

Stakeholder Input Report for

Park County

School District RE-2

Fairplay, Colorado

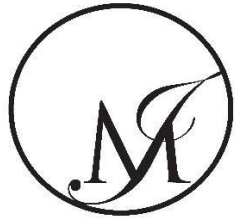
submitted by



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

PARK COUNTY SCHOOL DISTRICT RE 2

Fairplay, Colorado

District Stakeholder Input

Executive Summary:

Search consultant Dr. Norm Ridder facilitated five meetings on Wednesday, August 30, 2023 with Park County School District stakeholders representing teachers, administrators, parents, business community, community and students. In total 37 stakeholders participated. We asked the respondents to respond to questions reflecting the good things of the Park County community, the good things about their schools, hurdles a new superintendent may face when she/he begins their work and criteria and skills they would like to see in their superintendent. A summary of their responses is listed below in the Executive Summary.

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

- The district community is tight knit who comes together in times of need.
- The community is invested in its schools.
- The people are welcoming, helpful and very kind.
- Park County is a family community who has children as their priority.
- The people are hearty and resourceful.
- Everyone knows everyone and accepts new faces with open arms.
- The community likes its independence and is resilient in spite of its many challenges.
- The community offers outdoor recreational opportunities including fishing, skiing, white water rafting, hunting, hiking and camping.
- The school/community is moving forward rooted in a growth mentality.

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

- From the administration to the teacher in the classroom and the bus driver, collaboration and teamwork is critical.
- The staff are willing to give of themselves for the children and their families.
- The children come from families who value life before materials.
- The schools have a flexible culture which responds to need.
- The schools are supportive of the greater community.
- The schools have strong partnerships within the community.
- The schools have small class sizes allowing for personal learning.
- The student population is diverse and transient.
- The schools are very welcoming of ESL students.
- The schools are very safe including the use of internet.
- The schools have extensive transportation which travels many miles daily.
- Many graduates come back to work in the school system.
- The schools are the hub of the community.
- The school system knows how to do a lot with so little.

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

- The weather is very challenging – a four-wheel drive vehicle is recommended.
- Teacher retention is a struggle for the district.
- Affordable housing is limited, making it difficult to live in Fairplay.
- The community is sensitive to outsiders.
- The community has all the amenities for a small community (shopping, medical services and restaurants are limited).
- Due to a teacher strike in 2020 there is still a lack of closure on the issue in the community.
- The resources are limited in the systems support of children with special needs.
- The staff salaries are lower than neighboring districts.
- The overall community is very transient.
- The county is conservative and slow to change.
- Planning is needed to respond to the increase in diversity, movement of the population and poverty.
- The community is rooted in a rural culture and has high expectations for support of the rural community.

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

- An honest, ethical, trustworthy, transparent and compassionate leader who listens before they speak.
- A leader who is visible and engaged in the schools and greater community.
- An educator who is an innovator and thinks outside-of-the-box.
- A person who is present and says what they mean and means what they say.
- A leader with a strong business acumen and an understanding of school finance.
- A leader who is a collaborator and team player.
- An educator with classroom experience and served as head of a school.
- A leader experienced in the field of technology and social media.
- A person who has the energy and passion for children.
- A leader willing to be the “Face” of the school system and community.
- A leader who will empower their staff and hold them accountable.
- A person willing to work in the trenches and get their hands dirty.
- A leader willing to partner with the community.
- A person who is always accessible to all people.
- A leader with a backbone – able to stand up for staff and make major decisions.
- A person with a sense of humor, is engaging and motivating.
- A person who can give and receive feedback with the intention to grow.
- A leader who is consistent in their work with staff, students, parents and the greater community.
- A leader who can build critical thinking rooted in research focused on attendance, behavior, staff retention and parenting.

Name of Stakeholder Group: Administrator

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

- We come together in times of need.
- The community is invested in our schools.
- This is a hearty community.
- A resourceful community.
- This community cares about its culture.
- The community is a generational community with an appetite for the outdoors. The community is very diverse.
- A value centered community rooted in a belief system.
- The school/community is moving forward rooted in a growth mentality.

