

Stakeholder Input Report for

**Rondout Valley
Central School District
New York**

Superintendent of Schools

submitted by



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MCPHERSON *MJ* JACOBSON, LLC

EXECUTIVE RECRUITMENT & DEVELOPMENT

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**Rondout Valley Central School District
Accord, New York
District Stakeholders Report, October 2023**

Executive Summary

Dr Ralph P. Ferrie and Dr. Kathleen Sottile, search consultants with McPherson and Jacobson, LLC met with the teams from Rondout Valley regarding soliciting input for the search for the new Superintendent of Schools in the Rondout Valley District. These meetings were conducted in person and via ZOOM on October 4, 2023. The consultants met with seven groups of stakeholders throughout the day. The schedule was as follows:

10:00-11:00am - High School Students

11:00-12:00pm - Rondout Valley Education Foundation & Rondout Valley Scholarship Fund
(only the Foundation attended)

12:00-1:00pm - CSEA - Custodial & Maintenance Unit

3:00-4:00pm - RVF Teachers Unit

4:00-5:00pm - Managerial Confidential

6:30-8:00pm - Community Forum (approximately 8 people in attendance)

A ZOOM meeting with the Ulster BOCES Superintendent, Dr. Jonah Schenker, also took place on Wednesday, Oct. 18th.

The following 4 questions were asked of all groups:

Question #1 – What are some of the positive aspects of living in the Rondout Valley Community should a candidate be required to relocate to the area from either another region in New York or from out-of-state?

Question #2 – What are some of the positive aspects working within the Rondout Valley Public School District?

Question #3 – What are going to be the major challenges that the new Superintendent will have to address if he or she is going to be successful?

Question #4- What are the personal characteristics, traits, and experiences that you would like to see in your next Superintendent?

In addition to the Stakeholder forums and for anyone who couldn't attend, there was a Survey (with the same questions and available in English, Spanish and Ukrainian) which was accessed through the district website. This survey closed on Tuesday, Oct. 17th.

Rondout NY has been posted for advertising in the following locations:

- Macnjake website, Facebook, LinkedIn, Twitter
- AASA
- TopSchoolJobs
- NABSE
- ALAS
- New York School Boards Association
- School Administrators Association of New York State

Applicants have until November 16th to apply.

The following themes were consistent throughout the stakeholder sessions: Rondout Valley is a very tight knit community in a beautiful location with many outdoor activities. Consistently, the stakeholders feel the towns, although very different, are welcoming, have many multi-generational families along with many new families moving in (since COVID). The area is also very rich in agriculture. The towns are economically diverse and open-minded. In question 2 regarding the school district, stakeholders feel that the teachers and staff are caring and supportive, have outstanding music and special education programs and a wide variety of club offerings. All agree that the schools are the hubs of the communities. Small class size, students very tolerant of each other (minimal fights) and welcoming were resonated as well. In question 3, politics, taxes and finding a balance, the transgender issue, navigating the board of education, and some existing internal strife seem to be the main challenges that the new superintendent will need to address. Lastly, the personal characteristics, traits and experiences in a new superintendent that were communicated are: good communicator with classroom experience, honest, is visible and understands the community, keeps students first, has financial expertise, is positive, collaborative, and transparent.

Stakeholder Group Responses

The following is the report from the stakeholder's meetings. The consultant asked the group four questions during this process and the responses to each of these questions were as follows:

Group 1 – High School Students

Question #1 – What are some of the positive aspects of living in the Rondout Valley Community should a candidate be required to relocate to the area from either another region in New York or from out-of-state?

The responses were as follows:

- Tight knit community
- Youth Centers
- Smaller population – families
- Everyone knows each other, even though they are spread out
- Supportive of younger people, helpful
- Outside activities vary depending on where you live
- Beautiful area-gorgeous surroundings
- Proximity to City, Albany (under 2 hours)
- Roller derby/Skate Time
- Each town has a different personality
- Creativity-Nature based
- Very diverse
- Open mindset

Question #2 – What are some of the positive aspects working within the Rondout Valley Public School District?

The responses were as follows:

- Something for everyone (diverse club offerings)
- All of the teachers and staff are supportive “they care”
- No real cliques – just groups- the school brings you together and a lot of overlap between groups
- WISE program
- Many attend local colleges
- Many opportunities, no reason not to come back home
- Environmental Club – helpful, supportive, progressive
- Perfect amount of people and everyone has opportunities
- Always had a good principal
- New opportunities: modified basketball, diversity club, black history class
- Welcoming

Question #3 – What are going to be the major challenges that the new Superintendent will have to address if he or she is going to be successful?

The responses were as followed:

- Politics – area is polarized
- Students have a mutual respect, but adults/parents get very upset
- Listen to student voices
- Sticking to decisions and not folding
- Put a strong focus on academics

Question #4- What are the personal characteristics, traits, and experiences that you would like to see in your next Superintendent?

The responses were as follows:

- Bond with students
- Keep students informed about Board meetings
- Down to earth, easy to talk to
- Approachable
- Keeps students first
- Positive
- Politically open minded, good listener
- Promotes student initiatives, is supportive and gets involved
- Follow through
- Progressive – allowing different beliefs
- Someone who wants us to have “more than just classroom experience” – interactive learning
- Needs to be a good communicator

Group 2 – Rondout Valley Education Foundation and Rondout Valley Scholarship Fund

Question #1 – What are some of the positive aspects of living in the Rondout Valley Community should a candidate be required to relocate to the area from either another region in New York or from out-of-state?

