

Stakeholder Input Report for

***Brush School
District RE-2J
Brush, Colorado***

submitted by



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MCPHERSON *MJ* JACOBSON, LLC

EXECUTIVE RECRUITMENT & DEVELOPMENT

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**Brush School District RE-2J
Brush, Colorado
District Stakeholders Report, January 2024**

Executive Summary

Outlined below is an Executive Summary of the major themes expressed by the participants taking the online survey. The Executive Summary is a compilation of all the input received from these individuals in response to the four questions asked of the participants. There were 138 responses to the Brush School District Community Survey. Please note that responses from the online survey are printed as they are actually stated with grammatical and misspelled words so that any meaning might not interfere with the respondent answers. Both English and Spanish responses were received. All profanity and named references have been redacted. Graphs have been added to the report showing the distribution of the online stakeholders providing input, and “word clouds” emphasizing recurring themes in responses.

Survey Monkey Results for Brush School District RE-2J

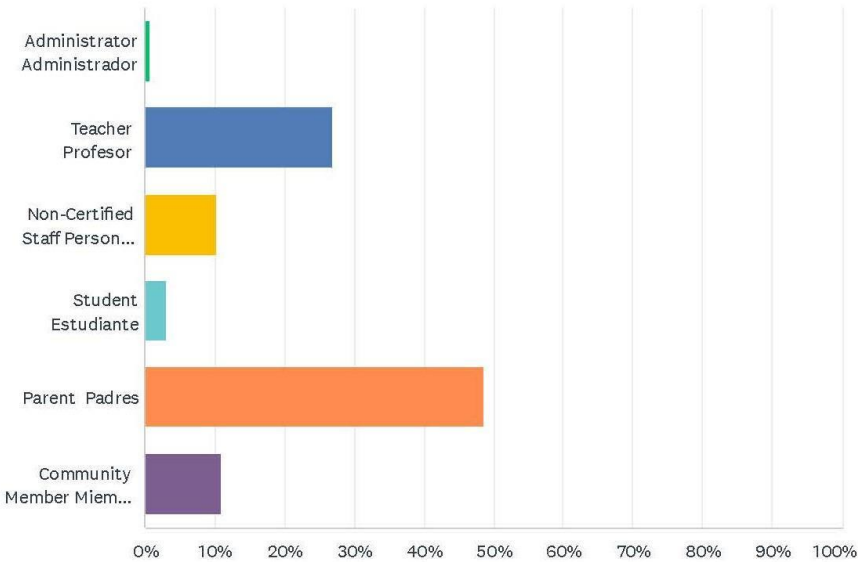
January 2024

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

138 Responses

Please indicate the stakeholder group you represent:
Indique el grupo de interesados al que representa:

Answered: 138 Skipped: 0



ANSWER CHOICES	RESPONSES	
Administrator Administrador	0.72%	1
Teacher Profesor	26.81%	37
Non-Certified Staff Personal no certificado	10.14%	14
Student Estudiante	2.90%	4
Parent Padres	48.55%	67
Community Member Miembro de la comunidad	10.87%	15
TOTAL		138

Q1 Tell us the good things about your community. (This information is used to help us recruit quality candidates.) Cuéntenos las cosas buenas de su comunidad. (Esta información se utiliza para ayudarnos a reclutar candidatos de calidad).

town High School close place live close knit community come together supports schools
things kids rural strong values part connected lot make work tight-knit need sports
students back conservative Brush small town values school district
small whole good many small town growing Brush
agricultural community staff school children people
system family safe kids tight knit great Brush small strong always
supportive important supports wonderful friendly area pride welcoming live
hard working community lot people live close knit friendly welcoming Parents help needed
Small town feel hometown feel feel

Q2 Tell us the good things about your schools. (This information is used to help us recruit quality candidates.) Díganos lo bueno de sus escuelas. (Esta información se utiliza para ayudarnos a reclutar candidatos de calidad).

Beetdigger small class sizes strong small town Thomson staff amazing continue Beaver Valley
involved Thomson Primary believe care kids care students CTE programs want
feel welcomed learn grades teach provide high school close sports try love beautiful
classes classroom quality encouraged help teachers care Brush gives well heart
district lives work small staff take kids lot best
teachers administrators school many teachers students
help students teachers feel great know community
opportunities many dedicated new much education clubs really parents
needs safety good teachers activities value one offer things buildings different
level seems part leaders support students succeed amazing middle school excellent
truly want school district staff members place Brush schools make students families also
students success keeping genuinely care Students facilities culture

Q3 What issues should the superintendent be aware of as he/she comes into the district? (This information is shared with the final candidates.) ¿Qué cuestiones debe tener en cuenta el superintendente al llegar al distrito? (Esta información se comparte con los candidatos finales).

within past building moving administrators care time now parents students
 accountable One classroom lot salaries school district voice concerns trying
 continues taken things new works members current students parents want
 district needs kids last year board currently administration understand
 many policy feel BSC made accountability good long will way
 community trust need seem teachers high school
 students agenda school come staff keep district
 struggles issue finding CBE still parents leadership Brush always
 support brought people board members learning lack leadership grading
 secondary levels secondary campus think lack child problems direction values
 heard level great school board left competency based education listen also
 put changes followed grading system training go us push supposed help
 staff members

Q4 What skills, qualities or characteristics should the new superintendent possess to be successful here? (This information is used as we screen potential candidates.) ¿Qué aptitudes, cualidades o características debe poseer el nuevo superintendente para tener éxito aquí? (Esta información se utiliza para seleccionar a los posibles candidatos).

happening making decisions open superintendent needs board someone willing family side
 background levels open minded use listen way kids leadership able life
 communication benefit believe time value position person live feel school board
 people small community skills staff students experience transparent
 superintendent administrator schools must strong going
 understanding accountability staff relationships
 students classrooms good support community
 changes need stand teachers honest district minded
 someone lead work qualities also decision will even
 school district things education need leader know
 background education make afraid leader see care really One teaching ability us
 buildings successful stakeholders areas interests truly think great want focused
 need someone strong leader Brush educational background employees students parents
 new superintendent needs make sure well success

Administrator/Administrador

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

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

- Brush is a great community to raise a family and we need to share the positives of the community.

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

Díganos lo bueno de sus escuelas. (Esta información se utiliza para ayudarnos a reclutar candidatos de calidad).

- The staff is amazing to work with. Students never fail to impress. Our facilities are top notch.

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

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

- Our board can be simultaneously the biggest threat to our district and in the next sentence do great things for teachers and students. If we can convince the board their role is oversight and not operations, things will quickly smooth out.

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

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

- Educational leader in instruction, manager of district resources, planner of budgets and projects, and a strong communicator.

Community Member/Miembro de la comunidad

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

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

- Small town, friendly. Just moved here a year ago
- Small town feel. Community.
- Small town USA, God fearing, community oriented
- The City of Brush is a quiet semi retirement community with a lot of pride. As with most small towns there is still politeness.
- We are a salt-of-the-earth, hard-working community that takes a great deal of pride in our schools, athletics and academic accomplishments. Our city is clean, friendly, and offers a close proximity to Front Range amenities while maintaining a peaceful distance.
- Brush is a rural community with hometown values. The economy is primarily driven by agriculture, healthcare, and local education agencies.
- We are a friendly,safe community with people who have lived here for multiple generation. We believe in honesty and integrity.
- The community of Brush Colorado is a delicate balance of tradition and progress. As a deeply rooted farming community, you can find traditions passed down through the generations around every corner. You will see these traditions on a Friday night in September as the whole town pours into the staduium in hopes of watching our Beetdiggers score touchdown after touchdown. Or perhaps you might notice these traditions on a crisp spring morning as the community buzzes with a renewed sense of life in efforts to get the farming operations back up and running for the season. As a community, our traditions are what keep us steady. But don't mistake our love of tradition as a lack of progress. In the recent past we have pulled together as a community to build a new school, enhance our hospital, and revitalize our downtown. We are always working to keep our little town alive and well. If you chose to become a piece of our community, we would welcome you with open arms. We would be happy to share our traditions with you, and gracious for your new percpective on education.
- Brush supports its schools and its staff
- Brush is a community with strong traditions and traditional rural values. The community has been supportive of the schools and staff. The people of Brush are very friendly and welcoming.
- Our community has always been somewhat of a close knit community. It has grown quite a bit over the years, which means our numbers have increased for attending students. The community is very responsive to things going on in our area including helping those in need or just gathering for special events. Quite a few people all know each other. We have a great community.
- The kids. The people
- This community sticks together and wants the best for our children.
- Great People, Great Facilities, Golf Course, Recreation, Hospital, Library

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

Díganos lo bueno de sus escuelas. (Esta información se utiliza para ayudarnos a reclutar candidatos de calidad).

- Don't really know anything about the schools. The Secondary Campus is very nice.
- kids staff
- New.
- Some good teachers with Christian values that care about the kids. Of course not all but that's the direction this community is wanting to go
- The best part about this school district is the teachers. they truly want to be here. They could move to the front range and make more money but they choose to stay for the love of the kids and the schools.
- Our schools have been well-funded through milly levies and bonds. The tax burden is great, and because of that, we expect our kids to get a high quality education. We have a beautiful new secondary campus that has state-of-the-art theater, classrooms, and gyms. The majority of our teachers are experienced, have high standards for learning and achievement, and are proud of the school district.
- The schools in Brush are well cared for and maintained. The staff deeply cares about students and their well being.
- There are many intelligent students in our schools who have gone to service academies and competed for and received scholarships that are offered statewide.
- Our schools are the lifeline of our community. You will quickly find that there isn't much "to do" in our rural corner of the world. Instead of looking at what we lack, our community pours into what we have: our schools. Whether it's a high school sporting event, a middle school drama production, or an elementary choir concert you can count on the community showing up. Our community has invested large amounts of money to ensure our facilities are equipped to properly educate the students. Our secondary campus is brand new, and our elementary schools have many modern updates. Our teachers are dedicated to spending their life here. We have many veteran teachers who have taught 30+ (including several generations of students). We also have newer teachers, who grew up here, and view teaching as their way of giving back. While, we also face the teacher shortage, the ones we do have are hardworking and sure to stay in the community they know and love.
- Brush has always had good schools. Our district has great facilities and a variety of paths for students.
- We have good teachers and keeping good teachers has continued to be a challenge. It's a tough profession and does not get enough credit. Finding good teachers and keeping them here is a challenge. Our current administration has been really positive for our district and community. * has certainly helped improve the district. Our current building administration at each level are good people that care about kids and teachers.
- Our schools and most of the teachers and administrators try very hard to help our kids learn and advance.
- Great Teachers
- A variety of possibilities for our kids with classes and sports, with the area to expand opportunities.
- Most Staff. Facilities are somewhat new

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

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

- Seems like historically Brush has always had problems with finding qualified board members that don't want to micromanage. Also, Brush lets a neighboring small district drive a bus into the district to pick up approx. 60 students. That's over \$600,000 is lost revenue for the district!
- The superintendent will need to be willing to assess current positions and determine whether positions are needed. We have lots of staff working with only a few students or no students. Gifted and talented program needs evaluated. Work Based Learning Coordinator position also needs to be evaluated. Districtwide, there is plenty of administration.
- Bickering. In district bickering. Whew.
- This community, for the most part, does not agree with CBE or the grading system that accompanies it, that's the first thing. Secondly, I have reservations about the competency regarding some of the schools administrators and their ability to lead and their responsibilities. I am mostly talking about *. People need leaders not dictators. Presence is of utmost importance in the halls and student gatherings. We are really lacking in this leadership role.
- Competency based education has been a controversial topic between the community and the schools. It has also caused a rift between teachers. Our district faced budget cuts last year when none of the surrounding districts faced cuts. This makes people wonder what happened to the money. Covid funds were given to schools and the state increased per pupil funding for this school year. It doesn't take rocket science to realize that things are not 'adding up.' Finally, there is the issue of accountability. Too often administrators are given large salaries with little accountability * No matter the position, from teachers to administrators, each position requires accountability to the people with whom they serve. This has often not been the case.
- The school board members do not understand their role in the district. Everyone runs to push their own agenda. This is a long standing tradition in Brush which is why we have been through major budget issues in the last ten years that are once again resurfacing.
- The community is conservative and will not put up with liberal ideals being forced on us.
- Our school district is in desperate need of a great leader. One of the biggest trials in recent years has been implementing a Competency Based Education plan. This newer approach to education was presented to the school board by our now former Superintendent. Open to new ideas, the board approved his proposal, however there were many kinks in the system that were not worked out. Things like: clearly defining a base line for grading, eligibility, and teaching standards. Without strong leadership, this has created chaos in the communication between administration, teachers, students and parents. Standardized testing has also become an issue. One of our elementary schools received a "Red Flag" a few years ago. Instead of attempting to fix a clearly broken system, our previous administration chose to ignore the issue and force parents to opt out of standardized testing. Yes you read that correctly. As it stands today, if a student would like to be enrolled in our district they must opt out of standardized testing. Finally, the school district is at odds with the City of Brush. The new secondary campus is built on

grounds that were previously only allotted for the High School. When this new campus was built one of the access roads to the school grounds was removed. This now means the only access to the student and event parking lot is through a once quiet neighborhood. As you can imagine, the residents of this neighborhood have filed several complaints. The City of Brush has requested that the school build a new access road, but so far no action has been taken to remedy the situation.

