

*Stakeholder Input Report for*

**Nyssa School  
District 26  
Nyssa, Oregon**

*submitted by*



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**MCPHERSON *MJ* JACOBSON, LLC**

**EXECUTIVE RECRUITMENT & DEVELOPMENT**

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**Nyssa School District 26  
Nyssa, Oregon  
District Stakeholders Report, January 2024**

**Executive Summary**

On January 4 and 5, 2024 Dr. Douglas Nelson and Dr. Gustavo Balderas conducted 8 sessions with different stakeholder groups associated with the Nyssa School District to gather input regarding the selection of the new superintendent. Included were 2 groups of community members, 5 employee groups and one group of high school and middle school students. Twenty-three community members, 47 employees, and 12 students (8 high school and 4 middle school) participated in the various groups for a total of 82 individuals. Included in the summaries are a note from a parent who attended a community/parent stakeholder meeting and a note from a classified employee who was not able to attend.

Outlined below is an Executive Summary of the major themes expressed by the participants at these sessions. Following the Executive Summary is a compilation of all the input received from each of the six groups in response to the four questions asked of each group. For reporting purposes, notes from the consultants and sessions were combined as appropriate. The final section of the report consists of responses by 44 individuals who completed the online survey, which ran from January 5 to January 11, 2024.

**1. What are the best things about the community of Nyssa?**

- Small tight-knit and family oriented where you know your neighbors and their children
- People really care and support one another
- Strong core values and bonds – family, faith, community and conservative
- People take pride in community and care about the students and their success
- Safe, secure and welcoming community
- People stay – a legacy community with many multi-generational families
- Diverse community with large Latino population and a good blend of cultures which evolves to its own culture of Nyssa
- Central location with many outdoor activities

**2. What are the best things about the Nyssa School District?**

- A commitment at the elementary level to music, art and small class sizes
- New administration has come in this year and seems to be bringing in needed changes with an increased focus on communications, transparency, outreach and listening
- School is the heart of the community and people take pride with strong community support
- Many staff are graduates so know school, families and community and are Bulldog Proud
- Great staff which cares about student successes and each other with strong camaraderie
- Diversity of the district population
- All schools on one campus – safe environment
- Facilities are amazing – few can compare – a result of good planning
- Broad range of programs
- Awesome students
- All students receive free meals
- Improved Nutrition Services with many “homemade” meals
- Graduation rate is improving
- Teachers feel they are treated as professionals and feel communicated with

**3. What are the challenges and/or issues that will face the new superintendent?**

- Resolution of Migrant Program issues and lack of trust that it has created
- Lack of understanding of contracts and laws
- History of nepotism in hiring for leadership and other positions
- At times, a divided community between the farmers and town people with religion a part
- Size of the district and the interconnectedness of the community and school with feeling of entitlement of some staff and community members
- Generational poverty and related issues
- Although the dual language program is a good thing, it needs improvement
- Bullying and lack of consistency of disciplinary procedures K-12
- Lack of accountability for administrators, teachers and students
- Need for more college bound support – rigorous courses, college counseling
- Burnout of staff
- Lack of respect and trust for and from the classified staff
- With legalization of marijuana comes many related issues showing up on the schools
- Difficulty in filling vacancies and retaining staff
- District was sinking and taking on water but now the ship has been righted

**4. What are the qualities and characteristics you desire in the new superintendent?**

- A collaborator who can bring disparate perspectives together
- Understands the unique nature of a rural community and its interconnectedness
- Wants to be in Nyssa and is invested in and committed to the community and district
- A strong and clear communicator who is a good listener and uses what hears
- A strong leader who has the courage to make difficult decisions and stick with them
- Is a visible presence in the schools and community
- A good person and strong professional who is approachable, positive, and personable

- Has a high degree of integrity, honesty and reliability
- Has a solid value system, strong work ethic, common sense and scruples
- Knows education well and has a good record of achievement, inspiration, accountability
- Has a strong record of consistency in positions
- Is a good manager with effective delegation skills
- Understands proper management of finances and programs – especially federal programs
- Able to establish a strong working relationship with school board members
- Is a servant leader, able to build a cohesive culture for employees and the leadership team
- Is Bilingual in Spanish
- Someone who cares and is an inspiration for students caring about the whole child
- Someone with experience who understands the job and expectations.
- Able to understand, respect and appreciate every position and make staff feel important and supported

## **Stakeholder Group Responses**

**Name of Stakeholder Group:** *Community/Parent*

**January 4 and 5, 2024**

**Number of Attendees:** 23

### **1. What are the best things about the community of Nyssa?**

- The people – a lot of really good people
- Down to earth, small town with nothing fancy
- Rural community with its own identity that is away from the hustle and bustle
- With diversity there is not a divide – not many racial slurs
  - While 70% Latino and 30% Anglo students and community don't see difference
- Small town values – your kids are our kids – all take care of each other kids
- We take care of each other and help out
- More conservative than other parts of state – more like Idaho
- Very religious community, Christian oriented, faith and family
  - Has been referred to as M & M – Mormon and Mexican
- Generational ties; multi-generational, strong family ties which built the school
- Lots of legacy
- Felt appreciated as a newcomer
- Knowing your neighbors and helpers in community
- Community backs each other – in an emergency everyone pulls together
  - Everyone supports
- Moved back – small town feel
- Care about kids and their success
- Have a difference of opinion and still move forward – very respectful
- Community built on migrant population
- It is a strong community in which people are friendly and know each other

### **2. What are the best things about the Nyssa School District?**

- School is the heart - takes pride
- Not a big bullying issue
- Strong family ties built the school - legacy school
- Many staff are graduates – great staff
- Small – know family trees, know families and their kids – know everybody
- Safety net – “everybody knows everybody” and takes care of the people
- All want what's best for kids
- Facilities are amazing – few can compare with Nyssa – facility issues are under control and a result of good planning
- Programs – music, art, array of sports, CTE – course offerings on par with much bigger districts – want to continue and not cut
- Class size at elementary
- Community engaged in school activities and staff at student events such as fair – support the kids

- Community supports the broad range of activities
- Dual language K-8
- District has involved many people – especially seniors
- During pandemic lots of communication
- New administration came in and seem to be bringing in needed changes
  - People listening and taking care of issues
  - People are listened to now – ability to approach superintendent and district leaders
  - We have very approachable leaders that know our students.
  - More community outreach
  - Shift now in having leaders children and grandchildren in school - so invested in schools
  - More parent information nights
- Former superintendent [REDACTED] is someone that understood our community
  - He did great work during his tenure.
  - He was personable, visible, and knew our kids
- Culturally diverse – wanting more however
- Dual language program – necessary for future of students and nation to know two languages
- CTE programs – welding, early childhood, construction trades, CAN, etc. - strong
- STEM program through ESD
- Our students – great kids

### **3. What are the challenges and/or issues that will face the new superintendent?**

- Although the dual language program is a good thing, it still needs improvement
  - Impacts of dual language program on all other students and for those that don't have the language
  - Were dual language program students given more attention?
  - It needs refinement and evaluation - has not been evaluated
- There is bullying at all levels and needs to be addressed
- More accountability for administrators to set tone and hold students accountable
- Enforcement of drug use policies and reporting to law enforcement – where is the accountability for drug use?
  - Are students being educated about the dangers of drugs?
- Lack of community involvement – lack of making parents aware to be involved – people attend school board meetings to find out what's going on
- How are parents being involved and communicated with?
- Resolution of Migrant Program issues
- Work to bring cohesiveness for everyone – not always there for everyone
- Is there nepotism in hiring and not holding some administrators accountable for doing their jobs
- Compensation for employees
- The migrant program issue is not going away
  - Questions about how its been run and lack of accountability
  - It took away trust from the Latino community
    - Migrant families feel being ignored

