

Stakeholder Input Report for

Kalama School District
Kalama, Washington

submitted by



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EXECUTIVE RECRUITMENT & DEVELOPMENT

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**Kalama School District
Kalama, WA
District Stakeholders Report, May 2023**

Executive Summary

Between May 11 and May 17, 2023 McPherson & Jacobson conducted an online survey with district stakeholders representing four different groups associated with Kalama School District to gather input regarding the selection of the new superintendent. The consultant received input from approximately 81 individuals.

Outlined below is an Executive Summary of the major themes expressed by the stakeholders. Following the Executive Summary is a compilation of all the input received from individuals in response to the four questions asked.

1. Tell us the good things about your community:

- A close-knit small community where people take the time to get to know each other
- Incredible geography, located on the Columbia River with many outdoor recreational activities available within the community and nearby
- Strong business and community support for the schools

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

- Caring staff who work hard to support students
- Good facilities that support student learning
- Strong relationship between the schools and community
- Fantastic support of high school athletics and extracurricular activities

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

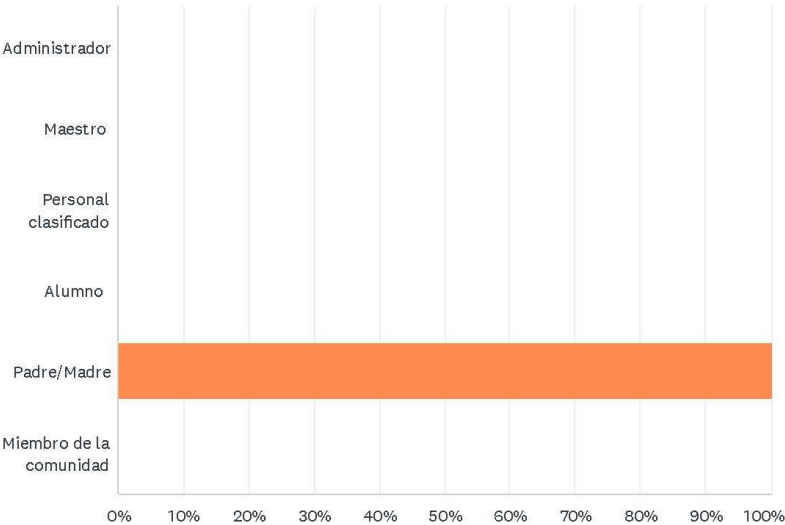
- Student conduct is a concern - bullying and academic apathy need to be addressed
- Increasing student mental health issues
- Staff recruitment and retention
- Change needs to happen, but it must be done collaboratively with strong communication and at a sustainable pace

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

- An effective communicator who is willing to listen to diverse viewpoints
- Visibility – be in the schools, at events (community and school), and get engaged in all things Kalama
- An instructional leader who can work side-by-side with teachers and administrators
- Open-minded and approachable

Q5 Indique el grupo de interés que representa:

Answered: 2 Skipped: 0



ANSWER CHOICES	RESPONSES	
Administrador	0.00%	0
Maestro	0.00%	0
Personal clasificado	0.00%	0
Alumno	0.00%	0
Padre/Madre	100.00%	2
Miembro de la comunidad	0.00%	0
TOTAL		2

Survey Monkey Results for

Kalama School District

May 2023

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

2 Spanish Responses

Padre/Madre / Parents

Cuéntanos las cosas buenas de tu comunidad. (Esta información se utiliza para ayudarnos a reclutar candidatos de calidad).

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

- Un lugar muy tranquilo para educar y criar a nuestros hijos .
A very quiet place to educate and raise our children.
- las escuelas son bellas estamos cerca de Portland y Vancouver pero nuestros hijos pueden disfrutar del campo y teniendo animales y estando afuera mas
the schools are beautiful we are close to portland and vancouver but our children can enjoy the countryside and having animals and being outside more

Cuéntenos las cosas buenas de sus escuelas. (Esta información se utiliza para ayudarnos a reclutar candidatos de calidad).

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

- Excelentes maestros y me encanta que tengan muchas actividades deportivas para los estudiantes.
Great teachers and I love that they have lots of sports activities for the students.

¿Qué problemas debe tener en cuenta el superintendente cuando ingresa al distrito? (Esta información se comparte con los candidatos finales).

What issues should the superintendent be aware of when entering the district? (This information is shared with final candidates.)

- El problema racial y bulling ya que en el pasado mis hijos sufriendo de esto por mucho tiempo y lamentablemente la escuela no hace mucho por ellos h visto que algunos maestros se unen a eso de ser racista con personas hispanas me gustaría que fuera una escuela más confiable para nuestros hijos.

The racial problem and bullying since in the past my children suffered from this for a long time and unfortunately the school does not do much for them. I have seen that some teachers join in being racist towards Hispanic people. I would like it to be one more school. reliable for our children.

- Como padre, quiero un superintendente que pueda entender y apoyar a mi hijo que habla dos idiomas. Quiero que esta persona sea bilingüe y pueda ayudar a todos los estudiantes a tener éxito en la escuela. Es importante que nuestro superintendente se preocupe por la equidad y cierre la brecha de logros entre los estudiantes. Algunos estudiantes enfrentan más dificultades debido a su situación económica o porque están aprendiendo inglés. Queremos que el superintendente encuentre formas de ayudar a estos estudiantes para que tengan las mismas oportunidades de aprender y tener éxito. También es crucial que el superintendente celebre y valore la habilidad de hablar dos idiomas. Queremos que todos los estudiantes se sientan orgullosos de ser bilingües y que esto sea reconocido en la escuela. En resumen, necesitamos un superintendente bilingüe que se preocupe por todos los estudiantes y se asegure de que tengan igualdad de oportunidades. Queremos que el superintendente ayude a cerrar la brecha de logros y que celebre a los estudiantes bilingües por su habilidad de hablar dos idiomas.

As a parent, I want a superintendent who can understand and support my dual language son. I want this person to be bilingual and be able to help all students succeed in school. It is important that our superintendent care about equity and close the achievement gap among students. Some students face more difficulties due to their economic situation or because they are learning English. We want the superintendent to find ways to help these students have an equal opportunity to learn and succeed. It is also crucial that the superintendent celebrate and value the ability to speak two languages. We want all students to feel proud of being bilingual and for this to be recognized at school. In short, we need a bilingual superintendent who cares about all students and makes sure they have equal opportunities. We want the superintendent to help close the achievement gap and celebrate bilingual students for their ability to speak two languages.

¿Qué habilidades, cualidades o características debe poseer el nuevo superintendente para tener éxito aquí? (Esta información se usa cuando evaluamos candidatos potenciales).

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

- Saber entender las necesidades de cada estudiante sin importar su raza o color, y ser equitativo en cuanto los problemas de bullying en la escuela no dar solo prioridad solamente ala raza blanca, tener la habilidad de saber que no importando la Raza del estudiante darles el mismo valor que a los demás.