- The incoming superintendent should be made aware that at least two of the Board appear to want to run the school district
- Our current board appears to be trying to bring in some controversial things that don't have a clear benefit. A quick google search of * is a great example of what do we benefit by getting involved in something like that. While approving a lower mill level saves people money in the short term, if we don't take advantage of the valuation of Pawnee now while it is still high, those same people will be paying back anything saved from this year's mills in multiples down the road for construction bonds. It was just interesting that * recommended lower mills and our conservative board appeared to follow that recommendation. It just makes you question what they really stand for and represent.
- Some of the issues we have in the district is when changes are made in the learning system that disrupts and confuses the students and staff. We need to have someone that understands the student's needs along with supporting our teachers and staff. We need someone who will not try to advance themselves by making our kids a "trial and error".
- There are many things that need to be fixed. The superintendent needs to evaluate positions and determine if positions need to be kept. We have enough admin throughout this district.
- There is a lot of mending to do within the community. Roads promised and not put in. Backpacks allowed for high school and not grade school - all levels can do wrong; transparency is key, listen to the community on not needing to change everything. Brush is a great district. Empower and Competency based learning and Empower is not the way to go. Too much time and money wasted on changing everything. Morale and kids motivation is slipping. Rebuild the teamwork that was once with the City of Brush and re-instate SRO program.
- Relationship with City of Brush. Board that seems to be fractured

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

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

- People person, outgoing, live in the district, strong leader
- Honest
- Communication. Ip
- A love for the Lord, Godly values, a love for people (students, teachers, parents). A backbone to stand up for what's right in the eyes of God. A strong Godly character. Know the difference from right & wrong. Good people skills, organized, & can trouble shoot problem areas that need fixed. Eyes to see & ears to hear what they need to & not turn a blind eye to wrongdoing.

- I truly believe that the next Superintendent should have a degree in Financial Management first with their educational degree second.
- First and foremost the superintendent needs to have a background in balancing budgets and not overspending. We need someone who authentically cares about what is best for our kids and our community and doesn't just use that as a talking point. In other words, using Brush to build a resume is NOT what we are interested in as this has happened far too many times in the past. Authenticity, humbleness, and sincerity are desired qualities that would go a long way in our community.
- Patience
- I believe the superintendent needs to have a business background along with education law knowledge. The school district needs to be treated like a business because we are collecting such a large chunk of people's tax dollars. There has been a lot of wasteful spending in the district. There needs to be a crackdown on such spending. Why was the automated football field painter needed? What a waste!
- Our new superintendent should be someone who has strong problem solving skills, the ability to lead well and values the traditions of a small community. We need someone who is able to problem solve. It's no secret that many aspects of the education system are broken nationwide. But in our little town, we have a handful of big problems. We need someone with a fresh eye to help us work through those issues. We need a leader. It's my belief that many of the issues we face within our district today are the result of a lack of leadership. We need someone who either understands Competency Based Education thoroughly. Or we need someone with enough guts to say "We're not doing that anymore." We need someone to lead the staff in our schools to a higher standard of education, instead of opting out of testing. We need a leader who can communicate with our city officials and come to a resolution regarding school access roads. We need someone who values our traditions. While many aspects of our district are flawed, we don't need (or want) someone who is on a mission to change everything just for the sake of change. Perhaps the answer is someone who is willing to go back to the basics. Let's focus on mastering the basics, then we can entertain the idea of enhancements.
- The next superintendent should be an individual with a strong educational background and a heart for kids
- While I don't fully understand why CBE is better, it appears teachers and school district administration do. The final grades my neighbors kids got didn't seem to be much different than what they had received in the past. So it seems like being able to better articulate why it is better for our schools would be a valuable skill.
- The skills and qualities a superintendent should have in our district are communication skills, leadership abilities, support the staff without threats, problem solving skills, and being effective in allocation of spending so it goes directly to the programs for the students and not somewhere else that cannot be accounted for. Also, work with the school board to implement a shared vision and knowing that the school board is their boss. I don't believe a superintendent in our area doesn't need a 3 digit income.
- He/She needs to be honest, the new superintendent needs to be someone who is concerned with all stakeholders and not just himself. We need to make sure people are held accountable. He/She needs to evaluate how staff is being used and make sure people are doing their jobs.

- Honesty, Integrity, Accountability, Open Communication, Fresh mind (think we need to look outside of the District)
- Willing to come in with open mind. Ability to try to give staff more voice in discussions and understanding the community needs and desires. Be well versed in Education Budgets and administer them fairly.

Non-Certified Staff/Personal no certificado

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

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

- Small community (rural). Conservative minded. Helpful, prayerful.
- Our community is a small rural setting. There are a lot of very close families.
- Our community is growing as more people want to leave the bigger systems
- We are a community that has a close community. Everyone knows everyone and can be friendly
- We have a close knit community and we work to make this community better by helping each other out when needed.
- We are a smaller community who believe in supporting each other.
- Small town values
- They're all very caring and understand that all we want is the very best for our students.
- It is a small close knit community.
- Brush is a small community. The population is mainly working class people and farmers. People are friendly. There are many parks and a nice pool.
- tightly knit and very diversified
- The community as a whole typically has everyone's best interest in mind and takes care of one another.

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

Díganos lo bueno de sus escuelas. (Esta información se utiliza para ayudarnos a reclutar candidatos de calidad).

- Students are priority. Variety of activities.
- There are a lot of teachers that are very invested in the students and teaching them what they need to know to better themselves. They are not here for the money.
- We have very nice buildings and our school grounds are kept in very good conditions
- It means more to be a Beetdigger. We have a strong bond as a Beetdigger. We take pride, and we are a tight community because of the background and culture we have had and continue to have.
- Our schools are friendly, hardworking, and welcoming to all that enter our building.
- We try to provide as many resources as possible for the students and their families. We want all children to be successful.
- Quality teachers, great CTE programs
- For the most part it is a great place to work. There has been a lot of drama in the past few years but prior to that no complaints.
- Admin is very supportive and I feel like they have our backs 100%, they especially want our staff to succeed in order for the students to succeed.
- Teachers who are dedicated to the students success.
- It is in a great location

- The school has approximately 100 students per grade. It is small so all of the students know each other and can play any sport they want.
- school board listens to family concerns, tight knit community, plenty of emphasis on academics and sports,
- The schools keep a whole-child approach and focus on inclusion.

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

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

- None come to mind.
- There seems to be a disconnect with how some parents feel about the schools. There is also issues with the board and how things have been handled.
- Just like everywhere we have staff shortages and like every other business we cannot attract decent applicants
- Nothing at this time.
- We are working on a good platform that is friendly user for all to be able to understand and use.
- The security breach had a big impact on multiple staff members. There were also multiple events prior to the security breach that staff members attempted to reach out to HR and administration that were not handled properly. Staff members were either not followed up with in regards to their concerns or just told that issue would be addressed, when it wasn't. As concerned staff members, we want our concerns to be heard and addressed, not just swept under the rug. We want a superintendent who is available and is willing to address the issues.
- There is a lot of gossip that goes on but I guess that happens everywhere.
- Some of the new ideas that our community thinks we should include in our schools, how much fighting we have.
- We are a school district that needs to take school security more seriously.
- Just be aware there will be the strong and loud opinions that will be always being pushed upon you to be heard, know there is a silent majority that has a willingness to be heard but have fear, make sure you always listen to all.
- The school is trying to transform to competency-based education, but is facing much push-back from the community and some teachers. Many people feel that the Brush kids are not motivated enough to make competency-based education successful. Many students have no parent support and survive high school by doing as little as possible. Some kids are not eligible to play sports because of their grades, and they don't care. We need to increase our standards. In the past we had very motivated students, but lately this is disappearing. Also, last year we went to a four-day school week. This was pushed for by the teachers, but I'm not sure it was really good for the students. They have Friday to just play video games or goof around. We need to push academics. Are the students really receiving the same amount of teaching time as they were with a five-day week? The problem is that now no teaching staff will want to go back to a five day work week.
- transparency is a must, don't try to slide some new policy in under the radar

- We as community suffer from poverty, homeless, mental health struggles, disabilities. This reflects on our students and staff and has to be given great attention and consideration.

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

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

- Fair minded for all departments. We are more than teachers. Putting student learning/life skills as a priority. They are our future.
- I feel a superintendent needs to obviously have worked in a school setting. They need to have been in many aspects of education. They need to be open minded and be here for all staff. We have had superintendents who wouldn't know me if they saw me on the street.
- Needs to be seen in the schools, even if it is just to walk around the buildings and talk one on one with staff
- The superintendent has to stand by his employees and put them first. If employees do not feel like they are being backed up it will turn into a hostile environment and could cause many of the staff to try to leave.
- To show leadership, professionalism, and to be able to communicate with us when it is important and understanding
- Our new superintendent should be committed to the district, energetic, honest, trustworthy, and hard working. They should have an understanding about education and all that it entails as well as the financial piece of leading the district. We need a leader who will work side by side with us.
- Let people do their jobs and step in only if there are issues
- I feel there needs to be more accountability on Administrators. There seems to be a lot of leniency currently, which in some ways is good but there is a limit to that.
- Firm foundation, accountability, experience, and strive.
- Someone who truly cares about and appreciates all employees.
- The ability to see the whole picture
- He/She must really care about the kids in this community enough to start pushing them to take more academic classes. We need to prepare them for a successful future, not just getting a job at Cargill on the assembly line. The superintendent must also have high moral standards. I have watched the moral standards in our community decrease and we must improve it. He/She must be transparent so that the community doesn't think he is trying to push through something without everyone knowing about it. He must be a part of our community and get to know everyone.
- background in education, transparent, willing to be a part of the community
- Having a background in education is crucial, a definite must. Additionally, having a background in psychology/sociology would also be beneficial.