- It hurt the reputation of the school district.
- In a small community – not what you know but who you know
  - Sometimes long-term relationships matter more
  - Need to address “good old boy club” which is pervasive to new comers
- More acceptance of outside/newcomer view
- Hard to put in place new programs such as bringing back cheerleaders
  - Lack of school spirit
  - Hard to get new programs in place – pushback is common
- Understand Title IX and other rules to ensure the district is following guidance that is expected.
- Out migration of some families
- In migration of students with poor behavior
- Provide positive experiences
- Community watching and reading – social media puts a spotlight on position

**4. What are the qualities and characteristics you desire in the new superintendent?**

- Supports at all events not just their own children
- Ethical – honest – integrity - will do what says will do; good ethical value – what’s right and what’s wrong – holds self accountable
- Proper management of funds; find funds for all students
- Serves all students – works for the students who are the priority; is visible at student events
- Provides guidance and oversight for teachers to improve and learning
- Holds teachers accountable
- Unifier – brings students, parents, community and staff together
- Is a shared decision maker – transparent and collaborative
- Makes a long-term commitment – make their life here and not just a stop over
- Have educational knowledge and background – but a doctorate isn’t necessary
- Able to work with and educate board members – set goals, how finances work, etc.
- Knowledge of federal law and how to run federal programs – Title, migrant, etc.
- Has a record of consistency in positions
- Invested and engaged in the community
- From outside the district – bring a new perspective
- Ability to collect and interpret data
- Respect the work that has been done this year and done well
- Up for the challenge and able to deal with a wide range of perspectives
  - Able to work with a wide range of people and find common ground
- Have a back bone; strong leadership; ability to stand behind their word
- Support all staff – only as good as people in the district
- Collaborative and involve all groups of the community from students to grandparents and parents
- Does what’s best for schools and not just for recognition
- Knowledge and ability to evaluate administrative staff
- Ability to create a good working culture for staff

- Someone that supports all staff
- Ability to hold people responsible and accountable
- Is approachable no matter who the person is
- Positive and personable
- Wanting best for students and their future – able to talk to students and staff positively
- Be a visible presence – especially in classroom
- Is bilingual who is at least conversational
- Very diplomatic
- Integrity
- Needs to be an advocate for schools
- Appreciative of all employees
- Ability to bring community together
- Ability to get along with everyone and bring all together
- Does job self and not delegate
- Able to bring a cohesive culture to all employees
- Someone that cares - is a good inspiration for students
- Someone who puts kids first – rest will fall in line
- Supportive of all kids – even quiet kids
- Ability to relate to all – students to teachers to community
- Small town background
- Someone that can develop a cohesive leadership team.
- Needs to be very visible in schools and community.
- A servant leader



## Note From a Parent:

### Superintendent qualities

When we moved here Nyssa was a pretty good school, Testing scores were pretty good. Staff was friendly and concerned about the well being of the students. They helped the students thrive in school. I have seen a few staff members that have dedicated themselves to making our district this way. However I have seen more that seem to seek to destroy it from the inside out.

1. I want to see a superintendent that will work to make a cohesive work environment. Just because you don't have a degree you are not looked upon as less. The staff is supposed to be a team with a common goal to help our students.

When I worked in the school district at the elementary for several years. Right away I noticed the separation between different positions. In staff meetings we are always segregated based on our job titles. While I worked at the elementary school I with help from several other IAs we worked and planned Teacher Appreciation Week. Which in return the Teachers stepped it up for us IAs. However staff meetings were separate. Involving IAs in with the teachers mtg can be pretty helpful. It helps us to understand goals of the school and teacher and even though most classified staff does not have a degree we work with those kids also and learn quite a bit about them and what could help them.

2. I want to see a superintendent that is at the school activities and involved in our community. Someone who lives here and sees and understands the problems we face in this community. *Someone who is invested in the students & truly is concerned.*
3. I want to see a Superintendent that can come in and make the necessary staff changes.

- a. When we have staff that are not willing to do their best, why do we continue to keep them employed. I have seen many teachers leave for reasons of not feeling supported by the administration, pay somewhere else was better with a better work environment and staff to work with. I have seen awesome teachers be let go while we hold to the ones that are not helping better our school.
  - b. We have several staff that are here for the right reason. They are here to help the kids learn. They make learning fun and they sacrifice their time to help the students thrive and excel in the school environment, which in turn sends contributing members into society.
  - c. We need to find those things that keep good teachers here. I want to see teacher and classified staff wages increase. We are paying an outrageous amount for and outrageous amount of admin. Housing is another issue, that one may be out of our hands.
4. I want a superintendent that isn't afraid to do the hard things..
- a. We have created a school district that takes kids that have gotten kicked out of other schools. They in turn come into our schools causing more trouble. These kids are given a slap on the wrist and let back into school. Sure at one point they had a right to an education, but they lost that right when they made that choice to disobey school rules.
5. I want to see a superintendent that takes the time to address the bullying issue in our schools, not sweep it under the rug. Mine own boys and many more have been victims of this. Again

the child doing the bullying gets slapped on the wrist..maybe suspended for a few days..but once he is back he is back at it. One of my oldest was punched in the back of his head during PE. On camera, this kid returned back to school in the same PE class. With the admin telling my son well he has a right to an education also..No at that point he lost the right the minute he hit my son. Eventually he was kicked out of school for beating up other kids.

6. . We need to create a community where the parents are held responsible for their kids. The school is a glorified babysitting service. I understand help, but help isn't meant to last forever and support a family forever. Good amount of parents have taken advantage of this and rely on the school to raise and support their kids. This morning alone with the late start due to icy roads parents were complaining about staff not being there by 8am to take their kids. I'm sorry as a parent that is the sacrifice you make to raise your kids. Employers may not like it, but they deal with it. Just like the rest of every responsible adult that has kids.

Many times kids will mention it to teachers and the teacher's response knock it off..I get it I have been in the classroom. I know how busy they are..We need to find another way to watch these kids.

7. Lastly, I want to see a superintendent that searches and applies for grants that includes all kids of our school district. We have these migrant funds that only services migrants.. What about the other struggling students? In our demographics we live in an area where many families do not have extra money. Paying \$300/credit to attend summer school is quite a bit. Even to attend the summer program at the elementary level \$200/kid is a lot of money.

When the school made sure every student had a laptop and every student but migrants had to pay insurance that wasn't right.

I want to see our school thrive and be on top! We moved here 13 years ago and have been invested in this district and community since then. After working there and constantly trying to help and being slapped in the face I said enough. Just get my kids through and walk away.. Yet here I am once again, because I am invested. I love this town and the people. I don't want to see our school district or town go into ruins.

**Name of Stakeholder Group: *Administrators***

**January 5, 2024**

**Number of Attendees: 6**

**1. What are the best things about the community of Nyssa?**

- Tight knit
- People stay – went to school and have family
- Welcoming community
- Small – know families and students
- Proud community
- All pull together when something happens
- Very compassionate community.
- Very different from the Metro area, a small and conservative community.