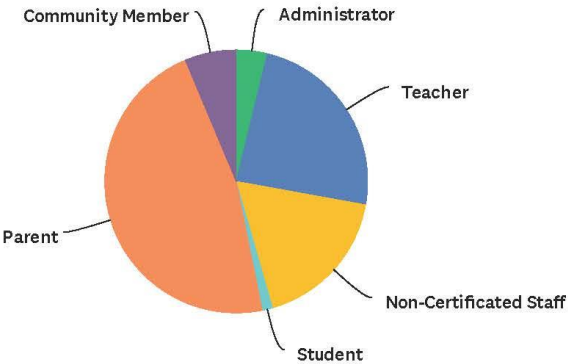
Knowing how to understand the needs of each student regardless of their race or color, and being equitable in terms of bullying problems at school, not giving priority only to the white race, having the ability to know that regardless of the student's race, give them the same value as others.

- El nuevo superintendente debe tener experiencia multicultural, haber sido maestro, liderar a todos los niveles educativos, comprender la enseñanza de calidad, ser un buen oyente para todos los involucrados y tener la capacidad de mejorar el distrito escolar. Como padre preocupado, deseas que tu hijo reciba una buena educación y quieres un superintendente que pueda garantizarlo mediante el fomento de la excelencia educativa, la promoción de la participación de todos los miembros de la comunidad escolar y la implementación de cambios positivos para mejorar el sistema educativo en el distrito.

The new superintendent must have multicultural experience, have been a teacher, lead at all levels of education, understand quality teaching, be a good listener to all involved, and have the ability to improve the school district. As a concerned parent, you want your child to receive a good education, and you want a superintendent who can ensure that by fostering educational excellence, promoting participation by all members of the school community, and implementing positive changes to improve the system. educational in the district.

Q5 Please indicate the stakeholder group you represent:

Answered: 79 Skipped: 0



ANSWER CHOICES	RESPONSES	
Administrator	3.80%	3
Teacher	24.05%	19
Non-Certificated Staff	17.72%	14
Student	1.27%	1
Parent	46.84%	37
Community Member	6.33%	5
TOTAL		79

Q1 Tell us the good things about your community. (This information is used to help us recruit quality candidates.)

Answered: 73 Skipped: 6

#	RESPONSES	DATE
1	Small town with similar values.	5/18/2023 12:20 AM
2	Hometown family forward community	5/17/2023 4:35 PM
3	Close knit, strong ties between port and the school, pretty big emphasis on traditions (community and KSD)	5/17/2023 2:39 PM
4	Community involvement	5/17/2023 10:10 AM
5	We are a community with that small town feel. Our scouts are amazing. The people all get along, even if there are differences. We put each other first, unlike big cities!	5/17/2023 8:07 AM
6	Community pride	5/17/2023 2:25 AM
7	Family Oriented, Sports oriented. Right on the water. Come together when community members are struggling. Supportive of one another.	5/16/2023 10:21 PM
8	Small town, friendly people, beautiful area	5/16/2023 6:39 PM
9	That it's small, and the community talks with each other, and helps each other out.	5/16/2023 6:30 PM
10	It's a small, tight knit family.	5/16/2023 5:29 PM
11	Even though we're a small community, we are a mighty community. Step in to help others, super supportive of the local businesses, very little crime.	5/16/2023 4:43 PM
12	I like my neighbors (which shouldn't be exciting, but I hear so often from people who don't). The recent construction at the Marina gives hope that Kalama might be ready to let go of the embarrassment of its 15-year grip on the fame of one scene in the Twilight movie. Local events (e.g. at Haydu Park) seem to be increasing, building a broader sense of community. The last couple miles of the Kalama River provide a great destination for kayaking.	5/16/2023 1:21 PM
13	The community is like a big family that likes to be updated on events and have input for the future of the kids	5/16/2023 12:24 PM
14	Family like community, sport loving as well as other fun activities such as cheerleading, plays, car shows, farmers market, parades, fairs, shopping, antiques, garage sales, and many more. We have more activities such as movie night and fun gatherings at our wonderful marina with walking trails basketball, volleyball &, beach time for the family at the marina. And it is expanding. Might be a small town, but we really push to have things that bring us all together.	5/16/2023 11:30 AM
15	Pride in academics and athletics.	5/16/2023 11:06 AM
16	The community really values education. They want to be and are involved in their school communities and community at large. The community is small and supportive.	5/16/2023 9:55 AM
17	It's small.	5/16/2023 9:47 AM
18	It is a very tight knit community that watches out for each other	5/16/2023 9:40 AM
19	Our community is evolving as it's being developed for businesses and more residents.	5/16/2023 7:38 AM
20	Good support of the school both academically and scholastically	5/16/2023 7:20 AM
21	We are a close knit group with old school values.	5/16/2023 6:07 AM
22	Home to competitive sports teams and a community that supports these programs	5/16/2023 3:23 AM
23	Kalama is a great community and a wonderful place to live with friendly people who care about their community and schools. A fun place to hang with friends and family in it's beautiful	5/16/2023 1:13 AM

	outdoors surrounded by wonderful recreation.	
24	We are a close nit community that appreciates honesty, hard working, well rounded people.	5/15/2023 11:11 PM
25	People are very supportive of our schools. People also care about others who need assistance in our area. A great place to live and work.	5/15/2023 11:00 PM
26	People are very supportive of our schools. People also care about others who need assistance in our area. A great place to live and work.	5/15/2023 11:00 PM
27	We enjoy the small community, friendliness and kept clean and respectful.	5/15/2023 10:36 PM
28	Family friendly, great quality of living, great schools, great teachers, lots of recreational opportunities.	5/15/2023 8:40 PM
29	Our community cares about its students and their families. The elementary school has a strong PTO to support staff and students.	5/15/2023 8:35 PM
30	Small community	5/15/2023 8:22 PM
31	We are a close knit group with old school values.	5/15/2023 7:19 PM
32	The growing inclusivity and new faces in town.	5/15/2023 6:23 PM
33	Sports are HUGE. The community is very close. They like to know what is going on in the schools and are supportive.	5/15/2023 6:17 PM
34	Family oriented. Small town atmosphere. Removed from big city ideas, policies, and restrictions.	5/15/2023 5:51 PM
35	Small community, face to name recognition is strong. Great place to live with waterfront parks, nearby wilderness, etc. Low crime, drug use, and related issues overall.	5/15/2023 5:50 PM
36	Pride in our community, commitment to all children in our community, a strong desire to have fun within our community.	5/15/2023 5:39 PM
37	Small community, strong local involvement, Columbia waterfront, community activities, City sponsored events (parade, halloween)	5/15/2023 5:36 PM
38	Our community can be very supportive. If a need or emergency arises, they are great to lend a hand or donate whatever is needed. They have been gracious and kind.	5/15/2023 5:24 PM
39	Small town yet 30 minutes from large cities; the citizens are very proud of their town and put on annual events not found in other areas; police/fire/port are great to work with;	5/15/2023 5:11 PM
40	We're a small town, mostly conservative.	5/15/2023 5:10 PM
41	Small town, supportive people, good schools	5/15/2023 4:48 PM
42	Our community cares about its students and their families. The elementary school has a strong PTO to support staff and students.	5/15/2023 4:22 PM
43	Great small town, passionate sports fans, great people.	5/15/2023 4:20 PM
44	We are close knit, real, and help each other out when needed.	5/15/2023 4:09 PM
45	Our community is tight. Everyone knows everyone. This is good but can also be a challenge. Families like tradition.	5/15/2023 3:59 PM
46	Small community	5/15/2023 3:48 PM
47	We support our schools with everything we have. That includes our teachers and staff. But we also don't hold anything back when we think someone is in the wrong.	5/15/2023 3:47 PM
48	Unknown.	5/15/2023 3:44 PM
49	I love that our community is small, but the people in it are super supportive of one another, and the people are friendly and welcoming.	5/15/2023 3:44 PM
50	Kalama is a community that is a "tight knit" one that rallies together when someone or a family is in need. Many new people to Kalama enjoy the small town feel and are welcoming to new people.	5/15/2023 3:42 PM