Parent/Padres

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

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

- Salt of the earth type of people. Hard work, honest, TRANSPARENT. For the most part people here help each other out anyway they can. Someone always has your back in Brush. We live by mostly traditional values. The progressive new way of thinking has little to no room. Men are men, women are women. God first, red white and blue.
- Good qualities about our community is that for the most part “traditional” morals and values are important. Being part of a progressive society does not rank high. Unity, honesty, and transparency are of high value here.
- We are a diverse community, that bands together on the important issues.
- Good things about our community to me is that we care for one another regardless of our opinions. We have strong values. Our community is a rural community and most of which care for the agriculture life style
- We are a diverse but highly agriculture community with a lot of good people with strong values.
- *small *supportive *conservative *we are different from the front range and would like to maintain that
- Brush is a good, small community. There are some wonderful people who live here and work in the Brush School District. Brush is a very supportive community for the most part.
- We have a good community but I feel they need more things for kids to do!! Even after school
- The community can be like a warm family or the hill people coming at you with their pitchforks.
- This community can be a very tight-knit community. They pride themselves on being small town, rural/farming community. There are deep roots here, and they take the school very seriously.
- The Brush community is an agricultural, politically conservative community that values patriotism, faith, and family. The community is about half Hispanic and Caucasian and very integrated racially. We value hard work, fairness, accountability, honesty, and transparency. We believe that family is most important and that the school doesn't exist to parent our children.
- Have have tight knit community has a lot of sports opportunities for kids
- Our community is a small town, closely know agricultural community. We have the full range of economic classes attending our school district which makes for a diverse mix that benefits all.
- It's small.
- Largely Christian values.
- Strong community, involved families, good kids
- Small town very family oriented.
- Brush is a supportive community that gives many opportunities to come together.

- Our is a conservative and we like it that way. Our is ran on the backs of farmers and ranchers and our kids are well mannered and aim to please for the most part.
- I love the parades, mainly when teams go to state or playoffs. The small town feel is why I stay !
- Fairly well connected. A lot of deep roots in the community (family heritage and family trees). Conservative and glad to be so. Over-all well-liked by residents. Charming.
- Small and hard working.
- Always supporting one another, many are tried and true Beetdiggers. Being a Beetidgger holds a sense of pride, endurance, intelligence, a high level of sportsmanship and respect for one another.
- Brush is a small town that is centered around integrity and pride. Family is a large focus of our community and so is the agricultural industry.
- Our community is strong, kind and fun. We have a lot of fun events here in Brush throught the year. Everyone knows everyone so it is a very friendly place to live. We have a lot of community events throughout the year so there is something to do every season. It is a nice, quiet place to raise a family. You feel safe here!!
- Ag community
- Brush is a conservative community that is passionate about the schools and the beetdigger history. There are very loyal supporters that want good things for the kids, the school and the future success of the community. Brush as a whole will rally when things are wrong or need corrected and continues to have faith the trust can be rebuilt with the schools and school administrators
- Small but growing conservative. Typically makes decisions based on "best for others-not for self". Financially responsible and should/need to get back at being excellent in this area.
- We can come together when needed. Many parents and teachers are supportive of the students.
- Close knit hometown feel that is supportive of maintaining a successful school district
- Good communication and treating everyone nicely.
- The community as a whole is very supportive of each other.
- Brush is a close knit community, we care about each other and our student's education and opportunities.
- It is there for all who need them. very tight and supporting but also not afraid to call someone out when something is not right.
- Tight knit and connected to one another.
- It's a good amount of family activities and low crime rate compared to where we moved from
- Its a small town that helps each other out when people need it. Small town feel
- Great kids, wonderful families, and strong multi-generational ties within the community and between the families who live here.
- We are a small town with great moral values! This town is an agricultural based town.
- Brush is a small town with a laid back agricultural lifestyle. People are friendly and welcoming. We are far enough from Denver to avoid traffic and other big city issues but close enough to enjoy special events and activities in the city if you want to
- Brush has a good hometown feel to it. It can be a very supportive and welcoming community. It has a good school system and is a good place to raise kids. The City Rec.

department provides tons of opportunities to kids to play sports and through the support of the foundations, keeps the cost down to a very manageable dollar amounts.

- Small town feel; community members have lots of school pride; lots of hard-working people in the community; many Christians live in the community; the area usually has mild winters and nice summers;
- My community tries its best to work together to make this a great place to live for our families.
- Great school community is always willing to go the extra mile for the kids! Always willing to help anyone in need! Come together to in good times and bad!
- It largely still holds traditional values, which is great.
- Small rural community with strong roots and belief in tradition. It's a great thing when embraced. Not a community very open to change and more modern ways.
- We rely heavily upon our law enforcement officers to keep us safe.
- My community has provided a safe place for my child to grow up.
- Brush is a small community that is very dedicated to children through school and sports. Brush is a conservative small town.
- The base of the community has conservative, small town values. Parents are willing to help out as needed and can be counted on to support their kid's activities.
- We are a small town and proud of students.
- Our community is growing rapidly. We desperately need a team player. Someone willing to listen and validate the opinions of parents, staff, and children in our schools.
- We are a close knit family. Conservative values with innovative opportunities. A willingness to support students in sports and other activities. Strong business support.
- Good kids, good teachers, and a close school
- Small town Safe We originally moved here because of the school district. Now considering leaving because of it.
- We are all a great group of parents and supportive of good changes for our kids.
- Brush has always prided ourselves on being a close knit community that provides a top notch education for our kids. Where students, parents , teachers and administrators all have one common goal.
- The community values family and youth sports
- We are all a great group of parents and supportive of good changes for our kids.
- Small and close knit
- Conservative family values hard working Responsible god loving people
- We are a small agricultural community with a lot of small businesses that support the schools.
- Es una comunidad segura, tranquilidad y calma.
It is a safe community, tranquil and calm.
- Close knit, kind

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

Díganos lo bueno de sus escuelas. (Esta información se utiliza para ayudarnos a reclutar candidatos de calidad).

- I believe staff are adequate but lack adequate leadership. The schools are not afraid in my opinion to leave room for faith.
- Our school have quality some quality staff but as with most places that employ many people, there are a few who aren't "on pace". I do feel that in the elementary schools, it is high priority for parents to be involved and always feel welcomed. It is encouraged for parents to be part of their kids education. Once they start secondary education, kids take more responsibility and parents are often less involved and less informed.
- We have a diverse school community as well. Kids are taught not to bully and be respectful and the staff supports these values even when the students are struggling.
- Teachers and Staff!! The teachers and staff are incredible in doing their best to make sure our students succeed and learn to the best of their ability. They care for the students and their safety.
- There are amazing staff and teachers who put the kids first.
- *smaller class sizes *teachers go above and beyond the classroom *school board is conservative and is working to protect our students from Colorado's curriculum and mandates *many teachers have conservative values
- Our school district has a beautiful high school and middle school campus. We are very lucky to have it. We have some very good teachers in our district that truly do care about our students and take an interest in their lives.
- I love that my son learns well! I think more one on one would be amazing for my son
- Our schools kind of suck.
- I think we do have good teachers and admin means well. I like that we try to move things forward but also realize a mistake if one is made. Our sports programs are the heart of the town, they need to be treated as such
- Brush is a racially diverse and very integrated school. We value student achievement and accountability. Many of our upper-level students attend Morgan Community College. Our excellent and creative counseling department has a balanced approach to parents and open communication with families. Many students seek support there. Teachers are encouraged to challenge students thinking not indoctrinate them. We want more encouragement for free thought. Our school's sports teams, music, drama, and other student activities are essential.
- Good sports opportunities for kids nice clean school
- We have great teachers, great facilities and great generational pride and tradition.
- Love the four day weeks.
- Willingness to do what's right even if it's unpopular. The way masks were handled during COVID what's practical, and common sense driven.
- Quality teachers, quality kids, such a wide variety of activities for kids and teachers alike to be involved in.
- Nothing lately
- Thomson Primary is a great school with great staff members. The staff truly loves their students and has their students best interests in mind.
- our teachers are a dedicated bunch and our Principals have either students who are in our schools or have graduated from our schools.
- My daughter absolutely loves school it is such a friendly place
- Dedicated, common-sense and level-headed staff. Good teacher-student ratios. Good tenure with much of the staff.

- Many home grown teachers and administration from the community. People that care about the students and community.
- Brush High School offers a variety of opportunities for our students in a rural setting. The Brush Secondary Campus is a pretty awesome facility that can be used in a variety of ways and can offer and does offer a lot to students and the community. A large portion of staff in the district were born and raised in Brush or in the surrounding area and have chosen to stay in the community to teach. These teachers and staff members are committed to Brush School District.
- The schools here are friendly, our students really want to be involved in everything if given the chance, we have great students here. School spirit is big, we need to keep that going and improve on it. We have great athletes, drama club is really doing great things, the band and choir is awesome, students are fun, we have a lot of clubs and activities for students to get involved in. Coaching staff is amazing for the kids they are positive and enjoy their jobs. Cafeteria food is good, great atmosphere for students and families.
- Medium sized classes Diverse population
- Thomson primary had amazing teachers. They put everything they have in to the kids The secondary campus is has a friendly environment
- Staff- for a small town, we have many district employees that are "home grown". This should be the root. Not saying we should not recruit from outside, because we should. Board-Hate to say it, but it doesn't feel you have the public interest first. I wish someone could explain why you never have a conversation with people that address the board during meeting. You listen and move on. Like it don't matter.
- I love many of the teachers.
- Our schools work best when given the opportunity to function as a traditional hometown school
- Always sending out information to keep us informed, staff make you feel welcomed, our students come happy home everyday.
- The buildings seem ok but need to be more proactive with maintenance.
- Most teachers within our district teach to make a difference in our community and our students lives.
- Being able to offer students college classes is fabulous. The student store is great when it is available to students. Being able to offer real life skills classes is great.
- Small classroom sizes, availability of technology, SPED staff at lower levels (k-5) work hard to accommodate the needs of students.
- MOST of the staff is amazing and do what they can to help students and families
- They take safety of the kids seriously.
- Great traditions, strong school culture (it is great to "be a beetdigger"), and many teachers and staff who have impacted multiple generations and helped train motivate and retain new quality teachers over the years.
- I like that we are small enough to really help the kids that need help in academics and social help. The high school level is great because we have different clubs that fit everyone's interest.
- Our schools are filled with excellent, experienced teachers who value students and prioritize their educational success

- We have some fantastic teachers and administrators that care about kids. We have some amazing facilities that provide great opportunities for kids. For a mid-sized school the variety of sports, clubs, CTE, and dual enrollment courses is pretty impressive.
- The schools seem safe for the most part; many teachers and leaders in the schools are conservative Christians; overall, the school leaders and teachers care greatly for the students.
- The Brush Secondary Campus and Thomson give all their heart to the students and community members. Beaver Valley needs some help with supporting all students but especially students that are IEPs and 504s.
- My kids are safe teachers care about their education and want them to do good!
- The teachers do a good job communicating with parents. You can tell they genuinely care about their students. Liberal agendas don't seem to be pushed on the kids as much as other schools.
- Small town where everyone knows everyone. That can be a wonderful thing where all students are engaged and involved. Teachers have taught multiple generations. Many graduates return to work in the school and throughout the community that needs to continue to keep the Beetdigger value and tradition alive. It's one of the coolest things about our small town!
- Good teachers, principals, and students.
- Our schools have excellent technology, some amazing teachers, and under the supervision of the last superintendent, is geared toward student success.
- Brush schools work hard to educate their students. It has a personal atmosphere because it is a small town. Most teachers, and administrators live in our community and this keeps them in gaged and involved with our students.
- The high school has excellent student body officers and student council with a hard working sponsor to lead them. Very good CTE programs with something for everyone- FFA, Culinary, Woods, Media to name a few.
- Our community is a tight nit community and for the most part the students and staff in this Community are close and show support for our schools and activities.
- Great staff at multiple levels. Thomson especially seems to have a culture everyone values. There are student successes at all levels and overall the culture of each school seems to be healthy or improving to a healthy state.
- Good kids, good teachers, and a close school
- Not much right now. Lack of qualified teachers and inability to retain the good ones. I feel like very few teachers are there for the children. Horrible grading system. What I like is the physical buildings and the space available and the new upgrades with the new schools. Newer technology. Gym space. Sports. School spirit. I feel like the school board is doing a great job at trying to help and truly care about the kids and their education.
- Children excel in Sports and Academics
- Amazing teachers and staff
- Overall, we have some great staff, just allow them to teach.
- Small and close knit.
- Great community support old fashioned values
- The high school & middle school building is new. We have an amazing softball coach & program.

