North River School District
Cosmopolis, Washington
District Stakeholder Input

Executive Summary

On March 11, 2020, consultant Dr. Steven Lowder conducted meetings with district stakeholders representing various different groups associated with the North River School District. The consultant interviewed staff in the morning, three classrooms, staff at a morning break as well as a public session from 3:00 pm until 6:00 pm. Input was gathered regarding the selection of a new superintendent for the North River School District.

Outlined on these 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.

1. What are the greatest assets of the North River Community? (This information is used to help us recruit quality candidates.)
   - A lot of community support for the school and members of the community
   - Parents and community encourage the students
   - Everyone works to make every student succeed

2. What are the strengths/assets of the North River School District? (This information is used to help us recruit quality candidates.)
   - People volunteer where needed
   - Teacher stability
   - Strong arts and music, is growing
   - We are small, flexible and can adjust to the needs of the student
3. What is 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.)
   - High poverty rate
   - Technology needs updating
   - Students would like more sports, clubs and fieldtrips
   - Facilities are old, but well cared for by everyone

4. What characteristics are most important in the next superintendent of the North River School District? (This information is used as we screen potential candidates.)
   - A good communicator, a good listener
   - Committed to the district, someone who wants to be here
   - Visible and engaged in school events
   - Someone who has a sense of humor
   - Someone who understands this is a "multi-hat" position
   - A collaborator but can make difficult decisions
   - An organizer who can hold people accountable and provide support
Stakeholder Input
Reported as received from each Stakeholder Group

Name of Stakeholder Group: Support Staff

1. What are the greatest assets of the North River Community? (This information is used to help us recruit quality candidates.)
   - Nothing gets unnoticed. People know when you are struggling and need help
   - This community bonds together
   - Parents encourage kids to participate in activities
   - Community members will pay for equipment of student who lack funds
   - Our special community makes this a “quality” place
   - Very similar American values and traditions
   - Everyone works to make every child succeed
   - In one word, stability

2. What are the strengths/assets of the North River School District? (This information is used to help us recruit quality candidates.)
   - Staff fill in when and where there is a need
   - Good team
   - People tell you that you are appreciated
   - We have the ability to help kids who are on the margin
   - We are small, flexible and can adjust to the needs of our students

3. 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.)
   - We depend upon a number of students coming from out of the district
   - We are at the end of the road.
   - Not a lot of housing options
   - EMS isn’t a problem. We have a strong volunteer fire department
   - Our technology needs to be updated

4. What characteristics are most important in the next superintendent of the North River School District? (This information is used as we screen potential candidates.)
   - Someone who loves kids
   - Patient, adaptable flexible
   - Someone who understands this is a “multi-hat” position. You get to do it all
   - A good communicator
   - Resilient, someone who can handle pressure
   - Someone who can listen and learn
Name of Stakeholder Group: Teachers

1. **What are the greatest assets of the North River Community? (This information is used to help us recruit quality candidates.)**
   - A lot of community support, people without kids attend school functions
   - The school is the hub of our community
   - There is out-reach from both ends
   - The community rallies around to support anyone’s need
   - Lots of community resources, astronomy, etc.

2. **What are the strengths/assets of the North River School District? (This information is used to help us recruit quality candidates.)**
   - Students have the same teacher for multiple years
   - We work as a team and watch the students grow
   - Staff consistency – longevity
   - It is easy to know all the students by name, that builds good relationships
   - We have built in days of “all school” activities. Older students read to their little buddies, etc.
   - We are able to cater to a student’s interests, drawing club, etc.
   - Everyone can celebrate individual victories. Little victories get support and appreciation
   - Strong arts program, music is growing
   - Dedicated staff

3. **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.)**
   - The poverty rate is 74%
   - It is difficult to break the poverty cycle
   - We lack knowledge of the state requirements
   - Need professional development
   - ESD does a good job, but we need time to work on grade level standards, etc.

4. **What characteristics are most important in the next superintendent of the North River School District? (This information is used as we screen potential candidates.)**
   - A person who knows how to make things work – a system
   - Someone who can set up checks and balances
   - A collaborator
   - Someone who can see the need for staff development and get us organized
   - A person who can connect us with the wider world
   - A person with vision and who is able to make an honest assessment
   - A person who knows how to be a principal
   - An organizer who gives us time to stay on track
   - Has the ability to bring all staff together
   - Good at home-to-school communication
   - A commitment to a collegial style, everyone together
- Creative and fun
- Has a healing personality
- Ability to have crucial conversations
Name of Stakeholder Group: Students

1. What are the greatest assets of the North River Community? (This information is used to help us recruit quality candidates.)
   - The community helps everyone
   - Everyone knows your name
   - We have small classes and good support
   - The staff are fun and we have a lot of school-wide spirit. March Madness, etc.