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

- We have a team of leaders who work together.
- The teachers are fully committed to the children of the community.
- Staff are willing to give themselves to the children and families.
- The early childhood program serves families from prenatal to five years old.
- The schools are very welcoming to ideas and resources.
- The children come from families who value life before materials.
- The schools meet families where their needs are.
- The schools tolerate new ideas that align with the values and needs of their children and families.
- The schools have a flexible culture which responds to need.
- The support for the classroom is rooted in common sense.
- The schools have close ties to the community resources.

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

- The weather is very challenging (Highway 285 closes frequently).
- The district has a high turnover in staff.
- The recruitment of teachers is a struggle due to a lack of housing.
- The community is sensitive to outsiders.
- Resources supporting home and families are limited.
- There is a parochial sense of leadership in the school community.
- The schools are finding success and will challenge change not rooted in the needs of the school community.
- The community is rooted in a rural culture with expectations to support rural work.

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

- Visibility in the schools and community.
- Being flexible, think outside-the-box, creative.
- Honest, ethical, trustworthy and transparent as they listen to their needs.
- A person who will have a presence saying what they mean and mean what they say.
- The person should have worked in the classroom and led a school.
- The person should be invested in special education and early childhood.
- They need to be collaborative and a team player.
- They need to have a strong sense of Colorado school finance.
- They need business acumen.
- Don't be a micro-management leader.
- They need to listen before they act.
- Have experience in curriculum and instruction (an instructional leader).
- The superintendent can work with families and teachers.
- Should have knowledge/understanding of social media and technology.
- Should understand building and maintenance.
- Should plan to stay for the long term.

Name of Stakeholder Group: Business and Community

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

- The people are welcoming, helpful and very kind.
- The community is very tight knit supporting each other.
- The children are a priority.
- Park County is a family community.
- Accessibility to the outdoors is an asset.
- The community likes its independence.
- The community has many non-profits working together.
- The community is resilient in spite of its challenges.

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

- The schools are very supportive of the community.
- The schools have strong partnerships.
- The schools make a strong effort to welcome the community.
- The schools have small class sizes.
- The schools have a strong focus on safety.
- The schools use technology to support a diverse student population.
- The schools are ingrained in the community.
- The schools support the special needs of students.
- The staff continually work through the many challenges of the community.

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

- The weather may be a challenge due to long winters, wind and cold (challenging driving conditions).
- Housing is limited and pricey.
- Communication is critical throughout the community.
- The community has all the amenities for a small community.
- The community is very transient.
- Teacher pay is less than in surrounding communities.
- Due to a teacher strike in 2020 there is still a lack of closure on the issue in the community.
- The special education program may need to strengthen their effort to support the children.
- The community is suspicious to all outsiders.

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

- Should have an educational background.
- Compassionate, someone able to take any family and identify with them.
- Needs to be a good listener.
- Should be organized, trustworthy, motivational and have a lot of common sense.
- A person who has the energy and passion for children and their learning.
- Someone who is motivated by learning rather than greed.
- A humble leader who is seeking to serve not to be served.
- The leader will hold people accountable.
- A person willing to work in the trenches.
- A person willing to be the “Face” of the system and community.
- A person with a sense of humor.
- Someone willing to be flexible.
- Someone who is a collaborator and team player.
- Someone willing to get their hands dirty.
- Someone willing to think outside-of-the-box and recognizes the unique characteristics of the community and is willing to embrace its uniqueness.
- A person willing to partner with the community.
- A person who is accessible to all people.
- A person willing to accept the community’s strengths and work within those strengths.
- A person with systematic approaches to communication and drives transparency.

Name of Stakeholder Group: Students

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

- The community is very tight knit.
- Many community events for people to enjoy.
- The community supports school activities.
- The community supports the overall school community.
- Everyone knows everyone and accepts new faces with open arms.