51	Our community is supportive!	5/15/2023 3:29 PM
52	The community is very supportive and recognizes we are a positive establishment and not combative.	5/15/2023 3:22 PM
53	We are a small close knit community	5/15/2023 3:16 PM
54	It's a strong family like sense most of the time.	5/15/2023 3:14 PM
55	On the River, Small Community, close knit, outdoor activities	5/14/2023 12:14 AM
56	This is a small community that embraces the school district.	5/12/2023 5:26 PM
57	Hard working families, dedicated teachers, support staff, conservative area.our superintendent respects teachers' autonomy & treats us professionally. Lets principals run their buildings.	5/12/2023 1:51 PM
58	Close knit, supportive community Beautiful location/view	5/12/2023 1:08 PM
59	This is a small town and the community likes to have structure and be up to date on community events	5/12/2023 11:58 AM
60	Small community that works well and is supportive of the school.	5/12/2023 11:50 AM
61	always there when there is a need	5/12/2023 8:16 AM
62	The Kalama community is a growing community. The waterfront is beautiful, and there are so many opportunities to continue to grow and thrive. It's in close proximity to more resources in Vancouver/Portland, and it is also in close proximity to outdoor activities including river sports, hiking, etc. There is good community support at sporting events, and the local business work with our CTE program to create opportunities for student learning and growth.	5/11/2023 11:13 PM
63	Small community and family oriented. There is a reason why we are a small community and not some big city with garbage, homelessness. We treat and respect others. We appreciate small business and want to keep it that way.	5/11/2023 10:21 PM
64	Kalama is a beautiful location, overlooking the Columbia River.	5/11/2023 9:54 PM
65	We have a small town feel that offers big city jobs.	5/11/2023 6:25 PM
66	Small town feels Local businesses Loyalty to HS Football	5/11/2023 5:43 PM
67	This is a small community that supports activities both in school and outside of school with many available resources that other small districts simply cannot supply.	5/11/2023 5:39 PM
68	Close knit, deep roots, historic	5/11/2023 5:14 PM
69	Kalama is still one of the best small towns with a true feeling of community and caring. Organizations, clubs, businesses and schools cross paths in a variety of ways which makes our community special and keeps people in touch with each other.	5/11/2023 5:06 PM
70	Some of the long-standing relationships between families, students, and staff are a powerful asset and promote and develop shared values.	5/11/2023 4:55 PM
71	The community is very passionate about the school district and is extremely supportive of the school's sports and extracurricular activities.	5/11/2023 4:47 PM
72	Kalama is a tight-knit community that cares deeply about their kids education.	5/11/2023 4:30 PM
73	Parents typically support our schools and teachers.	5/11/2023 4:27 PM

Q2 Tell us the good things about your schools. (This information is used to help us recruit quality candidates.)

Answered: 75 Skipped: 4

#	RESPONSES	DATE
1	Staff is helpful. Kids are kind. All are welcome.	5/18/2023 12:20 AM
2	The feeling of being in a positive and enlightening environment. Accepted into the group easily and always feeling you are a part of a great family.	5/17/2023 4:35 PM
3	Faculty generally have good attitudes, MS/HS are on one campus so that helps keep track of student progress over the years, good ties with community businesses (CTE in particular).	5/17/2023 2:39 PM
4	Our teachers care. The kids learn lots.	5/17/2023 8:07 AM
5	Excellent teachers	5/17/2023 2:25 AM
6	Staff are invested in their students and families. Student centered. Many teachers have taught at Kalama Schools for over five years. Students, Families, and Staff love to participate and support. Restorative Justice initiative.	5/16/2023 10:21 PM
7	Brand new school. Adults that care.	5/16/2023 6:39 PM
8	I'm finding less and less these days that is good. I like that its safe, and I like that I can feel safe that my kids are cared for by office staff. Teaching staff is meh at best...	5/16/2023 6:30 PM
9	Our schools need leadership	5/16/2023 5:29 PM
10	I like the small community, because they know my kids. I don't feel like kids get lost as much in bigger schools.	5/16/2023 4:43 PM
11	I'm thankful for the Running Start program, to allow students an opportunity to experience the expectations of college and to exercise collegiate responsibility as a preview for continued education. I'm also thankful for the industrial programs offered by KHS. While we don't use them ourselves, I appreciate the experience these programs provide to the students in preparation for the job market.	5/16/2023 1:21 PM
12	The MS/HS is a great place to be	5/16/2023 12:24 PM
13	The kids get to grow up together, helping each other and the younger grades. Great sports & school plays. Teachers that have been teaching for years and years that we get to enjoy.	5/16/2023 11:30 AM
14	Inclusion and pride in performances	5/16/2023 11:06 AM
15	We strive to be the best in the universe. I can attest that in 2020 we were the only level headed school in the area. Teachers and staff worked together quickly and modified school was back in session via pickup packets in such a quick time frame. It all ran so smoothly. There were zoom dates with kids to keep the connection and special bonds were made. The principal at the time even read stories in the evening over zoom. We help each other. The district LISTENS. And takes feedback from many surveys into consideration and makes changes and decisions BASED on feedback. They are very supportive. When there are things some children can't participate in they are willing and supportive to make accommodations. They INCLUDE parents of students and support all.	5/16/2023 10:43 AM
16	Last summer the school district started an initiative and initial training on restorative justice. Next year, we'll be in year two of implementation. This is something that is forward-thinking and many teachers and admin are very passionate about it. In the elementary school, we have gone through a lot of leadership changes, which has been difficult. The last year has been a very positive change. Our leadership is pretty solid and our culture has grown much more positive because of it.	5/16/2023 9:55 AM
17	Coming from Vancouver school district into Kalama, it has been a wonderful experience. Everybody at the school is kind and helpful	5/16/2023 9:40 AM