2. What are the strengths/assets of the North River School District? (This information is used to help us recruit quality candidates.)
   - Same as above
   - Internet is always going down
   - We need someone to enforce the rules fairly

3. 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.)
   - More support for sports
   - More club opportunities
   - More fieldtrips for all students

4. What characteristics are most important in the next superintendent of the North River School District? (This information is used as we screen potential candidates.)
   - Someone who is nice and interacts with students
   - Not judgmental, someone who doesn’t have favorites
   - A person who will get to know everyone
   - Polite to everyone, staff and Board, etc.
   - Sense of humor
   - A person who works well with others, collaborative
   - Present at our games and events
   - Someone who wants to be here
Name of Stakeholder Group: Parent/Community Groups

1. What are the greatest assets of the North River Community? (This information is used to help us recruit quality candidates.)
   - Safe community
   - Volunteerism
   - Great atmosphere as a small town and how people care for one another
   - Great facilities—hospital, schools, library, theater etc.
   - Good support for the arts and sports

2. What are the strengths/assets of the North River School District? (This information is used to help us recruit quality candidates.)
   - Dedicated and supportive teachers
   - Appreciate how the community supports the youth and the education system and their outside activities

3. What is 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.)
   - End of the road, but services are available
   - Open enrollment outside the district
   - Facilities are well cared for but old

4. What characteristics are most important in the next superintendent of the North River School District? (This information is used as we screen potential candidates.)
   - Good communicator
   - Good listener
   - Honest
   - Motivator
   - A team builder
   - Understand the benefits of working with a small community
   - Treats others fairly and respectfully
   - Open to new ideas
   - Have good understanding of a small school
   - Be willing to commit to the school district
   - Be visible and present at school activities
   - Willing to listen to the teachers—but make a decision
Survey Monkey Results for North River School District

March 2020

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

5 English Responses
0 Spanish Responses

Administrators
No Responses

Classified Staff
No Responses

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

- Peaceful, Beautiful, Rural, Great caring people.
- This is a community of family and friends that look after each other, share farming responsibilities, and want our children to have a quality education in a small school setting.
- Our community is small and made up of caring, kind, and helpful neighbors. And it is reflected in our students.

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

- Small, family oriented, community oriented.
- Small class size, superintendent will know names of EVERY student. Small size allows for project-based learning, out-of-the-box thinking, and possibility of a "charter-style" school, where students are allowed to attend (out of district) if they contribute to the positive culture of the school.
- Great teachers dedicated to teaching each and every student, great staff with the same goals, small class size. We have lots of opportunities for students to shine, with sports, and other extra curricular activities. And staff willing to put in time to make these activities possible.
What issues should the superintendent be aware of as he/she comes into the district? (This information is shared with the final candidates.)

- Out of district allowed to attend despite behavior issues at other districts. Out of district allowed to attend despite special education needs that district can not provide. Prior students have enrolled and attended prior to school transfer records being reviewed. Small school requires staff to wear many "hats". Staff will need support for these "many hat" positions.

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

- Friendly, good problem solver, resourceful

- Strong leadership, organization, out-of-the-box thinking. Ability to change the "this is how we do it" that has been in place too long. Ability to enforce strict curriculum guidelines for math, english, and science. Ability to align curriculum from K-12. Ability to establish a positive behavior support plan that contributes to the culture of the school. Strong leader that has the vision for the long-term improvement of the academic and social/emotional learning of the students at North River. A superintendent that want to build a legacy for North River; one that recommends curriculum based on research-based reviews and research.
Parents
Tell us the good things about your community. (This information is used to help us recruit quality candidates.)

- Community involvement in the school and willingness to come together for many functions and to help each other when needed

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

- Small class sizes keeps everyone more personable and more in tune with the students needs

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

- Community members that try to woo in order to gain favor

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

- Fairness, patience and the willingness to participate in the community. The community here is great about being involved in the school and a superintendent that joins in also speaks volumes
**Teachers**

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

- We have a supportive community that is responsive to needs and issues. Our local Grange sponsors a Food Bank, Shiloh Bible Camp draws people from all over, and an active volunteer Fire Department in addition to our school.

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

- Even though our school enrollment is small, we have the ability to influence each and every student. We also have the ability to be innovative in the educational setting, working across the grades to enhance the educational experience. Our school draws upon the expertise found in our community to provide relevant, real-life educational experiences. Our students will be able to form life-long relationships with each other. The school is and should be the center of the community.

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

- We have a vision committee formed to provide a guidance of what the staff and community would like to provide for our students. We need leadership, a respectful workplace, and a dedication to providing a meaningful education to all students. Communication is the key to making this work. Effective collaboration and trust will need to be established among the staff.

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

- A successful superintendent will be able to communicate, collaborate, and inspire the staff and community to provide quality education for all the students.