

Stakeholder Input Report for

**Boone County
Schools
Florence, Kentucky**

submitted by



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EXECUTIVE RECRUITMENT & DEVELOPMENT

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**Boone County Schools
Florence, Kentucky
District Stakeholders Report**

April 3, 2024

Executive Summary

On March 18, 2024, McPherson & Jacobson's consultants conducted meetings with district stakeholders representing six different groups (students; parents; teachers; administrators; classified staff; and business/community partners) associated with Boone County Schools to gather input regarding the selection of the new superintendent.

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 these groups and individuals in response to the four questions asked of each group and participants.

1. Please tell us great things about Boone County (your community) and Boone County Schools that potential candidates for superintendent should know:

- Great Teachers, administrators, and staff
- A small community feel
- Numerous businesses support schools
- An overall community support of our schools!
- Academic Offerings and extracurricular activities in schools
- Focus on Safety in the school district.
- A unique community geographically with proximity to large cities, events, and activities.

2. What qualities, skills and characteristics do you feel the next superintendent must have to be successful?

- Great Communicator and Collaborator
- Listens to Stakeholders
- Honest and Transparent

- Humble but Confident
- Proactive Leader
- Personable
- Experience at all levels (Pre-K; Elementary; Middle Schools; and High School) and understand how the levels connect.
- Understands Diversity
- Open minded
- Understands Financial management.
- Systems Thinker (as a district, not silos)
- Decision Maker
- Business Minded

3. What do you see as significant opportunities for improvement for the next superintendent of the Boone County Schools?

- Resolving bus and bus driver shortages
- Safety and Mental Health Issues
- To become a school system, not a system of schools – A united district
- Communication and Transparency
- Public Relations
- Being financially responsible
- Surround the district with people who are experts
- Being a visionary
- Building community and employee TRUST by connecting with people
- Visibility and Presence
- Improving Morale

4. What do you believe will be the most significant challenges the next superintendent will have to confront?

- Accountability for everyone in the district
- Population growth (Re-Districting)
- Inappropriate cell phone usage
- Communication and dissemination of information
- Lack of funding
- Employee recruitment and retention
- Board and Superintendent Relationship
- Lack of Trust
- Uniting all schools to follow the district vision.
- Micromanagement of the Board – Understanding their role
- Organizational Structure/Organizational Chart

Stakeholder Group Responses

Name of Stakeholder Group: *Students*

1. Please tell us great things about Boone County (your community) and Boone County Schools that potential candidates for superintendent should know.

- Staff
- Diversity
- Not a lot of bullying
- Extra-curricular activities
- Focus on Gifted and Talented (Arts, Leadership, etc.)
- Superintendent Advisory Committee to make the system better
- Many academic options
- Advanced Courses – AP, Dual Enrollment,
- Advanced Classes in Elementary School
- Ignite (6 Specified Colleges)
- Field Trips/Travel and Learning experiences
- Interaction between students
- Advisory Programs
- Ample Opportunities for students get their work completed
- Business Opportunities for High school students (Business, Technology, Medical etc.)

2. What qualities, skills and characteristics do you feel the next superintendent needs to have in order to be successful?

- Open to student thoughts, concerns, and opinions
- Open to change in academics
- Humble and a clear understanding of what is going on
- Connection with students
- Experience as a teacher
- Confident
- A good listener
- Prioritizes the arts and values all aspects of school programs (Unified Arts)
- Flexible and willing to change
- Open minded listener
- Attentive and proactive
- Listen and take actions
- Multiple program solver
- Multi-tasker
- Personable
- Human – stern and inviting
- Willing to listen to students' problems
- Cares for students

- Kind like parents but also provides structure and discipline
- Friendly
- Open to what is going on in the district
- Be strong and not a pushover
- Passionate about the job

3. What do you see as significant opportunities for improvement for the next superintendent of the Boone County Schools?

- Buses and Bus drivers– too many bus routes and not enough drivers
- Students have to wait too long for buses
- Need more custodians
- Need More SRO's, especially for high schools
- Address student stress that causes incidents
- Provide more time for students to complete work
- Mental Health Issues for students
- Students feel threatened
- Discernment
- How to handle Advanced Courses – Assessing students for Advancement
- Make Acceleration of students an opportunity
- School is serious and students need to graduate

4. What do you believe will be the most significant challenges the next superintendent will have to confront?

- Faculty members are focused on their beliefs instead of the future of students
- Districting
- Knowing what is going on in the schools
- Cell Phone usage and technology misuse
- Drugs and alcohol abuse in high schools
- Keeping the County together
- Communication and finding new ways to disseminate information
- Understanding the different issues in each school
- Lack of Funding
- Equal Distribution of funds
- Students revolting - Too much student competition

Name of Stakeholder Group: *Parents*

1. Please tell us great things about Boone County (your community) and Boone County Schools that potential candidates for superintendent should know.