18	Our kids are great, our staff loves our students but if I am honest I dont think some of the instruction that is happening is the best.- our community is great.	5/16/2023 8:19 AM
19	The facilitators of the ALE program are perfect examples of what educators we need, our trade teachers and high school trade programs are top tier.	5/16/2023 7:38 AM
20	New facilities, strong school spirit.	5/16/2023 7:20 AM
21	The school still seems to understand their job is to teach not indoctrinate our children with their beliefs.	5/16/2023 6:07 AM
22	Most staff dedicated to growth of students	5/16/2023 3:23 AM
23	Kalama has some wonderful teachers who truly care about their students and their education. Others are there for a job, which needs to change. It is tough teaching in this world today, understand, they are teaching our future. We have a new elementary school and middle school commons with some improvements to classrooms. Kalama school district has been great with communicating with parents about what going on, ex. during covid, implementing surveys for parent student feedback. We love and support our athletes. We have great STEM classes that also work within the community.	5/16/2023 1:13 AM
24	We have a few teacher's that care about our students and want to actually stay focused on education.	5/15/2023 11:11 PM
25	I taught in Kalama for 35 years. I've been retired for 17 years already.I'm not currently involved in the schools but feel the parents support them.	5/15/2023 11:00 PM
26	I taught in Kalama for 35 years. I've been retired for 17 years already.I'm not currently involved in the schools but feel the parents support them.	5/15/2023 11:00 PM
27	We enjoy the teachers our children have had thus far, open communication and events done for the children.	5/15/2023 10:36 PM
28	Always looking to get better offer more class selection to students	5/15/2023 8:40 PM
29	There are great opportunities for growth in developing positive connections with students and the community.	5/15/2023 8:35 PM
30	Champions are made here	5/15/2023 8:22 PM
31	The school still seems to understand their job is to teach not indoctrinate our children with their beliefs.	5/15/2023 7:19 PM
32	Inclusivity.	5/15/2023 6:23 PM
33	We have staff that are dedicated to our students and families. We have former students wanting to come back and teach in the buildings where they grew up.	5/15/2023 6:17 PM
34	Communication with parents. Education. Teachers. Sports.	5/15/2023 5:51 PM
35	Supported (levies typically pass). Small community, face to name recognition is strong. New facilities. Strong sports programs and fans.	5/15/2023 5:50 PM
36	The staff are one team, willing to do hard things to help one another and our students.	5/15/2023 5:39 PM
37	New buildings, a lot of parent involvement,	5/15/2023 5:36 PM
38	Our elementary has a wonderful principal and assistant principal. They are supportive, kind, and love kids. We have an awesome staff that not only does their job but puts students first. They are dedicated and have a it takes a village approach to educating and caring for our students and staff.	5/15/2023 5:24 PM
39	Beautiful setting; 2 new buildings; great city leaders and business relationships and support; staff longevity/commitment;	5/15/2023 5:11 PM
40		5/15/2023 5:10 PM
41	New building, great teachers	5/15/2023 4:48 PM
42	There are great opportunities for growth in developing positive connections with students and the community.	5/15/2023 4:22 PM

43	Quality faculty...fortunate to have raised all 3 of our children in Kalama schools. Emphasis on academic excellence, athletics and tradition...our oldest graduated in 2022 as a state football champion with a 3.7gpa, setting the achievement bar high for his younger sister & brother. All three of our children have found wonderful lifelong friends at Kalama schools.	5/15/2023 4:20 PM
44	The schools are excellent. The main focus is the children. They strive to make sure that each child gets the learning *and fun!) suited for them. Many opportunities available for each and every child!	5/15/2023 4:09 PM
45	The staff are very caring. They notice others when they do things and go out of their way to get things done and care for others. Appreciation is evident.	5/15/2023 3:59 PM
46	Champions are made here	5/15/2023 3:48 PM
47	We have great teachers and staff. We support them and we protect them with our all.	5/15/2023 3:47 PM
48	Many people are passionate about their job. The elementary administration is intelligent and hardworking.	5/15/2023 3:44 PM
49	This year has helped build back trust within the school and [REDACTED] has been a rockstar!	5/15/2023 3:44 PM
50	I love that the schools are small, and the teachers know all the students. There isn't a lot of bullying, and the schools take care of issues quickly and efficiently when they do arise.	5/15/2023 3:44 PM
51	We are increasing our inclusionary practices. We are also continuing our focus on implementing tiered supports through our work in PLCs. Kalama values early education with Transitional Kindergarten programs and a 3-5 year old preschool.	5/15/2023 3:42 PM
52	We have a lot of great teachers! [REDACTED] principal is the absolute best!	5/15/2023 3:29 PM
53	With our recent construction projects we have some very modern buildings that have some great opportunities for education.	5/15/2023 3:22 PM
54	We have beautiful schools with great quality teachers	5/15/2023 3:16 PM
55	Yikes.	5/15/2023 3:14 PM
56	[REDACTED] Great middle/high school Principals	5/14/2023 12:14 AM
57	There are a lot of wonderful educators that have made Kalama their career school.	5/12/2023 5:26 PM
58	Kalama doesnt subscribe to woke & cancel culture, we allow kids to be kids.	5/12/2023 1:51 PM
59	Teachers care about their students Teachers get along and care about each other	5/12/2023 1:08 PM
60	The schools that i'm in MS/HS staff are friendly and make you feel welcome and everyone will always help out no mater what the need is	5/12/2023 11:58 AM
61	Quality teachers.	5/12/2023 11:50 AM
62	we have amazing staff and kids for the most part.	5/12/2023 8:16 AM
63	The beauty of being in a small school district is that you really have the opportunity to get to know the students and there families. Students are less likely to fall through the cracks, and they are able to get the support they need. The secondary schools are finding new learning opportunities that connect learning with careers, there is an increase in mental health staffing and SEL awareness, and focus on restorative practices has all contributed to creating a more caring and collaborative culture within the schools.	5/11/2023 11:13 PM
64	There clean and brand new. My children enjoy all there elementary teachers. Their very sweet and kind. They send updates of our children's progress. They stick to reading, writing, math, science, PE, music and being nice and honest to others. They don't bring their personal life into the classroom. They leave it at home where it belongs. They do a wonderful job of teaching our children and leaving the parenting to us parents.	5/11/2023 10:21 PM
65	In the last 6 yrs Kalama Schools have declined dramatically due to poor hiring practices.	5/11/2023 9:54 PM
66	We strive for academic and athletic excellence	5/11/2023 6:25 PM
67	People support the schools Voters pass levies and bonds Many families have 12-year seniors	5/11/2023 5:43 PM
68	We have a number of very dedicated staff members who live in the community, so	5/11/2023 5:39 PM

	connections with our local area is strong.	
69	Small, teachers are the community members and seem to have great love for the kids.	5/11/2023 5:14 PM
70	Our CTE, graduation pathways and advanced courses allow for our students to prepare for life outside of the school doors. While excelling in advanced courses, the buildings are still able to find a good mix making sure that students don't get left behind, making all students feel as though they have a safe haven for assistance.	5/11/2023 5:06 PM
71	We are frugal, and put limited resources towards what matters most. Our staff are resilient and devoted to their profession. We recognize that relationships matter in both professional, collaborative relationships, family support, and especially our interactions with students.	5/11/2023 4:55 PM
72	The schools are very supportive of their students and put the safety and well-being first. The schools are very close in proximity, which allows for positive staff interactions and constructive student engagements.	5/11/2023 4:47 PM
73	All school staff cares deeply for their students and invested in making sure they have the tools necessary to be successful in life once they graduate from Kalama School District.	5/11/2023 4:30 PM
74	Teachers and principals care about the students and work well with each other.	5/11/2023 4:27 PM
75	We have nice school buildings	5/11/2023 12:41 PM

Q3 What issues should the superintendent be aware of as he/she comes into the district? (This information is shared with the final candidates.)

