

Stakeholder Input Report for

***Las Animas School
District
Las Animas, Colorado***

submitted by

Dr. Henry C. Roman

February 2024



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**Las Animas School District
Las Animas, Colorado
District Stakeholders Report**

February 2024

Executive Summary

On January 30 and February 1, 2024, consultant Dr. Henry C. Roman conducted meetings with the district stakeholders representing five different groups associated with the Las Animas School District to gather input regarding the selection of the new superintendent. The consultant received input from fifty individuals during the meetings.

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. The final section of the report consists of responses by individuals who completed the online survey.

1. Tell us the good things about your community:

- Much of the staff is home grown, having graduated from Las Animas
- AEC Campus designation, the school helps to support the community with resources
- This is a resilient community
- There is a strong feeling of support from the community
- There is a lower cost of living here
- Many outdoor activities—John Martin Reservoir, hiking, walking, hunting fishing, etc.
- Many historical sites in the area

2. Tell us the good things about your school district:

- The staff knows every student
- Small class sizes
- Good selection of high school courses
- Many sports offered
- Concurrent enrolment with Otero Jr College
- AP courses offered
- Daycare and Preschool

- Instructional coaches on each campus
- District really invests in teaching increasing the number of PD days
- Courses are not textbook based—Standards Based
- Online Program
 - Mentors (max of 40 kids)
 - Certified teachers teaching classes, not electives
 - AEC status with 6 hexters a year—works for kids in need of credits
 - Tailored grading and offering fewer classes at a time
 - Workforce readiness

3. What are the issues the incoming superintendent should be aware of as he/she comes into the district?

- No longer a small district, now a large district
- Kids now not being raised by biological parents, usually grandparents
- Many staff here for a year and then they leave
- Recruiting and retaining employees is a challenge
- Need to pay higher salaries for staff comparable to other districts
- High need for mental health in the community
- Not as much community involvement on community boards and committees as in the past

4. What characteristics should the new superintendent have to be successful?

- Good educational background with Principal experience preferred
- Understands rural Colorado
- Actively involved in the community
- Open and available to staff
- Knows Budget and Finance
- Leadership style should be “shared decision making knowing the “buck stops here”
- Servant leader
- Whole child philosophy
- Strives for academic excellence
- Online experience and philosophy
- Good understanding of alternative education

Name of Stakeholder Group: *Online staff in Pueblo*

1. Tell us the good things about your community:

- Blended leaning
- Online
- In person
 - At home
 - At Office
- Academic Support
- 8-4:00
- 6th grade through 12th grades
- Certified Teachers
- Mentors—up to 40 kids assigned
 - —meet 2 to 3 times a week
 - —office hours—meet with small groups of 3 or 4
- Your kids/my kids concept
- Team effort
- Teachers are here/more like a school while online too
- Accept kids with IEPs but not below 3rd grade
- Director of Sp Ed with 8 sp ed teachers on team
- Accept judicial referrals
- Can be 100% virtual instruction but can come in as needed or desired
- Students can keep their computer if they graduate from school--Good incentive
- Tech is good, computers are good
- Family environment

2. Tell us the good things about your school district:

- Staff is well known in the community
- Good technology
- Well-staffed, staffing is not an issue

3. What are the issues the incoming superintendent should be aware of as he/she comes into the district?

- Building is small
- Need a kitchen
- Need a new updated org chart/structure
- Online director is needed
- Need a salary schedule—one is in the works

4. What characteristics should the new superintendent have to be successful?

- Flexible—willing to hear us out
- Aware of online world-online background preferred
- Makes staff feel seen and heard

- Experience with At Risk Youth--Gang members--Students on probation or parole
- Need for a baby room
- Need for a clothes rack
- Approachable
- Be visible
- Be innovative, be a visionary
- Be forward thinking, looks at research
- Knows technology
- Open to questions
- Good leadership skills with knowledge of technology
- Understands staff
- Open door policy
- Willing to do whatever it takes like picking up a cooler of food and bringing it to Pueblo and sometime subbing for a teacher
- Knows athletics especially at the middle school level
- Needs to understand budget
- Online school keeps brick and mortar afloat
- Be there for the kids
- Knows marketing is a year-round activity

