

Stakeholder Input Report for

Clear Creek School District RE-1 Idaho Springs, Colorado

submitted by



11725 Arbor St., Suite 220
Phone: 888-375-4814/402-991-7031
Email: mail@macnjake.com

Omaha, Nebraska 68144
Fax: 402-991-7168
Website: www.macnjake.com

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MCPHERSON & JACOBSON, LLC

EXECUTIVE RECRUITMENT & DEVELOPMENT

11725 ARBOR STREET, SUITE 220 ♦ OMAHA, NEBRASKA 68144 ♦ 402-991-7031/888-375-4814
FAX: 402-991-7168 ♦ EMAIL: MAIL@MACNJAKE.COM ♦ WEBSITE: WWW.MACNJAKE.COM

**Clear Creek School District RE-1
Idaho Springs, Colorado
District Stakeholder Input**

Executive Summary

From July 13th through July 19th, 2023, an on-line survey was conducted through the offices of McPherson & Jacobson posted on the district website. The survey invited all members from the school district community and received thirty responses. Since this online survey was conducted during the summer months the response was small.

Outlined on this page and the next few pages is an Executive Summary of the major themes expressed by the participants to the survey. Following the Executive Summary is a compilation of all the input received from the Clear Creek School District community in response to the four questions asked on the survey.

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

- A close-knit community with a family feel.
- A large rural community with huge growth potential.
- A beautiful environment with many outdoor activities.
- A very relaxed, peaceful community who is free spirited and works hard.
- The community works to support the schools through partnerships, offering scholarships and works to align the schools with the business community.
- The community welcomes the stranger.

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

- A safe caring school with small class sizes focused student-centered learning.
- The schools turn to the outdoors to support much of the learning.
- Passionate teachers who collaborate with each other focused on student learning.
- A small school district offering expeditionary learning in art, technology, physical education and extracurricular activities.
- The students and families have built a community of support for each other.

- The school curriculum is shaped around the whole child with much flexibility.
- The schools have a compassionate staff teaching the whole child.
- The staff is quick to support the positive behavior of every child and they let the parents know.

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

- There seems to be a high teacher turnover every year.
- The four- day week is a mixed blessing with limited childcare offered in the community.
- The many initiatives working within the schools can be overwhelming.
- The overall system needs to strengthen its transparency from district budgets to overall system expectations.
- Since the district is small, are many of the staff wearing too many hats causing staff “burn-out”.
- The communication between teachers and parents is inconsistent across the overall system.
- The competition with neighboring school districts pulls students away from the Clear Creek system.
- The district needs to become one team working for a common goal as opposed to each site working on their own agenda.
- Middle school needs to focus on the mental health of the students.
- Staff concerns will need to be the primary concern of the new leader.
- The remodeling of the new elementary and bus barn is a priority.
- Communication throughout the Clear Creek community needs to improve.
- There needs to be a focus on staff retention and coaching of the new leadership throughout the district.

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

- A leader who is flexible, charismatic and cares about students and staff.
- A leader with experience managing operations.
- A person who can build a team in the schools and community.
- A leader willing to get their hands dirty while expecting to do it all. A highly efficient communicator who thrives on transparency.
- A person who listens and is an informed decision-maker.
- A leader who empowers his/her staff and holds them accountable.
- A leader with rural experience aligned with building an efficient system.
- A visionary leader who studies the current system to build for the future.
- A person who is trustworthy with values rooted in common sense.
- An innovative leader who is in love with nature.
- A person who can write and speak with clarity.
- A person with patience and a determination to “get it right”.

