

*Stakeholder Input Report for*

# **Sangre de Cristo School District**

**Mosca,  
Colorado**

*submitted by*



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**Sangre de Cristo School District  
Mosca, Colorado  
District Stakeholders Report, January 2021**

**Executive Summary**

On January 28, 2021, consultant Dr. Henry C. Roman conducted meetings with the district stakeholders representing two different groups associated with Sangre de Cristo School District to gather input regarding the selection of the new superintendent. The consultant received input from approximately seven individuals during the meetings.

Outlined below 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 participants. The final section of the report consists of responses by individuals who completed the online survey.

**1. Tell us the good things about your community:**

- Small tight knit community
- Community that cares about its schools and its programs
- Very supportive community
- A safe community
- Everyone looks out for each other
- Multigenerational- some don't leave and those that do, come back
- Many outdoor activities for young and old
- Housing is limited
- Sometimes welcoming and other times not so much
- Can be very opinionated

**2. Tell us the good things about your school district:**

- Small district but many opportunities
- Good instruction
- Strong academics and athletics
- High expectations
- Great community support
- Excellent FFA and FBLA programs
- Financially stable
- Excellent special needs programs now drawing from other districts

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

- Funding for small rural districts
- Budget cuts
- Recruiting new teaches especially math
- Staff is very supportive
- In person, in school during COVID-business as usual
- Community wants to be heard

**4. What characteristics should the new superintendent have to be successful?**

- Strong personality-not moved by every opinion
- Visionary--sees the big picture
- Honest
- Integrity
- Ethical
- Transparent
- Personable and approachable
- Strong educational background
- Strong finance background
- Hands on-willing to do whatever it takes, wherever the need is
- Be visible at school events
- Values teacher leadership

**Name of Stakeholder Group: *Teachers***

**1. Tell us the good things about your community:**

- Small community--more personal--Mosca = 720, Sangre de Cristo = 235
- Sense of family
- Smaller school/classrooms
- More one on one
- Country background
- Everyone knows your business--positive and negative
- Many appear to be closed-but can be warm to outsiders
- Very opinionated
- Sense of accountability
- Safe place to live
- Invested community
- Multigenerational --people don't leave or if they do, they come back
- Dirt biking, hiking, boating, etc.--many outdoor activities
- Housing is limited

**2. Tell us the good things about your school district:**

- Small but many opportunities in school
- Very competitive academically and athletically
- Passionate teachers and staff
- Stellar FFA program with many awards-National championship team
- 3 Boetcher scholars, 2 Daniels scholars
- Many kids leave to join the military--highly successful
- Sp needs kids get their needs met by all staff
- Teachers do their best to accommodate
- Now many sp needs kids coming to Sangre de Cristo

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

- Funding for small, rural districts
- Recruiting new teachers, especially math teachers
- More academic coaches needed at secondary level-good at elementary
- Community wants to be heard
- Staff is very supportive
- COVID here-business as usual

**4. What characteristics should the new superintendent have to be successful?**

- Strong personality-not moved by every opinion
- Visionary-sees the big picture
- Able to keep a level head
- Patient
- Understanding, keeps eyes open
- Strong education background
- Strong financial sense
- Hands on--digging fence posts, shoveling snow, sweeping gym floor, etc.

- Values teacher leadership
- Attends events and activities
- Approachable
- Humility
- Good communicator--Listens-gives people a voice
- Collaborative
- Be willing to ask questions before acting

**Name of Stakeholder Group: *Community***

**1. Tell us the good things about your community:**

- Community comes together in time of need
- Community comes together for athletics
- Small community--loved by all including parents and grandparents
- Everyone supports one another
- A big family
- Often welcomed with open arms
- Tight knit community
- Over 100 years of family generations
- All want to help get to the needs of the community members
- All look out for each other
- All want best for all students and staff
- Many outdoor activities
- A safe community
- Only 12 miles to Alamosa
- Emergency air service

**2. Tell us the good things about your school district:**

- Small school-kids know each other
- Instruction is good
- Sports program is good as well as FFA and FBLA are very good
- Many other offerings
- Financially stable
- Much positivity
- Willing to try new things
- Strong academics
- Willing to take on many problems like dyslexia
- High expectations
- Great community support

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

- COVID--same issue as the rest of the country
- In school and in person is the standard
- This county has the greatest restrictions in the region
- Technology is good in Sangre de Cristo
- Internet is provided where needed
- Computers provided to students in need
- Budget cuts
- "Not a lot of issues in Sangre"
- Maybe transportation will be an issue--school buses may need to be replaced

**4. What characteristics should the new superintendent have to be successful?**

- Honesty-very ethical
- Grant writer
- Integrity
- Approachable
- Kids are number one
- Transparent
- Personable
- Willing to work with all programs, booster club, Pee Wee Rec Program
- Willing to pitch in and help out were needed
- Since only one of everything, must be willing to help wherever needed
- Willing to live in a small community
- Be visible at school activities
- Must be the face of the school district in the community



*Survey Monkey Results for Sangre de Cristo School District  
January 2021*

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

**18 Responses**

**Administrators**

**No Responses**

**Non-Certified Staff**

**No Responses**

**Community Members**

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

- Good farming community that has support for the school.