- The district has included us in a lot of things...ambassador program.
- Involved parents in helping to improve programs i.e.: (the Gifted and Talented program) and getting our opinions on other programs.
- District staff does a good job of making themselves available and accessible.
- Many went to BC Schools and have a big sense of pride in the schools they attended and have their own children attending these schools.
- Now a lot more diversity in our schools
- A lot of our principals value our teachers; they try to make sure they have a good school environment.
- District has done a good job of trying to have good community partners
- Schools have tried to have a strong focus on safety.
- SROs at each building and the SRO knows everybody at our school.
- Assist students and families in need and ELL students
- Dealing with adversity and long-suffering

2. What qualities, skills and characteristics do you feel the next superintendent needs to have in order to be successful?

- 100% it must be someone who has background at all levels: Pre-School, Elementary, Middle School...not just High School and how all levels connect.
- Understand the continuity that is needed at all schools.
- Some schools see themselves as independent centers; we need to unite as a district.
- Socioeconomics and that diversity has to be understood. Our schools are not all in the same bracket and range.
- You have to have been in the trenches and have been an educator and a teacher.
- Behavior management: We have alternative schools for middle and high; we have no resource or alternative for our elementary kids.
- Bi-lingual or Tri-lingual
- Someone who can recognize different cultures, different holidays within cultures, etc. We need to be able to accommodate all of those families.

3. What do you see as significant opportunities for improvement for the next superintendent of the Boone County Schools?

- A school system instead of a system of schools
- Smaller class sizes
- They are trying to eliminate positions and put all of our classes at cap/max size
- They eliminate programs, but they don't tell us what and why
- Bigger class sizes lead to teacher burn-out

- Better communication and more transparency
- Listen to ideas of the community as to how to better manage finances and how you are managing finances
- Rile High School has sponsorships for programs; that's a great idea. Why don't other schools have some of those sponsorships, too?

4. What do you believe will be the most significant challenges the next superintendent will have to confront?

- Teacher retention
- Busing/Transportation:
 - Drivers make double and triple bus runs.
 - They can work at Amazon and make double the money.
 - Behaviors on the bus, etc.
- Need to get buy in from all the stakeholders; parent buy-in is huge
- The tests the students are taking are always changing.
- If a student did change from one school to another, the transition should be smooth; right now, each school is pretty much doing their own thing.

Name of Stakeholder Group: *Community/Business Partners*

1. Please tell us great things about Boone County (your community) and Boone County Schools that potential candidates for superintendent should know.

- Safe Neighborhoods
- Proximity to Cincinnati
- Many options for entertainment
- Collective giving hearts from the people in the area
- Churches, businesses, and others who give
- The community has people who want to serve others
- A unique community with many ministries and non-profit organizations
- A good culture of creative teachers
- A wide range of housing here and lifestyles
- A small town feel with city opportunities
- Amazon is here
- Chamber of Commerce is a large well-respected group
- Turfway Park (Churchill Downs sponsored)
- Cincinnati Airport is in Boone County

2. What qualities, skills and characteristics do you feel the next superintendent needs to have in order to be successful?

- Open to suggestions
- An Engager
- Open door policy
- High Energy
- Experience as a superintendent, not a trial run for someone without experience
- Leader of leaders
- Open Minded
- Business or Accounting background
- Decision Maker – Can make hard decisions
- Can take the heat for decisions and can still have conversations
- Collaborator
- A good communicator
- A good public speaker
- Someone who will dive into our community and get involved and understand
- Somebody who is outside the district

3. What do you see as significant opportunities for improvement for the next superintendent of the Boone County Schools?

- Business Community Partnerships
- If there is a need, how to find help

- Public Relations - hit or miss
- Surround yourself with people who are experts
- Listen to the people in the community who might have expertise
- Being more financially responsible
- Hire professionals to do professional jobs and educators to do educator jobs
- Non-business employees doing jobs they are not prepared for (Hire the very best person for the job).