- La mayoría de los maestros son muy buenos. Comida muy buena. Necesitan prestar más atención cuando un padre va a cuestionar sobre alguna situación, yo no hablo inglés muy bien y el día que fui a la oficina a hablar con alguien sobre el robo del dinero de mi hija me sentí excluida y sentí que no me tomaron en serio, quisiera que pusieran un poco más de atención en las familias de los niños que no sabemos hablar inglés.
Most teachers are very good. Very good food. They need to pay more attention when a parent is going to question a situation, I don't speak English very well and the day I went to the office to talk to someone about the theft of my daughter's money I felt left out and I felt like they didn't take me into account. Seriously, I would like them to pay a little more attention to the families of children who do not know how to speak English.
- Teachers that care

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

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

- He/she should definitely be made aware of what they're getting themselves into. Lots of damage has been done. * in my opinion has done nothing but lead other's astray. Transparency is not in the secondary campuses vocabulary. * little band of followers should absolutely be watched. Nothing is done unless it's to the direct benefit of * and his minions. They have no respect for parents, students and in most cases staff. Staff may say differently at times for fear of retaliation. They should also be made aware of the lies and deceit behind the photos that happened last year as well as the unnecessary tension that * caused between schools and the Brush Police Department. The list goes on and on. All this to say that most people in the community are incredibly suspicious of the ongoing and leadership or lack of, of the district. The person who steps in, will be stepping into rubble. However there is so much room to grow. As a community we would be there to support, encourage and lift up the right candidate
- I think the new superintendent should be aware that our elementary schools are not producing highly efficient readers, or even a large number of average readers. This should be a main focus. I also think the new superintendent should be aware of the issues between the secondary campus and the Brush Police Department along with any and all issues, in their entirety, that ensued when this issue arose.
- This is an economically depressed community. Most students have one parent who works long hours. There is significant substance abuse and broken relationships. Many children don't have coats, boots, hats and gloves, let alone the ability to learn. I think we do our best but this community struggles. I think that we need to take a hard look at our demographics and the social struggles of this community and consider as a school, how we can support this. I think our school has the tendency to be hard on students and punish them, when they really need accountability, nurture and reinforcement around prosocial behaviors. * used to do a good job of this when he was principal. I don't even think our school board understands how these kids struggle and they do not represent the demographics of the school.
- We are currently struggling with a divided district. In my opinion there have been things pushed upon the district that caused a lot of people to divide in our small community.

Another issue and maybe its more personal is that I don't want our district to submit to the states agenda and at times i feel we are pushing that direction. My hat is off to the school board for preventing this so far and fighting for our values that we stand for.

- We are trying to transition to a CBE learning system and it has not been the smoothest or easiest transition.
- *there seems to be a disconnect between what the school board hears from administration in regards to what the teachers, parents, and students are saying and bringing to them
- *there seems to be a fear of retribution among the teachers
- As a parent, I feel that the high school and middle school lacks leadership. I also feel that communication with parents is poor. I have heard that sometimes the teachers don't feel supported or that students run the school. I am also not a believer or supporter of the new grading system.
- Bullying, drugs, it's everywhere! More focus on the bullying!! More strict rules on bullying!
- The amount of money that has been poured into this district, especially superintdent salaries and the lack of results is startling.
- The town is very divided right now over policies. We need someone who will listen intently to the input of the stakeholders and make decisions based on public opinion, not just administration recommendations.
- We are a conservative community that handled COVID-19 well, with very minor disruptions to the kid's schooling. Masking was not required and our kids didn't suffer academically compared to the districts on the front range. Our school has followed community values and we do not support the "Woke" agenda, focusing on individual students not their pronouns. We believe that the school should not be involved in the sexuality or gender issues of its students. All students should be treated equally and respectfully. The community will not tolerate LGBTQ activism. We have a lot of spirit and pride, high expectations of student achievement while focusing on support and care. We want these values to continue.
- The district has had many changes the last few years and could use some continuity and stability.
- Police relationship, test scores, staffing not working, iep not being met and no iep director.
- There is a click or groups of families that will place their friendships above anything else. The superintendent stated they wouldn't make any rash decisions on school safety without having another option. Then cut the SRO program. The unprofessional response with the local police department was unnecessary and created a gap. Moving the schools backwards in time for safety.
- The riff left in the wake of CBE, the uncertainty left.
- Find anything besides Empower to help our children. Teachers, students, and parents cannot use it correctly. And the Banner of Success is ridiculous.
- Lack of leadership at secondary levels. Lack of communication at secondary levels. Lack of accountability among students at secondary levels. Students seem to be in charge at the secondary campus. Students have too much freedom at the secondary campus. Lack of support from administration among teachers.
- The community does not take well to change unless it is there idea.
- Keep it personable

- Financial challenges (always) because of community size. Some sensitive issues the past couple of years (cell phones, grading system, teachers) that haven't fully settled with some. City / SD challenges in the past couple of years.
- Strong leadership able to solve past and present problems.
- The only issue I am aware of is the clear tension between the police department and the BSC and their lack of PD staff to have a school resource officer. While many schools do not have this, it is becoming more of an issue with the woke parents.
- Professional Development has been mediocre for many years in the district, improving the quality of Professional Development should be addressed. Retaining quality staff and providing appropriate support and accountability to all staff in the district. The culture within BSC is negative and there is very little sense of community. Student and staff energy is low and boring. Custodial staff at Brush Secondary Campus does a sub-par job of keeping our building clean. This has been an issue since we moved into the building and continues to be a problem. It is sad that we have a new 70 million dollar building and the maintenance of the building is extremely lacking. If this continues, our new state of the art building is not going to last long.
- Issues within our district that you should be aware of are some staff being rude or bullies to students, yes bullied kids should never be put down by an adult/person of trust. Something I have never seen until the last few years and it seems to be "ok" within the school. Kids come to school to learn not to get put down by the ones they are supposed to trust and learn from. This isn't all staff just a handful but it has become a big problem. Students are not allowed to act a certain way but when staff does it the kids feel it is appropriate, but will get in trouble if they do it. I think we need to get back to being good examples and role models for the kids, treat others as you would like to be treated. Also if kids are not allowed to be on phones in school neither should teachers, being online chrombooks most of the time for classes has taken out the teaching part of school and a lot of teacher are just there. We need to be interactive and show these kids what they are learning and why. A little old school learning is a good thing, these kids spend enough time on screens.
- Diverse population. Low income families. Low English, science and math skills by all.
- The administration at * is weak. The office staff is unfriendly gossipy and rude to parents and students. There is an environment that the staff is more there to socialize than provide and education and support for students and families. There is no policy about bullying and the handbook is a mess that actually provides no relevant information just a cute print out that almost mocks the goals of education. Communication is poor amongst the administrators as far as updating changes to families. There is no mental health support despite mental health being a growing concern. At the secondary campus with the current administration student participation has greatly decreased. Policies and ridiculous enforcement of things that don't matter (cell phone) have taken priority over what really matter-student achievement success and participation. School is a jail where students feel they are retaliated against for speaking up. There is no accountability and no transparency. * Kids hate school they no longer want to attend events or be involved. * Schedules are never right games don't get scheduled. Buses don't get scheduled. *

- History- the person needs to understand legacy. Where did the beet come from and what does it mean? Respect the difficulties this district has gone through. But most important, understand the history and respect it.
- I do not care for the sped departments at beaver and the secondary campus. We love staff at an alarming rate due to low pay and high expectations.
- We need to boost morale and school spirit at all levels after a few issues that have brought angst among the community toward the school
- Not many in mind. They should focus more bullying prevention.
- The complete lack of communication and accountability. Everyone from parents, students, teachers and administrators don't feel like they are being heard until the bombard a school board meeting. Give them a path to get problems resolved instead of ignoring the problems. There are SIGNIFICANT problems at Beaver Valley and the Secondary campus. It's not surprising that no one shows up in the student section for games, or that the drama is so bad that there is no longer a cheer program. Teacher salary needs to be adjusted to at the least meet Fort Morgan so that we aren't short staffed. There needs to be accountability at the Secondary campus for the terrible roll out of the CBE program. Parents and students are being put through the ringer and it's like no one seems to care about any of these problems and just keeps ignoring them. Issues with CBE had been brought up for years at the DAAC level and ignored by the board and district administration. The schools don't reflect the community in the way that they should, the school needs to work more as a community and not just be against students and parents the whole time.
- The failed implementation of CBE. Our students achievement decline in the past years, some due to COVID. The struggle to employ and retain qualified teachers, teacher shortage is greater at a rural setting.
- Student comradery is non existent. Their is no student spirit because of the current micro managing. These students are supposed to want to go to a sporting event and have fun. They go now and are told to be quiet and not cheer because it will offend someone. CBE is a joke and has no place here. To many personal politics involved in school decision that needs to stop. The current staff under you needs reviewed. * should not be in positions of power to decide what can and can not be done with a student.
- Lack of SPED teachers in middle school level and professionals moving to other schools when staff is lacking. At middle school level IEP accommodations are not always followed.
- I have a huge problem with the way boces operates. They let my son fall through the cracks and I had to fight against them to get them to do their testings.
- My only issue is that when kids get put on a read plan and the student proves and works hard on trying to get off that read plan, such as scoring in the 98% high rate but is still on the read plan just so the school can collect money off of them. If they show they have improved a lot they need to be taken off the plan vs just collecting the money.
- There is resistance to change and a current group of staff, parents, and board members are pushing for a negative political agenda in the district. There have been past movements similar to this and those impacts can still be felt by many. Additionally, many currently feel like some positive changes were being made that would help recruit and retain teachers, and better serve our kids, but those that are so resistant to change have stalled

out those attempts and it feels like it is no longer a place that some parents would want their children being educated within.

- We are currently working on finding a new grade reporting system.
- As a parent I feel that the largest issue in this district is access and the ability to challenge and influence policy that I feel is detrimental to the learning of my children. I also feel that there is a lack of transparency and honesty at the administrative level (district and secondary campus). It has created an atmosphere of mistrust between active parents and administration which is not productive. It has recently been brought out into the open that many educators feel that cannot be honest with their opinions. (e.g. needing a 3rd party to analyze and present results from teacher surveys). There is currently no union which has allowed our district to remain conservative and flexible. However, I feel that teachers in this district do not feel they have a voice if it conflicts with administrative policy. As a parent who values the opinions of educators in the classroom, this concerns me greatly.
- We have adults in the community who have become very judgemental about the school district without knowing or caring about the facts. Unfortunately, some of these same individuals are on the board. It would be detrimental to all to make decisions based on one social group of misled and loud individuals. One of the biggest issues that our community and school district faces is not knowing how good we have had it during * time here.
- I've heard that some students at the older grade levels have very low reading levels. My students have reported that there is a high rate of vaping in the schools (Beaver Elementary and Secondary campus) and some drug use at the Secondary campus. There is also alcohol use at the Secondary campus. That is definitely not good.
- The only issues I have ever encountered are with Beaver Valley. They struggle with finding what works best for students, I feel they don't want to they just push the students out and parents pull them to go to different schools. Myself and many others have pulled our child out of Beaver Valley. I have one more child getting ready to approach 3rd grade. At this time unless there are changes I will not be sending my last child to BV.
- Bullying, helping our students become better, getting more teachers in our building that are actually qualified,
- There has been friction between the Brush PD and the schools. It would be good to see that relationship rebuilt, which requires effort on both sides.
- There needs to be a reset throughout the district that works its way from the top down. Positive leadership that lets teachers know how valued they are. People with strong support and leadership, who feel valued, will perform better and the entire district will benefit!
- The law enforcement issue that brush schools cannot seem to get over.
- The board has members who have their own agenda; members who hold secret dinners with teachers and members who openly state that student equality is not important. The administration in more than one building has a shaky culture amongst staff at best and while there are good teachers, teachers are only as strong as their leadership.
- The new superintendent is coming into the division of changing our grading system. This issue needs guidance with listening to our teachers, parents, students & school board.
- Need to repair community and staff mistrust of current direction of education- CBE seems to be an unrealistic educational goal for our small schools and for quality teacher

retention. There has been a fairly good relationship with the City of Brush Rec Department that needs to be encouraged.