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

- The teachers work one-on one with students.
- The classes are smaller, allowing more personal interactions.
- The teachers recognize the student's needs.
- The students get along with each other.
- Many students come from all over the country.
- The student population is transient.
- Many options for classes.
- Great transportation for students – very organized.
- Very welcoming to ESL students.
- The students feel very safe including on the internet.

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

- There are going to be challenging students and staff.
- Students need to be heard.
- The schools have a limited budget to allow for an enriched curriculum.
- There are limited substitutes – causing limited talented substitutes.

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

- Somebody who can work with students.
- Someone who has good leadership skills – humility, listening.
- Someone who is visible in the schools.
- Someone who engages with students.
- Someone who can take charge of the staff.
- Someone who supports activities.
- The person needs to problem solve with students in mind.
- The person should wear school apparel.
- Someone who is very organized.
- Someone with good intentions working with students on a daily basis.
- Someone who takes time to make strong choices.
- Someone excited to come to work every day.

Name of Stakeholder Group: Staff

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

- A very welcoming community. Very tight knit community.
- The community comes together when there is a crisis.
- We have a recreational area (skiing, hiking, hunting, fishing).
- Teamwork is critical for the community.
- The community supports the schools.
- The post office is amazing.
- We have local businesses supporting the schools.

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

- Close relationships between teachers and students.
- There is a collaborative spirit throughout the schools.
- Students come back to work in the schools.
- There is a sense of teamwork between the administrators, board and staff.
- The educational staff is integrated in the town leadership.
- The school is the hub of the community.

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

- The harsh weather conditions – a four-wheel drive vehicle is suggested.
- Shopping, medical services and restaurants are limited.
- Housing is limited and pricy.
- Understanding that the history of the school district is still concerning.
- The county is conservative.
- There is a high turnover rate of teachers.
- Limited resources available to support high needs children.
- The school transportation is very widespread.

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

- The person should have experience of working in a small community.
- The person should have taught in the classroom and served as head of a school.
- Strong backbone – able to stand up for a major decision.
- Has a sense of humor rooted in a calm personality.
- Excited to be the “Face” of the school district.
- The person should be a clear communicator – speaks with clarity, writes in detail and has passion.
- Good listener
- A leader who acts when called on.
- A person who collaborates.
- A leader who is active in the community with engagement as a goal.
- Someone who supports the total educational experience.
- A leader who is engaging and motivating.
- Likes Kids and puts kids first especially when it comes to safety.

Name of Stakeholder Group: Parents

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

- The community is diverse in political thought and comes together when it counts.
- This is a very supportive community of each other.
- The vastness of the community does not stop it from supporting each other.
- The community is tied to its history.
- There is youth culture coming to live in the community.
- A very independent community.
- There is potential for small businesses to grow.
- The town is on a first name basis.
- The community is very active with many recreational opportunities.

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

- A very dedicated group of teachers with a lot of heart.
- The school thrives on working its history working for the future.
- The size of the system allows for a tight student body and staff.
- The system knows how to do a lot with so little.
- Some staff have longevity giving the school a foundation.
- The system wants to improve but finances are limited.

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

- The school and community are slow to change.
- Trust is critical for the community to support a person.
- The schools struggle with limited resources.
- Teacher retention is a struggle.
- The special education resources are limited considering the number of special needs children.
- There is a change of cultural diversity within the community. Planning will be critical to accommodate ESL and family dynamics.
- The unique transportation needs serve a large and disperse geographic area along with weather struggles.
- A high level of disparity in the county needs much planning.
- There is a lack of affordable housing throughout the county.