The responses were as follows:

- Hometown feeling
- Tightness of the community
- Long lasting relationships
- Setting – in the mountains, nature, many different Hamlets
- Welcoming
- Opportunity to grow resources because of the changing demographics

- Community resources

Question #2 – What are some of the positive aspects of working within the Rondout Valley Public School District?

The responses were as follows:

- Wide variety of programs
- Special Education program
- Music programs
- Using the Ukrainian sub teachers
- Welcoming to the Ukrainian children

Question #3 – What are going to be the major challenges that the new Superintendent will have to address if he or she is going to be successful?

The responses were as followed:

- Taxes and finding a balance
- Test Scores
- Promoting Education within the community
- Transgender issue
- Would be great to find a woman (preferably a minority)

Question #4- What are the personal characteristics, traits, and experiences that you would like to see in your next Superintendent?

The responses were as follows:

- Understanding of how a Foundation works
- Needs to be connected to the community and previous experience in community involvement
- Experience in Cultural Diversity and Rural Areas
- Grant writing experience and resources
- Prior demonstration of improved scores
- Longevity
- Visibility
- Understanding people with disabilities
- Understanding the post COVID world and balancing that within the community
- Understanding of the community
- Connections to Alumni

Group 3 – CSEA – Custodial and Maintenance Unit

Question #1 – What are some of the positive aspects of living in the Rondout Valley Community should a candidate be required to relocate to the area from either another region in New York or from out-of-state?

The responses were as follows:

- Low crime
- Close knit
- Quiet
- Many State parks, rock climbing, lakes/streams
- Very Outdoorsy

Question #2 – What are some of the positive aspects of working within the Rondout Valley Public School District?

The responses were as follows:

- A lot of pride in the upkeep of the school property
- Very little trouble (fights, etc.)
- No violence
- Tolerant about the Transgender issue
- Majority of the staff is very caring as well as the community
- Holds sports in very high regard
- Music, Band, Chorus strong
- Many extra-curricular activities

Question #3 – What are going to be the major challenges that the new Superintendent will have to address if he or she is going to be successful?

The responses were as followed:

- Property taxes are high-most CSEA employees are renters
- Not a lot of opportunity – you either work for the County/State/School District
- Negotiations – fair pay for CSEA
- 3 maintenance persons for 8 buildings/ 5 groundman
- Transgender issue
- Lower people on the totem pole – humble beginnings

Question #4- What are the personal characteristics, traits and experiences that you would like to see in your next Superintendent?

The responses were as follows:

- Compassionate
- Good communication skills

- Ability to see things from both sides
- Pay attention – more attentive to the needs of staff members
- More focus on the children

Group 4 – RVAPA – Administrative Group

Question #1 – What are some of the positive aspects of living in the Rondout Valley Community should a candidate be required to relocate to the area from either another region in New York or from out-of-state?

The responses were as follows:

- Deep roots – unique in proximity to city – rural community
- Access to culture
- Real focus on equity – makes sure the community feels welcome
- Great because of its beauty – culture within 2 hours
- Multi-generational families – and since COVID, many more people moved there
- A lot of resources – farming – hiking – biking
- All 4 seasons

Question #2 – What are some of the positive aspects of working within the Rondout Valley Public School District?

The responses were as follows:

- Pretty diverse population – business – carpentry – musicians – authors - all an asset to the school district – very eclectic
- Diversity of student skills and abilities
- Nice balance of talent in the leadership team to keep moving the district forward
- Music program
- The district is a leader in the area of special education (can sometimes be a double-edged sword)
- Administrators are strong
- Big improvement on facilities
- Strong universal design approach – science of reading at the forefront
- Ahead technology wise – keeping up on cyber security
- First to have 1-1 initiatives
- Rich in curricular activities – connects them as a village (after school)
- The schools are the community hubs – PTA's work hard to bring the community together
- Economic/political diversity ebbs and flows each year which can be a plus (opportunity to learn from each other)
- Kids and families feel welcome in our schools

Question #3 – What are going to be the major challenges that the new Superintendent will have to address if he or she is going to be successful?

The responses were as followed:

- Politics – navigating the ship
- Strong financial background
- Keeping all channels open (focus on communication) and on the same page
- Continuing the good progress, for ex., cyber security
- Middle school focus
- Navigating the BOE
- Any existing internal strife – making sure that people are on the same page
- Unification-organizational chart

Question #4- What are the personal characteristics, traits, and experiences that you would like to see in your next Superintendent?

The responses were as follows:

- Someone who knows trends in education and sees the big picture
- Balanced approach
- Ability to unify
- Needs to be a change agent
- Builds capacity-find people's superpower
- Wants to get to know the community
- Building level experience
- Forthright
- Work together attitude
- Emotional Intelligence/self-awareness
- Able to tap into people's strengths
- Builds relationships
- Visible
- Invested
- Decision making
- DEI lens – knows State laws

Group 5 – RVF Teachers Unit

Question #1 – What are some of the positive aspects of living in the Rondout Valley Community should a candidate be required to relocate to the area from either another region in New York or from out-of-state?

The responses were as follows:

- Full of culture and beauty
- Welcoming – many people moved here after COVID

- Rich in history – agriculture rich and how it connects within the schools
- Local farms – 2nd and 3rd generation families – deep roots
- In the past 20 years, more tolerant and accepting of people
- Community comes together and takes care of each other
- Scholarship funds for students
- 4 towns each have their own personality
- The community banded together during COVID
- The community shows up – whether they have kids or not
- Economically diverse
- Many activities – skiing, golf, swimming, hiking, outdoor rail trail, rock climbing
- Appealing location and close to main cities
- Festivals, walkway over the Hudson

Question #2 – What are some of the positive aspects of working within the Rondout Valley Public School District?