Answered: 74 Skipped: 5

#	RESPONSES	DATE
1	Standard curriculum should be taught without external unnecessary interference.	5/18/2023 12:20 AM
2	Continue to build systems to hold individuals and the District to a higher level of standards.	5/17/2023 4:35 PM
3	Pretty big emphasis on traditions (community and KSD), lots of students failing classes, struggling etc. since covid.	5/17/2023 2:39 PM
4	Bullying can be an issue on all levels.	5/17/2023 8:07 AM
5	State funding and it's impact on the schools	5/17/2023 2:25 AM
6	We have a teaching and learning crisis. We need to help students get their passion back for learning. Its a small conservative town with big city politics clashing together. Parents support the schools, but there is an online presence that can get ugly at times towards issues they do not have a full understanding of. 5th grade would like to move away from Cispus the location and do activities within the community that are outdoor learning based. There has been tension from 5th grade team and current superintendent on this topic.	5/16/2023 10:21 PM
7	County wide behavioral issues	5/16/2023 6:39 PM
8	People don't like surprises. Don't try an institute policies without community involvement. Be approachable, and LIVE IN THE COMMUNITY. They need to be ADAMANT they adhere to keeping politics out of education.	5/16/2023 6:30 PM
9	He/she needs to be a leader and not afraid to lay the hammer down. We don't need a social justice warrior, but an educator that will make our school an actual learning place again.	5/16/2023 5:29 PM
10	Even though the schools have worked hard on curbing the bullying, it is getting better. I know this isn't just a Kalama problem either.	5/16/2023 4:43 PM
11	After living here for only four years, I'm wary of the generational cliques of Kalama; so, I sleep at home and spend my days building relationships with people in other communities. I suppose this translates to the city of Kalama being a perpetual high school environment, emphasizing that the values instilled at the school are the values that continue into the community (for better or for worse).	5/16/2023 1:21 PM
12	The favoritism at the elementary needs to stop and students need to have more action for the things that they do	5/16/2023 12:24 PM
13	We need to realize lowering the activities for kids in the area will only make board kids and with that because problems. Listen to the kids and issues that make sense about the lessons being taught maybe. Make sure they're learning accurate information and not taught about racism yet talk about togetherness	5/16/2023 11:30 AM
14	Growing turnover in administration and a growing number of new residents	5/16/2023 11:06 AM
15		5/16/2023 10:43 AM
16	Some staff is very hesitate to change especially change in leadership. There can be resistance to new initiatives if they aren't communicated clearly or without expectations.	5/16/2023 9:55 AM
17	Staff doesn't seem to know their job duties, or how to do them properly. There's needs to be a lot of re-construction.	5/16/2023 9:47 AM

18	I have no issues	5/16/2023 9:40 AM
19	Our kids are far behind after COVID. I worry about our kid being able to catch up.	5/16/2023 8:19 AM
20	There is bullying and discrimination among students, and victims of these terrible behaviors should be prioritized and validated.	5/16/2023 7:38 AM
21	Need to run a tight ship to keep the communities financial support. Need to find affective ways to address bad behavior.	5/16/2023 7:20 AM
22	Any attempt to indoctrinate our children rather then simply teach them will not be tolerated.	5/16/2023 6:07 AM
23	Understanding that the loud voices in the community are not necessarily the ones to listen to	5/16/2023 3:23 AM
24	We barely passed the school levy. Proficiency in math & reading have been difficult to achieve state standards.	5/16/2023 1:13 AM
25	That some students are more focused on their own needs rather than the needs of all the other students.	5/15/2023 11:11 PM
26	#1 to me would be the discipline issues. I'm not privy to actual policies but I'm sure it is a big concern for parents and teachers alike.	5/15/2023 11:00 PM
27	#1 to me would be the discipline issues. I'm not privy to actual policies but I'm sure it is a big concern for parents and teachers alike.	5/15/2023 11:00 PM
28	One dislike we have is in regards to elementary children riding the bus with the older grades (middle and high school). Younger kids are exposed to older kids and a lot of inappropriate behaviors.	5/15/2023 10:36 PM
29	We like people that treat people not just a number.	5/15/2023 8:40 PM
30	The high school program has some staff making great changes and advances for our students and community but there are staff members who need more support to align their teaching with practical practices rather than arbitrary work/plans that result in classroom management struggles. The district (all schools) need a better plan to communicate with the students and families. This lack of coordinated communication has results in a level of mistrust between staff, families, and members of the community.	5/15/2023 8:35 PM
31	The school is growing and we need bigger facilities.	5/15/2023 8:22 PM
32	Any attempt to indoctrinate our children rather then simply teach them will not be tolerated.	5/15/2023 7:19 PM
33	The problem of growing racism, bigotry and nationalism in the middle and high school.	5/15/2023 6:23 PM
34	While the community is close they will use social media to air their dirty laundry when it comes to their frustrations with the school. They will turn there first before asking the administration. We have had a huge amount of turnover with administration and staff. The relationship with the the superintendent has been strained. The elementary school was build during COVID and the air conditioning was cut out. Our 3 story building ROASTS in the fall and spring. It is not a comfortable work environment.	5/15/2023 6:17 PM
35	Small town ideology... Kalama is seen as a bedroom community for a reason, many move to escape larger City thought processes. Balancing the growth of outside influences with the locals. Maintaining a small town environment through communication and involvement within the community.	5/15/2023 5:51 PM
36	As with anywhere, passionate parents who think their children can do no wrong. Many long time families that are strongly attached to traditions. Growing pains overall.	5/15/2023 5:50 PM
37	An expanding and evolving special education program that needs help through growing pains.	5/15/2023 5:39 PM
38	Challenges unique to Kalama: We have only been here for 4 years but have heard of problems with bullying, seen school admin turnover, the different cultures that exist simultaneously (existing rural residents, newer residents tend to be more urban minded) and the need to balance and blend.	5/15/2023 5:36 PM
39	We have an issue as do other schools across the country where violent students are being disruptive and harming students and staff causing trauma to other students and staff that is	5/15/2023 5:24 PM

not any different than being in an abusive household. There is a drug/vaping problem at the ms/hs. There are students who still think it is funny to draw signs that are racist and hurtful.

