. Need the candidate to understand the history and lifestyles of our area so can relate to everyday people. Comprehends that the priority of a school district is quality learning and NOT test scores and budget cuts! Confidence in him/herself so will not take conflicts or disagreements personally. Reflective thinker!! As comfortable talking with elementary students as with the School Board. VISIBLE in schools and the community.
- thick skin; strong leadership with good communication skills to the public and school district employees;
- A superintendent needs to have teaching experience first and foremost. They really need a deep understanding of what goes on in our classrooms everyday. They need to be educated on the latest issues and what is best for the needs of all kids. I would appreciate it if the superintendent got to know us as teachers and people. My last two superintendents in this district made a point of knowing my name and coming in to my classroom a couple of times per year. They need to have a vested interest in all of us as people. A sense of humor would be appreciated. I always looked forward to fun stories at our back-to-school breakfast!!!
- organized. great communicator with knowledge of curriculum and a vision for our district