**2. What are the best things about the Nyssa School District?**

- Family and camaraderie
- All three schools on same campus
- Twice a year all staff come together
- Schools are a heartbeat and central focus
- Provide facilities for community
- Been more involved in community events now – example Christmas parade
- After school program – both enrichment and child care
- Pride in sports and activities
- Striving to reach out more to community – especially migrant program
- District office staff is cohesive.
  - District office meeting more often to determine to support for schools
  - Better communications and intentionality
  - Departments talking to one another where haven't before
- School Board has been very open with the community.
- Employees treated as a human and a person – close knit and known
- Momentum in how district presents itself and is coming together
- More visibility of district administration in schools and classrooms – including interim superintendent who is leading by example
- Transparency intentional now – why decisions are being made

**3. What are the challenges and/or issues that will face the new superintendent?**

- A divided community at times between the farmers and the town people. Religion also plays a part of this with the LDS community
- Lower social economic students mostly Latino males struggle
- Migrant education issue and the impact it will have on the budget
- Different from western Oregon – how laws impact are viewed differently
  - A little more sheltered
- Legalization of marijuana – students showing up – easily available and easier to hide
  - Impact of drug use by parents impacting students

- Need for consistency and stability at the superintendent level
- Hard to fill vacancies and retain employees
- Many new building level administrators – 4 of 6 new in position this year
  - Some at district level

**4. What are the qualities and characteristics you desire in the new superintendent?**

- Understand small rural, conservative, migrant type community
- Invested in community and have kids in schools
- Ethical, transparent with integrity
- Visible
- Needs to lead by example
- Ability to standup for own convictions
- Able to make a decision and explain and not be swayed
- Knows the laws and follows
- Knows students and staff
- Personable and approachable
- Supportive of those making right decision - have peoples' back
  - Patience for new administrators as growing
- Works collaboratively to solve problems
- Consensus builder who can bring people together
- Ability and patience to mentor and coach new administrators- many are new
- Helps other administrators grow
- Wants to be part of community
- Big picture person

**Name of Stakeholder Group: *District Office***

**January 5, 2024**

**Number of Attendees: 11**

**1. What are the best things about the community of Nyssa?**

- Small community know each other
- We are a family – know everybody – maybe all related
- Diverse community – large Latino community with long generational families
  - Generational families – many long-time farmers
  - Works for community
- Secure and safe – little crime
- Community looking out for children – can't get away with anything; parents will hold other kids accountable
- Central located with many outdoor activities
- Blue collar with many agriculture families and kids have good work ethic

**2. What are the best things about the Nyssa School District?**

- Largest employer and family structure
- Extended family
- Awesome students
- Great staff – puts kids first
- Diverse district
- Many staff graduated and returned so invested and Bulldog proud
- Small district – input heard; can come together
- Improved Nutritional Services with many homemade meals
- 100% Free and Reduced meals
- CTE and music programs
- Graduation rate trending up and above state average; good kids on track

**3. What are the challenges and/or issues that will face the new superintendent?**

- If from outside, learning the community and what it values
- Need to move forward and to the future
  - Some fear of change
- Migrant program fiasco and challenges
  - Poor image it has created
  - Communication with community
- Feeling of entitlement of some staff – will need to follow policy
  - Because grown up can skirt the policies
  - Not held accountable
- Small community turn other way even if see something wrong
- Not always holding people accountable when seeing wrong doing
- Overcome trust issue – will need to get buy-in from all; bring people together
  - Lack of transparency on some issues
  - Previously lack of support – but now better

- Worried that there might be a regression to previous superintendent administration
- Worried that someone from the outside might not understand the district and students
- Interim has brought things together but search has created uncertainty
  - Very different from previous superintendent
  - Good energy and strong support for interim
- Previous superintendent created many issues
- Worry about another transition
- District was sinking and taking on water but now the ship has been righted
- Hard to trust an outsider – have not had great luck in the past. “Outsiders do not work”.
- Lack of transparency and thus trust with the community in the recent past.

**4. What are the qualities and characteristics you desire in the new superintendent?**

- Wants someone to be vested in community and be here
- Someone who understands small, rural community and makes connection with students and community – create solid base
- Someone who wants to do job – not just for title and salary
- Make work fun and worthwhile
- Values input and can have tough conversation and not hold against
- Ability to seek input – values input
- Accountable for own job and holds staff accountable – does what’s right
- Treat all employees equally and hold them accountable
- Not afraid to fail
- Ability to understand the intricacies of the relationships in the district and in the community
- A leader –someone with a vision and plan for whole district and staff
- Understands budgeting
- Knows how to lead and bring people with
- Someone who brings a structure and makes sure nitty-gritty is taken care of
- Is able to be on same level as community and staff – not put on airs – engages genuinely
- Able to understand and respect every position in district and make them feel important
- Visible at all student activities – music, FFA, sports, etc.
- Is present – communicates activities and where at - so idea of where to find
- Good communications
- Able to hold self accountable
- Want longevity – someone who wants to be here for a long tenure
- Engaged with the community
- Strong morals



**Name of Stakeholder Group: *Teachers***

**January 5, 2024**

**Number of Attendees: 18**

**1. What are the best things about the community of Nyssa?**

- Able to connect with families out of school in public easily.
- Small town atmosphere.
- Close to other small towns.
- Mostly accepting and supportive.
- Outdoor activities are near.
- School is the hub of the community.

**2. What are the best things about the Nyssa School District?**

- All three schools are on one campus.
- Feel supported by the administration.
- Strong relationships.
- Staff stay a long time.
- Good facilities.
- Program offerings.
- The dual language program is strong.
- Some class sizes are great.
- Being treated as a professional – not micromanaged.
- We don't feel isolated, we are communicated with appropriately.
- We care for each other on a personal level.

**3. What are the challenges and/or issues that will face the new superintendent?**

- Migrant issue – know the rules/laws.
- Communication from the top has not been great.
- Need more follow through on student discipline concerns.
- Understands employee contracts – the intent behind the language.

**4. What are the qualities and characteristics you desire in the new superintendent?**

- Follow through on commitments.
- Transparent.
- Anticipates for the future.
- Understands the follow of bottom-up versus top-down leadership.
- Honest.
- Understands how to delegate effectively.
- Very visible.
- A coach to others.
- Consistent.
- Open to new ideas.
- Understands equity.

- Bilingual
- Someone who wants to be here.
- Humble.
- Respectful of all staff.
- Someone who understands rural.
- Someone who is realistic about what can be accomplished in a specific timeframe.

**Name of Stakeholder Group:** *Classified Employees*

**January 5, 2024**

**Number of Attendees:** 12

**1. What are the best things about the community of Nyssa?**

- Small tight knit – everybody knows everybody
- Families raised kids and now children moved here
- Welcoming
- Support one another
- Safe community
- Small town – everybody knows everybody
- Community comes out for events
- Very family oriented – everyone is someone's cousins
- Welcoming and open - inclusive of new families - don't exclude anyone
- Community rallies it help families when an emergency
- Turnout for fallen officer was overwhelming
- People take pride in community
- Lots of diversity.
- Schools receive strong community support.

**2. What are the best things about the Nyssa School District?**

- Diversity in children and staff – understand each other
- Staff graduated from Nyssa – so know system
- Staff pushes to reach potential – care about kids
- Staff cares about each other
- Size of district get to know kids better and get control of things before out of hand
- Tight knit – know families and staff can relate and support at all levels
- All on one campus – safe environment
- Just a bunch of good kids – want to do good things
- Middle school is great.
  - IA's are strong and very helpful
- Strong support by community
- Pride in what students are accomplishing
- Staff is supportive of all kids – try to get kids where need to be - give an extra boost where needed
- After school groups at elementary for students who need extra help
- Desire to make sure students can succeed in wider world
- Staff there for kids and not for money
- District is open to new initiatives.
- Having all schools on one campus is great.