The responses were as follows:

- The school district is the hub of the community
- Backpack program – every Friday food goes home
- Students are tolerant of each other
- Great Superintendent
- Great students, respectful
- Transparency
- Interest Based Bargaining
- In general, a great District
- Academic Opportunities
- The staff brings a wealth of knowledge to the district
- Kids feel safe and has a place to reach out
- Teachers and staff are amazing, builds relationships, compassionate
- Elementary school has many choices
- Admin and Board are supportive of small class sizes

Question #3 – What are going to be the major challenges that the new Superintendent will have to address if he or she is going to be successful?

The responses were as followed:

- Be able to make informed decisions and stick to them, no matter of the influence
- Culturally Responsive Training
- Personal agendas
- BOE
- Different leadership styles already in place
- The loudest voice may not always be right

- Being able to stand up to intolerant people
- Student discipline

Question #4- What are the personal characteristics, traits, and experiences that you would like to see in your next Superintendent?

The responses were as follows:

- Fun
- Compassion
- Visible
- Understanding
- Good listener
- Honest
- Classroom experience
- Organization
- Math skills
- Able to juggle
- Welcoming, especially to senior citizens
- Be able to know other roles in central administration
- Flexible thinker but not a “yes” person
- Strong backbone
- Sense of humanity
- Ready to cooperate and work together
- Experience in dealing with unions
- Knows NY laws
- Able to deal with different leadership styles

Group 6 – Managerial Confidential & District Office

Question #1 – What are some of the positive aspects of living in the Rondout Valley Community should a candidate be required to relocate to the area from either another region in New York or from out-of-state?

The responses were as follows:

- Beautifulness, foliage
- Access to an eclectic experience, ease of getting to the cities
- Fitness minded
- 4 seasons
- Agriculture, farms, farm to school
- Proximity to many universities
- All towns & villages have events that draw people in

- Many people moving in
- Quaintness of different communities

Question #2 – What are some of the positive aspects of working within the Rondout Valley Public School District?

The responses were as follows:

- Special Ed program is the best in the area
- Different academic programs, especially agriculture
- New fields
- Music program
- Small class sizes
- Caring teachers
- Many alumni work there, proud
- When crisis happens, school community comes together
- Small district, allows for people to be seen, known, and involved
- Valued relationships, teachers know everyone by name
- Many clubs and opportunities, many clubs have a voice that leads to decision making
- Awards and celebrations even at the Board level
- Tried to incorporate students whenever possible
- Special Olympics
- WISE program

Question #3 – What are going to be the major challenges that the new Superintendent will have to address if he or she is going to be successful?

The responses were as followed:

- How to address the post-COVID era, focus on student achievement and success
- Able to balance a split community (DEI)
- Need for greater inclusivity
- Taxes and how to be creative so there is minimal increase
- Keep kids first
- Keeping momentum going regarding negotiations (there is currently a level of respect)
- BOE
- Competitive salaries to attract and retain staff
- Tension and angst among some current groups
- Increased communication

Question #4- What are the personal characteristics, traits, and experiences that you would like to see in your next Superintendent?

The responses were as follows:

- Have knowledge of other Central Office jobs and salaries
- Keep students first
- Trusting
- Financial expertise
- Reflective thinker, not impulsive
- Unquestionable integrity
- Strong commitment to student achievement and student success
- Demonstrate empathy and compassion toward students and families and foster a supportive, nurturing environment
- Clear vision for the district, and capable to developing that clear vision
- Inspirational
- Flexible and adaptable to change
- A true collaborator, problem solver, walks the walk, encourages a positive and inclusive work environment
- Believes in the community and the students
- Classroom experience
- Progressive
- Strong presence in the community
- Positive
- Candid outlook, outside the box thinker
- Approachable and respected
- Excellent communication skills
- Successful experience as a superintendent of a comparable district
- Delegates responsibilities but holds subordinates accountable
- Knowledge regarding collective bargaining and labor relations practices
- Experience with and evidence of successful Capital Projects including financing and development of community support
- Outstanding written and oral communication skills
- Can-do attitude with a sense of humor

Group 7 – Community Forum

Question #1 – What are some of the positive aspects of living in the Rondout Valley Community should a candidate be required to relocate to the area from either another region in New York or from out-of-state?

The responses were as follows:

- Safety of the area – the region is safe and low crime
- Diversity is increasing – more culture – integration of cultures – open minded
- Small district with a tight knit community
- Small town feel even though large geographically

- A working class, blue collar, construction workers, farmers – tied to agriculture programs in schools
- Economic diversity
- Surrounded by other small tight knit communities

Question #2 – What are some of the positive aspects of working within the Rondout Valley Public School District?

The responses were as follows:

- The teachers are phenomenal
- The music programs are excellent
- There is something offered for all students – a variety of programs to meet the students' needs
- The music program is award winning
- Teachers are committed to restorative practices
- The schools provide a safe environment for students – need to build upon this as well
- Teachers are truly individuals who are “called” to teaching
- Supportive teachers who really care about their students
- Most teacher's children attend the district and even went through the system
- Teachers attend student activities
- Facilities are excellent – well-kept and clean
- Great deal of school spirit – a variety events for students to attend
- Athletic facilities are excellent

Question #3 – What are going to be the major challenges that the new Superintendent will have to address if he or she is going to be successful?