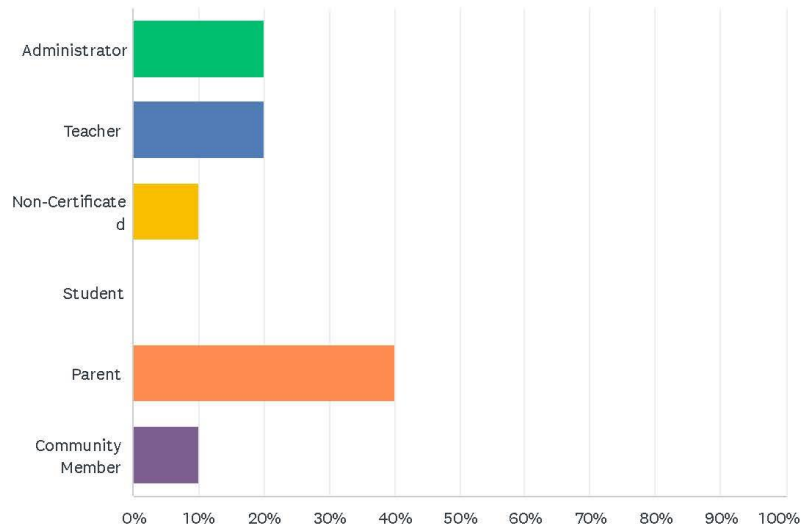
*Survey Monkey Results for the Clear Creek School District RE-1
July 2023*

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

30 responses

Q5 Please indicate the stakeholder group you represent:

Answered: 30 Skipped: 0



ANSWER CHOICES	RESPONSES	
Administrator	20.00%	6
Teacher	20.00%	6
Non-Certificated	10.00%	3
Student	0.00%	0
Parent	40.00%	12
Community Member	10.00%	3
TOTAL		30

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

better Small town activities KM families involved people family residents
community Caring small beautiful school great county
spend time outdoors

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

new art focus small allows care activities staff want students kids
school experiences teachers love small working learning
allows class sizes really

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

community seen work small staff Lots teachers families
need people school low district great
challenges departments students high school also new

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

will someone willing work good open minded skills experience Ability lot also work
district accountable community strong need leadership
staff made understand taking new help kids need someone willing hold
superintendent

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

Answered: 29 Skipped: 1

#	RESPONSES	DATE
1	The KM community is supportive. KM families value investing in their community. KM families are involved in their children's lives. KM families are focused on making their community better. KM community members are active and spend time outdoors.	7/21/2023 3:11 PM
2	We are small and tight knit	7/19/2023 6:05 PM
3	Community is pretty engaged. A lot of partnerships could develop for any of the school programs.	7/19/2023 5:09 PM
4	Close knit Caring Works with the school	7/19/2023 4:35 PM
5	Our community is close-knit and has a "family" feel about it.	7/19/2023 2:30 PM
6	Small size, gorgeous mountain location, the friendships you find	7/19/2023 2:09 PM
7	Small, mighty, committed to serving our students in the BEST ways possible and involved when they know how/when/where to engage.	7/18/2023 8:13 PM
8	Lots of outdoor learning opportunities. Growth potential is massive over the next 5-10 years.	7/18/2023 3:42 PM
9	Our community is a small, largely rural community. We have fantastic outdoors activities available to residents and tourists.	7/17/2023 5:03 PM
10	Beautiful environment, kind people, resilient.	7/17/2023 11:59 AM
11	Lots of outdoor recreation, great people, family friendly, mild weather	7/17/2023 11:36 AM
12	We stand together. We help each other in times of need or distress or disaster. We also give each other space to be who we are.	7/16/2023 1:23 PM
13	It is a great place to work and live. Lots of outdoor activities and family activities	7/15/2023 5:43 PM
14	Mountain life beats city life! Peaceful, with tons of outdoor activities, and friendly neighbors!	7/15/2023 12:18 PM
15	We live in a beautiful area that allows for a lifestyle centered around the outdoors.	7/15/2023 6:03 AM
16	Small town that supports the schools. Local clubs give or contribute to scholarships	7/14/2023 4:10 PM
17	This community wants to be involved with the schools and values being small and rural.	7/14/2023 2:22 PM
18	Small town, we do not and should not operate like big school districts, caring parents and families, made up of creative and healthy individuals	7/14/2023 12:46 PM
19	There is so much to do in CC County in terms of outdoor recreation year around. The community as a whole is pretty laid back and relaxed.	7/14/2023 11:35 AM
20	I've lived in Evergreen since 1996. We never visited or spent time in Clear Creek county despite our address being clear creek county residents. Recently the county has invested in changing the direction of the community, for the better. We have been actively participating in the changes, and spending more time and money in the county. We just bought our first home in Idaho Springs thru Habitat for Humanity, and are moving our kids to CCMS. We are excited for this, and love being a part of this new direction clear creek is heading.	7/14/2023 10:56 AM
21	Our community is tight and we strive to work and collaborate together. Communication is key and needs to be a primary focus, clarity of direction and transparency is important.	7/13/2023 7:36 PM
22	Our community is tight and we strive to work and collaborate together. Communication is key and needs to be a primary focus, clarity of direction and transparency is important.	7/13/2023 5:34 PM
23	Adjectives that describe our community include: tight-knit, authentic, creative, unique, free-	7/13/2023 3:27 PM