### **3. What are the challenges and/or issues that will face the new superintendent?**

- Early childhood – parents don't understand schedule and routine
- Tight and involved community can create a challenge as well as a positive
- Parents know where staff live and can ask for favors on off hours
- Be able to separate – any decision will upset friends – must follow policy no matter who is impacted
- Understand that the new generation of parents are the “gentle parent” and approach disciplining children differently
- We're all related in one way or another – you're somebodies relative
- Rigor of high school did not prepare students for college – maybe a remnant of Covid
  - Low expectations for students at the high school – higher at middle school
- Migrant program fiasco
- Burnout of staff – maybe a remnant of Covid
- Turnover of administration at high school
- Loose reigns at high school – lack of consistency – more expectations at middle school
- Need for consistency K-12 of expectations
- Breakdown in communications with and to all staff – structure needs to improve
- Protocols for all partners – such as building access
- Deadlines have been a moving target
- Lack of trust – classified do not feel being told the truth
- Information given to administration not being followed-up on
- Lack of accountability and clarity of delegation
- Low wages
- Lack of understanding following contract and laws – all administrators
- Lack of training on federal programs
- Need to broader training for all staff – how to handle all kids
- Distrust – created mostly by upheaval in Migrant Program – lack of communication and thus a vacuum
  - Will need to lay out very publicly the resolution to regain trust
- Lack of respect and trust for and from the classified staff
  - Lack of pay and not paying IA's to go back to school – no “grow your own”
- In past there has been poor communication – but seems to be better this year
- Exposure of students to drug culture at home and thus impacted
- Many students being raised by grandparents, aunts/uncles etc. as parents not present
- Exposure to violence and sexual content on internet and bring it to school
- Students using vulgarity at school – hear it at home
- A superintendent that needs to understand how to support all staff
- Intentionality in connecting with all staff.
- Understand the size of the district and how people are connected.
- Be open to new ways of doing business.
- The size of the district is a blessing and curse due to how people are connected (we are all related).
- The high school can benefit from having more rigor
- Reputation of the districts needs to be strengthened.

**4. What are the qualities and characteristics you desire in the new superintendent?**

- Backbone to support staff
- Needs to be visible and get to know students; very approachable and involved
- At student and community events
- Leadership
- Can crack the whip – holds people accountable - students and staff
- Will live in Nyssa – need to learn families and students more deeply
- Good communication skills – keep people informed especially when things change
  - People need to be informed officially
- Ability to meet deadlines, organized
- Transparency
- Ability to build trust – when speak people trust what is said – able to listen and build relationships with all staff especially classified
- Values all employees and hear what is being told – and act on it
- Ethical person who leads by example
- Able to delegate effectively
- Able to properly recognize and appreciate all staff
- Knows contract and follows it
- Knows federal programs and restrictions
- Willing to listen and follow through in some way – at least a recognition
- Honesty, ability to create trust
- Respectful of all staff and the job they do
- Ability to communicate to broader audience – good communicator
- Bilingual especially Spanish
- Be visible at activities – elementary to high school
- Integrity – meet responsibilities
- Honest, ethical and transparent leader
- Accountable and hold others accountable.
- Open and involved
- Ability to learn and use employee and student names
- Realize that getting somewhere is measured in hours and not miles
- Ability to love rural and agricultural nature of Nyssa
- Must enjoy job
- Understand how to delegate effectively.
- Someone with experience who understands the job and expectations.

**From an Employee who was not able to attend the sessions:**

I feel it needs to be someone who will follow the school rules. And follows through on the right thing. I feel there's so many people that are related and are close friends that sometimes things get over looked or per say it'll be taken care of and doesn't. I feel the superintendent needs to be for our kids for our staff and looks for ways to make it a whole for the best of the kids. And parents and staff. I feel it might be a wonderful idea if this person comes to all the school elem middle high to see and visits with everyone. Thank you for your time. I would have attended but I was out.

**Name of Stakeholder Group: *Students***

**January 5, 2024**

**Number of Attendees: 12 – 4 middle school and 8 high school**

**1. What are the best things about the community of Nyssa?**

- Community helps each other out
- Lots of resources for students and families (food pantry).
- Diversity – more Latino
- Generous and welcoming families
- Supports our schools through fundraising.

**2. What are the best things about the Nyssa School District?**

- Counselors and therapists
- Asked their perspective
- Community support of sports
- Discipline and drive of students
- Courses – welding, nursing, band, more math courses
- Emotional support and clubs – queer/straight alliance; trying to be more inclusive
- Inclusiveness of all students
- Teachers who care about kids – want what’s best for kids
- Fund raising of students supported by community for clubs and sports
- Opportunities to engage
- Friendly
- Help for students who do not speak English
- Foreign exchange students at high school
- Student leadership
- Sources of Strength program

**3. What are the challenges and/or issues that will face the new superintendent?**

- Students want to be involved
- Superintendent needs to be visible and involved
- Some attendance issues – need more incentives to attend; some struggle to get to school on time
- High school students want to be respected as mature
- More support for students to help shape their future – more college counseling
- A few teachers support the wide variety of clubs
- Lunches are improving – but maybe better variety for vegetarian, lactose intolerant, etc.
- Improve rigor by expanding dual credit and instituting AP
- Lack of involvement for student activities
- Some students are disciplined – sports keep some students in school

**4. What are the qualities and characteristics you desire in the new superintendent?**

- Visible
- Friendly and approachable
- Be encouraging.
- Asset-minded.
- Holds people accountable
- Ability to gather input from students
- Treat students with an asset mind frame
- Understand the current generation who may have many different life experiences
- Ability and strength to change something that's wrong
- Does what's best for students
- Looks at how staff treat students and impact of curriculum
- Support our Spanish speakers.
- Care about the "whole child" – sports, activities, academics.



## Survey Monkey Results for Nyssa School District 26

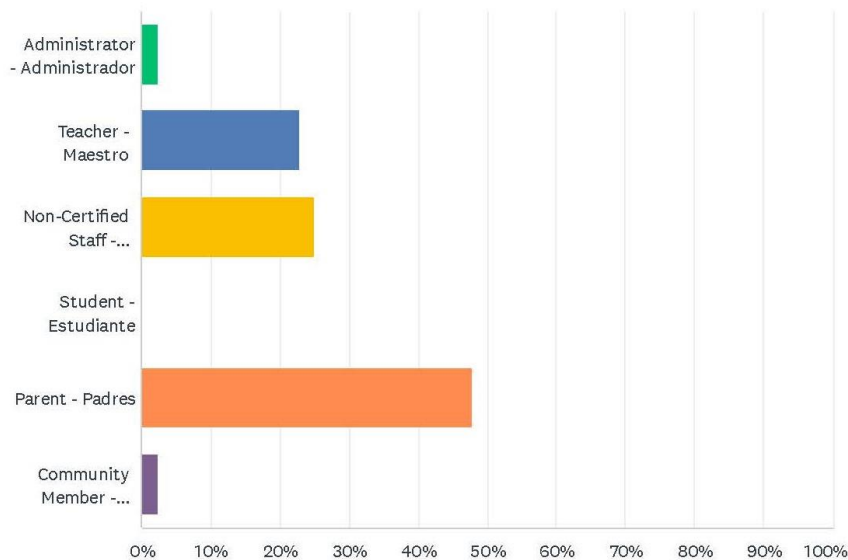
January 2024

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

44 responses

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

Answered: 44 Skipped: 0



ANSWER CHOICES	RESPONSES	
Administrator - Administrador	2.27%	1
Teacher - Maestro	22.73%	10
Non-Certified Staff - Personal no certificado	25.00%	11
Student - Estudiante	0.00%	0
Parent - Padres	47.73%	21
Community Member - Miembro de la comunidad	2.27%	1
TOTAL		44

## **Administrator - Administrador**

- 1. 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).**

- The school board is now functioning well and addressing issues providing the community to support better. Nyssa is a diverse community supporting the district when it functions well

- 2. 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).**

- There is trust being built and board has brought in respected help to guide district and address issues and provide guidance. District is financially stable buildings well maintained.