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

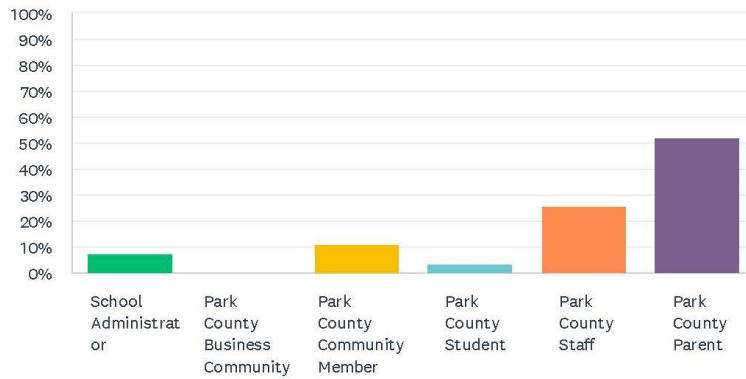
- The person needs to have a big heart for students, staff and community.
- A leader who is forward thinking is not afraid to make changes to move everyone forward.
- Must come into the system and listen to all parties involved.
- A leader who is consistent in their work with students, parents and staff.
- A leader engaged with the students and staff.
- A person who can lead by empowering staff and holding them accountable.
- A leader who can accept criticism and receive feedback with an intention to grow.
- A person who can give constructive feedback to a person to allow them to grow in their position.
- A person who thinks out-of-the-box understands that it will take time to move forward.
- A person who will enforce an attendance policy with a vision to support the parent and school. Build a positive attendance culture.
- A person who can build critical thinking around research including attendance, behavior, staff retention and parenting.
- A person who is engaged and visible in the school and community.

*Survey Monkey Results for
Park County School District RE-2*

September 2023

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

27 Responses



ANSWER CHOICES	RESPONSES	
School Administrator	7.41%	2
Park County Business Community	0.00%	0
Park County Community Member	11.11%	3
Park County Student	3.70%	1
Park County Staff	25.93%	7
Park County Parent	51.85%	14
TOTAL		27

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

lived well-being safety children need main focus well-being family community whose main help
tight knit community involved want people Close community
Everyone small knit community whose together whose main focus good
focus well-being safety town new

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

many growing moving forward families superintendent adamant growing nice
development recent superintendent Supportive interested growth development staff
children schools interested kids well-being safety children school
addition focusing well-being teachers care student students
focusing well-being safety better safety children schools small schools interested growth well
growth development recent district recent superintendent adamant know adamant growing moving time

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

budget school district communication difficult well community small budget
extracurricularly times communication Many students academically extracurricularly new
maintaining opportunity students **staff** time creating maintaining **student** district difficult time
families school district difficult **school** difficult time creating
teachers creating maintaining opportunity **good** opportunity students academically
need academically extracurricularly times **support** times communication difficult
small community small small budget school

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

foremost Community involvement body family population students first foremost entire student body
put needs students equity throughout entire new superintendent put maintain inclusivity equity
understand superintendent also maintain **people** necessary new superintendent
community ethics also necessary **ability** positive morals ethics **need**
must Strong positive **school** involvement must Strong **able** Strong positive morals
Good morals ethics also **teachers** also necessary new **support**
new superintendent also **Will** also maintain inclusivity superintendent put needs
inclusivity equity throughout needs students first throughout entire student first foremost Community
student body family Community involvement must