The responses were as followed:

- Work needs to be done on the athletic program regarding locating qualified coaches
- A significant learning delay/gap as a result of Covid – provide supplemental services to help students close the gap
- Development of a high-quality coordinated curriculum throughout the district
- Academic performance overall needs to be improved
- The creation of high-quality student activities such as project-based learning, etc. as opposed to reliance on worksheets
- Address the new bus fleet that will be composed of electric and fueled buses – coordination of district transportation
- Address the shortage of bus drivers – high turnover for bus drivers
- Length of time that students spend on the buses on the routes – district has a large geographical area
- Transitions for students from elementary school to middle schools
- Grades 4-12 students are on the same bus – parents are concerned about this issue
- DEI framework – additional professional development needed – NYU

- Difference of opinions within the community regarding DEI
- Improve the school lunch program

Question #4- What are the personal characteristics, traits, and experiences that you would like to see in your next Superintendent?

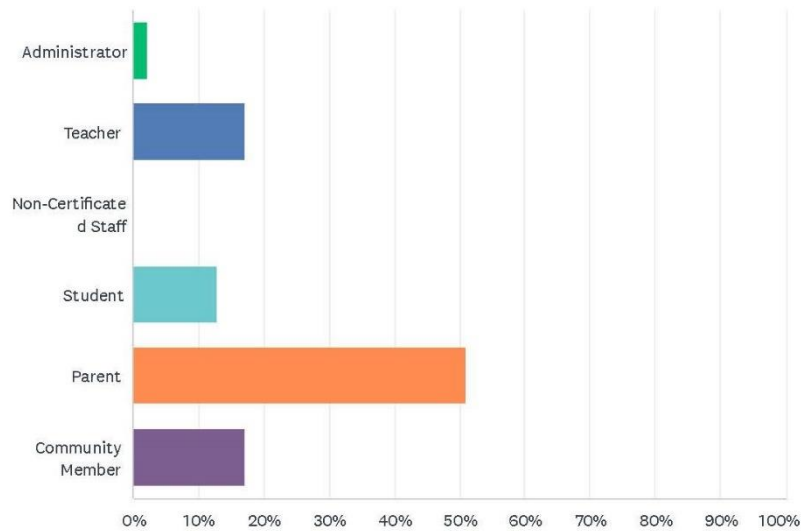
The responses were as follows:

- Someone who can enhance the work between all the communities
- Someone who has a background in project-based learning
- Experience
- Open-minded
- Transparent
- Good communicator
- Visibility – presence
- Data-driven
- Someone who understands a small, rural community
- Collaborative
- Knowledgeable
- Presence -especially at the lower level
- Someone with a background with the courage to go out and advocate for the students, the school district and community
- Understanding and appreciation of agriculture
- Honest
- Own it, fix it, move on

*Survey Monkey Results for
Rondout Valley Central School District
October 2023*

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

47 Responses



ANSWER CHOICES	RESPONSES	
Administrator	2.13%	1
Teacher	17.02%	8
Non-Certificated Staff	0.00%	0
Student	12.77%	6
Parent	51.06%	24
Community Member	17.02%	8
TOTAL		47

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

Answered: 40 Skipped: 7

#	RESPONSES	DATE
1	Beautiful natural resources. Proximity to NYC, Boston, Berkshires and Catskills	10/16/2023 9:20 PM
2	People care and are willing to put in the work.	10/16/2023 9:00 PM
3	Community is a blend of rural and urban demographics.	10/16/2023 7:58 PM
4	Rondout has a strong farming community as well as many culturally diverse activities and events. We are lucky to be located in a county that is drivable to many great opportunities for educational field trips.	10/16/2023 7:37 PM
5	hard working, local farms, beautiful area, economic diversity	10/16/2023 8:39 AM
6	Culture is represented. Community events are encouraged. Opinions are recognized.	10/16/2023 7:09 AM
7	We are a growing community with an ever increasing diverse student body.	10/16/2023 6:38 AM
8	The staff at my building care about the academmic and social education of our childred.	10/16/2023 6:18 AM
9	Our community members work together by volunteering their time for youth sports programs, baseball, football, soccer.	10/15/2023 7:43 AM
10	The educators in this community care deeply about the students and families in our schools. They go above and beyond to support their needs whether academic or social emotional. Our community pulls together in times of need to support one another.	10/13/2023 9:57 AM
11	The beautiful location. The friendly people.	10/12/2023 11:12 PM
12	Rooted in tradition Community involvement in schools Many small, local businesses	10/12/2023 2:38 PM
13	integrity, honesty!	10/12/2023 12:20 PM
14	Our community rallies together to help any one or family that falls in hard times.	10/11/2023 8:26 PM
15	This is a warm, accepting, compassionate community, in general.	10/11/2023 6:52 PM
16	it is good	10/11/2023 5:02 PM
17	The staff at rvhs can be very welcoming and understanding about the students identity/ enviornment.	10/11/2023 11:41 AM
18	sports	10/11/2023 10:02 AM
19	Warm and accepting. A blend of local folks and transplants.	10/11/2023 5:27 AM
20	Small community with a strong school spirit - lots of former graduates raising their children here trying to keep it true to what it always has been not indoctrinating it with what everyone else wants	10/11/2023 5:18 AM
21	Families are very involved and high level of participation in all activities is a positive attribute of our community.	10/10/2023 8:32 PM
22	The community supports our children and their education as well as recreation.	10/10/2023 8:07 PM
23	Very small town vibes	10/10/2023 7:13 PM
24	Small; everyone know each other. Accepting to diversity.	10/10/2023 4:35 PM
25	The community support network in the district is a large part of this school.	10/10/2023 12:45 PM
26	Wooded areas, smaller population, community oriented people.	10/10/2023 12:02 PM