4. What do you believe will be the most significant challenges the next superintendent will have to confront?

- Parents – There is a disconnect and lack of TRUST
- There is a disconnect between the superintendent, board, and the community
- The quality of education provided has changed due to circumstances (COVID and other issues)
- The goal of learning has changed dramatically
- How do you manage and support students who have no support at home
- Teachers are asked to do things not related to instruction and instructional time.

Name of Stakeholder Group: *Employees*

1. Please tell us great things about Boone County (your community) and Boone County Schools that potential candidates for superintendent should know.

- Diversity – Schools are each different
- Time and effort that teachers put in
- High Expectations in the district
- Large District but also a bonded community
- Small town feel with great traditions
- Community is family oriented
- People help other people where needed
- High Academic Excellence and Extra-Curricular activities
- Collaboration with other schools and community
- Boone County Extension Center
- Many opportunities within driving distance
- Family Resource Centers sharing resources
- Sense of Pride
- Students, parents, and community are proud of the district
- We moved here for the school district and the community. This is a great place to raise kids.
- Everyone is very kind and supportive
- I feel BCS are very kind; I can call the superintendent; we have very open relationships with everybody
- Very diverse and our population is growing in diversity
- You get the small-town feel, but you can be in a big city “like that.”
- Cincinnati is right here; you can have diverse neighbors.
- Vibrant growing area with a strong tax base
- The community has grown significantly over time; when you come into Boone County, the community has become more welcoming.
- The school district has become significantly more diverse; we have 80 different languages.
- We are a community that cares about itself; we do have some outliers, but the cities of Florence and Union work closely with us and love to be partners with us.
- As a school district, I wouldn't work anywhere else.
- Working with our district office personnel, they are always willing to help and work with us. They will help us brainstorm and try to work things out.
- We have exceptional school leaders; we are really lucky. Once we become principals, we stay. We are challenged to improve our schools and are continually growing.
- I have continually felt in relation to customer service, there is retention here with regard to administrators and teachers. When we want to do things to grow and change, we can do things because the players have remained the same.
- This is a really unique community geographically because it is the northernmost part of the South. You're within an hour and a half of Louisville, Indianapolis, Lexington, Columbus.

- Boone County Schools has a hard working and dedicated group of employees who go above and beyond
- Amazing opportunities for growth
- Excellent community-base; a lot who live and work within Boone County.
- Boone County is a great place; it's in the middle of an ever-growing industry.
- Becoming ever diversified; inclusive
- People that work for Boone County live in BC; we don't have people coming from all over; the people who work here are also living here
- A lot of people still know one another; pretty much everyone knows one another; it's a pretty tight-knit community
- I moved to Colorado for ten years after getting married; we decided to move back to Boone County, and we were able to move back in and still be connected.
- The educational piece for the kids
- Having an international airport here close by
- The resources here are great; the foundation of Boone County schools
- My oldest and youngest are ten years apart and I see how the academic program has evolved and the opportunities which are now available to kids. My youngest was able to graduate with a year of college credit
- Seeing the employee growth...we still have growth to go, but having this group says that we're making progress.
- A lot of strong sports teams
- Our cheerleaders are known country-wide
- Boone County school district is one of the largest employers in this area
- The innovative side of our district is very strong. ... We opened the *Ignite Center*.

2. What qualities, skills and characteristics do you feel the next superintendent needs to have in order to be successful?

- Seeks feedback from all parties involved before making a decision
- Collaborator
- Superintendent who understands all levels (elementary, middle, and high school)
- Open minded, a lot of shifts happening in the education world
- Autonomy for teachers to try new things
- Is not drawn to "shiny things" that overburden teachers
- Efficient with programs and services
- Understands finance and has experience in financial management
- Transparency of finances
- Listen to teachers
- Communication...they have to have a really solid communication style and plan
- Collaboration and presence
- Someone with evidence of respectful and clear communication
- Have an understanding of the community's values; reassure the community that the supt. is instilling the community's values in the education.
- Be a systems-kind of thinker; we have a tendency to operate in silos.