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

Answered: 27 Skipped: 0

#	RESPONSES	DATE
1	The community works together for the most part. Families stick together to help each other out. It has a good sense of community.	9/4/2023 10:35 AM
2	Our community is supportive and tight.	9/1/2023 5:47 PM
3	It is small and people are very involved	8/30/2023 7:02 PM
4	Fairplay is a personable small town. The superintendent needs to be a people person and get to know the community. The new superintendent should be involved in the town's activities and promote growth.	8/30/2023 4:05 PM
5	Having lived on the East Coast, and living in Evergreen and Woodland Park, CO (both great towns!), I can hands down say that Fairplay is my favorite place to call home. The best part is the people, with the school as the hub of the community. The community Facebook page is flooded with neighbors helping neighbors every single day. It's what Park County is all about. The second best part is of course the beautiful scenery, spectacular summers with hiking and fishing, and being so close to the ski resorts and amenities of Summit County, without the price tag. The scenery is what drew my family here, but the people are why we never want to leave.	8/30/2023 2:00 PM
6	We are unique and require someone who is open-minded	8/29/2023 8:06 PM
7	That the teachers are good and punish kids that REALLY need it.	8/29/2023 6:00 PM
8	Close-knit, supportive, always willing to lend a hand. Rich history, with a lot to do in the winter and summer.	8/29/2023 4:42 PM
9	Everyone has each other's backs. We live in a helpful and caring community that everyone is or has opportunities to be involved in.	8/29/2023 11:55 AM
10	Our Community Is friendly and small also diverse	8/29/2023 7:44 AM
11	Recreation abounds, fishing, hiking, skiing, just to mention a few. Air quality is good. Views are spectacular, wildlife plentiful.	8/28/2023 9:32 PM
12	We have small events that bring each other together more, It is small, but entertaining, we have more excitement since we have less to do. We can have our own fun in both good and bad ways.	8/28/2023 8:23 PM
13	Close, caring, outdoor activities in abundance, small, connected	8/28/2023 6:32 PM
14	This community is a family.	8/28/2023 4:53 PM
15	Outdoor beauty, self-reliance, people help each other.	8/28/2023 4:43 PM
16	Food banks. active teachers, community events, new football field	8/28/2023 3:51 PM
17	Independence and freedom from urban sprawl.	8/28/2023 2:51 PM
18	We are very tight knit community whose main focus is the well-being and safety of our children.	8/28/2023 2:44 PM
19	We are very tight knit community whose main focus is the well-being and safety of our children.	8/28/2023 1:39 PM
20	Community is tight nit	8/28/2023 1:05 PM
21	Close to many outdoor activities. We are growing.	8/28/2023 1:00 PM

22	We are very tight knit community whose main focus is the well-being and safety of our children.	8/28/2023 12:53 PM
23	They come together when people are in need.	8/28/2023 12:01 PM
24	Everyone is involved	8/28/2023 11:59 AM
25	People want to help out.	8/28/2023 11:47 AM
26	As a new member of the community, I've been welcomed with open arms! People are helpful, encouraging, and give suggestions on where to go and what to do.	8/28/2023 11:37 AM
27	want to be involved in the community	8/28/2023 11:32 AM

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

Answered: 26 Skipped: 1

#	RESPONSES	DATE
1	I like that the schools make effort to listen to the people who live here, that the kiddos are not just another number in this system. They are personally pushed to do better and excel.	9/4/2023 10:35 AM
2	Also supportive.	9/1/2023 5:47 PM
3	The teachers are passionate and well educated. The teachers do well with limited resources and every teacher is there for the kids wholeheartedly. They support PD very well.	8/30/2023 7:02 PM
4	Our teachers and staff are friendly & supportive of each other. The classes are nice small sizes.	8/30/2023 4:05 PM
5	My first impression of the school district was as a mom of elementary school boys. I started working for the elementary school in the years that followed and now my kids are in the high school. I am blessed to be both a parent and a staff member. My children have thrived in this school district with excellent teachers and especially excellent administrators and school counselors. Because of the small student population, the relationships between staff, students and families is heightened.	8/30/2023 2:00 PM
6	Be fun, be crazy, be passionate	8/29/2023 8:06 PM
7	Teachers are nice so far The other kids are being nice but i know thats gonna change.	8/29/2023 6:00 PM
8	The staff is supportive of each other, the schools have good kids relatively speaking with little violence, the trade school programs allow for preparedness of students right out of school.	8/29/2023 4:42 PM
9	The teacher's are committed to the success of EVERY student. They genuinely care about each of their student's and provide many resources for families.	8/29/2023 11:55 AM
10	It is small and our kids are a great bunch of kids	8/29/2023 7:44 AM
11	Pay is getting better. Good working relationship between the school board and staff. Test scores are improving.	8/28/2023 9:32 PM
12	Our school cares for our students as best as they can, the students know how much drama is out there but no matter what stay together and fight against the world together. Even if you know you hate each other, they can still talk among each other. And no matter how fast time goes we use it wisely.	8/28/2023 8:23 PM
13	Small, connected, strong teacher leaders, opportunities afforded us by being small (collaboration, innovation, flexibility)	8/28/2023 6:32 PM
14	Our schools have amazing teachers who truly care for their students.	8/28/2023 4:53 PM
15	Dedicated teachers, people WANT to be here (because they surely pay more in other districts. Low student:teacher ratio.	8/28/2023 4:43 PM
16	Supportive athletic parents, Many sports available, 4 day week, gorgeous views, elective options	8/28/2023 3:51 PM
17	Smallish class sizes. A lot (too many) support services for students.	8/28/2023 2:51 PM
18	In addition to focusing on the well-being and safety of our children, the schools are very interested in growth and development. Our most recent superintendent has been very adamant about growing and moving forward.	8/28/2023 2:44 PM
19	In addition to focusing on the well-being and safety of our children, the schools are very interested in growth and development. Our most recent superintendent has been very adamant about growing and moving forward.	8/28/2023 1:39 PM