	spirited, imaginative, and hard-working.	
24	Our community members, businesses, industry and organizations care about our students and want to support our schools.	7/13/2023 2:19 PM
25	Small town, easy access to nature bases activities, genuine people, beautiful setting, great location, growing, up and coming.	7/13/2023 1:45 PM
26	It is a great place to work and live. Lots of outdoor activities and family activities	7/13/2023 1:10 PM
27	The Idaho Springs community seems more welcoming and involved than other town in the county. That's been our personal experience and even watching the social media pages.	7/13/2023 12:29 AM
28	CCSD is the true sense of community. We have each others back and many of us have great ideas for improving and maintaining.	7/12/2023 1:00 PM
29	The residents. They are kind, helpful, and are willing to help anyone.	7/12/2023 12:55 PM

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

Answered: 29 Skipped: 1

#	RESPONSES	DATE
1	Experiential Learning 4 day work week Vibrant educator staff Strong family involvement Active PTA Beautiful location New remodel Expanded preschool	7/21/2023 3:11 PM
2	85% of our teachers really care about the kids and are there because they care about them.	7/19/2023 6:05 PM
3	The school has small class sizes. As a teacher you can explore your interests or those of your students.	7/19/2023 5:09 PM
4	Caring Safe	7/19/2023 4:35 PM
5	Our schools are student-centered and staffed by professionals who truly want to live in our community and have positive impacts on our kids. Students have an extensive number of experiences at hand considering the size of our district.	7/19/2023 2:30 PM
6	Small class size, access to outdoor activities, the art classes, pe, music	7/19/2023 2:09 PM
7	Committed, passionate, knowledgeable employees across the board (those that stay) Opportunities are in abundance for students! Feedback is taken seriously by most leaders/staff.	7/18/2023 8:13 PM
8	Each school is unique but full of dedicated teachers and wonderful students.	7/18/2023 3:42 PM
9	Our class sizes are small, which allows a high level of interaction between teacher and students. Our athletic teams are also very accomodating, which allows participation from everyone in the school.	7/17/2023 5:03 PM
10	Passionate about learning, being outdoors, providing a quality education in a rural environment. Close knit. Wonderful teachers.	7/17/2023 11:59 AM
11	Small schools, expeditionary learning, art, tech, library, music, core learning, P.E., extra activities	7/17/2023 11:36 AM
12	Teachers that go above and beyond in caring and guiding for our students. We are the students families away from home during the day.	7/16/2023 1:23 PM
13	Students leave the Clear Creek schools with the tools to be successful in life no matter what path they choose	7/15/2023 5:43 PM
14	According to my daughter, there is a low rate of bullying at Clear Creek Middle/High School.	7/15/2023 12:18 PM
15	The schools are focused on expeditionary learning, which I appreciate. It's in its infancy, so there is room to expand on the curriculum with new technology and tools. I haven't seen this put into practice as much as it's been talked about, so I believe this will allow a new Superintendent the freedom to bring this focus and program into practice.	7/15/2023 6:03 AM
16	Young people can participate in many activities	7/14/2023 4:10 PM
17	They are small enough that all students are known, making it harder for them to hide out. The schools are currently engaged in a redesign process that could put us at the forefront of educational progress. Teachers care about student success.	7/14/2023 2:22 PM
18	Small school. Open to creative ideas. Communication from the current super is good.	7/14/2023 12:46 PM
19	The students and families are overall supportive, kind, and respectful. The class sizes are small allowing for an intimacy setting. The school support and encourage engagement in multiple activities be it music, art, outdoor experience, athletics, and other passions.	7/14/2023 11:35 AM
20	We haven't actually attended yet, will be new this fall as rising 7th graders. Living a town over in Evergreen, I know EHS is not the school for my kids. I researched all the schools around,	7/14/2023 10:56 AM

and Clear Creek stood out. I love the education model, focus on the whole student. The invasion and entrepreneur opportunities. The electives like bike tech, and snow tech. We toured the school and saw how invested the staff was for every student, not just the academic advanced or athletic kids. We want to be a part of that.