Name of Stakeholder Group: *Administrators*

1. Tell us the good things about your community:

- Much of staff home grown, graduated from Las Animas—even online staff
- Community relies on school to take care of things
- Even though online program is multi-district, Las Animas District tries to help
- AEC Campus designation, the school helps to support the community with resources
- Online school takes students who were on campus
- Resilient community
- Creative in problem solving
- Strong feeling of support from community
- Lower cost of living than other communities
- Many outdoor activities—John Martin Reservoir, hiking walking, hunting, fishing
- Many services in community such as grocery store, medical, etc.
- Many historical sites
- Housing is available
- Still Ag based community

2. Tell us the good things about your school district:

- Small population-- Great for building relationships
- Staff knows every kid
- Working with other faculty easy
- Class sizes around 20 to 22
- Good selection of high school courses

- Many sports offered
- Concurrent enrollment with Otero Jr College
- Online offers
- Concurrent enrollment
- AP courses
- 40 + electives
- Mentors (max of 40 kids)
- Certified teachers teaching classes, not electives
- AEC status with 6 heaters a year—works for kids in need of credits
- Tailored grading and offering fewer classes at a time
- Workforce readiness
 - Competency based diploma
 - For Underage, behind credits
 - 8 credit pathway using Work Keys
 - Work based credits too
- Marketing through Downtown Association in Pueblo
- Daycare and Preschool
- Advising Period to meet with students
 - ICAP, Career planning, grades
 - 30 minutes, 13 or so students
- Instructional coaches on each campus
- Really invest in teaching with more PD days
- Much collaboration
- Set high expectations with staff
- MTSS
- Regularly meet with teachers
- Courses are not textbook based—Standards based
- Stable teaching staff
- ISS Classroom
- One to one devices—technology
- No cell phone in classroom
- Use Gaggie, Go Guardian and Beacon to manage social media in classroom

3. What are the issues the incoming superintendent should be aware of as he/she comes into the district?

- Brick and Mortar still community based
- “No longer a small district, now a large district”
- Online are still from a small town, still unified district
- Kids now not being raised by biological parents, usually grandparents
- Since Pandemic, more issues just like other districts
- Online trauma with social media issues like other districts

4. What characteristics should the new superintendent have to be successful?

- Educational background

- Leadership style should be shared decision making knowing the “buck stops here”
- Balance leadership
- Servant leader
- Whole child philosophy
- Good value system
- Strives for Academic excellence
- Good listener
- Online experience is important
- But more importantly, must have a good understanding of the philosophy of online ed
- Financial background
- Easy to work with
- Good understanding of alternative education
- Willing to learn
- Not wanting to change everything initially
- Understands rural Colorado
- Understands preschool especially CU Preschool

Name of Stakeholder Group: *Classified Staff*

1. Tell us the good things about your community:

- Many of the staff grew up in Las Animas-part of community
- Online school—a great experience
- Small town community—many relationships
- Everyone knows each other’s families
- All are on a first name basis
- Everyone helps out each other
- Small and friendly – all you have to do is get engaged and involved
- No one ever goes it alone
- Some safety issues with transients coming and going
- Low cost of living community
- Good, livable housing shortage
- There is employment
- Rec center available for the youth and adults
 - After school programs

2. Tell us the good things about your school district:

- The district supports its staff
- Staff feels like family
- 100% “single” insurance coverage
- Many activities for staff outside the school day
 - For health and welfare, dinners, etc.
- Staff wellness is a priority, mental health care paid for by the district
- Many opportunities for advancement within the system
- Good education system here

- College classes for students
- Good athletic programs with many added in the last 5 years
- Community support now increasing at school events
- Much support for students provided based on needs
- Instructional coaches available to assist teachers
- Four-day school week