40	Kalama is a extremely proud town with generations of citizens who pride themselves on how long they have been here (this can be good and bad); parents want a small town feel, but expect high-dollar district offerings; change is not always welcome, even when it is necessary; a big statement here is "we have always done it this way" and that doesn't go well with necessary change; we have the same issues as any other district, being small does not take those away; the last levy only passed by 26 votes and we need to start working right away on the getting communication out to help improve YES voter turnout; area can have numerous landslides/weather related issues which cause havoc on traffic routes for staff/students; traffic on I-5 can clog up the town;	5/15/2023 5:11 PM
41		5/15/2023 5:10 PM
42	Hmmm	5/15/2023 4:48 PM
43	The high school program has some staff making great changes and advances for our students and community but there are staff members who need more support to align their teaching with practical practices rather than arbitrary work/plans that result in classroom management struggles. The district (all schools) need a better plan to communicate with the students and families. This lack of coordinated communication has results in a level of mistrust between staff, families, and members of the community.	5/15/2023 4:22 PM
44	Managing to the lowest denominator in order to reap the benefits of state/federal funding is an issue that parents are keenly aware of. Specifically, managing to the two problem kids in a class of thirty continues to be the theme. We need to manage to the majority, not the minority. Parents are getting fed up with the majority suffering as a result, as well as attempts to indoctrinate our kids with fringe ideology. Schools are for educating our children about facts & equality, not virtue & equity. Our children get plenty of exposure to virtue in higher education and/or the real world. We are fortunate that most of the current Kalama faculty respect and understand who their customers are. Having said that, we still have a few faculty members who don't respect the views of the majority of their customers and attempt to push fringe virtue on the kids. This town does not support the DEI/ESG agenda and we need a Super with a backbone who understands this.	5/15/2023 4:20 PM
45	Bullying. It will forever be, but if the students have often reminders of how badly it can affect someone's entire life, I think it is helpful. The more they are aware, the more they can help each other out.	5/15/2023 4:09 PM
46	Be aware that the community has no problem turning to police or social media if they feel unjust. Be aware that acceptance of change takes a lot of time for the community members.	5/15/2023 3:59 PM
47	The school is growing and we need bigger facilities.	5/15/2023 3:48 PM
48	We do have some issues; dress code, bullying, and discipline follow through.	5/15/2023 3:47 PM
49	Some of the louder voices in the teaching pool have had very negative experiences with superintendents. There will be hurt and poor attitudes to overcome. The new superintendent will be given very little room for error before judgement passes.	5/15/2023 3:44 PM
50	Principals need more support and learning gaps need to narrow.	5/15/2023 3:44 PM
51	I cannot think of any issues	5/15/2023 3:44 PM
52	Grading practices are not equitable 6-12. Inclusionary practices are not a widely understood practice. We are continuing to get better at using data to guide our decisions. Individuals need to be clear about their roles and their job expectations. We need to hold one another accountable to those roles. In a small district sometimes those lines get blurry, but this can also cause initiatives or procedures to be lost.	5/15/2023 3:42 PM
53	High school/ middle school has some issues. Certain things in the student handbook are followed closely. But things i.e. dress code are not followed at all.	5/15/2023 3:29 PM
54	There will be a few staff departures that have some critical institutional knowledge, however I feel that this could mean some meaningful updates.	5/15/2023 3:22 PM
55	Just like any school in our country we have bullies and behavior issues. Our behavior issues seem to be at a peak since the pandemic.	5/15/2023 3:16 PM

56		5/15/2023 3:14 PM
57	The difficulties that come with our special education program being outsourced to the ESD	5/15/2023 3:11 PM
58	Elementary not wanting to do Cispus, Schhoks need more Discipline and a dress code, activities for kids	5/14/2023 12:14 AM
59	I think it's important to be aware of the ENTIRE staff from principals on down to classifieds, office personnel, custodians.	5/12/2023 5:26 PM
60	1. Hold kids accountable for their behavior 2. Vaping/student drug use 3.Student apathy	5/12/2023 1:51 PM
61	Strained relationship between teachers and administration.	5/12/2023 1:08 PM
62	The unfairness that is going on in the elementary for staff that needs to stop needs more structure and need to have actions in place for the students	5/12/2023 11:58 AM
63	Bulling ,Dress code needs some help . i feel sometimes its really hard for them to focus on school .	5/12/2023 8:16 AM
64	The community is fairly divided politically and socially. This has created some tension and conflict both in and out of the schools. That being said, students and staff are working towards creating a more inclusive culture within the schools while maintaining a zero tolerance policy. Other potential issues to be aware of are our working relationship with the ESD. While there are MANY great things that the ESD is able to do for/with Kalama, we continue to struggle with getting qualified and reliable people to fill ESD positions.	5/11/2023 11:13 PM
65	Just because liberal cities are forcing their inappropriate garbage on there schools. Don't bring it to ours district. Keep to math, reading, writing, science. PE, Music. Race and gender material doesn't need to be taught here. Not the schools job.	5/11/2023 10:21 PM
66	Poor secondary administration hires. Districts employee dress code, personal activities clouding job responsibilities.	5/11/2023 9:54 PM
67	Budgets are always an issue, how do we spend our money...	5/11/2023 6:25 PM
68	The area is growing quickly. I think we will need to run a bond in the next five years, after the new housing is finished. Many commuters live here.	5/11/2023 5:43 PM
69	There is some issues with staff unity that need to be addressed.	5/11/2023 5:39 PM
70	For a small community, we've become very compartmentalized and information that could or should be shared isn't. The current administration has done a good job but there is still more that could be done to expand communication without crossing into private situations. Often shared ideas or concerns go unanswered with no follow through. Additional training for all staff and not just teachers and administration would be helpful.	5/11/2023 5:06 PM
71	The other side of the long-standing relationships between families, students, and staff is that new students, and even staff, are not welcomed. The community can be insular and disrespectful of alternative views.	5/11/2023 4:55 PM
72	There are a couple issues that need to be communicated. Staff moral is at an all-time low. Teachers are working their tails off for our students but we are now spending a great deal of our time dealing with discipline issues in the classroom, hallways and bathrooms. Students know there are not going to be any consequences for their inappropriate behavior so they continue. It's maddening. Another huge issue is the unbelievable lack of support the Special Education Department has. They are contracted through ESD 112 but have little or no para support in the classrooms. Teachers are not being held accountable in following student IEP's and thus are struggling big time.	5/11/2023 4:30 PM
73	This is not a very diverse town, so horizons need to be broadened, but carefully.	5/11/2023 4:27 PM
74	The school district academically is not doing well. We are lower than the state for grad rates, and lower on Reading and Math with only about a third of students meeting the benchmarks. That is NOT ok!	5/11/2023 12:41 PM

Q4 What skills, qualities or characteristics should the new superintendent possess to be successful here? (This information is used as we screen potential candidates.)