- This is NOT a private school and whoever comes in needs to make sure they communicate to parents and students well before making decisions. If you put students first they will appreciate it and grow. They deserve to be listened to.
- The new superintendent needs to be aware of our current CBE program and empower program. He or she needs to be aware of things within our schools and things that have happened and are currently happening. We need someone to reconnect our parents and staff mainly help rebuild the trust within administrative staff and students. * has done amazing things however parents and staff have been left in the dark the last several years. We need these relationships rebuilt. Someone our Teacher are not afraid to speak to.
- 1. Navigating the next best steps for competency based learning. Do we change traditional report cards, or keep grading the same? 2. How do we transition students between each campus with success? Thomson to Beaver Valley, to Secondary Campus. 3. Student behavior in the classroom - can we give teachers/principals more authority to navigate disruptive students? 4. How do we encourage reading at grade level and above? 5. There is a high need for PERA's but the pay is not competitive - how do we address this? 6. Teacher shortage is an issue what are the creative ways we can navigate around this?
- There are several members of the school board who have an agenda and it will be a problem without a strong superintendent that doesn't know how to control them. People other than education professionals within the community fancy themselves experts. This is not the case. Change is a hard sell in Brush. No matter what you do it will be met with resistance. Stay the course and implement your plan. Teachers and administrators are your best advocates. Get them on board and keep your word you will be fine. People in Brush have in the past felt the direct line to change was to circumvent the chain of command and go directly to the board or Sup. If you don't revert to chain of command and trust your people to handle it, you will lose them. Lose them and you will be sunk.
- The problem with teacher retention. The grading system that alot of parents are not liking. Lack of communication between schools and parents. This district needs a complete overhaul at this point.
- Safety safety safety, I would like to see security on campus at all times. I would like to see children be given access to cell phones in emergencies situations.
- The new candidate coming into the district in my opinion will be coming into a somewhat of a messy situation. The district administration has been attempting to switch to a competency based education system but it hasn't been handled the best. Parents are frustrated with the lack of communication and I would assume teachers and parents alike are frustrated with not having a clear implementation plan. Thankfully the school board has kept their ear to the community and have stopped some of the components that have been most confusing but sadly that was after alot of district money was spent on them. I also think our district administration lost sight of what our kids needed and it was all about making changes that didn't keep their best interests at heart. Thankfully we still have amazing educators that are doing what they always have done.
- School District needs to mend things with families and the City of Brush. We need to get back to regular teaching standards, remove competency program. Fix things with the City of Brush, put south road back at Secondary Campus, renew SRO program.

- Some families are not happy with the current superintendent. This may be residual until the new superintendent proves they are different
- Help stop cbe move on and forward the community has spoken time to move on
- The implementation of the CBE/Empower program into the middle & high school has not gone well. There are a lot of parents that are not happy with it & they have lost confidence in school administration. The parking lot & pickup/drop-off at the new middle/high school are so congested & is a nightmare. The district needs to put back the street that they took out on the south side of campus.
- Odio la aplicación de empower, no sé cómo usarla y por eso mismo no se como darme cuenta de las calificaciones de mi hija, si tuviera la opción regresaría al uso de Alma. I hate the empower app, I don't know how to use it and that's why I don't know how to check my daughter's grades, if I had the option I would go back to using Alma.
- The school district and the city are fighting about several things. The school district has been less than proactive and open.

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

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

- A businessman/business woman. HONEST, firm but fair. Credentials have now proven themselves worthless. You either are a person for the people or you are not. Total transparency. A true leader, a servant for others (one that serves). One that builds others up. Not afraid of work
- I feel the new superintendent should not only be able to advocate for the best possible education for our children, but also be able to care for and seek relationship with the community. Brush needs a business person of sound mind and honest heart, not a dirty politician.
- The ability to understand the economic struggles of our students and families, as well as the ability to promote accountability and academic excellence. Not an easy task.
- Skills I feel they should possess are strong communication skills; the ability to handle conflict and find a solid solution. They should also be Godly and Faith lead with good family values
- Communication skills and the ability to handle conflict professionally. I would personally like to see someone with strong core values who puts God first.
- *good communication *good mediator *good business sense- it might be interesting to view this position from a business person's view versus someone immersed in education *approachable *conservative values- not looking to bring the front range to Brush. Not looking to immerse our kids in "progressive" ideas or curriculum
- I feel that the new superintendent needs to be a very strong leader. One that isn't afraid to make some changes in our school district. One that is willing to mend a relationship with our police department and our community. I would preferably like a superintendent that has experience and someone who has experience working in a similar size school district.
- Knows how kids work! And a heart and passion for kids!
- Working with low-income communities should be among the qualifications.

- An outgoing, charismatic, strong leader, sports lover, love of the community, maybe even ties to the community or at least rural school districts. I don't think a big city type person would be successful in this district.
- The superintendent should value our community values and have a balanced, measured approach to dealing with staff, students, and parents. We do not need a micromanager but a leader who encourages leadership, excellence, and accountability with our staff. We want a forward-thinking leader to help us navigate our students' academic growth. We experience significant poverty in this community and need a leader to support positive growth and achievement for all our students. We want to value our teachers and staff, students, and families.
- Genuine, open-minded, community oriented, willingness to listen to parents and students.
- Willing to work with the family and students of the school, over the general community.
- I believe they should have integrity, common sense approach to educating. Understanding the schools responsibility is to educate our children without political motivation or bias. Someone with private school experience might have a great understanding here.
- A champion for current beetdiggers, and those to come.
- Listen to the parents concerns
- Bold. Brave. Not afraid to make changes. Not afraid to "ruffle some feathers." Leader, not a politician.
- They should adapt to our school district and not expect the community to adapt to them.
- Do they care ? You can't teach care! Genuine, happy. Back to the basics this is a foundation for life
- Humility, collaborative, conservative (morally, financially, politically (just being honest)), amiable, inspiring, solution-oriented.
- Able to bring opposing groups/ideas together to a common solution all the while managing all the facets of the School District.
- Being open to new ideas while staying true to Beetdigger legacy. Have a good working relationship with the students. Supporting your teachers. A sense of humor. Want the best for the students. Support the extracurricular activities that are not athletics, i.e. FFA, music, FBLA, FCCLA, etc.
- The new superintendent needs to be transparent, approachable, value integrity, and have a quality improvement mindset. This district doesn't need to reinvent the wheel and create another new system of education, but needs to work on improving the quality of the systems in place that already works, but can be done better. Business mindset and the ability to use financial assets and budgets to do what is best for students that is centered around education and producing students that can be success contributing adults after they graduate high school. The ability to follow the policy and procedures of Brush School District.
- Good communication, leadership and experience are good qualities. I also feel problem solving as well. commitment, someone who will not settle but go above and beyond to make this district great. flexibility and being transparent as well. Skills--I think they need to be strong leaders, decisive, dependable and have integrity I feel they should also be a good support for teachers, staff and the community. be a driven, hard working person who is not just at the DO but part of the activities in the schools, involvement with students and staff. allocation of spending so it goes directly to programs for students. I

feel students need to be the focus here lets showcase all the amazing things these kids do and there is a lot.

- Speak Spanish and English.
- Open honest motivated leader ready to make staffing change and hold current admin and staff accountable for things that have been allowed to be overlooked in the past. This person has to be ready to work and improve trust and relationships in the community. Understand past conflict. Be willing to work with PD and the city on student safety issues. This person should not be an internal candidate because nothing will change
- Understanding how important an open door policy is. Not just for employees. For the public. Needs to be a great...again GREAT at team building. Work with agencies within Brush, county, and State. Create a lasting foundation. This district has been through a lot. We need care and consistency.
- I think having worked in the classrooms especially sped rooms would be a huge benefit. I would like a superintendent that was less of a politician
- Allow our school to succeed in a traditional school setting while bringing back traditional school spirit pre-covid
- Make Brush even a better community.
- Someone who is willing to listen and make appropriate changes, not just ignore the problems. Saying "it is what it is" is something I never want to hear again from a superintendent. We need someone who is willing to roll up their sleeves and get things done even if a few people get hurt along the way, if it's for the good of the school.
- Have knowledge of best practices for maximizing student learning and supportive of teachers. Be an effective communicator, flexible, student focus, and good listener open to different perspectives. Someone that is not afraid to take risks, but weighs in on the impact of the risks. Someone that has a clear vision for our district and that collaborates with stakeholders to make sure it is a shared vision and works on achieving goals implemented.
- Needs to be involved in all and understand all changes happening. when asked about these changes they need to be knowledgeable, not say i don't know. Needs to be fair and not favor a certain political side. you can have your beliefs but do not push your beliefs on my child. It is your job to teach both sides.
- Open and honest. Would be helpful to have an understanding of rural areas and the issues and benefits of these areas.
- They should be for the students and back their staff unless their staff is clearly not doing their job.
- Takes the students and parents thoughts into making choices for kids. Caring and is willing to set inside the classrooms to see how the classrooms are and willing to check on teachers.
- A clear vision for the future. A commitment to teachers and staff, clear communication, and transparency with the community and parents.
- Get to know your community and school and the ins and out of it. Having an open mind. Our superintendent should have a background in education. I feel that's a key quality for a successful superintendent.
- A superintendent should be accessible to parents and his/her staff and have an open mind when assessing issues as they pertain to student success. A superintendent should be willing to provide a pathway that point to success after graduation from BSD for students

on the certificate of completion, diploma, CTE and college tracts. They should value academic success (at all levels) above all and work to promote student exposure to ALL opportunities available to students after they graduate high school. Finally a superintendent of this district must be able to work with our school board to stand up for our conservative, small town, eastern plains values in a State that works daily to disassemble those values through legislation and policy.

- As CBE has become a divisive topic in our community, and divisive largely based on misinformation spread by the friends of a few board members, a key quality would be experience in working with major curriculum and instructional projects. It's a tough position for a superintendent to be in because they are the one employee of the board, but developing the people on the school board to become better leaders in education is going to be key moving forward. I don't know how we get the current board to understand how powerful what they say and do during board meetings can be to the morale of school district staff. Recently, the impacts they have provided have been quite negative impacts. It might be incredibly helpful for the board to stop having negative impacts and start using that power to promote the great things we have going on in the community and district. We have administrators to run the schools and superintendent to run the district. They are actually really good ones. We have seen what bad ones look like in Brush. Let them do the job you hired them to do and listen to them.
- Truly listen to the teachers, community members, students, parents, and all others in the school district. Learn about the people and community before making decisions for the district. The superintendent should have a good understanding of and perhaps even love of the rural way of life.
- I feel the superintendent should have an education background, great communication, and listen to the concerns of staff, students, and the community members.
- They should have worked in a school setting before. Work well with kids parents other teachers be open minded not one person is the same
- A strong moral compass and the fortitude to stand by it.
- The ability to lead but also listen. An outsider can not come in and try to change everything. There are so many great and unique things about our community. Those things need to be understood and built upon to strengthen our district. The support of your alumni and community is huge. Lean into that not against! We all want the district to thrive.
- To have experience in scandals, remedy situations, have educational background, talk to the parents.
- A background in education or psychology (this has proven beneficial in the Cherry Creek School District in administrative positions), someone who is interested in staying in a rural area, someone who believes in equality, and lastly but with the utmost importance, someone who exhibits strong leadership skills and authenticity.
- The new superintendent needs to be invested in our small conservative school district. They should have a background in education & be able to work with administration, teachers, students, parents & school board. They should want what is best for our community not for themselves.
- The skills should include not only a good business mind but also the ability to hire good, competent people in the admin and director positions. They should also be able to make the tough decisions based on solid information, while having the tact to relay the

reasoning to others. They should also be more conservative in their views to best represent this school district's goals.