27	Our community is: economically diverse, a mix of multigenerational families and nyc diaspora, connected to the land by virtue of being surrounded by nature and farms.	10/10/2023 11:05 AM
28	It's a wonderful, warm community that has varied views about many topics. That can be a struggle, but our hope is to build bridges rather than create more strife.	10/10/2023 7:40 AM
29	Small; everyone know each other. Accepting to diversity.	10/10/2023 6:02 AM
30	We are mostly a close-knit community, and many families in the Rondout Valley have been here for generations. The many farms make healthy nutritious food available. There are few chains and businesses are run by local residents. There are an abundance of activities available -- sports, art, food, farm activities, roller skating, hiking.	10/9/2023 12:14 PM
31	Rural community with world renowned tourism opportunities, vast agricultural resources, and availability of outdoor recreation.	10/9/2023 7:25 AM
32	It's beautiful. It's rural.	10/7/2023 7:31 PM
33	Everyone is nice	10/7/2023 1:56 PM
34	It is a caring community	10/7/2023 8:10 AM
35	Beautiful setting with great access to the outdoors. Good restaurants locally and variety of activities, concerts, etc	10/7/2023 7:21 AM
36	They come together around sports, nature and the love of the outdoors.	10/6/2023 11:50 AM
37	close knit who will help each other out when needed. we support each other, and are loyal.	10/6/2023 6:13 AM
38	Diversity, Agriculture, outdoor activities, "small town feel"	10/5/2023 9:30 AM
39	Typical rural community. We are proud Americans who fiercely protect our way of life and our children's. We farm and hunt for survival and to practice critical life skills.	10/5/2023 9:07 AM
40	good but people mean and lunch periods got shortened	10/5/2023 8:23 AM

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

Answered: 44 Skipped: 3

#	RESPONSES	DATE
1	High standards	10/16/2023 9:20 PM
2	The teachers care about my children.	10/16/2023 9:12 PM
3	Rondout has grown so much in the years under the current superintendent. The district has made amazing strides in restorative and inclusive practices.	10/16/2023 9:00 PM
4	Very good communication of events	10/16/2023 7:58 PM
5	Rondout has exceptional teachers and staff! This district also has an excellent music program.	10/16/2023 7:37 PM
6	music and art programs, athletics, great teachers	10/16/2023 8:39 AM
7	Communication is excellent. It takes a community to raise a child and Rondout acknowledges this. Public surveys such as these help facilitate awareness and input.	10/16/2023 7:09 AM
8	We have a lot of resources which, if used appropriately, can improve the education of the students.	10/16/2023 6:38 AM
9	My teaching team is united and we work together to solve the issues that present themselves.	10/16/2023 6:18 AM
10	Teachers and support staff are amazing.	10/15/2023 3:06 PM
11	Our teachers and building principal at MES have continuously gone above and beyond by communicating and meeting with us even outside of their work day. The staff at MES has provided the opportunity for many extracurricular activities and after school programs for our students. We have an extremely dedicated staff.	10/15/2023 7:43 AM
12	The educators in this community care deeply about the students and families in our schools. They go above and beyond to support their needs whether academic or social emotional. Staff share ideas and strategies with one another to support everyone in all areas of academics and social emotional learning. Our staff also care for one another and will support each other whether they are experiencing issues within the classroom or in their personal lives. The support here is unlike any experienced elsewhere and the passion displayed for our profession makes it a wonderful educational community to be a part of.	10/13/2023 9:57 AM
13	caring teachers, supportive principals and engaging support staff.	10/13/2023 8:04 AM
14	MES has the most dedicated staff. They work hard under numerous amounts of stress. They are amazing.	10/12/2023 11:12 PM
15	Quality Teachers Parent involvement Many after school clubs	10/12/2023 2:38 PM
16	Sports and activities	10/12/2023 12:20 PM
17	Our school is very versatile. We have a wonderful music department with devoted students. Many clubs throughout the school for students to join and work together. Every teacher is prepared to help any student experiencing any difficulty.	10/11/2023 8:26 PM
18	Our schools have caring staff and dedicated teachers. They take their time to get to know students. The libraries are great resources. The band program is excellent.	10/11/2023 6:52 PM
19	the teachers are nice and sweet	10/11/2023 5:02 PM
20	They offer alot of help to struggling students and create alot of afterschool things that students can attend	10/11/2023 11:41 AM
21	sports	10/11/2023 10:02 AM