Answered: 78 Skipped: 1

#	RESPONSES	DATE
1	Be fair. No race is superior to another and no gender deserves privilege. Everyone should be accepted and treated the same. Just focus on general education.	5/18/2023 12:20 AM
2	A leader that has the ability to steer the ship while influencing positive outcomes, communicating effectively and having excellent listening skills without driving the ship onto the rocks.	5/17/2023 4:35 PM
3	Open minded, willing to trust in staff	5/17/2023 2:39 PM
4	Community engagement, transparency, genuine and an active advocate	5/17/2023 10:10 AM
5	Knowledge and experience of job. Personable. Willing to look for community input. Be present with the schools. Make the schools even better.	5/17/2023 8:07 AM
6	Strong communication, transparency, seek community input	5/17/2023 2:25 AM
7	Honesty, Backbone to support administrators and or teachers when the public is upset. Openness to discussion and being able to tell the key stockholders why, behind decisions when they can. Fiscal management and planning. Consistency in character and real care for the community. Growth mindset that will filter down into the staff.	5/16/2023 10:21 PM
8	Kind. Experience with behaviors k-12 Experience teaching gen-ed core subjects for at least 5 years.	5/16/2023 6:39 PM
9	They need to be able to adapt to changing situations. They should be an extremely effective communicator. They need to NOT rely on the ESD112 communications figurehead to speak for them, It shows they lack that necessary communication expertise. [REDACTED] done an ok job, but when answers need to be spoken, they need to come from the top, and FAST otherwise it appears as weakness, and indifference to the community. I personally would like a strong decision maker that has an open door policy, that will hold open meetings with parents, and the board.	5/16/2023 6:30 PM
10	Leadership skills.	5/16/2023 5:29 PM
11	A person who can listen to what the parents, teachers, staff, and children are saying and not give typical political answers.	5/16/2023 4:43 PM
12	The strength to stand against the socio-cultural tidal wave of minimized personal expectations, endless entitlement, and unbounded inclusiveness that is sweeping through this State.	5/16/2023 1:21 PM
13	They need to treat and be respectful to all staff know matter what position they hold at the district get out and see what is happening all over	5/16/2023 12:24 PM
14	Strong yet personable attitude, willing to listen, make sure to check concerns when approached with them. Ready to be true to self and others equally adult or child.	5/16/2023 11:30 AM
15	Enthusiastic, team-builder, who is visible to the community and school staff	5/16/2023 11:06 AM
16	Level headed, old school taught, respectful, good listener, easy to share smile, be able to listen to parent & teacher feedback and include all in decisions & changes needed.	5/16/2023 10:43 AM
17	A passion for education, clear communication skills, involvement in the schools, kindness, ability to give grace.	5/16/2023 9:55 AM
18	Patient, understanding, flexible.	5/16/2023 9:47 AM
19	The new superintendent should be kind, caring about the community and the kids at the	5/16/2023 9:40 AM

	school. Their interests should be based on the childre, present and future, and not based politically.	
20	We REALLY NEED an instructional leader! I want someone who can walk alongside our principals and actually knows what good instruction looks like is vital. Help us better instruct, our principals need to learn to be petter instructional leaders - we need to do better for these kids, we have to do better for our kids	5/16/2023 8:19 AM
21	Someone who is bilingual (able to communicate effectively), someone with a diverse cultural background (open minded), they should be funny, athletic (good teamwork and fitness to be able to keep up with the kids' energy) and understand perspectives of students, parents, educators, and staff.	5/16/2023 7:38 AM
22	Good with finance, creative thinker, excellent communicator.	5/16/2023 7:20 AM
23	A solid resume as an administrator. Please focus on actual quality as an administrator and leader and less on indoctrination with whatever it is you believe. Please remember your job is to teach not raise we the parents will be handling that.	5/16/2023 6:07 AM
24	Open to community, business and staff input to generate a high quality education	5/16/2023 3:23 AM
25	The superintendent needs to be open, work with and Interact with students, teachers, staff and parents. Talk with them say hi, be friendly and available. Care about all students education within the school district. Hold teachers accountable if students aren't learning, recognize issues and help come up with a solution. Each student learns differently.	5/16/2023 1:13 AM
26	He/She should be willing to listen and understand how our school needs to focus on education instead of peoples views on life choices.	5/15/2023 11:11 PM
27	Be willing to move to Kalama and become part of our community. Have a vision to take Kalama Schools to a higher degree of excellence.	5/15/2023 11:00 PM
28	Be willing to move to Kalama and become part of our community. Have a vision to take Kalama Schools to a higher degree of excellence.	5/15/2023 11:00 PM
29	Working for the community, it's important to keep parents within open communication and aware of what is being taught in schools and to leave personal ideologies and politics out of the school. Also, as parents we find it important that whoever is hired has a thorough background check and experience.	5/15/2023 10:36 PM
30	Communicator, listen and hears, open door olive, transparent. Don't accept this job as a stepping stone. Don't change what works.	5/15/2023 8:40 PM
31	Our new superintendent should have a hands-on approach meaning he/she should be in the schools, in classrooms, available to meet with students, families, and community members.	5/15/2023 8:35 PM
32	Hold kids accountable for there actions	5/15/2023 8:22 PM
33	A solid resume as an administrator. Please focus on actual quality as an administrator and leader and less on indoctrination with whatever it is you believe. Please remember your job is to teach not raise we the parents will be handling that.	5/15/2023 7:19 PM
34	Responsive to issues concerning rights for LGBTQ+, different-abled and neurodivergent students/faculty. Be effective at decreasing or get rid of bullying at schools.	5/15/2023 6:23 PM
35	They need to have a strong backbone and thick skin. They MUST be truthful and transparent. They MUST be a good communicator. They need to make sure that the buildings follow the chain of command when there are issues in the buildings.	5/15/2023 6:17 PM
36	Communication with parents and the surrounding community. Willingness to listen, adapt and grow. Honesty. To be Neutral, non-political.	5/15/2023 5:51 PM
37	They should be open minded. They should be willing to communicate to the public and handle feedback. Organized, involved, positive and forward thinking.	5/15/2023 5:50 PM
38	A special education or behavior background would be extremely helpful for our elementary school.	5/15/2023 5:39 PM
39	The ability to engage and motivate teachers, strength to make hard decisions for the greater good of the district, strong positivity, good listener first, then informed actions	5/15/2023 5:36 PM