3. What are the issues the incoming superintendent should be aware of as he/she comes into the district?

- Recruiting and retaining employees is a challenge
- Need more funds to hire more staff at comparable salary to other districts
- Comparable compensation based on positions and responsibilities
- Missing “highly qualified staff”— long term subs are use

4. What characteristics should the new superintendent have to be successful?

- Good understanding/experience with online education
- Principal experience
- Good communication skills
- Able to listen and value the ideas of others
- Longevity in previous positions—not someone who has jumped around from position to position
- Actively involved in the community
- Open and available to staff
- Willing to live in Bent County
- Not a micro manager
- Trustworthy
- Budget/Finance experience
- Be a “disciplinarian” with staff

Name of Stakeholder Group: *Teachers*

1. Tell us the good things about your community:

- Staff can be involved in students’ lives
- Can be involved in the Community on Boards and Committees
- Strong family feeling
- Sense of Camaraderie
- Everyone chips in
- Great rec league for adults
 - Volleyball, softball, etc.
- Centrally located in Southeastern Colorado
 - Much history here
 - Many outdoor activities—hiking, fishing, hunting, etc.
- Close to the mountains

- After Ft. Lyons closed, Las Animas has become a “rebound community”
- A nice quiet place
- Very friendly

2. Tell us the good things about your school district:

- ES has Newborn to 6th grade
- ES scored high and JR High now improving
- Working as a team to address improvement
- Small district—like a family
- Las Animas SD is “on the rise!”
- MTSS at all levels (k-12), “We are HECTOR”
- JR/HS—Whole child approach
- ES—Data drive—“PRIDE”
- K-12 alignment and standards based
- A family advocate is available
- “Amazing Family Challenges” twice a year—big hit
- Close to 2 Jr colleges
- Online program
 - For expelled students
 - Creates more opportunities for students
 - Strong mentorship program
- Many HS offerings including AP courses
- Can earn an AA degree upon HS graduation
- Strong Meet & Confer process in place
- Districtwide initiatives—mandated!

3. What are the issues the incoming superintendent should be aware of as he/she comes into the district?

- Many staff here for a year and then leave
- Same with students
- Title I district—low socio-economic, high minority
- Poverty in this area
- Trauma in community such as domestic violence, family members in prison
- Good attendance—truancy court available
- Incentives for students with no final exam as one incentive
- High need for mental health
- First year teachers sometimes have a tough time because not fully accepted
- Expenses for teams to travel to competition
- Salaries lower than neighboring districts

4. What characteristics should the new superintendent have to be successful?

- Budget & Finance—able to find other funding initiatives
- Knows about athletics
- Must be involved in the community and seen

- Be willing to watch first before making changes
- Watch and learn
- Be open and communicate well
- Open communication
- Be available
- Be Transparent
- Be seen in the schools
- Be supportive personally and professionally
- Should have classroom experience
- Have an awareness of “trauma”

Name of Stakeholder Group: *Parents/Community*

1. Tell us the good things about your community:

- Small, rural communities in the plains of southeastern Colorado
- Many outdoors activities
 - Hunting, fishing, canyon country, river bottom, John Martin reservoir,
 - Much history in the area
- Centrally located in the South East
- JR Colleges close by
- Job opportunities nearby
- All tend to support each other
- Property taxes are low
- Cost of living is low
- Homeless issues with our milder climate
- Rec Center—for teens and young adults
 - After school programs
 - Good gym for workouts

2. Tell us the good things about your school district:

- Good staff
 - Committed, put out great effort
 - Many grew up here or have been ingrained into the community
 - Some stability/some turnover
- Good communication to parents about schools using Facebook, etc.
- Response to parents is good and timely
- School Board is open to the public –not many problems with Board at all
- Schools are inviting to the community
 - Athletics events are free to the public
 - Amazing Family Challenge is a big hit
- There is a feeling that it is not just about test scores, but also about the kind of person the student is
- 4-H and FAA still strong