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

**¿Qué debería tener en cuenta el superintendente a su llegada al distrito? (Esta información se comparte con los candidatos finales).**

- Migrant 1C issues are being addressed, but must be continued. Student achiever needs to be restored to when Nyssa was a leader. High school leadership needs addressed  
Transportation Dept leadership needs addressed.

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

**¿Qué talentos, atributos o características debería poseer el nuevo superintendente para tener éxito aquí? (Esta información se utiliza para seleccionar a los posibles candidatos).**

- Trust relationship builder Good communicator Strong work ethic Respected Able to hold others accountable Mentor for others Instructional leader Ability to work well with board and define responsibilities of supt and board

### **Community Member - Miembro de la comunidad**

- 1. 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-family oriented

- 2. 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).**

- Small classsize great leadership now [REDACTED] great variety of extra curricular activities caring teachers

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

**¿Qué debería tener en cuenta el superintendente a su llegada al distrito? (Esta información se comparte con los candidatos finales).**

- 

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

**¿Qué talentos, atributos o características debería poseer el nuevo superintendente para tener éxito aquí? (Esta información se utiliza para seleccionar a los posibles candidatos).**

- Why spend the money on a company to find a superintendent when we have a great one now

## **Non-Certified Staff - Personal no certificado**

### **1. 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).**

- We are a small community but if you are ever in need or you have an emergency in your life we as a community come together as a family and help.
- Most of the community has the same interests. They want to see it thriving and they try to be involved in the school.
- Family oriented, close knit, supportive
- Small, caring and family oriented community that Seeks the best for all especially our children.
- We are a small community that will pull together when there is a need.
- A small community that will come together when the tough gets going. A community that looks out for the kids. A small community that is mostly safe and good to raise children.
- Our community is eager to assist and help their children's education and having good stability in our schools and keeping them safe. We are limited to many resources, but we continue to strive in going strong and do what we can
- Our community is close and they care about each other and the quality of education for our kids.
- Our community is so eager to help one another and resources are limited..
- Its based on people helping people and kids. We need a person who cares. We need a person who cares about the staff of the school not just managers. Or higher up. Sometimes higher ups are friends with people thats in our school and over looks what the right thing is or policys of the school are.
- Nyssa is a close knit community with a growing opportunity to become better.

### **2. 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).**

- We have amazing teachers.
- The schools are in a good location. For the most part classes are close together to keep students safe.
- A lot of our staff are Nyssa graduates or married a Nyssa graduate. Put students first. We have an amazing Interim superintendent. He is doing a great job. Changes that needed to happen are happening.
- We have staff that is very caring and knowledgeable, and want only the best for students.
- Teachers care about students.
- Staff that really wants NSD to be the best district. Staff that cares for the students. Staff that knows each other, for the most part, in one way or the another. Been some change in leadership in the High School, which have had their struggles, and they're on the road to improving. Middle School has staff that is consistent, on the same page, and feels

supported by and likes the building administration. This building appears to have it figured out the most

- Many of our teachers and Aides go out of their way in assisting the students in progressing and achieving with many activities to help them reach their goals in a daily basis
- The staff are always looking ways to better the kids and more effective strategies in raising their education. Their care for the students goes beyond measure and it shows.
- Many teachers go out of their way to help students in progressing and achieving their goals with determination to succeed
- We have a 4 day week. So parents can spend more family time with there kids
- Nyssa School District has a high standard of learning, and is committed to making the schools a safe and welcoming environment.

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

**¿Qué debería tener en cuenta el superintendente a su llegada al distrito? (Esta información se comparte con los candidatos finales).**

- Are school district has a lot of dishonesty and lack of communication.
- There are staff shortages and the turn around on staff is big. There is no accountability held, lack of communication, issues aren't dealt with timely or properly and some favoritism.
- Everyone knows everyone.
- Communication is crucial to the success of our students.
- That there has been a lot of dishonesty and poor communication. Lack of appreciation for staff.
- There have been a lot of issues within the district because things have run a certain way. In order for things to improve people will need to change in how they operate. This may be challenging. The turnover rate has been high within the last 2 years. Optimism may be low, and it may take time to build trust.
- There are many here that use their conflict of interest to gain and while the others keep afloat their responsibilities, I am hoping that with the new Superintendent that he is fair and honest in upholding the responsibilities of ones position to be equally and following up with such matters what ever it shall be, that the candidate have great rapport and involvement and informative with our students and families. We need more hands on training for teachers and aides that are working with students with disabilities
- There feels to be no presence of the admin from the district office. We rarely see them unless it is an emergency.
- To keep in mind many of his employees are individually challenged in our daily jobs to help our students succeed, opening doors to improvement in programs such as s Spec. Ed. and curriculum being put into place that we are all trained and educated in all fields to help overcome the many obstacles we face every day
- Higher ups are related or good friends or have went to school there. And this stops them for being correted for doing stuff they shouldnt get away with. Managers have to much power to do as they please .and if they dont like you they focus on makeing your work day so stress ful .theres no gide lines for them.conplants have been made and they get

away with it. there's to tight of friend ship in the district office and with managers or leaders of different work jobs.

- He should be aware of the drop out statistics and the unique student body.

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

**¿Qué talentos, atributos o características debería poseer el nuevo superintendente para tener éxito aquí? (Esta información se utiliza para seleccionar a los posibles candidatos).**

- We would like honesty and accountability. Treat everyone one equal. Work together with both certified and classify unions don't just push them to the side like they don't matter.
- Strong communication and social skills, Instructional knowledge, Positive work ethics, hold staff accountable and be fair, treat everyone with respect, and have some knowledge of our school, staff and community.
- I would like a superintendent that has some experience either as a superintendent or assistant superintendent. We have had a brand new superintendent before with our last superintendent and it was not a good. Also someone vest in the school and community, sticks to policy, not making it up as they go along, decisive, trustworthy, clear communicator, listen and follow through, approachable, open minded
- Our new superintendent should be caring leader, be able to problem solve, committed to all students success, empower all staff, be an effective communicator, and an attentive listener.
- A honest person, good communication, holds staff accountable, appreciates staff
- Consistent, Consistent, Consistent - A superintendent that is consistent with their words and actions. Someone who will be fair and hold people accountable no matter what position they hold. Communication - Have good communication at all levels. Good communication with administration and supervisors, and ensure they are communicating with staff in their department so staff are not assuming or needing to question what is happening. A superintendent who will answer emails and in a timely manner, always. Delegate - A superintendent who can delegate effectively to building admin. and supervisors, as well as check with staff once in awhile to see if operation is happening effectively. Ask staff how their building administrator or supervisor is doing on a regular bases. Accountable - One who can take responsibility for his or her own actions. If a mistake is made, own it, fix it, and people can respect that more. Expect the same from building admin. and supervisors. If classified and certified are held accountable, so should admin. and supervisors. How can we think things will improve in anything if there is no action in holding people accountable at all levels. Honesty/Transparency - Trust needs to be built in this district. We need a superintendent people can talk to and walk away feeling they were told the truth. Someone who will give a straight answer. People can respect the truth more, even if they don't like it, than feel or later find out they were lied to. Recognize the value of staff - Recognize classified are a big part of what keeps this place going. Verbal compliments go so far, but it doesn't mean much if people are feeling they are looked at as not important. Example, something as simple as good communication with us can mean something. If we are kept out of the loop it feels like we were not considered. Actions speak louder than words. Listens - A superintendent that will not only listen but hear what the classified have to say, and take action if needed.