20	My kids like it	8/28/2023 1:05 PM
21	Community is supportive of schools, the evidence being the passing of 4B. Beautiful campus.	8/28/2023 1:00 PM
22	In addition to focusing on the well-being and safety of our children, the schools are very interested in growth and development. Our most recent superintendent has been very adamant about growing and moving forward.	8/28/2023 12:53 PM
23	The teachers are willing to spend time with the students that want extra help. The kids are kind and accepting of each other	8/28/2023 12:01 PM
24	Small child to teacher ratio.	8/28/2023 11:47 AM
25	There is a huge focus on helping kids feel welcome and a part of the school from day 1. Having a set time in the schedule for community circles makes a big difference.	8/28/2023 11:37 AM
26	good teachers/staff involved with families and youth	8/28/2023 11:32 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: 25 Skipped: 2

#	RESPONSES	DATE
1	It is hard to find parental involvement with volunteer activities namely due to the large number of families who are working just to survive here. Financially it is a hard place to live.	9/4/2023 10:35 AM
2	School safety, student behaviors, distrust in/lack of communication, teacher retention, low scores	8/30/2023 7:02 PM
3	Acquiring & keeping good teachers is difficult because of the cost of living in Fairplay & surrounding area, plus the difficult family situations dealt with, which causes some serious behavior problems w/o the necessary staff to deal with that. Our leaders and teachers are spread thin! We need more special education teachers/staff. This district could also benefit from an HR Director to better coordinate the roles & responsibilities of teachers, staff & administrators, as well as lead the recruitment of new employees and facilitate trainings district wide.	8/30/2023 4:05 PM
4	I will defer the issues that pertain to educators for them to bring up. As a secretary, the biggest hurdles I see are the movement of families into Park County and moving out within a year or two afterwards. A lot of our families are moving from all over the country and are often behind academically. Within a quick year or two we do our best to help them succeed, but not get to see them graduate from our district. Many of the HS graduates do not stay in Park County. Many of our families face economic hardships and do not have access to internet, reliable transportation, or consistent jobs which can impact the student's ability to be present at school and ready and eager to learn. Communication to families is my biggest hardship. Without reliable cell service or internet, or perhaps by choice, some families are not involved in school activities and have limited conversations with teachers. Electronic enrollment and communication in PCSD is not as up to speed as other metro school districts. As we are a small community, we do not have the same options for extra curricular activities and organized sports, and although we try our best, our students can likely feel that impact. As a band parent, that is why our music program and our team sports are so very crucial to student success. Our CTE program and career and college readiness are the backbone for HS students, but it is a new program and should have all the support needed as possible. A new superintendent should be made aware of the past struggles of the district, including our COVID plan and successes and short comings, our teacher strike of 2019, the financial audit of the district in 2020, and status of the budget as it stands now with 4B funding.	8/30/2023 2:00 PM
5	Turn-over of students is high and it makes the kids sad	8/29/2023 8:06 PM
6	i dont really pay attention to them	8/29/2023 6:00 PM
7	It's important to gain the trust of staff and to show you care about listening to their voices, communicating, it's important you can manage a budget.	8/29/2023 4:42 PM
8	Our community is small, rural, and lacks certain resources. It's a very unique place as are it's residents. It's important to have an open mind and not judge people based on their political and personal views.	8/29/2023 11:55 AM
9	Winters are long and cold. Test scores could be better.	8/28/2023 9:32 PM
10	Our school is like any other school, it has fights and drama, but what would be hard is realizing how much drama we have but also how we move on from it so easily, how the drama in our school tears people apart to new friends.	8/28/2023 8:23 PM
11	Low CMAS scores, ability to attract and retain quality staff, financial situation, questionable leadership at elementary	8/28/2023 6:32 PM
12	n/a	8/28/2023 4:53 PM
13	Some more extreme conservative locals (and I am not a liberal) micro-alayzing everything to	8/28/2023 4:43 PM