3. What are the issues the incoming superintendent should be aware of as he/she comes into the district?

- Money-always a need
- Overall cost of maintaining buildings
- Cost of staff and need for salary increases
- Cost of online school
- Not as much community involvement in community boards and committees—same at the school—now no Boy Scouts here
- More kids on IEPs now
- Job market for Bent County is less and less
 - Hog Farm, the Prison and the School District

4. What characteristics should the new superintendent have to be successful?

- Highly ethical
- Good attitude
- Someone who is willing to stay
- Not using this as a stepping stone
- Financial background
- Good manager
- Good understanding of online education
- Courage to stand up for what is right
- Willing to learn

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

Answered: 30 Skipped: 4

#	RESPONSES	DATE
1	Our community is small and welcoming.	2/8/2024 12:33 PM
2	Our community has a lot of heart. It is dwindling rapidly. Times are changing. The current situation at the school district is part of the problem. It has caused the people not directly linked to the school to not support not only the school but other youth activities and organizations.	2/8/2024 11:44 AM
3	There is a strong sense of community when it comes to working towards a common goal	2/8/2024 11:14 AM
4	The community is on the rise. There are multiple events and opportunities for students and parents alike through both the school system and the rec center. Proximity to John Martin Reservoir, Bent's Old Fort, and hiking on Commanche Ntl Grassland and the canyonlands is within an hour away and the mountains are two hours away -- an easy day trip. There are multiple avenues for involvement beyond the school system through boards and committees, and there are several quality houses for sale within the city limits. The general community perception of Las Animas as a city is positive and improving through growth and the aforementioned involvement.	2/8/2024 10:48 AM
5	Great outdoors hunting and fishing opportunities!	2/7/2024 8:36 PM
6	Small. Close to bigger towns. Friendly.	2/7/2024 3:32 PM
7	For a small town we have stores that provide things we need. Grocery, pharmacy, hardware, general stores.	2/7/2024 1:37 PM
8	We have a great generation of hard working and intelligent people amongst our elderly. The community has more advantages than disadvantages, but the negative aspects get emphasized more than the positive.	2/7/2024 8:43 AM
9	There are a lot of good people in the community. Very tight knit if you are associated with the right people. Few people who care, but those few, care a lot about Las Animas.	2/6/2024 9:00 PM
10	Supportive	2/6/2024 2:58 PM
11	The community attempts to keep everyone involved with different events and happenings. The community is pretty friendly and good at helping those in need.	2/6/2024 11:46 AM
12	The culture and pride that Pueblo has, it is one of the many reasons why I have been here my entire life.	2/6/2024 10:19 AM
13	Quiet town with mild winters and amazing sunsets.	2/5/2024 9:48 PM
14	The community helps others out when in need.	2/5/2024 9:44 PM
15	There have been some minor improvements recently	2/5/2024 8:42 PM
16	Close knit. Mostly safe place to live.	2/5/2024 8:36 PM
17	It's a small town with a lot of good families in the community.	2/5/2024 7:45 PM
18	It isn't what it use to be!!	2/5/2024 7:31 PM
19	Our community is made up of good and not so good people. Most members are caring, helpful and supportive.	2/5/2024 6:50 PM
20	There is nothing g for the middle and his choosing kids to do to keep out of trouble. There's nothing good to say about Las Animas.the teachers such the [REDACTED] is a joke.	2/5/2024 6:33 PM
21	N/A.	2/5/2024 6:29 PM