- Bring our whole district together and unify us as a whole group.
- Supt. needs to be a very good negotiator.
- Ability to be strong in your role and ensure that the board understands their role and stays within their role...and not being afraid to communicate that to the board.
- Have a vision and communicate that vision.
- Navigate the budget process.
- Able to make a decision in a timely manner
- Gather input from your stakeholders, be collaborative and then make a decision; don't be a waffler.
- Be a genuine critical thinker.
- Ability to manage board expectations
- Not having a vision for the last four years has been tough for us as principals and has been difficult.
- We used to be a very tight network of leaders; we used to go on a retreat every year; we don't have that cohesiveness right now. It feels like right now, everybody is at arm's length. It was the one leadership-team thing we did every year.
- Employee engagement
- Classified employee recruitment, retainment, and engagement
- We're facing an aging workforce
- We're not doing enough to engage younger workers to come here and we're not doing enough to get young people who do come here to stay.
- Leadership; the ability to lead and be a strategic leader and have a vision that everyone can get behind.
- A leader who has the ability to communicate with all employees
- Be a problem-solver and have a solution to problems
- We need someone who looks at employees as a whole and keeps us moving forward.
- Boone County is a great district; we don't need to recreate the wheel; we need to keep moving forward. What does this person have to offer us?
- Strong mindset and one who is approachable and who people are not afraid of.
- Supt. who will give us their time.
- All employees need to be noticed and feel important.
- We need leadership presence; get out in the schools and see what is happening.
- Communication to classified staff...A supt. who can foster that within the schools, from the board. It does happen that communication is lost. We really do want to know what is going on. We want to all be on the same page at the same time.
- Sometimes I feel like we're operating as 26 different districts with 26 different identities.
- The kids...I feel like at times, if you watch board meetings, are we making things better for kids or are we making things better for ourselves? Are we really thinking about the kids?? Sometimes we get away from our main focus of making things better for the kids and their education.
- Having a leader who has a business mind-set.

3. What do you see as significant opportunities for improvement for the next superintendent of the Boone County Schools?

- Someone who doesn't worry about ruffling feathers
- Put the students first in all things
- Disconnect between schools and the district office
- One united school district working together
- Clarity in vision and ensuring those are implemented properly
- Everyone is craving a vision.
- How are they going to manage all the business opportunities that are about to come and what will be the impact on the district? ... We need to have a plan.
- Connect with the local government related to above.
- Brings me some concern that a superintendent coming in from another area, will have to get to know the communities: Florence, Union, Hebron, and Burlington...lack of understanding of what happened in the past, the new supt. will have to learn. This has always been a pretty dynamic region for the past 30-40 years. New supt. will need to be on the fast track of learning.
- Trust those on the admin. team to inform them to know that they have historical perspective and can provide a great deal of information. The new supt. needs to listen to their leaders.
- Need to have visibility and presence.
- Someone who will connect to our employees and care about them. ... Our employees crave that.
- School and culture/climate...having a strong leader will help us have a school system, not a system of schools. We all need to be on the same page and have the same goals
- Bringing about positive change for all stakeholders and improving morale
- On the operations side, making things more efficient. There are processes that need to be updated.
- There are different career paths kids are offered and making kids college ready. There are kids who are not ever going to be college ready, these kids may not ever be ready for college, but helping them to be work-ready. Those kids don't come to school, so they do an online program called EXCEL. Why are we not offering the ATC (career planning) program to more kids? It is limited to two kids per building.
- A Supt. who is willing to look beyond the number of kids going to college, but also to look at other opportunities for kids who don't want to go to college and trying to find that "other" for those kids. Finding that vocational opportunity.

4. What do you believe will be the most significant challenges the next superintendent will have to confront?

- Novice Student Reduction
- Unified Grading Scale Across the County
- If external, knowing the huge scale of differences in the schools
- If external, becoming familiar with the history and traditions of Boone County and the school district