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

- Have good teachers that care about the kids. Their Ag program and FFA really helps the kids learn.

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

- Politics with sports people not happy because their kid doesn't play and then pushing for coaches to be removed not looking at the big picture of what the coach may be doing for all kids in the big picture. We need people that want to be involved with the school board when was the last time there was actually an election? Not just one person to fill a spot.

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

- They need to have strong ideals and want to see the kids and school succeed in academics. They need to understand rural areas.

## **Parents**

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

- Rural, live and work in the community and very supportive of the school
- Close knit. Supportive and involved in the school.
- Citizens are very willing to help each other out and our school district.
- Hard working, down to earth, helpful, friendly, agricultural.
- We are a strong family based community. The community is very close knit.
- Community is so vast. It has so many talents attached. Some go hidden and some are right in front of your very eyes. Regardless of the socioeconomic of a community there are people that form this community that have great ideas, great skills, those with outlook and those with inlook. However, the top is what we are all looking at as a model and guide. The top needs to be responsible, competent, unbiased and available. Not in any particular order in the dynamic community.
- Small community where everyone knows each other. Most families have been here for generations.
- The best thing about our community is that we are small and rural. This allows us to be close, and know what's going on. Everyone is a helper.
- Small town life that provides safety, relationships with people, and a sense of family and unity
- Well rounded and very supportive of the kids and school!
- Tight knit. Hardworking. Innovative. The general community has a humble confidence and belief that it can do/over come anything. Everything except tire removal. Lots of tires scattered about the community.
- Caring and helpful
- Close knit, hard working, competitive
- Family oriented!!

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

- Class size small but see that as a plus. Lots of individual attention to students and their specific needs
- Small class sizes. Good athletics. Good teachers.
- We have good kids for the most part that work hard and are active in many programs and sports. Teachers in the high school push their students and offer curriculum that is relevant and challenging in all areas.
- Committed, hard working, down to earth, take their jobs very seriously, friendly ish
- Academics, Sports, Extra Curriculars (FFA, FBLA), strong sense of community

- SDC seems like a close knit school atmosphere. There are students from a wide geographic area attending and it represents a diverse people. This is good for all. However, when a wide array of different people are together it takes a firm belief to adapt and maneuver to feel adjusted and accepted to all. This takes experience . A wise person can handle these circumstances.
- Small school with great kids. No violence or drugs in the school. All pretty good kids.
- In our school we are small but are big at heart. The family connection and values we have make it for a good school where the kids are important and the staff.
- Strong academic success, honor, integrity, excellence, amazing teaching staff and teamwork, FFA program of excellence, and growing a great music program
- We have great teachers, staff and hard working, dedicated students.
- Tradition and history of excellence without being pretentious. Multigenerational.
- Room for improvement, Community support
- Same exact thing as above
- Respectfulness through out the building. Top to bottom.

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

- Food service has trouble keeping help
- Living in remote area. Needs more college classes for kids to take.
- The kitchen seems to have a very poor work environment. Lots of turnover with their staff. Have some teachers that share too much of their personal views and political stances.
- Morale seems low, teachers seem stressed & intense. Communication was not great last year, but seems to be improving this year. The school needs an exhale, and a breath of farm fresh air, figuratively & literally. The school was a bit divided & heated regarding some of the personal & professional decisions of the current superintendent. Professionalism needs to be emphasized.
- Lack of ability of HS kids to take very many college classes. Strong sexual content in HS English class reading.
- It is an ever changing world and environment. A leadership role takes a passionate stance, a fair approach, a competent mind, a visionary belief, and an unbiased determination.
- This is a pre-k through 12th grade school and ALL grades should be a priority. These kids are our future no matter what grade they are. The gym and all other parts of the school should be available for all ages not under lock and key for us to not use.
- None
- Small town mentality is a little harsh and at times closed minded, the weather is brutally cold for a season, 1A sports bring a lot of challenges, financial situation gets really tight, there is substantial turn over in the nutrition department

- We are a small school and don't need to be compared or ran like big schools. We are one big family that love to help see the kids succeed. Budget cuts are huge but we have spent sparingly and have actually been able to add a part time music teacher and that has been a great thing for our students. COVID-19 has impacted us but our staff and teachers have worked their butts off and keeping our students safe and keeping our school in person. Our kids are doing great because of this!
- Although the school district does appear to on good financial footing, staff and community morale seem to be low.
- Very low pay to recruit and retain quality teachers
- Just the idea of thinking out Of the box and being open to all ideas, not just what has always. Even done.