21	Our schools are small and that allows students to feel like they are truly valued, our teachers work hard to make a safe and enjoyable environment.	7/13/2023 7:36 PM
22	Our schools are small and that allows students to feel like they are truly valued, our teachers work hard to make a safe and enjoyable environment.	7/13/2023 5:34 PM
23	Carlson has a compassionate staff committed to meeting each student where they're at and helping them to grow from there. We focus on meeting the needs of the whole child and igniting their passion for learning by engaging them in authentic experiences.	7/13/2023 3:27 PM
24	Our schools are focused on providing students with authentic, and relevant learning experiences, but we are in different stages of implementation and expertise.	7/13/2023 2:19 PM
25	Smaller classroom sizes, people who care, 4 day work week, friendly staff, [REDACTED] decorates cute for different holidays/event,	7/13/2023 1:45 PM
26	Students leave the Clear Creek schools with the tools to be successful in life no matter what path they choose	7/13/2023 1:10 PM
27	I really feel [REDACTED] and [REDACTED] are working towards a bigger goal and picture for the school, their ideas are great and maybe just support them. Loved what they were trying to do this year by calling home with positive news, rewarding good behavior is important. Love the extra special things that come along with a small school that you don't see in the big cities. Having worked at a large HS in a big city there is not the personal touch. Knowing all of the teachers and students in a one on one situation. A little more freedom and not so much red tape, allowing for a more personalized education. The students are encouraged to play sports and be part of any club. Although there is varsity and JV everyone is included and welcomed and wanted, not just a select group. The back to school events really are fun and important. While there are not parents begging to be on the booster club/PTO there is still involvement from the parents. We loved CCHS bc you get the similar class size as a private school without the stuffiness. The staff is very warm and welcoming.	7/13/2023 12:29 AM
28	Most of the staff/teachers that stick around have huge hearts. If they didn't they wouldn't be here. They can all make bank (by comparison) if they didn't stay here. Some that have left recently didn't really want to, but they could afford to survive let alone be able to teach our children. I have always appreciated the schools working with me in addressing issues, once we got past the us v them mentality (still needs work though)	7/12/2023 1:00 PM
29	I don't have contact with the school system, sorry.	7/12/2023 12:55 PM

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

Answered: 29 Skipped: 1

#	RESPONSES	DATE
1	Teachers are excited about professional development and open minded. Our MS/HS has struggled with enrollment for over a decade Parents who have convenient choices (Evergreen families) often do not choose CCMS and CCHS for their students. The history of administrative transition has impacted the culture. The HS and MS test scores are lacking and likely influence parents' decisions about enrollment.	7/21/2023 3:11 PM
2	We lost a ton of teachers this year, the culture isn't here anymore. Also the school board runs everything.	7/19/2023 6:05 PM
3	Ww have a lot of initiatives going on, somewhat overwhelming as a teacher. Feel like we need to pick our direction and go with it. Often, too much input so we don't always go in one direction.	7/19/2023 5:09 PM
4	Every school in the district is on a different page. Even when we are instructed to do the same curriculum or instructional strategy it doesn't work out that way.	7/19/2023 4:35 PM
5	Recognition of constituents is paramount. If you plan to listen, then also plan to act in ways that show that you listened. It is my hope that the next superintendent can celebrate the successes and work through the challenges while maintaining mature interactions despite disagreements. I hope all stakeholders feel their importance with our new superintendent. Efficiency of some positions has been challenging. Fiscal transparency has not clearly revealed certain positions to be worth the salary assigned. Some grant positions were quietly switched to general fund dollars without the knowledge or support of the greater community. The lack of pathways for feedback to superiors is absurd. There should be avenues for each level of the district to ANONYMOUSLY report back on the performance of those they interact with - students on teachers, counselors, paras, admin, etc; teachers on building admin, coaches, counselors, secretaries, etc; paras on teachers, counselors, admin, SSPs, etc; admin on fellow admin, superintendent, directors, etc. All of this would be too much, but something needs to be started. The Winter Survey is NOT anonymous, as several CCSD employees access the responses, and this district is too small for people to remain unidentified. The on-boarding process for new and new-to-CCSD staff is poor, at best, and nonexistent in most cases. Systemic supports are lacking, such as MTSS, ML programming, 504 coordination, etc. Be aware of the high turnover of all staffing and the instability it creates within our system. Be aware of the high level of trauma many of our students experience.	7/19/2023 2:30 PM
6	That the 4 day school week is very mixed blessing. The child care options up here are few and far between. I think the four day week is very tough on young students and families of young students.	7/19/2023 2:09 PM
7	We continue to have a problem with the retention of staff at all levels and in all departments. Teacher and staff burnout/ptsd is real; how can we address the challenges and find solutions to gain and retain consistent employees who want to stay with CCSD? CCSD always seems to be behind the eight ball by about 5-10 years (salaries/facilities/curriculum, technology), how do we catch up while keeping the plane level? We have great people doing great things; Are they doing the right work? At the right time? Are they stretched too thin for quality? Do they wear too many hats at once?	7/18/2023 8:13 PM
8	Need to work to recruit younger teacher to keep them long term. Lots of turnover in particular schools & departments.	7/18/2023 3:42 PM
9	Our school course offerings are limited, even in the core subjects. Communication is inconsistent between teachers and parents. Turnover is a challenge among teachers. We have significant financial challenges unique to our district.	7/17/2023 5:03 PM