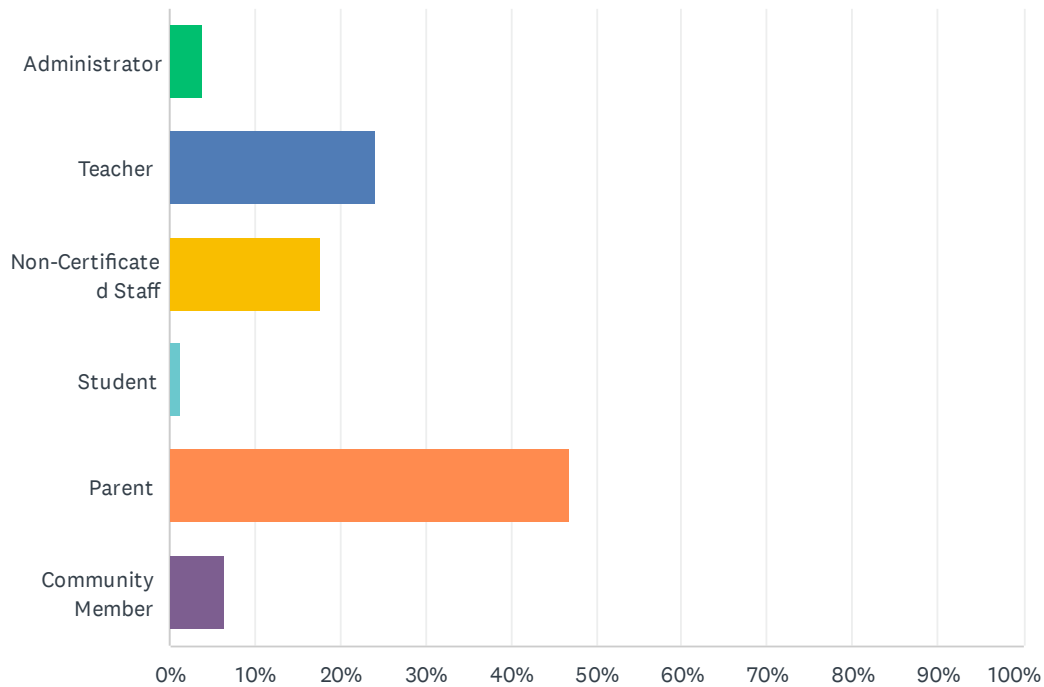
40	Understanding, compassionate, willing to stand up for what is morally right, kind, honest,	5/15/2023 5:24 PM
41	Flexible; approachable; welcoming; goal-oriented; committed to bettering the district as a whole; be a good listener but stand firm on decisions and not get swayed easily; firm in beliefs and district policies; not micro-manage; encourage and trust that staff can make decisions too; delegate where necessary; know how to effectively work with an office staff;	5/15/2023 5:11 PM
42	This person should be a parent of children still in school system. This person should be realistic and open minded to majority views/opinions of the community and fellow parents.	5/15/2023 5:10 PM
43	Fair, open-minded, caring	5/15/2023 4:48 PM
44	Our new superintendent should have a hands-on approach meaning he/she should be in the schools, in classrooms, available to meet with students, families, and community members.	5/15/2023 4:22 PM
45	High emotional intelligence, low politics. Perspective & experience with families and small towns. Able to emphasize a total educational experience for the kids...academic, athletic & serving the community.	5/15/2023 4:20 PM
46	Fun! I only have elementary students, but I think that the superintendent should work great with not only the KSD Staff but also with the kids. Aware and checking in on any happenings in the school, and showing his/her face at the schools. When I was in school, I never saw our superintendents face, she was always just a name!	5/15/2023 4:09 PM
47	Be able to see different perspectives. Be a listener. Be supportive of the staff.	5/15/2023 3:59 PM
48	Hold kids accountable for there actions	5/15/2023 3:48 PM
49	They need to be professional, stern, positive, open minded, honest and have follow through. They need to be able communicate with parents, teachers, staff and students. There needs to be an open door policy as well.	5/15/2023 3:47 PM
50	Precision. Directness. Transparency. Timeliness.	5/15/2023 3:44 PM
51	An advocate of new ideas...reinventing education that will allow more student engagement. Supporter of online learning.	5/15/2023 3:44 PM
52	They should be an active member of the community. They should be kind and understanding but not afraid to take action when needed. They should be transparent about everything happening within our schools.	5/15/2023 3:44 PM
53	Have an understanding of PLCs, inclusion, secondary experience. Strong facilitating skills, a good foundation in organizational skills, and wants to be a part of a team that works together for the benefit of students. Is able to stay student focused and bases decisions on what's best for students.	5/15/2023 3:42 PM
54	Communication! High/middle school parents do not have much information sent to them. Like dances, chior requirements... stuff like that. Students are allowed to pick their electives by themselves. And then are required to attend late night events in order to have a good grade and sometimes parents are not available to provide transportation. This alone has impacted our family many times.	5/15/2023 3:29 PM
55	Not be caught up in Google being the answer to everything just because it's prevalent in the EDU space.	5/15/2023 3:22 PM
56	I believe they should be approachable, fair, kind, willing to work with staff.	5/15/2023 3:16 PM
57	Honestly loyalty and integrity something our school is severely lacking!!!!	5/15/2023 3:14 PM
58	Friendly, welcoming, open-minded, approachable	5/15/2023 3:11 PM
59	Friendly, Approachable, Community involved, [REDACTED]	5/14/2023 12:14 AM
60	An ability to listen and consider other ideas is a wonderful asset.	5/12/2023 5:26 PM
61	1. Clear attainable vision for the future 2. Keep political agendas out of school (we've lost sight of the purpose of education)	5/12/2023 1:51 PM
62	Have a welcoming passion for all staff no matter what position they work in get out walk around see what is happening on all campus be friendly to all	5/12/2023 11:58 AM
63	Avoid any and all candidates from out of state that are from right to work states and they do	5/12/2023 11:50 AM

not have the capacity to work with unions and create hostile working environments which are unhealthy of staff and students.

64	patience,flexable,reasonable,willing to listen to both sides compasion	5/12/2023 8:16 AM
65	Kind; collaborative; someone who cares about all kids- including the kids in the margins; champion for equity; good sense of humor; knowledge of restorative practices and the desire to use them; willing to be a part of the school community.	5/11/2023 11:13 PM
66		5/11/2023 10:21 PM
67	Strategic planning. Overhaul district policy and procedures.	5/11/2023 9:54 PM
68	The new person should be friendly, be able to communicate to a variety of people and be good at managing staff and money.	5/11/2023 6:25 PM
69	personable, approachable, kind have a vision	5/11/2023 5:43 PM
70	The new Superintendent needs to be transparent and pay attention to the needs of students, staff and community in as equal parties in the success of the district.	5/11/2023 5:39 PM
71	Open and understanding to current political issues and debates but understand where the majority of the community lands on those issues as we are generally conservative leaning county.	5/11/2023 5:14 PM
72	Ability to engage all employees, inclusion for all and not just the high level administration. Full circle follow through. Strong CTE background for our ever growing program. SPED background, assisting in areas that are lacking. For our school and community, a person who is fully invested in not only the school but the community that assists in so many ways.	5/11/2023 5:06 PM
73	They should have a well-developed sense of professionalism. I do not mean this in the usual sense; "taking a job seriously". I do mean they should have made a commitment to be of service to staff and families. They should be prepared to make that commitment evident by developing policies and practices that are founded in best, research-based pedagogy, and the expressed and inferred needs of staff and families.	5/11/2023 4:55 PM
74	The new superintendent should possess great communication skills; be a strong leader for our staff members and administration; have a sense of awareness for community input- which includes athletic and extracurricular support; and have experience in the classroom, which will be critical when making educational decisions.	5/11/2023 4:47 PM
75	calm caring individual who makes sure our bills are paid and teachers are supported.	5/11/2023 4:44 PM
76	Great leader that can unify the district.	5/11/2023 4:30 PM
77	Organized, personable, reasonable, professional, fiscally responsible.	5/11/2023 4:27 PM
78	As a parent from Kalama, Washington, I believe the new superintendent should possess certain skills, qualities, and characteristics to succeed in our small town. It is crucial that they have a deep understanding of effective instruction, ensuring that the instruction our children receive reflects great teaching and promotes meaningful learning experiences. They should prioritize equity and have a genuine concern for students who are credit deficient and at risk of not graduating, working diligently to find effective solutions to support and empower these students.	5/11/2023 12:41 PM

Q5 Please indicate the stakeholder group you represent:

Answered: 79 Skipped: 0



ANSWER CHOICES	RESPONSES	
Administrator	3.80%	3
Teacher	24.05%	19
Non-Certificated Staff	17.72%	14
Student	1.27%	1
Parent	46.84%	37
Community Member	6.33%	5
TOTAL		79