- Visiting schools and understanding the needs of each school.
- Uniting all school and employees to buy into a common vision
- Not enough substitutes due to teachers being pulled from their classrooms for PD
- Mindset - “this is the way it has always been done,” so overcoming those obstacles
- Bus driver, Para, and teacher shortages
- Jobs being advertised that don’t get filled for long periods of time.
- Our district is extremely diverse....farm communities, free/reduced, high ELL numbers, affluent numbers...be able to unify all of that and understand that it is very different all across the district.
- Aligning the school board...It has been a long time since we’ve had a 5-0 vote.
- The board micromanages and gets in the weeds
- There are factions of the community who don’t feel we are representing their interests and values
- The board has a lack of understanding of what the role of a board is.
- The board is fueling a toxic environment here.
- Three of the five board members are very new; they have good intentions and are good people, but they are inexperienced at how to move themselves through many of these matters.
- The superintendent must have a high level of experience working with boards and helping to train them on appropriate board behavior.
- The board is constantly questioning every decision which is made, which leads to low staff morale.
- Supt. needs to be willing to have hard conversations with the board.
- Important for the board to portray a united front in open session.
- The teacher labor shortage is going to be a challenge.
- Proper organizational chart development needs to be completed.
- Effectiveness or lack thereof of our current school board. ... There are some personal agendas on the part of some of the board members. There doesn’t seem to be support and backing of some of the board members.
- There seems to be some divisiveness among some of the board members. Some of them are too focused on their areas.
- The current board needs to let the supt. run the district and not micromanage.
- Most employees in the district feel the tension amongst board members; that impacts overall morale, disfunction and the morale of the district.
- Newer board members have brought their political views onto the board and are unwilling to move forward.
- The board meeting about Panorama became very volatile. It is hard to watch and it’s embarrassing.
- Board needs to be more professional and educated in their actions.
- There has to be communication between the supt. and board members and working collaboratively.
- Right now, it looks like we’re having a sitcom, and it does bring down morale and retention.

- Things they have already voted on often come back up in open session. Their actions have a negative impact. I am hopeful our new leader can help us gain normalcy with the board.
- Way better and more effective communication district wide.
- New supt. needs to realize that we are currently 25 islands with 25 kings with 25 sets of rules. We have no unity in the district. It's going to create chaos as the supt. tries to bring us together and it's important for the supt. to realize that.
- Accountability...If the new supt. is going to effectively implement changes, everyone needs to be held accountable.