- Be here for the students and what's best for them.
- We need someone with a background in working with a wide range of ethnicity backgrounds. Someone with empathy. Someone who has several years of experience and someone who has worked in somewhat of a larger district. Not anyone local.
- Servant Leadership Willingness to roll up the sleeves and dive in when needed Works well with all stakeholders in the community (especially the city manager and chief of police) Using Accountability measurements to define district success Sharing the vision of the school board with the community PR/Community relations strategy and plan
- The new superintendent should be open minded and willing to hear ideas from all areas, not just wanting to push his/her own agenda. This person should have the students' best interests in mind when making decisions/changes.
- Strong Education Background Previous Experience in teaching, administration. NO POLITICAL AGENDA Interest in change and innovation. Interest in long term develop of the school district. Not a job hopper.
- Open minded. Support both parents and teachers in all of their concerns. Be active in the classrooms. Know what is going on in the classrooms. Interaction with the students. Have instructional knowledge. Help the teachers learn and grow and appreciate their jobs. Set a high standard for the teachers being employed. Ask input from all parties involved before making decisions.
- The new superintendent needs to listen to what we as parents are asking for.
- They have to be opened minded and have the ability to communicate effectively. We are a small community and when something happens no matter how small it spreads so having a leader that is not afraid to effectively communicate is huge. It would also be nice to have a candidate that has recently worked within a school building. I think that some superintendents have either not been in a classroom or have lost touch with one and they forget that every decision no matter how small can have a huge impact on the educators we expect to implement them. The teachers are the heart of education system and their voices should be heard more loudly then most. Also a candidate that is not afraid to stand up to parents when needed, sometimes parents think they can call the shots and have been allowed to in the past but someone that isn't afraid to ask them to step down when needed.
- Honesty, Integrity, kids first over "getting your way", stop trying to re invent the wheel, transparency.
- The new superintendent needs to listen to what we as parents are asking for.
- The ability to listen to parents' requests about our childrens' education. To listen to community concerns and act on them
- Conservative values people skills to work well with the community and the ability to listen to his constituents Questions 5 should also include tax payer / investor
- They need to have a conservative mindset, understand what a small town & ag community is like & not be big city thinkers. They need to have common sense, be honest, caring, & want the best for the students and not have any personal agendas.
- Respeto, responsabilidad y paciencia. Respect, responsibility and patience.
- Integrity, education minded

Student/Estudiante

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

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

- They are very conservative.
- Our community values what is good, just and moral in life we are not interested in keeping up with what the big cities are doing and failing their kids in their schools.
- Great Library, activities, City Rec, school sports

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

Díganos lo bueno de sus escuelas. (Esta información se utiliza para ayudarnos a reclutar candidatos de calidad).

- I like the size of the classes and the teachers.
- I believe for the most part that the staff are dedicated their students and have their best interests at heart.
- I like the different choices of food that are offered
- Art, new school, Fridays off

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

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

- Our community values traditional values.
- IEP not being followed, teachers hating their job, Not having proper educated staff.
- Back packs should be allowed for all secondary campus, not just high school grades. Empower and competency learning is too hard to understand, makes learning harder. Bring our parents back, we don't all learn the same. Bring the SRO back

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

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

- Listen to what the community wants not be influenced by outside interests
- Open and honest communication.
- Open, friendly, honest, likes small towns and don't need to change everything. Someone new

Teacher/Profesor

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

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

- Small town, tight knit, supportive community members, very traditional and conservative.
- The Brush community has a very strong agriculture background. Sports is also very important; however, we take great pride in entrepreneurs that seem to stem from our high school elective and CTE programs.
- Friendly, small so people know and remember everything about others, Helpful
- The Brush Community is a conservative community with strong family values that supports a strong academic education. We are a small town that offers a great quality of life.
- 1.Great recreation department that supports our school and works with our students. 2. Small community that is not far from big city activities. If you like to occasionally go to a professional sports game, it's only 1 hour away.
- Brush is a small, but supportive community. Class sizes are generally smaller, so each student gets more attention in the classroom. There is also a great rec department in Brush that supports our students outside of our school.
- Brush is the real life definition of small town America work with and for each other. In addition the community will never hesitate to put their resources and expertise to work for the students and staff of Brush schools.
- Friendly and caring community.
- Close-knit, decently diverse, strong interest in small businesses, very cute.
- We live in a small community that naturally promotes strong and close relationships. This unites families in all areas of their lives, not just in school.
- This is a small town community with a diverse cultural and ethnic population that is accepting of all kinds of different lifestyle ideals.
- Brush is a close-knit, friendly, welcoming small community.
- Brush is a tight-knit community with a good "small town" feel. Brush is a very welcoming community with a lot of potential to be great. For the most part, everyone in Brush supports one another.
- Our community is very tight and critical. Everybody knows each other.
- We have a hard working community that is proud of our Beetdiggers!
- Brush is a fairly safe community. It supports our schools. Although it is limited in community offering, we are close enough to other communities that we can share theirs.
- We are a friendly and family-oriented town.
- The community is friendly and is willing to stick together in times of need. Most of the community is respectful of education as a whole.
- The community is tight-knit and friendly. We are not far from major metropolitan areas. There are many opportunities to enjoy nature with our regional reservoirs and town parks.
- The Brush community is very close knit, and the center of this community is Brush High School. Having been born and raised in the Brush area, and attended Brush High School, I truly feel like I am a part of something that connects me to many others in the area.

- There is a tight knit, multi-generation connection within our community, lots of people know people/families, went to school together, raised their kids together, etc. It helps keep people living here and also moving back here to continue to be a part of that fabric.
- This community is like an extended family. I enjoy seeing familiar faces around town. The 4th of July parade and rodeo are better than any other in Northern Colorado.
- We are a small district in a rural setting with a strong value system. We have a great recreational department for kids, a fantastic library, and only one stop light. We are a multicultural community that has a high hispanic population.
- Small, hometown feel. Welcoming.
- This community is very close knit and personable. People are always looking out for one another and helping each other. This is a small town with classic old fashioned values and the people here are down to earth, they value someone who can be straight up with them, and transparent in their dealings.
- People truly care about each other and take care of those in their community.
- Brush's community is very supportive and welcoming.
- Brush has a small town atmosphere with the convenience of being close to larger communities for more extensive shopping, entertainment, and health care options when needed.
- It's pretty united regarding our schools. Parents very much support extra-curricular activities. For the most part, people support the schools and the school district. Parents are involved in some ways but can be involved as much as they want.
- Good people. Good kids. Good place to live. People are proud to be BEETDIGGERS!
- Brush is a small close knit community that takes pride in our schools and students.
- Our community supports our public school system. We have some nice offering in terms of academics and athletics for a school/town of our size.
- Brush is a small town with small town values. It is a close net community.
- I am still pretty new to the community and don't live in Brush, but from what I can tell, it is a typical small town community that supports its schools, helps where help is needed.
- The Brush community is a wonderful small town to raise a family. There is plenty to offer families in terms of jobs, recreation, faith-life, hobbies and great schools for kids of every level. The schools provide a strong hub to hold the community together.
- It's a small town that a lot of parents want the same things for their kids for education. We like the small town vibe not the big town/front range type of feels.

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

Díganos lo bueno de sus escuelas. (Esta información se utiliza para ayudarnos a reclutar candidatos de calidad).

- Very diverse, lots of rich tradition and history, great students.
- First, our students make our school AWESOME! We have great kids. Yes, my kids attend this school; however, as a teacher, I continue to enjoy my classes everyday. Our kids have lots of amazing choices beyond the core classes. Whether that means they take advantage of the many community college class options, the advanced classes offered by incredible teachers, or the CTE options with top-end classrooms equipped with technology and equipment to prepare them for a bright future once they graduate. As a

parent, I love that my kids get to learn in an environment that has been designed for success. I also value the fact that they have all of the values that a typical rural school holds but with more options. Brush is unique in this sense because it is big enough for many class options, but not so big that kids get lost in the mix of the day-to-day craziness.

- Quality educators, opportunities for gifted students as well as students needing extra help. Teachers are well versed with standards,
- We have great teachers. We are also fortunate to have many alumni return as teachers in our district. Not many districts can say that their teachers are comprised of former students. We value a standards based education that is innovative and directed towards developing students who can be effective in the workforce and community.
- 1. Medium sized district with a great recreation department that works to support our students outside of the school day. 2. CTE programs at the HS and MS are very important and we have this built into the schedule. 3. Thomson has a great staff and leadership that does a good job building a foundation for students to succeed. 4. We have a commitment to keeping class sizes/student to teacher ratios down
- I believe that our Thomson building does a great job of building an educational foundation for our beginning learners. I also believe that our high school and middle school have some really good CTE programs.
- Strong educated teachers Multitude of learning opportunities and experiences for student
- Good teachers,hard working staff.Safe environment in school
- There is a very close community, freedom for educators to teach what they find is best for the students, and focus on vocational schooling.
- Our school are staffed with caring teachers, paras, administrators and support people that truly want our students to get what they need to succeed as adults.
- Very few serious behavior issues. Wonderful student who work hard and genuinely care. Students have been showing above average growth.
- Thomson Primary is a well-ran school with great employees. Every staff member at Thomson truly wants the best experience for their students; students feel loved and wanted.
- The teachers and administrators at my school really care about the students and each other. Beaver Valley have the best Principal and Assisting Principal. Our teachers are the best. Willing to walk the extra mile to help each student as much as possible. They are all very professional and excellent communicators. I do not wish to work in any other school.
- We really do have a great culture of students that are respectful. The staff gets along, and enjoy each others company.
- Our classes are small. This gives students more opportunity for a more personalized education. It also allows for more students to partake in extra curricular activities. My own children were prepared well for furthering their education.
- The teachers care about their students and work very hard to help all students learn and do their very best.
- Unity, common purpose, drive, order
- Brush school district has quality educators and principals. We strive to provide students with an excellent education, with compassion for students and committment to the learning process.