10	There has been a lot of transition in terms of leadership at King-Murphy (our school), and it's been tough for families at times. There are challenges to working in the district in terms of pay, location, and so keeping quality teachers is an important goal that leadership needs to focus on.	7/17/2023 11:59 AM
11	Lots of great schools in the Evergreen area. Hard to compete and recruit. Hard to attract talent when they have to commute a distance.	7/17/2023 11:36 AM
12	We need to work on being a "team" district, not each school for themselves.	7/16/2023 1:23 PM
13	We have made great strides with the home grown talent initiative and with pathways of learning through experiential learning opportunities that need to continue.	7/15/2023 5:43 PM
14	My daughter attends Clear Creek Middle School. She said she is occasionally late for class because the closest bathroom is full of kids vaping in between classes, so she goes to the other side of the building. Vaping has become a major issue in all of the schools (even elementary). She also said that middle school students feel underrepresented, as the focus is predominantly on the high school. The middle school lacks an identity. Please do not cut arts programs. Focus on mental health. The high turnover rate among teachers is extremely hard on the students.	7/15/2023 12:18 PM
15	There are financial considerations for the District that require time and patience. The District is also struggling with staffing concerns. Finally, a new Superintendent will need to deal with a school board whose majority is out of touch with parents' concerns. I believe the staffing needs will be first among the challenges a new Superintendent will face.	7/15/2023 6:03 AM
16	Get the old high school done for the new elementary school and finish the bus barn asap	7/14/2023 4:10 PM
17	The interim superintendent needs to have the ability to manage the community when it comes to the bond work, but also be able to support the ongoing redesign in the schools. I worry about the interim supt helping us to stay on track rather than distracting us from the work that we are engaged in.	7/14/2023 2:22 PM
18	Differed maintenance on school facilities, low enrollment, low test scores, scheduling is an issue to allow the advanced kids opportunities beyond their advanced core classes since there is such small class sizes, communication from the schools themselves is often just before events or items occur and there need to be better management of informing the community and families of things for our children like assemblies, games, rallies, parades, etc engage the community and welcome them to the high school and middle school	7/14/2023 12:46 PM
19	We are coming off of no leadership with regard to a faculties manager. The status is already improving with the new hire, but there is catching up to do. The teachers have gotten 6 and 8 percent pay raises over the last two years, deserved and also more than the previous 10 years combined. There is only so much a small District can do in terms of matching Jeffco or other large districts in pay. We have to sell what makes CCSD special and unique as well as get teachers in the community.	7/14/2023 11:35 AM
20	The district is very committed to community involvement. I was sold on all the after school support and activities for kids. My kids are looking for to getting a great education and being able to choose from many different sports or clubs to participate in after school.	7/14/2023 10:56 AM
21	Communication and transparency have been a concern, people out of district can see the problems and that needs to be addressed. Our community wants to be involved but we struggle with keeping connections. The direction of the district needs to be clear and followed through by everyone, and needs time to adjust, it cannot be changing so frequently.	7/13/2023 7:36 PM
22	Communication and transparency have been a concern, people out of district can see the problems and that needs to be addressed. Our community wants to be involved but we struggle with keeping connections. The direction of the district needs to be clear and followed through by everyone, and needs time to adjust, it cannot be changing so frequently.	7/13/2023 5:34 PM
23	Being small is both a gift and a challenge. In a small community, people expect to have a voice and see evidence that they're being heard. People are frequently connected in multiple ways that you may not realize. The impact of decisions or just poor communication can have unforeseen ripple effects that they would not in a larger community. There are not departments of people to delegate projects to; instead, we all wear multiple hats and roll up our sleeves to get things done. As such, it's important to be mindful of capacity.	7/13/2023 3:27 PM
24	We must continue the current momentum for implementation of elementary literacy and math,	7/13/2023 2:19 PM