Stakeholder Input Form--Rondout Valley Central School District, NY

SurveyMonkey

22	Staff is open to new ideas and caring is everywhere	10/11/2023 5:27 AM
23	Strong school spirit-	10/11/2023 5:18 AM
24	The relatively smaller size of the schools allow for better community feel and a nicer atmosphere for kids and parents.	10/10/2023 8:32 PM
25	The administration is involved with the students. The students best interest is definitely at the forefront.	10/10/2023 8:07 PM
26	Tends to be very sport oriented	10/10/2023 7:13 PM
27	Supportive; safe; small; caring; good support with students with learning differences. Each of the schools has been a positive experience for us.	10/10/2023 4:35 PM
28	The growth of the Agriculture program. The hands-on classes (shop classes) that we are able to offer in house instead of sending the student out to BOCES. There are 2 of the 9 schools in the county that still have Technology Education (Industrial Arts) at the high school level, the students, if they go to BOCES in the areas we offer here at Rondout they have advantage and step up to the other students from around the county. The music programs across the MS and HS are very strong winning awards locally and nationally.	10/10/2023 12:45 PM
29	Caring, kind, and educated principals and teachers.	10/10/2023 12:02 PM
30	Marbletown feels small and cozy, the staff all seem to enjoy their work, the classrooms and hallways are vibrantly decorated, the outdoor plat area is large and fun.	10/10/2023 11:05 AM
31	Nothing	10/10/2023 9:13 AM
32	We love all that RVHS has to offer. The focus on music and arts is so important, and we are grateful that the program is so strong. We hope it will continue to be supported.	10/10/2023 7:40 AM
33	Supportive; safe; small; caring; good support with students with learning differences. Each of the schools has been a positive experience for us.	10/10/2023 6:02 AM
34	The teachers really care about our kids. Class size is kept as low as possible. After-school activities allow for students to explore new hobbies. The music program is excellent. The schools are committed to creating culturally affirming classrooms, which will help all students feel like they belong. The demographics of the district are changing, bringing much needed diversity. School lunch and breakfast is now free for all, which reduces the stigma associated with getting free lunch only if you're eligible.	10/9/2023 12:14 PM
35	The music department and special education programs are well known in the state. Dedicated teachers and staff.	10/9/2023 7:25 AM
36	Classes are generally small.	10/7/2023 7:31 PM
37	They care about the students	10/7/2023 1:56 PM
38	Children want to learn	10/7/2023 8:10 AM
39	Students and parents actively involved in school and school activities. Excellent music program	10/7/2023 7:21 AM
40	They are focusing on SEL as a learning priority and restorative practices.	10/6/2023 11:50 AM
41	i went to rv and my children went to rv. during those times it provided and excellent base of education to continue on.	10/6/2023 6:13 AM
42	music and arts programs community	10/5/2023 9:30 AM
43	My son and I feel that he is physically safe there. We love Friday nights lights and have pride when we say we are from Rondont!	10/5/2023 9:07 AM
44	food good	10/5/2023 8:23 AM

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: 43 Skipped: 4

#	RESPONSES	DATE
1	Too much emphasis on test scores. Need to focus more on life and career readiness.	10/16/2023 9:20 PM
2	We have yet to move into the 21st century educationally. The district needs to do more to prepare their students for a rapidly changing world. This, by the way, does not translate to greater use of technology, often it is less. I send my children to school to be taught by humans, not computers.	10/16/2023 9:12 PM
3	The district is diverse economically and across the political spectrum, but not necessarily racially or ethnically. Importantly, a significant portion of our student body receives special education services and accommodations. This type of diversity creates it's own challenges, but also a lot of inner strength for someone who is able to listen and do what is best for students.	10/16/2023 9:00 PM
4	Literacy skills in elementary students and at risk students (sped, ELL, alternative, homeless, so on). Learning Loss gaps since pandemic. Culture wars spilling into schools over politics and race.	10/16/2023 7:58 PM
5	There is a housing crisis in our district pricing out a LOT of local families and limiting who can afford to move here and have their kids go to RVCSD.	10/16/2023 7:37 PM
6	buildings and grounds has been an issue, campus is not always cleaned and landscaped properly	10/16/2023 8:39 AM
7	Inclusion of the community in all decisions is important. There are bus behaviors, bullying, class size concerns, and not enough time for recess, issues. Teachers need more positive feedback and children need more socio-emotional support. There was an emphases on this during covid and it has since lessened.	10/16/2023 7:09 AM
8	Classroom discipline. Listen to and believe the teachers and staff when issues arise. Turn down the dependency of chrome books or out right get rid of them, they don't help at all.	10/16/2023 6:38 AM
9	We need a person who will listen to the teachers in this district and value our input. Teachers work in the classrooms and know what works and what doesn't work with our students. If the candidate listens, then joint decisions can be made regarding the education programs in the district.	10/16/2023 6:18 AM
10	Students are still using NYS engageny modules. These are OLD and terrible. The engageny modules are aligned with the common core and they are no longer active as we have moved on to next generation standards curriculum. It is time to move on to better curriculum and move our children forward.	10/15/2023 3:06 PM
11	Our community is in the process of significant changes in terms of the socioeconomic make up of the area.	10/15/2023 7:43 AM
12	There is currently no strong leadership from our district office to our schools. Curriculum that is outdated and proven to be ineffective is still being forced on classroom instructions. Teachers' real concerns regarding this and the effects it has on our students are not being heard or considered. Programs that are being chosen by the district are done so from the top down rather than including and listening to the expertise of educators who have gone through years of training and experience to develop their knowledge. The current professional development offered does not support the learning of new research based instructional methods, strategies, or connect directly to the daily instruction of a classroom. Test scores within the district are lower than what the district wants to see, but the curriculums "pushed" on teachers have not been changed which shows a direct link between outdated curriculum and poor test scores. New curriculum that is geared towards student engagement and research based practices needs to be used to boost scores.	10/13/2023 9:57 AM