find points to pick (CRT, liberal agenda, etc.). It's not there. These minority community members are wasting school board time and energy.

14	Need to involve more parents in education Special ed services increase needed	8/28/2023 3:51 PM
15	Too many administrators, not enough good teachers. Seems like everything is about funding extra roles in the schools and not educators.	8/28/2023 2:51 PM
16	Being a very small community with a very small budget, our school district has a difficult time creating and maintaining opportunity for students (academically, extracurricularly and so on). At times, communication can be difficult as well.	8/28/2023 2:44 PM
17	Being a very small community with a very small budget, our school district has a difficult time creating and maintaining opportunity for students (academically, extracurricularly and so on). At times, communication can be difficult as well.	8/28/2023 1:39 PM
18	Communication is poor. Half days are pointless. No body can leave work at 2pm just do full days	8/28/2023 1:05 PM
19	The South Park Community really needs to focus on quality childcare for infants and toddlers, and quality preschool-PreK (3-5) that supports kindergarten readiness. We also need more after school/summer supports (buildings, funding and staff) for the programs we do have (B&GC and Curiosity Clubhouse). There is very little for middle and high school students to do to keep busy and out of trouble.	8/28/2023 1:00 PM
20	Being a very small community with a very small budget, our school district has a difficult time creating and maintaining opportunity for students (academically, extracurricularly and so on). At times, communication can be difficult as well.	8/28/2023 12:53 PM
21	The kids that are not athletes do not have much support from administration. The school does not seem to support teaching of critical thinking or education outside of school walls, seemingly only concerned with attempting to improve their standardized testing scores. Because we are so rural there is a huge divide in families belief systems and the ultra conservative seem to control what our students are allowed to learn and be taught. There are many of us that believe it is time to move in to the future and not continue to be so far behind in what is relevant to our kids in today's world, outside of South Park.	8/28/2023 12:01 PM
22	Bullying Unfairness	8/28/2023 11:59 AM
23	The majority of parents have little faith in the superintendent position.	8/28/2023 11:47 AM
24	As someone new, I'm still learning about this too. Social Emotional skills and making helpful behavior choices are areas that we are working on a lot.	8/28/2023 11:37 AM
25	school or student involvement, up to date on current school issues	8/28/2023 11:32 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: 26 Skipped: 1