mshs redesign, career connected learning and social emotional development of our students in conjunction with our learner profile.

25	Opportunity lies in staff retention, district leaders are new and will need some coaching as they evolve into their roles, streamline processes, gaps in communication could be bridged.	7/13/2023 1:45 PM
26	We have made great strides with the home grown talent initiative and with pathways of learning through experiential learning opportunities that need to continue.	7/13/2023 1:10 PM
27	It's tough to be the new family in town. You're not always welcome and there are many cliques. I think this role could be challenging for an outsider, especially someone not residing in clear creek. I also would like to see a thought to help bridge the gap. This is an age old issue and can be said for anywhere but seems especially brutal in Clear Creek.	7/13/2023 12:29 AM
28	Not to forget those of us that work for CCSD. Honestly, I am scare I will lose the ability to do what I do for the district. Being the volunteer lobbyist doesn't necessarily bring immediate impact, but it does help. I also see the need for an overhaul with SpEd so we can actually keep our SpEd educators, staff and students. I have seen what we have at it's worst and its best. Right now we are in one of the lowest lows I have seen yet. We can and should do better	7/12/2023 1:00 PM
29	Not every one will agree with changes.	7/12/2023 12:55 PM

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

Answered: 29 Skipped: 1

#	RESPONSES	DATE
1	Strong desire to be part of the community. Ability to hold people accountable. Ability to delegate responsibilities through leadership. Ability to develop a shared vision and ensure people are working toward the vision equally. Ability to prioritize - we have had many grant funded positions, but getting a grant does not necessarily make it good or impactful. We need to assess what our district truly needs not chase grants.	7/21/2023 3:11 PM
2	Flexible, charismatic, and actually care about the staff and kids. The kids aren't just dollar signs	7/19/2023 6:05 PM
3	With a lot of initiatives, we need to finish a lot of work and get things in place and moving forward. We also have a lot of staff turnover, which for veteran staff can be hard to move past initial training.	7/19/2023 5:09 PM
4	Promote buy in from staff on new initiatives or curriculum so that we can have a more cohesive district.	7/19/2023 4:35 PM
5	Communication. Efficiency. Organization. Be prepared to have to "do it all" and expect to "get your hands dirty." This is not a large enough district for the superintendent to remain a figurehead in their office releasing memos on a regular basis. You will need to interact with all buildings and departments, as well as with parents and community organizations (both county and city).	7/19/2023 2:30 PM
6	Creative, open minded, not afraid to make decisions	7/19/2023 2:09 PM
7	Energetic, knowledgeable, communicator, is an informed decision-maker, is a listener, is a doer, digs in to find solutions, can pull divergent groups together to develop a common goal. Tech saavvy strong leader.	7/18/2023 8:13 PM
8	String communicator, visionary, willing to use skilled staff for support.	7/18/2023 3:42 PM
9	The superintendent must be pragmatic and willing to hold the school leaders accountable for performance expectations. They must have ideas around how to improve teacher retention and a track record of doing so in a rural setting. They must have an appreciation for operational efficiency and have ideas on how we can leverage our resources to achieve our goals within our budget constraints. They should have a track record of taking a 'lean' approach to building an effective organization where teachers are favored above all other administrative staff.	7/17/2023 5:03 PM
10	Open-minded and non-traditional in thinking, humble/down to earth, looking for a new challenge and new experience that will be very different from urban and other suburban environments.	7/17/2023 11:59 AM
11	I don't think the superintendent should have kids enrolled in another nearby district. Personally, I feel this was a conflict of interest for [REDACTED] but understand why that decision was made. Feel we need someone that is a 'sole' clear creek enthusiast and doesn't model everything after Jeffco. We need to be different. Experience, cares about the kids and will advocate for them, budget minded, and someone that can recruit more students into the district and attract high quality staff.	7/17/2023 11:36 AM
12	Flexibility, listening skills and strong leadership skills. We just spent our first year doing experiential learning. Let's keep that going but not at the expense of academics.	7/16/2023 1:23 PM
13	They should have an understanding of the community and its needs. They need to be able to recruit and sell the strengths of the community in Clear Creek County.	7/15/2023 5:43 PM
14	Strong leadership/management skills Grant writing skills	7/15/2023 12:18 PM