Boone County Schools Superintendent Search Survey

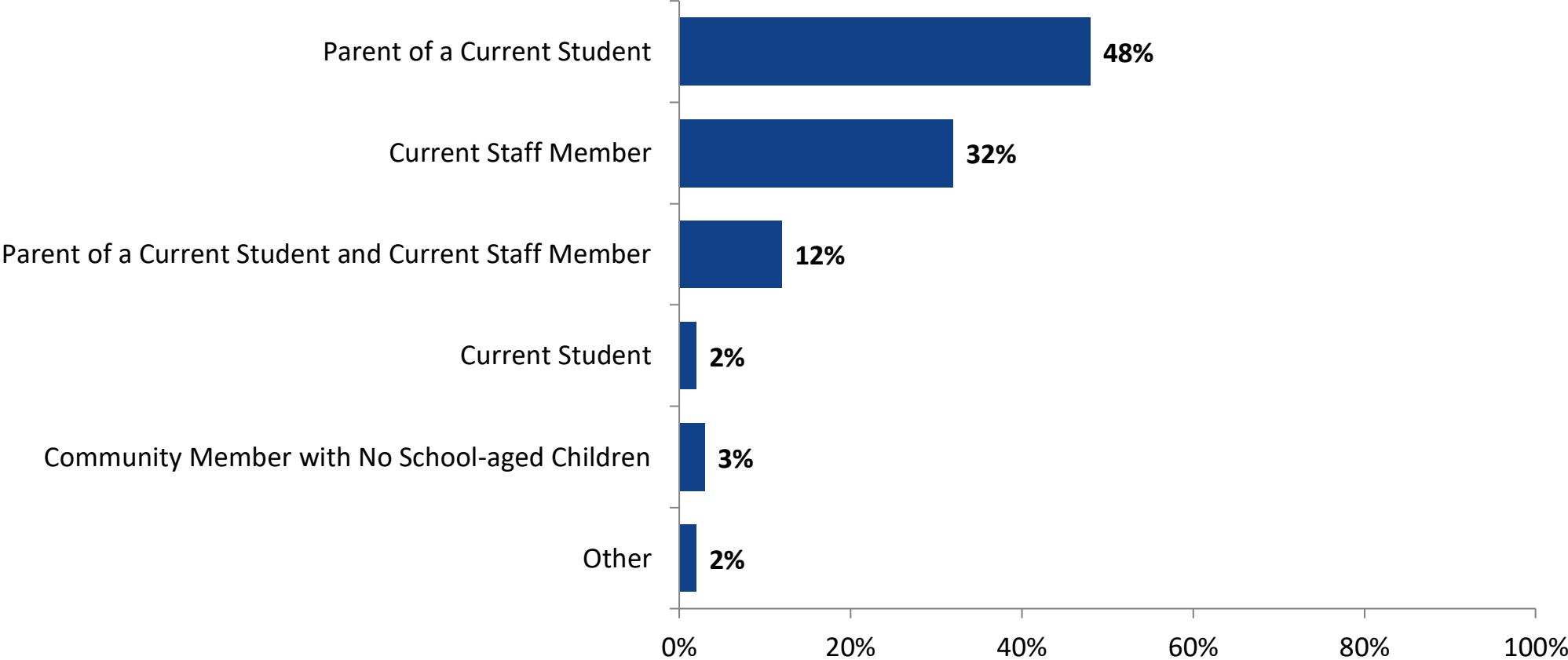
Results and Analysis

McPherson & Jacobson
March 2024



Relationship to Boone County Schools

Which of the following best describes your relationship to Boone County Schools? (N=449)





Good Points About the Community and School District



Good Points About the Community and School District

Please tell us great things about Boone County (your community) and Boone County Schools that potential candidates for superintendent should know.

The feedback regarding the education system in Boone County reflects a diverse range of perspectives and experiences.

Many parents expressed appreciation for the dedicated teachers, supportive communities, and opportunities for students.

Positive aspects highlighted include academic rigor, supportive staff, strong community involvement, and a commitment to diversity.

However, there were also concerns raised about issues such as bullying, administrative support, resource allocation, diversity inclusion, and communication.

Some expressed worries about the impact of rapid growth and changes within the community.

Overall, while there is a sense of pride in the school system, there were also areas identified for improvement, including the need for effective leadership, equitable treatment of students, and a focus on core educational priorities.

Good Points About the Community and School District

Please tell us great things about Boone County (your community) and Boone County Schools that potential candidates for superintendent should know.

The comments provided offer a mix of perspectives on the Boone County Schools district.

Many individuals expressed pride in the community, the school district's achievements, and its commitment to diversity and inclusivity.

They highlighted excellent educational opportunities, dedicated teachers, and a supportive environment for students.

However, there were also concerns raised about issues such as potential corruption, the need for stronger discipline policies, and disparities in pay and recognition among staff.

Overall, the consensus was that while there are areas of strength, there are also areas that require attention and improvement from district leadership.

Good Points About the Community and School District

Please tell us great things about Boone County (your community) and Boone County Schools that potential candidates for superintendent should know.

The comments collectively conveyed a positive sentiment about Boone County as a caring and friendly school and community.

The emphasis was on safety, cleanliness, and a sense of connection among residents.

Overall, the feedback reflected a strong sense of pride and satisfaction with the environment and community of Boone County.

Good Points About the Community and School District

Please tell us great things about Boone County (your community) and Boone County Schools that potential candidates for superintendent should know.

The feedback highlighted the strong sense of community support for Boone County Schools, with an emphasis on family values and a desire for children to succeed.

There was recognition of the district's growth and the need for forward planning, especially regarding infrastructure and staffing.

The importance of diverse educational opportunities, afterschool programs, and transportation was also noted.

Additionally, there were calls for conservative values to be upheld in education, along with a focus on safety and security.

The need for experienced leadership and adequate funding for schools was emphasized, alongside appreciation for the dedicated staff and quality facilities.

Overall, the community expressed a commitment to providing a high-quality education for its children.

Qualities, Skills, and Characteristics

Qualities, Skills, and Characteristics

What qualities, skills and characteristics do you feel the next superintendent needs to have in order to be successful?

The ideal superintendent for Boone County Schools should possess a diverse set of qualities and experiences.

Key attributes included strong communication skills, transparency, and a commitment to diversity, equity, and inclusion, as well as being open to feedback and new ideas.

They should be empathetic, understanding, and able to connect with individuals on a personal level, while also being attentive to both the needs of the workers and the community. They should prioritize student and teacher well-being, be visible and involved in school communities, and hold principals accountable for school performance.

They should have a background in education and leadership.

They should be data-driven, updated on cutting-edge curriculum, and promote social-emotional development alongside academics

Financial responsibility and knowledge of governmental processes are essential, as is the ability to stand up for what is right while prioritizing students' well-being.