13	Academic Priorities lacking. Curriculum/leadership is very problematic here. District is using outdated curriculum/modules. This is not the answer and this is NOT future forward learning and does not allow for student engagement. The district has poor/irrelevant professional development during conference days. Shared decision making is not a model practiced here.	10/13/2023 8:04 AM
14	Communication amongst administrators can be an issue. Some administrators "talk down" to people.	10/12/2023 11:12 PM
15	THAT SOME STUDENTS THAT ARE GOOD AT SPORTS CANT PLAY CAUSE OF THE TIME	10/12/2023 10:23 PM
16	Class sizes are too large No student workbooks or TEs for teachers - Teachers must print everything from an archived programs Missing multiple data points to use for decision making - solely relying on one program Students in elementary have iPads instead of laptops Discipline matrix is very subjective Communication to schools is often very last minute	10/12/2023 2:38 PM
17	Hopefully they will have experience in the classroom, a former teacher. They will understand the teachers concerns and let them voice their opinions on what goes on their classroom. Not all students are on the same levels as their classmates and the teachers have to adapt their lesson plans and the superintendent must know and give the teachers more credit than they are given.	10/11/2023 8:26 PM
18	The increasing housing crisis will probably further impact students who already have financial problems. Some students need more learning about diversity and inclusion.	10/11/2023 6:52 PM
19	be care and look in the bathrooms to see if there is a bomb word	10/11/2023 5:02 PM
20	The power diffrence in the students, There is alot of sexism and discrimination. etc that students daily have to deal with amoung one another	10/11/2023 11:41 AM
21	██████████	10/11/2023 10:02 AM
22	The trauma of poverty and how to effectively teach these students and address this trauma. How to interact and involve parents of these children.	10/11/2023 5:27 AM
23	There is staff trying to corrupt our children with their own beliefs - let's stop it now	10/11/2023 5:18 AM
24	There are too many distractions right now regarding things outside of basic educational needs. People are getting too side tracked with DEI topics and the focus on education is being diluted.	10/10/2023 8:32 PM
25	Students without teachers for extended periods of time. Lack of transparency and communication amongst teacher and service providers.	10/10/2023 8:28 PM
26	No discipline	10/10/2023 7:13 PM
27	Bullying and disrespect with some students in middle and high school. It happens and seems there are no consequences.	10/10/2023 4:35 PM
28	Diversity of the district is slowly growing each year.	10/10/2023 12:45 PM
29	Getting a resource officer at every building full time. Implementing consequences for students who break rules repeatedly. Building our education in education, math and writing and focusing less trying so hard to push agendas like LGBTQ, erasing history etc in our schools.	10/10/2023 12:02 PM
30	The elementary schools only go to 3rd grade, leaving the 4th and 5th graders (traditionally elementary also) are forced to go to an intermediate school that prematurely exposes them to the anxiety and peer pressure of tweens and teens.	10/10/2023 11:05 AM
31	Bullying, ██████████ is rude! Why did bus routes have to be changed?	10/10/2023 9:13 AM
32	There have been so many scary moments for parents and students with evacuations, threats and fears about gun violence, etc. This speaks to the community's wider issues and needs, but sensitivity around these issues is really important.	10/10/2023 7:40 AM
33	Bullying and disrespect with some students in middle and high school. It happens and seems there are no consequences.	10/10/2023 6:02 AM
34	Our community overwhelmingly votes yes on the budget, and we should utilize the full 2% tax increase available to us, so the school can continue to grow and offer a 21st century education. Last year, the budget was below the allowable increase, and that money is lost	10/9/2023 12:14 PM

forever. Our kids deserve an array of high quality experiences -- especially since so many students live in poverty. Excellent schools equal excellent home values too.

35	The cost of education per student needs to be reduced. The student population is diminishing.	10/9/2023 7:25 AM
36	Open, honest and respectful communication is a problem here.	10/7/2023 7:31 PM
37	College preparedness is lacking. Many students are unable to begin their college career with college level classes in english, math and science. This is a fact which is supported by college entrance exams. Also made clear by reports on Ulster County schools.	10/7/2023 8:10 AM
38	Shrinking student body No computer science program in 21st century Dismal pass rates/scores of Regents exams suggests not teaching core material Out of school opportunities are important for all kids, especially lower SEC who may not otherwise get three opportunities. Helping district to secure grants/funding would be important	10/7/2023 7:21 AM
39	There are a lot of micro aggressions in this culture at our district. The micro aggressions and outright aggressions are delivered from teachers, student to student.	10/6/2023 11:50 AM
40	not sure, hear a lot of nonsense , but don't know	10/6/2023 6:13 AM
41	bus schedules lunch options could use help need academic improvement in math and reading due to covid lockdowns & etc	10/5/2023 9:30 AM
42	We struggle with the ongoing assault and growing marx's ideology being pushed. While we teach our son to be respectful to all persons and to not judge, we also teach him that he doesn't have to accept teachings that differ from Gods teaching. [REDACTED] [REDACTED]	10/5/2023 9:07 AM
43	People are crazy here	10/5/2023 8:23 AM

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: 43 Skipped: 4

#	RESPONSES	DATE
1	Able to bring change to a rural school community. Get past "we've always done it this way." Or, "we are good enough."	10/16/2023 9:20 PM
2	Honestly, integrity, research-focused, family-focused, someone with a world view, consensus builder	10/16/2023 9:12 PM
3	Superintendent should have experience with supporting similar demographics and needs as our district, including inclusive and restorative models. Candidate should be experienced in evidenced based practices for curriculum and instruction. Candidate should be experienced in models of change management, such as ADKAR, and know how to support faculty, students, and families through changes. Candidate should have record of improving outcomes related to graduation, academic performance, attendance, and positive culture. Candidate should be student centered and solution oriented. Candidate should listen, invite voices to the table, but also be able to cast a vision and move the district forward. Candidate should be willing to experiment with innovative ideas and foster creative solutions in other. Candidate should value culture of positive growth and continuous improvement, empathy and inclusion, academic success. Candidate should have capacity to explain educational concepts to broad audience, such as how SEL integration leads academic outcomes.	10/16/2023 9:00 PM
4	High level of communication, high visibility in the buildings around students and teachers, willingness to listen and partake in communication with all stakeholders.	10/16/2023 7:58 PM
5	An open mind, patience, and a diverse background/education would be a huge plus.	10/16/2023 7:37 PM
6	We need someone who works well with the teachers and administrators and supports the extra curricular programs.	10/16/2023 8:39 AM
7	Open mindedness, statistical analysis skills, experience, creative, high expectations, community awareness, critical thinking, someone who shows respect and value to all district employees and families, financial management, parental satisfaction, willing to update/improve current policies.	10/16/2023 7:09 AM
8	The new super intendent should have minimum 13 years experience of being a classroom teacher. They should also care about the kids and not bend over backwards for every whim a parent has.	10/16/2023 6:38 AM
9	Including staff in major educational decisions instead of delegating/directing us to teach in manners that are not effective with students.	10/16/2023 6:18 AM
10	Leadership and oversight. Willing to work with teachers rather than the top down model.	10/15/2023 3:06 PM
11	A superintendent should be flexible, approachable, an advocate for the students, staff and community.	10/15/2023 7:43 AM
12	Our new superintendant needs to have a strong knowledge of updated, research based curriculum that considers the academic AND social emotional needs of our current students. They should be active listeners willing to hear AND actively consider the suggestions that come from experienced teachers and those with expertise in areas such as reading intervention. This person should be willing to adapt and change the district's methods of instruction, and academic learning to match the changing times and student needs. A strong set of communication skills with both the community members and the educational staff is a must. There needs to be clear decisions, reasons for, and expectations clearly and accurately communicated to staff. Without this communication, staff and students struggle to learn. Our	10/13/2023 9:57 AM