22	I love and the kids love all the programs provided by the community center.	2/5/2024 6:28 PM
23	Small town where everyone knows who you are.	2/5/2024 4:08 PM
24	Small enough to get to know your neighbors and find people who are sincere and friendlyA community that supports each other in times of emergency and true need Affordable living Opportunities to get engaged in the community on many levels We have a few interesting places to visit on the historical trail Can usually purchase what you need in a pinch. Major shopping within an hour drive. Detailed shopping within 2 hours drive. We have a couple of lakes and the river for recreation in the county. We have a small golf course and others in the surrounding towns that are affordable.	2/5/2024 3:06 PM
25	As part of the online school, we serve many different communities that are both rural and urban. There are good things about each community and challenges in each.	2/5/2024 3:06 PM
26	Small community that is friendly. Too many marijuana store. All types of business are mostly represented we welcome other types such as restaurants and more retail.	2/5/2024 2:42 PM
27	The online community is strong with ongoing support and communication between staff. The majority of the students are from the Pueblo area and are living in difficult home situations.	2/5/2024 2:35 PM
28	We have santa fe trail days, and great community support at sporting events.	2/5/2024 1:57 PM
29	Our community is good about helping out as long as communication output is given and relationships are built. The community is also so good at looking out for our students needs. As long as communication from the Schools District is good with our community we can be very diligent in anything needed.	2/5/2024 12:58 PM
30	Las Animas is a diverse and resilient community. Although demographics and the community has drastically changed since 2001, we are still a people who value our small town and doing all we can to make it safe and welcoming, as well as, the best place to raise our children.	2/5/2024 12:37 PM

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

Answered: 32 Skipped: 2

#	RESPONSES	DATE
1	We have a great group of teachers and administrators who are all motivated to help students grow and learn.	2/8/2024 12:33 PM
2	The only good thing about our entire school district is [REDACTED]	2/8/2024 11:44 AM
3	The elementary school has a good incentive system for students to learn more.	2/8/2024 11:14 AM
4	We have many processes in place that are ahead of state recommendations or requirements (we were a PBIS district before it was required by the state), and we own those pieces. Some include: HECTOR and PRIDE, Kagan/cooperative learning, Attendance Counts, Morphology, AR (more at the ES than JH/HS), and others. Sports teams are continually improving as both basketball teams are projected to make regionals, and we have a few wrestlers projected to make state, track and field and baseball are always competitive, football is improving, and volleyball missed regionals by two wins this past season. Similarly, FBLA is a consistent competitor at the state competition, and our current rebuild of our FFA program is gaining notice from around the state. We have many people in the right positions to make a positive impact and continue the academic and athletic growth we have seen over the past two years, and those of us who have been around for a while are excited to watch this improvement and subsequent change in student perception toward school and our programs. There are many new teachers who can be molded to become the teachers that LASD needs them to be, and we have processes in place for that as well through our instructional coaches.	2/8/2024 10:48 AM
5	We seem to have teachers who truly care about education and don't push personal agenda or beliefs on our children.	2/7/2024 8:36 PM
6	Small. Teachers are able to know the kids.	2/7/2024 3:32 PM
7	Class sizes are between 20-25 students. Daycare is available for families that work with the school. Many of the staff either grew up or around Las Animas and also graduates of Las Animas.	2/7/2024 1:37 PM
8	The elementary has a caring environment.	2/7/2024 8:43 AM
9	Our school cares a lot about its students. The school is great about taking care of its students.	2/6/2024 9:00 PM
10	Great Team!	2/6/2024 2:58 PM
11	The schools are very active in helping kids be the best they can be. The schools are always working on ways to improve student outcomes and build better relations within the community.	2/6/2024 11:46 AM
12	It offers different pathways to graduation than the traditional ones and really wants students to be productive members of society.	2/6/2024 10:19 AM
13	Lots of school spirit.	2/5/2024 9:48 PM
14	This school does everything possible to ensure a learning environment for each child.	2/5/2024 9:44 PM
15	The administration is very attentive	2/5/2024 8:42 PM
16	They have lots of activities to keep families engaged. Most of the staff are friendly and caring	2/5/2024 8:36 PM
17	School pride, student accountability, quality coaching.	2/5/2024 7:45 PM
18	When I went to LA it was exciting to go to school. The teacher's really truly cared about the students. Student from then had life long friendship with there teahers and respected them. It went both ways.	2/5/2024 7:31 PM
19	Our schools really care about our our students and staff and do everything they can to see that	2/5/2024 6:50 PM