Additionally, they should be able to navigate differing opinions within the community, make tough decisions in the best interest of students, and resist political agendas.

Overall, the superintendent should be a dedicated advocate for education and student success, with a focus on collaboration and continuous improvement.

Qualities, Skills, and Characteristics

What qualities, skills and characteristics do you feel the next superintendent needs to have in order to be successful?

The feedback and expectations for the next superintendent of Boone County Schools encompass a wide range of qualities and characteristics.

These included the ability to cast a clear vision and effectively communicate it to all stakeholders, while demonstrating strong leadership and management skills.

Flexibility, openness to input, and advocacy for students and staff were also essential, along with transparency, community engagement, and financial acumen. It's important for the superintendent to be visible in the schools, engaging with students, teachers, and staff, as well as build relationships within the community.

Empathy, compassion, and a commitment to innovation and adaptability were also mentioned.

They should have a background in education administration and a proven track record of success.

Ultimately, the ideal candidate will be focused on driving student success and continuous improvement within the district while fostering a sense of unity and inclusivity.

Qualities, Skills, and Characteristics

What qualities, skills and characteristics do you feel the next superintendent needs to have in order to be successful?

They should emphasize and understand the importance of catering to the needs and desires of the community.

They should be able to listen to the community and be receptive to new ideas.

They should be supportive of the athletic program and allow schools to have fun at sporting events, as well as develop new approaches to enhance the enjoyment of sporting events for students.

Overall, there was a consensus that the person responsible for this decision should be caring and attentive to the needs of the students and community, fostering an atmosphere where fun and student well-being are prioritized.

Qualities, Skills, and Characteristics

What qualities, skills and characteristics do you feel the next superintendent needs to have in order to be successful?

The ideal superintendent for Boone County Schools should possess a diverse set of qualities and experiences.

These included being supportive of staff and responsive to their concerns, working effectively with the elected board, and being a good spokesperson and communicator who involves everyone in improving their roles and achievements. Effective communication, accountability, and a focus on listening to all stakeholders was also emphasized as essential qualities for the role.

Additionally, the superintendent must prioritize the well-being of children, possess experience at the district level, and have a diverse background.

They should be engaged in all aspects of education and extracurricular activities, prioritize student outcomes, and maintain transparency in decision-making.

Furthermore, qualities such as humility, empathy, and integrity are valued, along with a commitment to safety and a willingness to challenge political correctness.

The candidate would have a solid understanding of the community, prioritize academic excellence, and be open to rethinking traditional approaches to education.



Opportunities for Improvement



Opportunities for Improvement

What do you see as significant opportunities for improvement for the next superintendent of the Boone County Schools?

The feedback provided regarding the superintendent's role in Boone County Schools highlights several key areas for improvement and focus.

Improving discipline and fostering a welcoming school culture are key priorities identified by stakeholders in the Boone County school district. Parents highlight challenges faced by new students in connecting with peers, particularly in larger schools, emphasizing the importance of building a culture of inclusivity and engagement.

Additionally, concerns are raised regarding safety, equity among schools, and ensuring equal access to resources regardless of socioeconomic status.

Suggestions for improvement include increasing teacher and staff pay, addressing transportation issues, enhancing communication with parents, and prioritizing student mental health.

Suggestions also included the need for increased school construction to accommodate population growth and improving the school transportation system.

Stakeholders also call for greater diversity among staff, equitable allocation of resources, and a focus on providing opportunities for student success, including vocational and gifted programs.

There is a desire for clearer communication from the district, improved transparency in decision-making processes, and a commitment to keeping politics out of education.

Overall, stakeholders seek a superintendent who will prioritize student well-being, academic excellence, and community engagement while addressing various challenges faced by the district.

Opportunities for Improvement

What do you see as significant opportunities for improvement for the next superintendent of the Boone County Schools?

The feedback provided highlights several key areas for improvement in Boone County Schools, primarily focusing on the need for a superintendent who is less politically inclined and more grounded in addressing practical issues.

Key concerns include the need for better communication, input from stakeholders, and inclusive decision-making processes.

There's a strong emphasis on employee retention, particularly through increased pay across the board, and addressing shortages in essential roles like bus drivers and teachers. Stakeholders are looking for a superintendent who prioritizes staff training and support, fosters a positive culture, and ensures accountability at all levels

Improvement in behavior management systems, support for special education and English learner students, and creating equitable opportunities across schools are also highlighted, as well as a focus on student well-being beyond just academic achievement.