- The school district genuinely cares about the students. I appreciate that they are trying new educational strategies to connect to students in different ways. The staff are highly involved in the community and in the lives of the students, and want what's best for every kid. The opportunity to take woodshop, agriculture, and other elective classes is something Brush has fully invested in while other schools are getting rid of these type of classes. This helps connect with the students who may not otherwise do very well in a classroom environment.
- Dedicated teachers, students take pride in being a Beetdigger, small class sizes foster positive relationships (student/teacher), no cellphone use allowed, strong extracurricular offerings (clubs, sports, vocational groups)
- There are many veteran teachers who are deeply committed to this district and help to instill a deep connection and commitment by the new teachers to the community. There are also many teachers (of varying experience) who are not afraid to try new things and continue to learn and grow in the science and art of teaching, helping to keep a growth mindset that serves to better meet the needs of our students. The student culture ("being a beetdigger") is a strongly held belief and one that all schools uphold, build, and hand down to the students until graduation and beyond.
- The good things about the Beaver Valley is that there are a lot of hard working teachers and administrators that focus on data, communications, and support with resources. The students are awesome and we all work together as a community.
- Our teachers work their tails off trying to help students. We have spent a great deal of time at the elementary level understanding the science of reading to better help our students. We have a robust MTSS system in place and truly believe that each student can grow. We have always been on the forefront with technology and offer technology class in grades k-5 at the elementary level, with certified teachers. We have strong administrators in our buildings. We are very adept at analyzing test data. We have a 4 day week! We have spent 6 years working on a Competency Based System and put in tons of hours to make it effective.
- Student focused, dedicated staff.
- Our schools show the same close knit relationships, values, and grit of the community. The school district in this area is known to be a leader and make their own innovative decisions. The district seems to pursue the newest and most effective standards of education, and other districts will sometimes look to Brush to see an example to follow.
- Many hard working teachers who care about students. Students as a whole are great. We have a beautiful facility.
- Brush schools aspire to cultivate students with a holistic and well-rounded approach to education, fostering enthusiasm not only for academics but also for athletics, extracurricular activities, and community service. Our goal is to instill in students a passion for learning, a commitment to physical well-being, and a sense of civic responsibility through active engagement in volunteer work.
- With only 1 school for each age grouping, communication and consistency within the grades and between the grades is easier to maintain. Teachers tend to be dedicated to the students and the community.
- Pride in job (no matter what the job is); Organized; Rigorous; Has obtained Academic Growth; Very Hard-Working Teachers and Staff

- I like the people I work with. I like the paras, teachers, secretaries, counselors, and admin. This school cares about the people that work here.
- The staff care about the students and are constantly striving to improve learning outcomes
- Thomson has a great staff. We are committed to learning and growing as a staff to meet ever-changing student needs. Our kids enjoy coming to school. They see it as a benefit and a supportive place to engage in learning.
- Brush schools are supportive and encourage growth for students.
- At the primary level, the teachers truly care about the kids. They meet them where they are at and differentiate their instruction to fill the educational gaps. They work well as a team. Parents feel welcome to be in our school.
- All 3 buildings provide excellent facilities for each grade level of students. Thomson Primary is an excellent place for kids to begin their school journey. We offer a very strong Preschool program. In Kindergarten-2nd Grade we offer small class sizes with outstanding primary school teachers that understand best practices for our youngest learners. Students are offered excellent academic education along with Specials classes in all of the Art; Music, Art, P.E., Technology and Library. The administration in the school is also outstanding.
- They take good care of children safety. The teachers have a caring heart for each of their students.

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

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

- Issues surrounding the implementation of CBE. Many staff members at the secondary campus are openly against the implementation of Competency Based Education and have openly stated so to administrators and the school board.
- We have a staff that is greatly divided. With the combination of Competency Based Learning and poor leadership, our staff at the secondary does not feel that we can trust many nor will our voices be heard. We have willingly worked diligently to implement CBE and found that the system is flawed and not what is best for our students. We need leadership willing to consider all points of view before making decisions. This leadership must be willing to "walk the talk" and truly lead. We have a great staff who will continue to make amazing attempts to prepare our children for a successful future.
- High number of low level learners, hard to recruit teachers and retain them, other districts very close have higher salaries,
- The Brush superintendent must be able to see all perspectives. The current administration only lets the superintendent and board see "their" vision and goals for the district. The staff, parents and community have been left out unless they align with the administration's goals. The majority of the BSC staff are against CBE and have not had a voice until recently. The administration is unwilling to see the other side of the issue. We are told we are still implementing CBE in the Fall of 2024 and we need to be ready. We need a superintendent that is willing be critical of the data the current admistration is porporting in support of CBE. Most of the data has been spun to fit the narrative of

supporting CBE rather than what is really happening in the classroom. The superintendent will need to be aware that they will need to take into account all stakeholders in this issue and not just listen to administrators. This is not just about the administration or the teachers. All stakeholders need to be heard including the parents, students and other community members. We have produced many successful students that have become very influential and prominent leaders in our community and nation. Prior to this CBE initiative we had a solid standards based system that was not "broke."

- 1. There is a disconnect between the police department and district that needs to be fixed.
- 2. Discipline needs to be addressed at the MS and HS level. Some of the teacher frustration is being afraid to hold students accountable to what is said to be done.
- There is a lack of leadership and communication at the high school and middle school. There are some teachers that feel like the students "run" that building. Also, there has been a disconnect between the school, the community and the police department in recent years.
- The teachers need to have a stronger voice when it comes to issues addressed by the board. Currently the administration has an open line of communication with the superintendent and the board.
- A big problem at the Brush Secondary Campus is the continually "pushing" of competency based education and empower. A survey was taken that showed over 50% of the staff was not in favor of either of these two agendas, however the administration continues to push these two issues upon the staff even after the board voted to put a stay on these issues. The staff is becoming very frustrated with what is occurring. Many staff members are extremely upset that the administration at BSC will not let Competency based education stop!!!
- A lot of concerns from all sides with the development of CBE, loss of trust with staff and parents, and a severe teacher shortage.
- This district needs more accountability at all levels. Administrators need to have more guidelines and expectations with accountability so that they do not gain too much freedom and power to do whatever they would like. Administrators need to hold teachers more accountable so that we are a district that not only hires, but PRODUCES quality teachers. I truly believe that we need to have a teacher field training program that all new hires, and probationary teachers, are required to pass successfully. Have a state required bachelors degree is essential, but we cannot dismiss the fact that teachers still need support when they step into the classroom and have to not only teach academics that produce growth, but manage classroom behaviors in a way that creates an engaging and comfortable learning environment. It is truly an art to teach effectively, and we can set ourselves apart as a district when we help show every teacher their full potential and hold each other accountable. We also have a lot of positions within this district that need to be reevaluated for their usefulness and decide if the money spent on that salary would be better suited to add more classroom teachers and decrease class sizes.
- This is a unique community and all of its diversity needs to be embraced/respected with equality.
- There has recently been some friction regarding CBE and Empower among all stakeholders.
- The lack of leadership at the secondary level. The students at BSC have far too much power that often overrides the teachers and what the teachers expect of their students.

Lack of discipline at BSC. Students have way too much freedom. They are CHILDREN and we are treating them as though they are college students. Too many people are in charge and have a lot of power at BSC. Evaluate positions throughout the district and recognize if they are valuable or not. Quality of teachers across the district. Hold teachers and students accountable.

- Not all the schools operate the same way or have the same level of commitment and responsibility when it comes to making fair decisions that will affect students or staff directly. Not all administrators listen to both sides of the story when a complaint is brought to their attention. Not all administrators exercise the same grace, support and benefit of the doubt that was placed upon them during their bad times with the rest of the staff. *
- Brush is a great place to live and raise a family. We have had a lot of controversy over CBE. Some love it, others are open/tolerant to the idea, and some despise it. CBE doesn't have the full support of the community/parents. We recently had two administrators placed on paid-leave. The incident made national news, but was resolved and both administrators faced no charges.
- We would like honesty and a vision for the future that the community can support and will serve our students in Brush school district and beyond.
- Look to your staff before making decisions. You will have years of teachers who have a wealth of knowledge about primary students and what works best for them.
- The BOE is split and it is not very functional. They need a lot of training on what a board is allowed to do and supposed to do. Multiple members on the board have their agenda that fits their family and not the overall needs of this community. The Brush BOE is very dysfunctional.
- There is conflict regarding continued implementation of competency based education. Many educators and staff are not in favor of continuing with competency based education implementation.
- The parents and community are very passionate about the education their kids are receiving, and will often be outspoken and abrasive if they do not think the correct thing is being done in the schools.
- Certain members of the board seem to have an agenda to force their religious & other personal beliefs into the public schools. They have expressed a disdain for equitable education practices and have consulted with a controversial extremist attorney. Also, teachers have spent several years training for CBE, and the board recently pulled the plug, with no clear plans about what we'll do in the future.
- Currently, there seem to be some board members who are attempting to push their political agenda through their positions. Also, there seems to be an unfortunately growing number of staff members who are resistant to change and do not want to grow in the profession of teaching, yet also do not want to leave the district and therefore have stalled out any growth or changes that need to be made to better serve the kids. Additionally, there is a history of some past administration, superintendents, and board members who have stalled out past efforts to change and adapt for the betterment of our kids and therefore kept Brush from moving into the 21st century successfully, thankfully most have moved on from Brush but the experience has made lasting impacts and left a bad taste in many mouths and kept many from feeling supported or valued. While many traditions and traditional methods are valuable, not all need to be kept and maintained

forever and there needs to be a balance found to be a successful district. Brush already pays much less than other surrounding districts (that probably won't change) but there have been other things that are positive and enticing for new teachers to come here, if this current movement continues to grow, quality veteran teachers will not stay and no new ones will come our way!

- As a superintendent they should be aware of the necessity for being present. They need to be updated on all perspectives of the CBE processes, standing of various groups, and any information from the past 5 years.
- We are struggling to recruit teachers and have some large class sizes at the elementary level due to this issue. (I know this is a nationwide issue). The majority of our secondary campus is not in favor of a Competency Based System whereas the majority of the elementary level is in favor. There are secondary teachers who have known about CBE for the last 5 years and refused to do any work to help make the system effective, therefore, we are now at a standstill. Our test scores on NWEA are not fantastic in reading or math and despite the new curriculum and lots of pd around reading we have not seen the growth we would like. Our enrollment at the elementary level has dropped but I am not sure about the secondary campus.
- We don't want any BS. We don't like cliques or the good ole boys system. People need to be honest and have positive intent. There is much speculation and controversy about the competency based grading system. Whomever takes this over needs to be able to envision how this is going to affect students in the long run. Logistics need to be considered in how this grading system is affecting the students in the long term and what their educational journey looks like at each level of competency, at each grade level. I do not believe that previous implementation of competency based grading took the journey of the individual student into consideration, nor did it have a logistical plan for what to do with the students physically or socially/emotionally that were not meeting the standards.
- The divide that has been placed between teachers and administration. The unwillingness to have discussions and just leave it at "my way or the highway" attitude. Administration is invisible. The lack of trust in every area-- between teachers and admin, parents and admin. School culture is very low.
- The Brush School District has embarked on the journey of competency-based education, a direction that I find myself uncertain about in terms of its suitability for our students and community. Additionally, there appears to be a notable absence of collaborative decision-making processes, where the valuable perspectives of teachers, parents, and students are not actively sought out. An illustrative example of this shift is the transformation of our once-inclusive calendar community. Previously, teachers and staff from all buildings would come together to contribute to the creation of the upcoming school year calendar. However, the current practice involves distributing an email with two calendar options, leaving us with the task of selecting one without the opportunity to provide feedback or voice concerns. I believe that fostering open communication and collaboration among all stakeholders is essential for the success and inclusivity of our educational initiatives. As we navigate changes in our approach to education, it is crucial to ensure that decisions are made collectively, taking into account the valuable insights and concerns of those directly involved in the teaching and learning process.
- We have spent 6 years developing Units by Design and are in the middle of moving the district into Competency Based Education in order to continue the directive of Standards

Based Education rather than Standards Referenced Education. An atmosphere of unity between schools needs to be developed in order to move this forward. It is necessary to make sure that Admin is well trained so that they can train us in the direction that the teachers and students need to go.