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

- Positive attitude, respectful, willing to speak up for small schools and quality education they provide.
- Good financial skills, be informative. Help out where ever needed.
- Good communication skills with staff and community. Willing to make difficult decisions that may not be popular but are made for the betterment of the students and school.
- Great communication, tech savvy, approachable, young, energetic, passionate, ethical, leads by example, great managerial qualities, confident, down to earth, takes student retention very seriously (if students leave there needs to be a survey & follow-up.)
- Personable, Integrity, Ethical. Strong Financial background.
- With experience comes wisdom. An absolute fairness, objectivity, individual acceptance and the overall concern and well being for children of this day and age.
- Honest, helpful, easy to approach, and a team player.
- This person should have small town values if possible. The value of openness a and tru care for the students and staff. They should show good positive morals, and have the ability to be leader and do what is right no matter what. We all have seen other be influenced by last names and status quo.
- Honor, integrity, financial strength and knowledge, creativity, open minded, willing to switch hats and get their hands dirty (literally on some days), strong communication skills with a solid back bone and a willingness to listen but stand firm in decisions
- Personable, honest, has integrity, great ethics, good morals, willing to work with many programs in and out of the school.
- ENTHUSIASM! Innovative. Young. Female. STEM focused. Arts focused. Community focused. I would like to see the administration be more focused making the school reflect the community rather than metrics from standardized tests.

- High interpersonal skills, able to successfully relate to children, parents and employees. Excellent management skill set with personnel and resources. Grant writing experience. Visionary with creative excellence to build on success. Wholistic educational values and strategies with academics clearly at the forefront and healthy equally resourced co-curricular and extra-curricular options for all children to grow and engage.
- Innovative, goal oriented, doing what is best not what is easiest, willing to use fresh ideas, goal to hire best teachers
- Good leader, but willing to listen....

## **Students**

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

- It's clean

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

- Good science teacher

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

- Work is needed in the area of rigor

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

- Not local, open minded

## **Teachers**

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

- The community is small and very tight knit.
- Conservative, common sense thinking, kind.

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

- Sanger de Cristo school district prides itself in academic success and achievement. The administration has created an environment that promotes mutual respect, support among staff and a partnership with parents to do what is best for all students. A school spirit is strong within the district.
- Administration actually listens to and respects teachers. Students are held accountable for their learning. Administration has the teacher's backs.

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

- Our district is small with a very tight knit community.
- We are different than other schools, laid back but professional and effective, and we like it that way. We are afraid a new superintendent will upset that flow and cause the school to bleed staff.

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

- Our new superintendent needs to have a background in K-12 curriculum and standards, and be familiar with scientifically based reading practices. They should also be familiar with the new graduation guidelines. How to promote a home to school connection and support of staff. They must have a good financial background or skills.
- Kind, conservative, logical, easy to talk to, respects their teachers and staff, trusts their teachers and staff, and has their backs.

*Survey Monkey Results for Sangre de Cristo School District*

*January 2021*

*Spanish Version*

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

***1 Response***

**Administrators/Administrador**

**Sin respuestas**

**No Responses**

**Non-Certified/ No certificado**

**Sin respuestas**

**No Responses**

**Community Members/Miembro de la Comunidad**

**Sin respuestas**

**No Responses**



## **Parents/Padre**

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

**Diga las cosas buenas de su comunidad. (Esta información se utiliza para ayudar a reclutar candidatos de calidad.)**

- Es una comunidad pequeña y todos se conocen  
It is a small community and everyone knows each other

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

**Diga las cosas buenas de sus escuelas. (Esta información se utiliza para ayudar a reclutar candidatos de calidad.)**

- Es una gran escuela no a tenido problemas serios  
It is a great school, it has not had serious problems

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

**¿De qué temas el superintendente debe estar consciente cuando él / ella entre en el distrito? (Esta información se comparte con los candidatos finales.)**

- De los que los encargados de la escuela dispongan mejor  
Those in charge of the school have better

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

**¿Qué habilidades, cualidades o características debe poseer el nuevo superintendente para tener éxito aquí? (Esta información se utiliza como examinamos a los posibles candidatos.)**

- Que le guste hacer el trabajo que tenga un buen récord y que sea conocido por la comunidad porque nuestros hijos serán expuestos y no queremos que suceda a nadie ningún accidente.  
That he like to do work that has a good record and that is known by the community because our children will be exposed and we do not want any accident to happen to anyone.

**Students/estudiante**

**Sin respuestas**

**No Responses**

**Teachers/profesor**

**Sin respuestas**

**No Responses**