	new superintendant should also be supportive to all members of our community. We are first and foremost here for our students and helping them grow into successful human beings.	
13	curriculum background, leadership, future forward learning, college and career readiness, presence, active listener, involvement, ready to tackle and embrace needed change, open to collaboration with teachers	10/13/2023 8:04 AM
14	Leadership Communication Compassion	10/12/2023 11:12 PM
15	Well versed in data-based decisions Proactive and planned in advance Communication is consistent and thorough	10/12/2023 2:38 PM
16	Honesty, students first priority!	10/12/2023 12:20 PM
17	Know the community they will be working in. LISTEN to the teachers and their concerns. Have a positive outlook. Be a team player.	10/11/2023 8:26 PM
18	Compassion, caring, vision, clear communication.	10/11/2023 6:52 PM
19	should care for Anothers	10/11/2023 5:02 PM
20	Being kind and understanding, And being willing to listen to the students and teacher .	10/11/2023 11:41 AM
21	fun	10/11/2023 10:02 AM
22	Collaborative and Courageous. There is still a segment of good old boys club here and a superintendent will need to address this fairly.	10/11/2023 5:27 AM
23	experience small town spirit support of traditional views	10/11/2023 5:18 AM
24	A strong leader is needed who will not be afraid to stand up to those who try to intimidate or negatively influence policy in schools.	10/10/2023 8:32 PM
25	Honestly Transparency A visible member of the RV community	10/10/2023 8:28 PM
26	Someone who will discipline and care about kids with learning disabilities	10/10/2023 7:13 PM
27	Love of learning; embrace students with learning disabilities and difficulties and differences. Caring and a leader. Try to think of alternatives for students who need help in school. Support the Pupil Services department as much as possible . Keep open mind and respect opinions from teachers and staff in the district who have bring a wealth of experience and knowledge of the school district and have valuable knowledge. Keep the schools safe.	10/10/2023 4:35 PM
28	- Hands on in the sense that they will come out to the buildings and be involved with the student body and teachers to help connect the central administration to the buildings and student body. - Open to having more hands-on skill based classes to prepare our students for the trades and alternative pathways to a career instead of college. -	10/10/2023 12:45 PM
29	Kind, Caring, Educated, non partial to political sides when it comes to our schools, bully prevention help,	10/10/2023 12:02 PM
30	An open mind, ability to see reason and communication skills.	10/10/2023 11:05 AM
31	Shares apporiate information when need. Listens to the PARENTS	10/10/2023 9:13 AM
32	Kindness, open communication, and integration into the community is most important, avoiding the political mess whenever possible.	10/10/2023 7:40 AM
33	Love of learning; embrace students with learning disabilities and difficulties and differences. Caring and a leader. Try to think of alternatives for students who need help in school. Support the Pupil Services department as much as possible . Keep open mind and respect opinions from teachers and staff in the district who have bring a wealth of experience and knowledge of the school district and have valuable knowledge. Keep the schools safe.	10/10/2023 6:02 AM
34	The superintendent must be someone with a vision who can take action steps to reach long-term goals. They must be able to remain calm in an emergency. They must have superb interpersonal skills.	10/9/2023 12:14 PM
35	A superintendent who can look to bring taxes under control through creativity. A Superintendent who will remain for a longer duration before retirement. Energy and vitality. Be a face in the community and not just the school community.	10/9/2023 7:25 AM

36	They should be open, honest and respectful to everyone, including teachers. They should give good teachers a reason to come here and stay here. Right now and in the past, this is not the case.	10/7/2023 7:31 PM
37	Kindness, involvement, and respect	10/7/2023 1:56 PM
38	Leadership skills, ability to move staff forward in teaching math, english & science. Get principles out of their offices and into student population so their presence & persona are known.	10/7/2023 8:10 AM
39	Vision for small school in rural area that engages both the high academic achievers and prepares others for real world jobs of 21st century e.g. Auto repair now about computers	10/7/2023 7:21 AM
40	Must have a sense of how to make meaningful changes to behaviors. From top to bottom, and bottom to top of the school organization/BOE.	10/6/2023 11:50 AM
41	BASICS: reading , writing, math, science should be stressed at all costs. we do not need nor want any social agendas taught, that is the parents responsibility. we need BASICS, we are extremely deficient in basics	10/6/2023 6:13 AM
42	honesty & integrity having a presence at the various schools and events understanding the community & doing what is right for our students and staff in lieu of basing decisions on surrounding districts or NYC decisions.	10/5/2023 9:30 AM
43	Nice and chill	10/5/2023 8:23 AM