	our students become productive members of society.	
20	Nothing good to say but a bunch of hypocritical judgemental people that stick there noses where it don't belong.	2/5/2024 6:33 PM
21	Student/teacher ratios	2/5/2024 6:29 PM
22	I love working for the las animas school district. And iam so happy my grandkids go there.	2/5/2024 6:28 PM
23	The Academy of Las Animas Online has a lot of potential for growth and the expansion of the Career Readiness program.	2/5/2024 5:49 PM
24	We strive to make connections with students academically and emotionally.	2/5/2024 4:08 PM
25	Friendly atmosphere Support student needs Are the leader in the area of making changes within the district before other districts that usually follow our lead We have many athletics and activity opportunities for studnts and always adding to these We include the parents in many activities at the district activities We have a grow your own educator program to retail and support education for staff We have a strong health and wellness program in the district for students and staff We provide a realm of professional development opportunities to instructional staff We have a substantial amount of staff with long term commitment to the district We are focused on providing well-rounded standards-based education supporting a student's education as well as wellbeing We are always striving to provide a stronger education for our students	2/5/2024 3:06 PM
26	Our online school is quickly becoming a reputable form of online education in the state. Our enrollment is has grown each year we have been open (3 years now) and is continuing to trend up with 40-60 names on the waiting list currently. We offer 4 different pathways to graduation, including a year-long competency-based diploma pathway for overaged, under credited seniors. In three years, we went from having insufficient data on our SPF to being 2 points away from performance as an AEC.	2/5/2024 3:06 PM
27	We have had a strong administrative staff since I started with the school in 1997. The present administrative staff has been the most progressive for our students and online students which we never had until a few years ago. They are committed to making our students feel secure while being taught subjects that make them prepared to go out into life with many skills. Our school does not have band, drama or chorus which I feel would make this school more complete	2/5/2024 2:42 PM
28	The online school has a strong student centered ethic.	2/5/2024 2:35 PM
29	We have a lot of extra things which we do to support our students and staff.	2/5/2024 1:57 PM
30	The early learning center is great, great teachers and very convenient to our community and staff at LASD. The elementary is wonderful because we are lead by a strong and caring principal and not just our principal helps things run smoothly but all the admin at LAES. The Jr/Sr high concern me, the stories I hear about how the teachers treat and teach the students makes me not want to bring me daughter here. I grew up in Las Animas and when I was in the Jr/Sr high our principal didnt let anything get passed her. The quality we had then and what it is now juts scares me about that school.	2/5/2024 12:58 PM
31	LASD prides itself on being innovative as far as teacher development and using the resources we have ensure our schools are growing. We are reflective and open to feedback in order to promote high-quality education. We have been on the forefront of standards-based education and have teachers who are willing to work as hard, if not harder than other teachers from other districts.	2/5/2024 12:37 PM
32	Teachers and administration want to help the kids, but there's no clear plan forward to do so.	2/5/2024 12:26 PM