15	My personal belief is that a new Superintendent will need to walk a fine line to allay parents concerns that their kids aren't getting the education they need to move forward with budget mismanagement. The District has a lot of funds to do things deemed important by the majority of the board but not pay our teachers or help our students with special needs. That requires someone who can realistically look at and then take action to address said concerns.	7/15/2023 6:03 AM
16	Community minded , No glory here	7/14/2023 4:10 PM
17	Be able to bridge the gap between the concepts and the details. To give a little more explanation, we need someone who can understand the direction that we are taking our schools and then help us to take the step needed to achieve that vision of the future. On top of that, the interim needs to be able to connect with our community in a way that helps the district to move forward with initiatives (bond work, redesign) so that the community feels engaged, but also can resist the community members who try to distract/derail/redirect.	7/14/2023 2:22 PM
18	Management, leadership, communication, passion, optimism, emotional intelligence, understanding of children big and small, collaborative, ability to listens AND take action when needed regarding failing staff and programs	7/14/2023 12:46 PM
19	Willing and able to hold those under them accountable, understand small school operations, a desire to continue the good work started under [REDACTED] listen to various stakeholders but be willing to make a decision that is best for the District, not just the squeaky wheel.	7/14/2023 11:35 AM
20	Innovative, transparent, yet humble. Someone who can stay the course of this new path for Clear Creek, and continue to add to the greatness, yet is also a positive face/leader in the community too.	7/14/2023 10:56 AM
21	The interim superintendent needs to have good time balance, they should have a clear goal in mind as well as a way to buy-in the rest of the district. They also need patience, this will be a change for everyone, we need someone who is willing to work WITH, not simply force ideas onto the district and hope they stick. We haven't had clear communication so that would be amazing.	7/13/2023 7:36 PM
22	The interim superintendent needs to have good time balance, they should have a clear goal in mind as well as a way to buy-in the rest of the district. They also need patience, this will be a change for everyone, we need someone who is willing to work WITH, not simply force ideas onto the district and hope they stick. We haven't had clear communication so that would be amazing.	7/13/2023 5:34 PM
23	This person needs to be trustworthy and transparent, with superb diplomacy and strong communication skills. We have made some impressive educational strides in the last few years. This person should help us continue to grow in the direction we're headed, embracing experiential learning and nature-based education. They should be able to help revise and iterate, rather than jumping off the course when things get tough.	7/13/2023 3:27 PM
24	experience with innovation and systems change open mindset for our current work experience as a district administrator personable, people-person values student, staff and community voice	7/13/2023 2:19 PM
25	Passion for nature, organized, hands on, holds leadership accountable, open to new ideas, methods, technology, great follow through.	7/13/2023 1:45 PM
26	They should have an understanding of the community and its needs. They need to be able to recruit and sell the strengths of the community in Clear Creek County.	7/13/2023 1:10 PM
27	They need to really fill big shoes... [REDACTED] is hard to beat! I think being able to understand both the board and parents and teachers point of views is crucial. In this situation you need to listen to everyone and pick a middle ground, leave your personal opinion and politics aside.	7/13/2023 12:29 AM
28	We need someone willing to work with the people of the community; isn't afraid of accountability who also addresses problems head on; who is open minded to utilizing/modifying proven techniques (even if different from what they are used to); is willing to focus on what is best for students (including on an individual basis); is open minded; etc.	7/12/2023 1:00 PM
29	Flexible, patient, listener, and a action doer.	7/12/2023 12:55 PM