#	RESPONSES	DATE
1	Intrapersonal skills, but they still need the ability to be fair and equitable with decisions. They need to hold accountability within their span of control.	9/4/2023 10:35 AM
2	Good at delegating responsibilities and holding people accountable. Making sure that everyone has the support they need to do their job to the best of their ability.	9/1/2023 5:47 PM
3	Teaching experience. community involved, and cross school involvement.	8/30/2023 7:02 PM
4	Charismatic/friendly; organized; experienced as a teacher first and foremost to understand their needs; a good problem solver & mediator; smart about good business practices	8/30/2023 4:05 PM
5	Too many to list, but some include: creative problem solving, bargaining, transparency, clear communication skills, financial acuity, organizational skills, leadership, including the ability to encourage staff for any improvement needed with positive reinforcement and restructure processes as needed, having a vision for the future, 1, 5 and 10 year plans	8/30/2023 2:00 PM
6	Creativity but purposeful	8/29/2023 8:06 PM
7	idk	8/29/2023 6:00 PM
8	Someone from within the school community we have learned to trust and understands our students and community well. Someone with budgeting skills and communication skills and cares deeply about our students' success.	8/29/2023 4:42 PM
9	Empathy above all. There are people who struggle in this community whether it be with lack of resources, addiction, single parenthood, etc.	8/29/2023 11:55 AM
10	Good listener, ability to reach compromise, available, able to say no, fair, school budget skills, able to see the big picture, well educated, concerned about the children's welfare and able to work well with a variety of people.	8/28/2023 9:32 PM
11	As long as you can handle our craziness and fun excitement, I think they will do just fine. Coming to a school for a new job is an art of evolving, you can have skills from different schools, but every school is different. So our school is different so that means get used to our program and how we run.	8/28/2023 8:23 PM
12	Strong school finance background, strong educational leadership, interest in remaining in a small rural setting	8/28/2023 6:32 PM
13	Our superintendent should be able to: -be present in the moment -spend time with students -hear and see the needs of the teachers -view the role as an honor	8/28/2023 4:53 PM
14	Prior experience in rural setting, and be invested in the community.	8/28/2023 4:43 PM
15	Patience, outgoing, approachable, been a teacher in the past	8/28/2023 3:51 PM
16	Ability to cut through the local politics and nonsense and actually turn the facility into a decent educational facility instead of a launching pad for administrative/support roles into other districts.	8/28/2023 2:51 PM
17	The new superintendent should put the needs of the students first and foremost. Community involvement is a must. Strong, positive morals, and ethics are also necessary. The new superintendent should also maintain inclusivity and equity throughout the entire student body/family population.	8/28/2023 2:44 PM
18	The new superintendent should put the needs of the students first and foremost. Community	8/28/2023 1:39 PM

	involvement is a must. Strong, positive morals, and ethics are also necessary. The new superintendent should also maintain inclusivity and equity throughout the entire student body/family population.	
19	Maybe be there for the kid and parents. Saw the old one maybe once in 2 years	8/28/2023 1:05 PM
20	Have extensive knowledge of quality Early Childhood environments, administration of early childhood programs, and supporting early childhood teachers. I'd like a responsive superintendent. One that has integrity and will do what they promise. Not just one who will listen and smile. Being friendly is nice, but at some point the superintendent needs to be able to be the boss and sometimes that means using disciplinary action of directors/principals/staff.	8/28/2023 1:00 PM
21	The new superintendent should put the needs of the students first and foremost. Community involvement is a must. Strong, positive morals, and ethics are also necessary. The new superintendent should also maintain inclusivity and equity throughout the entire student body/family population.	8/28/2023 12:53 PM
22	I would hope that the new superintendent would be able to relate to children and their families while addressing them without the agenda of their own personal beliefs and dogmas.	8/28/2023 12:01 PM
23	Willing to be out in the cold Going to all the games always supporting Understands iep's and kids needs	8/28/2023 11:59 AM
24	Super organizational skills, be logical yet compassionate, be realistic but don't brush people aside, be visible and easy to communicate with	8/28/2023 11:47 AM
25	Understanding and remembering what it's like to be in the classroom. Being aware of how much is on teachers' plates during the day as far as curriculum, routines and procedures, expectations, behavior, etc.	8/28/2023 11:37 AM
26	school or student involvement, up to date on current school issues	8/28/2023 11:32 AM