Classified are aware and can have just as much knowledge as a supervisor. If a classified is aware a law or regulation is not being followed and let it be known to higher up it should be taken care of. A call from the state should not be the reason change happens. Have a good understanding and follow laws, classified contract, and policies - I feel too often decisions are made by people in leadership roles and the contract is not taken into consideration. Building admin. and supervisors should have to be aware of what's in the contract as well. Separate business from family/ friends/religion - A superintendent who is strong enough to do his or her job effectively and not let certain people interfere with what is right and best for the district. Nobody gets a free pass because of the position you hold or who you are. No, "I'll scratch your back if you scratch mine." Good track record and experience - A superintendent that has a good reputation and had employment in one place for awhile and has not jumped from place to place a lot. That is concerning. Also, this time around we need someone with ideas of what works and knows how a school should run based on experience. Training - Superintendent that wants staff training throughout the year in all departments in what we do other than the beginning of the year online training. The chances of issues increase when there is not enough training. Three staff concussions in less than half a year is concerning. With that said we need a fresh start. A superintendent that's best for Nyssa who can lead in turning this place around.

- To have an open mind in their decisions in fairness and honesty in all his /her decisions that will be made for our district and employees. So we can once again be proud of our community the Nyssa Bulldogs!
- Should be commutative, present and not afraid to do what's best for our school district.
- Open minded to all of the district needs to succeed so we can continue to make our district better and prouder to be District#82
- Didn't go to school there didn't teach people there aren't related to people there. Strong enough to have rolls for higher up people and when several people brings complaints he or she will do something about it. Not shove it under a rug. needs to meet with each department workers to get a feel of our feeling. Kind fair and follow there
- He should be easy to talk to and be willing to listen to the concerns of parents and staff.

## **Parent - Padres**

### **1. 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).**

- Community is full of hard working, blue collar citizens who love their kids and support their schools. Our community is tight knit and compassionate.
- I love the tight knit familiar feel our community has.
- Close knit community that is highly supportive of school events. If someone needs help, the people of Nyssa and outskirts are always willing to help!
- The community is a very diverse community where we all care for and depend on each other for growth and success.
- Overall our community has conservative views. People watch out for others and their families.
- We are a small community that does what it can to help each other out when needed
- Keep [REDACTED] as superintendent. We have felt an overall positive change in our community.
- It has hard working people
- The families in Nyssa support each other.
- People care about kids and families help each other.
- Hay personas que apoyan mucho en donar su tiempo ala comunidad en diferentes áreas en las necesidades de cada persona  
There are people who are very supportive of donating their time to the community in different areas and the needs of each person.
- Nyssa es una ciudad muy buena para la familia. La ciudad tiene el potencial de ser ejemplo de buena educación para las ciudades de alrededor.  
Nyssa is a very good city for families. The city has the potential to be an example of good education for the surrounding cities.
- Nyssa is a great community with school staff and teachers who live here with their families. It is greatly appreciated when we see those same staff and teachers at the grocery store, at the city trunk or treat, or in the Nyssa Nite Light parade. When our families can connect outside of school the sense of community is strengthened as well as the communication.
- We are diverse and we are working to build a great community. We have a successful wrestling program and are working to have students graduate with a biliteracy seal.
- It's small.
- It's a small community who helps others when needed. It feels safe and accepting.
- Nyssa is a small town where most people help each other and are kind and caring.
- La unidad, en lo que llevo viviendo aquí, he visto que las personas ayudan mucho a otras. Unity, in what I have been living here, I have seen that people help others a lot.
- Nyssa is a very tight knit community where everyone believes they have a stake in the educational decisions bei no made. It supports its schools in everything.



**2. 2) 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 schools are full of wonderful students. Our kids are starving for a leader who can provide direction and vision for our district. The teachers and support staff are superstars. They provide dynamite supplemental care and direction to our communities youth that compliments the direction and goals for the families of our communities.
- The communication has improved. The staff and kids are important to them.
- Many of the teachers and administrators are long time area residents, some of whom grew up and graduated from Nyssa. Staff care about students and want to see them succeed! Many quality after school activities and sports that keep kids involved and out of trouble!
- The school has great teachers with different experience that can be shared and help the students to grow and develop.
- I have appreciated some new changes in our school. That they are remembering our kids are kids. Doing fun spirit week and teaching good values.
- Friendly teachers that care for the students
- Currently- High school administration and office staff seem to be making positive changes and there is an overall feeling of safety. Middle school- principal and office staff are amazing. [REDACTED] No complaints. Elementary school: it's gotten better but still has that negative overtone. Teachers & aides seem dissatisfied and there's a lack of patience and support.
- Staff earnestly wants the students to succeed.
- [REDACTED] is working hard to create a strong band program, and the HOSA leaders provide amazing opportunities for its members to grow and learn leadership skills.
- Small environment, diverse community.
- Nos ayudan a enseñar a nuestros hijos tomando en cuenta a cada estudiante con su s necesidades de aprendizaje.  
They help us teach our children taking into account each student with their learning needs.
- Las escuelas de Nyssa proveen educación de calidad, y motivan a los padres a impulsar a los niños a ser excelentes y educados en todo lo que hacen  
Nyssa schools provide quality education, and motivate parents to encourage children to be excellent and educated in everything they do.
- At Nyssa Elementary, the staff as well as their teachers have been exceptional. Overall, communication has been great! And the biggest perk is that most teachers and staff actually live in Nyssa.
- We have a dual language program at the Elementary level that is helping kids grow and see that they can be successful and supported.
- It used to help the kids when they struggled. Now they allow the kids to get bullied to much
- The staff care about the students and it feels safe
- The staff at the schools are great. I love that I know a lot of the parents of the children there because I grew up here. The class sizes are small-ish.

- En incluir las culturas, siendo un país que habla inglés, el enseñar Español, es algo que realmente aprecio.  
In including cultures, being an English-speaking country, teaching Spanish is something that I really appreciate.
- Great teachers and spirit.

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

**¿Qué debería tener en cuenta el superintendente a su llegada al distrito? (Esta información se comparte con los candidatos finales).**

- Nyssa school district is rife with nepotism, incompetence, and unethical employees through the administrative and district office staffs. For years Nyssa schools have a history of promoting employees who are not only bad employees but also mean and vindictive. Instead of letting these poor employees go, they are promoted and given influence over employees who are wonderful, hard working, honest, and full of integrity. At Nyssa school district you are rewarded for being unethical and breaking laws. Year after year good employees are marginalized and passed over for important jobs for employees who are lazy and unqualified. Many administrative jobs go to out of district hires, and time after time the out of district candidates are not committed to making Nyssa a better place, and on occasion can't even make it through a school year. Nyssa schools need to eliminate the cancer that is crippling the academic and athletic achievements of our students.
- Safety and parent communication are and always be very important.
- Migrant department has had some challenges in the past but there's progress in sorting it out. Early learning department, while wonderful, could use some priority. There is an early head start program and there's a migrant preschool classroom, but if the students don't qualify for migrant services, there is no preschool program at Nyssa schools.
- It seems like there could be a lot more unity amongst the schools. We may all be on the same block, but sometimes it feels like we are in different countries.
- Drug issues, community that isn't getting along, bullying in the school, that we might be an Oregon school but aren't like all of Oregon: we are conservative, god fearing community. We don't want liberals views inside our schools.
- The level of dishonesty that does go on with [REDACTED]
- The culture in Nyssa (although there has been improvement) is an obstacle . There is definitely segregation - and while no one is actually brave enough to say it, there is a division between white kids and the hispanics and the Hispanic kids are catered to .
- We have drug problems at the high-school and discipline is lacking. There is too much leniency with students and bad behavior. Absenteeism is an extreme problem
- There are no MTSS supports established, leaving administration's response inconsistent and less effective. The increase in poor attendance, violence, drug use, mental health needs, racial conflicts, and bullying are creating an ineffective learning environment. As problems increase, academic rigor, school climate, teacher retention, and extra curricular success are all negatively affected.
- Drugs and violence/threats increasing in schools.