- People need to be listened to. A CBE "Can of Worms" has been opened, meaning that some people like CBE and want to keep doing it, and most HATE it or parts of it. One part that is hated includes the grading system at the secondary level. The competencies (standards or essential skills) are good; however, the grading practices are vague, hard to understand, and students' grades do not seem accurate regarding their knowledge and work ethic, even though CBE is supposed to clear this up. It's not. Kids who should have had Fs received As and Bs for the semester; while students who should have had As and Bs received Cs, and Fs. It is very difficult to grade and portray what a student has actually learned. Traditional grading is appropriate. If the administration trusts its teachers and the processes they learned and use for grading and assessing students, traditional grading should be fine. If a teacher is not doing this, then the administrator should work with that specific teacher instead of upturning the entire grading system. While CBE has done wonders for a few teachers and a very few students, it has not helped the majority of other teachers and students. There are a lot of holes in it, and the teachers KNOW what the problems are. They need to be listened to. A new superintendent needs to look at the pros and cons of CBE and then make the best possible choices for the school district with the help of all teachers concerned. Also, what is good for the elementary schools might not work for secondary schools.
- Politics don't belong in schools, which is why we have a policy that should be followed. * have been trying to directly violate. Along the way they have majorly disrupted our schools work on instruction with secret meeting clubs, which is also a violation of board policy.
- We are moving towards competency based education and are still figuring out what that looks like in Brush
- Our student population is varied. We have many students who excel, many "in the middle", and many who needs lots of extra support to learn.
- The new superintendent should be aware staff are professionals and should be supported at all levels.
- Still being pretty new to the district, I can't think of any huge, major things that are big issues, at least at the primary level where I'm at.
- Our district has spent 5 years developing quality Units of Study around the Colorado State Standards. We have had a focus on Competency-based education. As a staff, we do not want to lose all of that excellent work. We believe there are many parts that can be continued to provide that best teachers available for the best instruction possible for our learners. We believe it does not look the same in each building and for each level of learner. We hope that a leader can be found that will take the best from this time of learning and help us move forward.
- Teacher pay is low. \$16.00 an hour isn't all the much for pay after taxes and PERA are taken out for a teacher that has a teaching certificate. The hours for some staff members is ridiculous. Preschool teachers and co teachers are Working 7:15 till 4:45 and on Wednesdays it's a 10 hour day for us. That needs to change. We have families too. If something isn't broke don't fix it. Such as the grading system we tried Empower. Was a

waste of time for us teachers, more so preschool who had 72 grade books in three months. Leave the grading system alone.

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

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

- Conservative values, small town background, openness to new ideas, open lines of communication, seeking input from all stakeholders.
- Be a leader who is willing to be present in all buildings and activities because you never know what is really happening until you are living it. Someone who is a good speaker and able to motivate our staff without dictating what we are going to do. The most success happens when teacher/parent buy-in takes place on its own accord. There has been a LOT of dictating here in the last two years. Someone who is honest ALL of the time. Data has been collected a LOT; however, as a teacher, I have noticed that the comments that I have provided has been missing which makes me believe that this data is not accurate. Someone who is willing to make adjustments. As a teacher, I analyze data in order to drive my instruction. I have had to reteach something because somethings do not work. Adjustments do not need to be targeted at curriculums. These could be with personnel. I currently am teaching a certain class because we had to cut a position but the class still needed to be taught. There are four other teachers filling in this position. I think a person with good money skills would greatly benefit us. Our neighboring schools did not need to cut any positions; therefore, I fear for our budget. Teach raises need to continue in order to retain effective teachers. Someone who is good at navigating conflict and procedures would be an asset as well.
- quality leader who listens to the needs and celebrates the achievement. Good communicator, someone who wants to make a difference not for the sake of their own career, but for the students and teachers in the district.
- The new superintendent must be visible in the schools and community. They must be able to unify the staff and administration so that we are striving for a common goal. At this point our district is very divided.
- Leader, communicator, supporter, personable, educational background. Experience, (Preferably, not necessary) familiar or worked in a similar sized district
- The skills or characteristics that the new superintendent will need to possess in order to be successful are a strong leadership, someone who isn't afraid to make changes, possibly some big changes, someone who is a leader and not a politician. Someone who isn't trying to make everyone happy and do what is right for the employees and students of our community. Someone who is willing to listen to the employees that are "in the trenches" everyday and if the majority of them are not in support of a decision, not to try to continue to force it down our throat or implement it anyway.
- I would like to see more of a business mindset with a understanding of education.
- Listen to what the staff has to say on issues. Currently the staff doesn't have much representation.it seems obvious that the administrators are getting the most for their opinions not the staff. Example, competency based education and empower.
- Trust in trained educators, strong vision, and compassion for parents and students.

- The new superintendent needs to be strong in decision making and not allow community opinions to sway them. They also need to be strong with boundaries and not allow any position to become too powerful within the district, and always keep policy and procedures at the forefront of their thinking. They need to have a growth mindset and implement that from the top down. Accountability has to be at the forefront of their thinking. Our district needs it desperately.
- They should be someone with an open mind. They should have a strong background in understanding the needs of the schools system from students, parents and staff. They should also be willing to listen to the variety of voices before making decisions. They need to be flexible and willing to wear many hats. Mainly they need to be here to want our community to be their home not a stopping place on the way to somewhere else. They also need to be a person with educational qualifications that have prepared them with the skill sets to handle the day to day operations with preparing our district to meet the future challenges.
- Open communication, transparent, and values the opinions of all stakeholders. Not someone with a personal agenda.
- The next superintendent needs to be bold and eager to make changes within the district.
- He/She must be very charismatic and professional, multitasker, good listener, compassionate, active and involved in the school community, interested in getting to know the staff on each school.
- Leadership, visionary, strong foundation in the community, etc. All the cliché items that someone in a position of power should possess. Most of all, I really would like someone to see Brush as their home!
- Honesty, integrity, an understanding of education at all levels.
- Be a good listener, approachable, understanding, and understand that many teachers have families and that we would like the person to believe that our family life is very important also.
- Perseverance, the ability to stand up to the board when they are out of line, an interest in being present in the schools now and then...
- 1) Experience as an educator. 2) Team-building acuity 3) Amiable and approachable 4) Passionate about education and what is best for all stakeholders. 5) Supports educators and staff 6) Budgetary expertise
- I would hope the superintendent has experience working in and with rural school districts, as we take pride in separating ourselves from the culture of large city schools.
- They will have to be diplomatic while also standing up to the extremist minority, as well as navigating all of the other stakeholders. I hope they will value inclusiveness and respect for ALL students. I hope they genuinely believe in the purpose and promise of a public education system. They should be EXPERIENCED and LICENSED.
- Thick skin, perseverance, integrity, and a strong support of educators and what goes on inside the classrooms. Teachers need a superintendent who is willing to fight for them and take their side in order to give them a voice within the community and with the board. They should also show dedication to the chain of command, following policy, and being transparent so all stakeholders can have faith and confidence in their vision and feel like they can grow and change because the district has the best interest of their kids as their motivation and driving force.

- Be intelligent, education minded, preferably with a elementary experience. Knowing reading acquisition and foundational math with create understanding, and allow for applicable support for about 700 students in the elementary student body. Experience is important, but a heart for staff and students is vital. Knowing how to work with people with a variety of people and opinions would also be helpful.
- Experience in the classroom, excellent communication skills, live in the community, superintendent licence, experience as an administrator, experience with a board and parent advisory committee that has gone a little rogue(sorry to be blunt), understand how small communities and school districts function,
- Friendly, good listener, student focused, and has experience teaching so they understand the teacher perspective.
- The ideal candidate will have a robust educational background with degrees in education and knowledge of how schools operate down to the classroom level. We want someone who has teaching experience at the elementary level and secondary level. While an advanced background and a degree in business or other areas might appear to present a desirable candidate, there is a certain level of competence and expertise that can only be gained with an educational background and having had years of experience working in a classroom. All the studying in the world will not give an appreciation of what it is actually like to level with and lead a district of teachers. It is important that this candidate respects and acknowledges the expertise of the teachers in the district and that they make sure their opinions are weighted in the district's decision making. It is also important that we have a candidate of impeccable integrity. If they are coming from another district they must have left in good standing, and must have had good relationships with teachers, and classified staff not just other admin. It is also important that this person is a leader and has a strong backbone. We value a superintendent who is not afraid to advocate for the district even if the ideas we are supporting are different, innovative, or controversial. This person must reflect the same personable, close knit, small town values and grit that Brush cherishes.
- Be a true leader--lead by example. One who cares about their staff and makes themselves visible to their staff, not just when bad things happen. One who can keep control over spending. They should hold their staff, including admin under them, accountable. Be willing to discuss openly, without retaliation on all matters. Be truly appreciative of their staff and personable.
- I believe the ideal superintendent should possess a comprehensive set of skills, prioritized as follows: Financial Management: It is paramount that the next superintendent be adept in financial matters. A strong business acumen or extensive knowledge of the financial intricacies of running a school district is essential. This skill is crucial for maintaining the fiscal health of our district, preventing the need for budget cuts or salary freezes. Leadership Skills (Strategic, Inspirational, Ethical, Adaptability): Exceptional leadership is imperative for guiding our district toward success. The superintendent should demonstrate strategic thinking, inspire others, uphold ethical standards, and exhibit adaptability in navigating the ever-evolving educational landscape. Educational Vision and Expertise: A superintendent with a clear educational vision and a strong background in educational practices is vital for shaping the future of our district. This expertise will contribute to the development and execution of effective educational strategies. Communication and Interpersonal Skills: Effective communication is key to

fostering understanding and collaboration among stakeholders. A superintendent should be an adept communicator, both verbally and in writing, ensuring transparency and engagement with the community. Collaboration and Relationship-Building: This involves being a skilled team builder and engaging with the community on a personal level. I believe it is essential for the superintendent to be approachable, fostering relationships not only within the administrative team but also with students and teachers. Students should recognize and feel comfortable interacting with the superintendent, who, in turn, should know the teachers by name. In selecting our next superintendent, I advocate for someone not only proficient in financial management but also deeply committed to our community. We need a leader who sees Brush not as a mere stepping stone but as a community deserving of their sincere investment. This person should bring fresh perspectives and long-term dedication to our district, ensuring sustained growth and success.

- The superintendent needs to be wise. Listen and make sure that you hear all perspectives of a situation and communicate those perspectives to the board. Allow teachers to take risks that will hopefully improve the students' rounded education.
- He/She needs to be a listener; Make sure principals have student achievement at the core of their priorities and be able to actually SHOW growth that is meaningful; Make sure students are held accountable behaviorally throughout the district in an organized, systematic way, taking into consideration age differences, of course; Able to handle the finances in a positive way; Look out for teachers' needs in order to retain good teachers; Keep our benefits good;
- I think the biggest skill is selling what Brush does is not like what you see in the mainstream media. Brush does what is best for Brush kids. We do not need politics involved here. But being able to sell to people who aren't in the buildings every day, that we have the right people, we have good people who are doing great things. Don't run them off because you saw something on Fox News that didn't apply to Brush anyway.
- Familiar with Competency Based Education and Standards Based Grading. Several years of experience both in the classroom and in an administrative position
- Organized and knowledgeable about law/finance, etc. Invested in staff and students (involvement in activities, visits buildings, etc.) Non-political - Someone who doesn't use Brush to make political points (right or left), but is focused on keeping our small community together and focused on the same goal of student learning.
- First and foremost, the new superintendent should have an educational background with time spent in the classroom as a teacher. Until someone spends time as a teacher and then as an administrator, they truly do not understand what it is like to be in the trenches of education.
- First and foremost, the new superintendent MUST have an education background. It would be very hard to lead a school district and for teachers to trust their leader if they have never been in a classroom and lived what teachers live day in and day out. I think that it's also important for them to know and understand that Brush is a small community and what works for big city schools doesn't always work in small hometown communities. Get to know the people and what the district does well before coming in and trying to change everything just to change. Fix the problems that need to be fixed, but don't just change things just to have change.

- I believe Brush would benefit from someone with a strong education background, preferably with experience as a teacher and building administrator. Someone who believes in the value of family and wants to build strong community ties. Someone who is guided by their faith-life.
- Don't make us like the big town/front range. We are not that, we are a small town. Care for each staff member and listen to their needs. Such as better pay and when we say we need more help in the classrooms with certain kids. Teacher burn out is a real thing and I felt that teacher burn out before Christmas break even happened. Take care of us tired teachers.