Additionally, there's a call for better fiscal responsibility, streamlining of administrative processes, and prioritizing student and teacher needs over unnecessary expenditures.

Overall, stakeholders desire a superintendent who is present, listens to concerns, and takes tangible actions to support both staff and students while fostering a positive learning environment.

Opportunities for Improvement

What do you see as significant opportunities for improvement for the next superintendent of the Boone County Schools?

The next superintendent should focus on ways to make curriculum more relevant to life outside the classroom/after high school.

They should also be kind, while also holding people accountable.

Opportunities for Improvement

What do you see as significant opportunities for improvement for the next superintendent of the Boone County Schools?

The next superintendent must prioritize several key areas to enhance the district's performance and community engagement.

Clear and effective communication is essential, along with a commitment to improving academic outcomes and interpersonal skills among students. This could involve initiatives such as volunteer tutoring programs, hiring social workers to support families, and implementing student buddy systems.

Engaging with stakeholders and fostering a collaborative environment will be crucial for success, along with addressing specific concerns such as mental health advocacy, support for bus drivers, and better financial management.

Additionally, there is a need for greater alignment of curriculum across schools, proactive budgeting, and reduction of unnecessary administrative overhead.

Overall, the goal should be to build a stronger, more cohesive educational system that prioritizes student success and community involvement.



Significant Challenges



Significant Challenges

What do you believe will be the most significant challenges the next superintendent will have to confront?

The next superintendent faces a myriad of challenges in navigating the educational landscape of Boone County.

Among these challenges are the need to adapt to demographic shifts and continuing to support academic success while fostering a healthy focus on the arts. It's essential to build trust with parents, address discipline issues, and ensure equitable opportunities for all students across the district.

Balancing the needs of a diverse student population, fostering innovation in education, and effectively communicating with stakeholders will be crucial in meeting the evolving challenges of the educational landscape in Boone County.

Additionally, there was an emphasis on building a culture of hospitality and friendliness among students and staff, combating the rising impact of mental health issues, and enforcing strict anti-bullying policies, especially in the era of social media.

Other challenges included addressing budget constraints, advocating for teacher salaries and benefits, retaining quality staff members, and overcoming resistance to change from various stakeholders.

Furthermore, the superintendent must prioritize student safety, promote diversity and inclusion, and navigate political pressures while maintaining a focus on educational excellence and student well-being.

Significant Challenges

What do you believe will be the most significant challenges the next superintendent will have to confront?

The next superintendent of Boone County schools will face a myriad of challenges.

This included addressing historical stodginess, fostering unity among diverse stakeholders, implementing immediate action plans for changes in education, finances, and behavioral needs, and tackling corruption within the district.

Building a collaborative team environment, ensuring transparency in instructional practices, and promoting equity were also critical tasks.

Moreover, the superintendent must navigate challenges such as teacher shortages, funding threats, and resistance to change.

Addressing safety concerns, improving teacher morale, and managing student behaviors were mentioned, as well as balancing the needs of various stakeholders and communities.

Overcoming political influences, maintaining public trust, and navigating legislative threats to public education funding are additional hurdles.

Ultimately, the superintendent must prioritize student well-being, foster a positive learning environment, and lead with vision, transparency, and integrity to ensure the district's success amidst numerous challenges.

Significant Challenges

What do you believe will be the most significant challenges the next superintendent will have to confront?

The next superintendent needs to be able to listen to the community and address disruptive student behavior.

Significant Challenges

What do you believe will be the most significant challenges the next superintendent will have to confront?

The challenges and expectations facing the next superintendent of the school district are extensive and diverse.

These included addressing issues such as multicultural students with minimal English proficiency, severe behavioral problems, and the need for strict discipline enforcement.

Additionally, there were concerns about political influence affecting educational priorities, challenges related to school funding and staffing shortages, and the impact of immigration on classroom dynamics and resources.

Other important considerations included ensuring equity among schools, fostering a positive learning environment, and rebuilding community trust.

Furthermore, the superintendent must navigate budget constraints, address anti-public education sentiment, and advocate for the district's needs in the face of legislative challenges.

Overall, the superintendent must demonstrate strong leadership, fiscal responsibility, and a commitment to academic excellence while addressing the multifaceted needs of students, staff, and the community.

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