- Primero q nada en la gran responsabilidad de dirigir a un gran grupo de personas Y de tener paciencia para así responder a cada situación con la mejor manera de resolver el problema o situación .  
First of all, the great responsibility of leading a large group of people and having patience to respond to each situation with the best way to resolve the problem or situation.
- El superintendente simplemente debe enfocarse en sacar al distrito escolar de las diferentes deficiencias de liderazgo de actualmente tiene. El departamento de transporte, el sistema migrante y la directiva (el board) son en mi opinión las áreas que necesitan cambios de liderazgo.  
The superintendent must simply focus on removing the school district from the various leadership deficiencies it currently has. The transportation department, the migrant system, and the board are in my opinion the areas that need leadership changes.
- The superintendent should be aware of the various issues that have involved the migrant program and how that has affected those students and families.
- That there have been issues with the migrant program which most likely spread into misuse of funds in other areas. Please be able to understand the budget and what is or isn't legal to do with the funds. The school board also can be difficult to work with.
- The bullying is high in all grades
- The Middle School staff don't seem to like working together. There is a lack of good leadership within the Middle School.
- The elementary school has a dual language and English only program. The two groups don't mingle enough. Some people make you feel like you're inferior if your kid is in English only, but the lottery last year only let 3 kids in that were not siblings of other students. Doesn't seem like much of a lottery and feels like only select families get to be in dual language. There isn't a good plan for the dual language students when they go to middle and high school.
- El estado migratorio de muchos niños y padres de familia, a veces puede ser un limitante para algunos padres que piensan no tienen derecho a participar en algunas actividades.  
The immigration status of many children and parents can sometimes be a limitation for some parents who think they do not have the right to participate in some activities.
- This district has been put through the wringer over the last 2-3 years. Trust and faith in the school system has been challenged and the community is very defensive. Both the school community and the local community as a whole. The community is looking for a leader that will become part of the community, not someone looking to use Nyssa as a stepping stone.
- Too many people scrating eachothers backs. Too many family members in the same buildings. Small town who's who's crap, wrong people promoted because God forbid we make 'that' person mad.

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

**¿Qué talentos, atributos o características debería poseer el nuevo superintendente para tener éxito aquí? (Esta información se utiliza para seleccionar a los posibles candidatos).**

- The new superintendent needs to have thick skin, moral integrity, honesty, commitment, and clarity to help provide direction and guidance to our students and staff alike.
- Someone who is invested and wants to make our schools great! Someone who already loves the community, who loves the people and kids, and who wants to see them succeed. Someone who is not afraid to make change if necessary.
- I'm hoping for someone who will truly put students first. Someone who has the ability to keep staff positively engaged, excited and help maintain a passion for putting kids first. When the school board and community decided to move to a 4 day school week; my concern as a parent was that it wasn't for the right reasons. Teachers work fewer hours now since they no longer have to work on Fridays. Makes a parent question whether that was a move for the students or for the teachers.
- Must understand that this is a small community with small community values. Such values are essentially important and firm in the community and are what helps the community thrive and grow.
- Someone who is involved in our community, going to the sporting activities, lives in NYSSA, have kids in the school, rational, respectful, knows the community, doesn't just listen to the teachers, thinks what's best for the students and their education.
- Good leadership, accountability for self, respect, and integrity
- The ability to communicate, stay true to their word, address issues honestly and allow others to do their jobs, don't micromanage. Be open and do what is right regardless of who you may affiliate with.
- Honest, strong, knowledgeable, respectful of staff, and not one to cower at what they feel is best.
- Strong experience in MTSS, as our current administrators do not have experience in this area. The district leader should have experience and training to guide the district with a system they are comfortable with. A strong history in creating successful learning communities with respect and teamwork is also important.
- Consistency, even-tempered, strong leadership skills.
- Ganas de trabajar en la comunidad ser prudente respetuoso y amable y no distinguir tratar a cada uno con igualdad  
Desire to work in the community, be prudent, respectful and kind and not discriminate, treating everyone equally
- El superintendente debe ser imparcial; enfocado en hacer su trabajo sin dejarse manipular o dirigir por asuntos de amistad con algún miembro o miembros de la oficina del distrito o la directiva. El superintendente debe de asegurar que buscará el bien de quienes trabajan para el y ser justo con los salarios de los empleados del distrito. Actualmente, hay poco interés en mejorar el salario de muchos empleados, especialmente los clasificados  
The superintendent must be impartial; focused on doing their job without allowing themselves to be manipulated or directed by matters of friendship with any member or members of the district office or board. The superintendent must ensure that he will seek the good of those who work for him and be fair with the salaries of district employees. Currently, there is little interest in improving the pay of many employees, especially those classified

- The superintendent needs to be open-minded, be transparent, provide clear communication, a problem solver, pays attention to detail, listens to its community members, and be community oriented. Hopefully they live in the district!
- Bilingual, this community has a high Hispano/Latino population as well as teachers and staff who speak Spanish. It is necessary that the candidate be bilingual to communicate with the staff and community. We deserve to be represented and heard by someone in our own language.
- Someone who can inspire the staff and to lead them to best Teach our children. Someone who cares about their staff, students, and community. It's important this person makes it a point to have a presence within the Schools and community. I would like to have someone who is local and knows what our community is about.
- The new superintendent should be ethical, honest, trustworthy, transparent in their actions, able to communicate and collaborate effectively with many groups of people (school board, staff, parents, students, administration of other districts, etc), and implement the things the board and community would like. The superintendent should implement programs and things that will improve our district
- Ser buen líder, honesto y responsable.  
Be a good leader, honest and responsible.
- Someone who is able to listen to concerns and yet make the best decisions. A person whom can deal with adversity and conflicting views and find neutral territory to bring all sides together.
- [REDACTED] runs the only building that is running smoothly and holds staff/parents/and students accountable.

## **Teacher - Maestro**

### **1. 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).**

- Our community is a wonderful place to work and live. Having been here since 1998, Nyssa has become an ideal place to call home. The diversity and inclusion that comes with being a citizen of Nyssa is truly life changing.
- Small, everyone knows everyone, don't have to look too far to get help if needed. Most of the people in our community are hard-working, settled, honest, and look out for each other.
- One of the best things I have experienced about being involved with the Nyssa community is that you feel like you are truly a part of something. Being a part of that includes an amazing support system of friends, colleagues, and parents who can work together in many ways.
- Wants the school to be the best they can be for our students and wants to be involved as big decisions for our schools are being made. Helps people out when they need it.
- Closely knit community.
- Superintendents are leaders and our leaders need to live in this community, as well as require their administrators to live in this community. Its difficult to be a apart of a community and a leader or a community school when you don't live in the community.
- [REDACTED]
- Most people genuinely care about each other here. We pull together for people in need regardless of knowing them personally. Another thing I love is that Nyssa supports our schools. The community shows up and represents! From volunteers at schools to sitting in the stands at home AND away games.
- We are a tight knit community that cares about each other.
- I do not live in this community; I only work here. With that being said, what I have observed about the community of Nyssa is that people are family-oriented and take care of one another. The community puts on activities and events to celebrate the success of members and/or provide entertainment for members (Homecoming parade, light parade, Thunderegg Days, rodeo, etc.) I believe that students and children in the community are put as the focus of the community, which is really amazing.

### **2. 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).**

- Nyssa School District has absolutely amazing students, teachers, IA's, facilities, and parents. Ten years ago Nyssa was one of the top performing schools in the country. Through some very poor hiring decisions and abandoning our chore principles we have lost our way. We are a couple of solid hires away from once again reclaiming success and being a beacon to our county and state. Our new school calendar is phenomenal and a direct pathway to success for our students.

- We have many long-term staff, many of whom were students here prior to coming back to teach. The longevity factor is important in our small close-knit community. There are many levels of supports in our schools -- from our Migrant program to Special Ed, from athletics to college credits in HS, and from Alternative School to CTE programs including nursing, welding, construction, and culinary arts.
- The best thing about my school is the support system we have in our fellow staff members and our administrators. Most parents are great, but there are always a few that can be difficult, having the support of a great team and administration means the world to staff and students.
- Staff wants what's best for our students. We are working to increase the sense of community between everyone in our schools.
- Great facilities. Experienced staff. We offer a lot of programs for such a small school.
- Our students for the most part are great, our leadership has been subpar to minimal. Teachers need support, teachers need incentive, teachers need administrators that are apart of our day to day lives and our community.
- [REDACTED]
- I feel like admin and teachers are there for the students. They care out the kids beyond just their academics. They attend special events for the kids outside of school as well.
- We have a dual language program that is strong at the elementary school.
- The best part of my job is the students-- there are REALLY good kids here in Nyssa! They are polite, respectful, and generally well-behaved. I appreciate the support of their families. I am very grateful for the administrators that I work alongside every day-- they are supportive, do what's best for kids, understand the importance of family and staff well-being, and remember what it is like to be "in the trenches" as far as being a teacher in the classroom. I have worked at 3 districts in the area and this district feels the most like "home"-- welcoming, supportive, positive, and family-oriented.

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

**¿Qué debería tener en cuenta el superintendente a su llegada al distrito? (Esta información se comparte con los candidatos finales).**

- This is going to be very easy in theory to figure out, hard in practicality to perform. Nyssa Admin has been teetering on the edge of disaster for nearly a decade. The middle school has been solid since they hired [REDACTED], and the high school has been a swamp of incompetence, bad hires, hostile work environment, and fraction over that same time span. Unfortunately, bad staff members have risen through the ranks and act with impunity that will be the number one issue facing the new superintendent. A simple google search of Nyssa will show negative press, revealing illegal activities that have gone on in Nyssa for many many years. Few, if any, of those employees were released or demoted from their positions. Secretaries have been harassing staff and students alike for years and continue to be employed and promoted. Many are praying that a new superintendent can come in and clean house. Make Nyssa a desirable place for potential employees and students alike.

- Our Migrant Program, as well-known, has been under scrutiny -- that is an obvious area in need of improvement. There are many maintenance, building, and transportation issues that need the full attention, consistency, and follow-through from top admin.
- The superintendent should be fully aware of the community and the people in it. They need to understand the demands and requirements of the job as well as what the school needs to improve upon.
- There is a certain level of distrust between employees and the higher administration and it will take some time for the trust to be earned back. Issues as well with not utilizing resources available to the school like they should be.
- Lack of leadership in the high school. It is difficult to get very much done that is out of the ordinary. Athletics have been below average the last few years.
- Our transportation has struggled for the last few years, teacher moral down due to the constant change and roll over of administrators.
- [REDACTED]
- We need better communication. With the community, students and staff. And with admin to staff in each building. There needs to be more consistency and communication between schools. For example a universal dress code or Dual language teachers being able to communicate and collaborate from grades k-12 so they can make a fluid plan for those kids, etc.
- The lack of trust employees have for the district leadership because of the lack of transparency in the past.
- Neighboring districts have better pay scales than NSD. In order to have the best educators in this district, an increase in salary may be something to look at to get and obtain the best educators. I know of many educators in the surrounding area who are unhappy where they are at and would LOVE the environment in Nyssa, yet they stay where they are employed because their district pays better. These are dynamic educators that the NSD would benefit in having on staff. Nyssa, for some reason, has a somewhat negative reputation amongst the other communities and districts in the area as being "rough"; however, this is not an accurate reputation, in my opinion. I believe that the prior issues with gang activity has been unjustly held against the community and school as it does not appear to be a major issue any longer-- or it has been dealt with very well. The issues with the migrant program are also a negative "strike" against the school, as is the upheaval regarding the prior Superintendent and School Board. I think that it might take awhile to heal some of those issues and rebuild trust within the school and community. (Again, this is an outsider's perspective and my take on some of the "chatter" I hear from staff who have been here awhile, so take it with a grain of salt. It has not and does not currently negatively affect me.)

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

**¿Qué talentos, atributos o características debería poseer el nuevo superintendente para tener éxito aquí? (Esta información se utiliza para seleccionar a los posibles candidatos).**

- The new superintendent needs to be someone who can look at a problem, and decide the origin of it, create plan to solve the problem, share their plan, and then work with their



subordinates to effectively eliminate the problem. Nyssa has only a few issues that need correcting and very quickly the schools will ascend to great success we have had in years past. The right hire will be surrounded by good staff who will be willing to do anything to help our students, and they'll also have to overcome the staff who will not want to focus on anything other than themselves.

- Someone who knows this school district would be an extremely valuable asset. The qualities I believe a sup. should exhibit include: trustworthy, honest, of utmost integrity (even if it is something people might not want to hear), consistency, follow-through, and knowledge of the ins & outs of our district.
- They should be involved in every major decision and have the backbone to stand up against opposition. They need to be able to make the tough decisions and hold students, staff, parents, and community members accountable when necessary. They need to be understanding, yet tough. Able to have difficult conversations and make difficult decisions. They should be able to put the feelings of the few aside to truly benefit the needs of the whole.
- Willing to listen and take input from other member of the district, want to be involved in our community, dedication to their job and doing what's in the best interest of the district as a whole
- Be able to quickly make hard decisions. To know the staff and students. To want to be a part of the community. To want to stay in Nyssa long term.
- They should be willing to listen and possess the ability to communicate. Keeping teachers and our community in the loop with all major decisions throughout our school district.
- [REDACTED]
- We need someone who cares about the students not the scores as much. What will be best for the kids not just make the school look good on paper? A good communicator and collaborator, a people person but still have a backbone and make the tough decisions that will be best for students and staff. Someone with strong values but open to new ideas as well (aka not set in their ways/unwilling to change).
- The ability to be consistent and fair to all parents and employees. To be able to run a dual language program through high school. To be bilingual.
- The new superintendent should be transparent, authentic, supportive, allow building admins to manage their schools/staff/students as they see fit, allow open communication among all stakeholders, be understanding and empathetic, adhere to a "family first" thought process, be willing to take on difficult tasks, actively work on changing the narrative at Nyssa SD, and love what they do and who they work with-- and always remember what it is like to be a building admin and teacher in the classroom. I also think it would be a smart plan to hire someone who wants to be in the community for a somewhat long period of time so that the district and community can have some security and consistency.