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

Answered: 30 Skipped: 4

#	RESPONSES	DATE
1	not sure.	2/8/2024 12:33 PM
2	We need competent qualified teaching staff. The students graduate unprepared for the future both educationally and maturely. High school administrators bully select students. To much emphasis and money put into sports and not academics. No return on investment seen with the entire sports program. To heavy on administration staff put more of those payroll dollars into GOOD teachers. Be able to handle a hostile work environment	2/8/2024 11:44 AM
3	There is a lot of discipline issues as well as favoritism that has been running rampant. It has caused issues with employee retention and has led to students not being prepared for the workforce as they are not educated by skilled teachers.	2/8/2024 11:14 AM
4	It is a small town, and with small towns come small town politics. Many of the more "influential" folks in town have lived here their entire, or most of their entire, lives. And they don't like change. It will take time for a new person in a position such as this to gain the attention and respect of many because so many people come for a year or two and leave quickly. Our school district is one of both significant staff turnaround and student movement in and out of district. Our salary schedule is significantly below the average of the state, but we cannot pay what front range schools pay.	2/8/2024 10:48 AM
5	I am not aware of any issues at this time.	2/7/2024 3:32 PM
6	Las Animas is a low income town with many of the students from families that are low income. Many of the students are being raised by a single parent or grandparents. Drug and alcohol in the home is a common thing for students to witness.	2/7/2024 1:37 PM
7	We have some staff that are here for the pay, not for the quality of education or to make our kids feel valued and important.	2/7/2024 8:43 AM
8	Going to be an uphill battle getting your agenda implemented. Very progressive school and not in a good way in my opinion.	2/6/2024 9:00 PM
9	N/A	2/6/2024 2:58 PM
10	The school district is home to many cliques and a degree of those who think that they are better than the rest. The opinions of many are overlooked because they do not fall in the right group or background in the opinion of the few who feel they are on top.	2/6/2024 11:46 AM
11	The hesitation to embrace change, no respect for people's positions, nepotism and lacks processes and procedures.	2/6/2024 10:19 AM
12	Nepotism is rampant. The school employs an increasingly large amount of paraprofessionals who are not qualified to perform their duties.	2/5/2024 9:48 PM
13	The job description, maybe family situations and or staff concerns.	2/5/2024 9:44 PM
14	This district has made great improvements the past few years and hopefully they will keep moving forward with improving	2/5/2024 8:42 PM
15	I feel like racism is routinely overlooked in all the schools. Students are taught to the tests and are not able to think critically on their own. Aa a parent I hear about quite a bit of bullying going on in both buildings and a lot of it by teachers and administrators.	2/5/2024 8:36 PM
16	Hopefully it will be someone that isn't prejudice and think they know everyone's business personal or otherwise. Someone who isn't from here and will bring in new ideas to keep the children engaged and involved in school activities and not just interested in their own childrens goals. And post online and in the newspaper their children's accomplishments. What about all	2/5/2024 7:31 PM

the other children's accomplishments? We need NEW leadership!!!! When you have a back to school community gathering and the teachers and administration don't even show up or are required to attend. What do you expect from the students. When they see the staff doesn't care enough to attend!!! ???

17	They should be aware of the fact that times have changed tremendously from when we were in school, and the students, parents and staff may need to be addressed in a manner they are not accustomed to.	2/5/2024 6:50 PM
18	They do nothing about billing or helping students with special needs. When you bring them paper work for diagnosis the disregard it and say your child's bad. Send them to seal academy. Instead of doing what's recommended.	2/5/2024 6:33 PM
19	The amount of bullying in the schools and the damage it's causing, which is why the lack of reporting from the students.	2/5/2024 6:29 PM
20	Just be aware of the drug issues among the adults.	2/5/2024 6:28 PM
21	Very few internal controls, no structure. Shared leadership has trickled too far down into the organization. Employee led groups are used to make important administrative level decisions with regard to policies, salary schedules, and employee health benefits.	2/5/2024 5:49 PM
22	High number of behavioral issues and high turn over rate.	2/5/2024 4:08 PM
23	This is a conservative community, and many are related family members both in the district and in the community Liveable housing will take time to locate or make ready for living in They will be working with employees in positions of authority who are set in their ways and may find direction of supervision and change difficult. This can be said as well for those in a department or area of the district where they have been working independently or with little supervision, guidance, or oversight. Most district employees wear many hats to complement the needs of the district, whether they have the experience or not. They have good intentions and need training and guidance. We have a difficult time locating qualified employee replacements We have a large portion of our student parents/guardians who are elderly or handicapped and live on Social Security (Extremely Poor) with many needs.	2/5/2024 3:06 PM
24	The online school can continue to experience growth, but having a strategic plan in place to decide how quickly and how much we grow will be important. From a district standpoint, having someone strong in the areas of school finance and human resources to help guide those departments will be very important to everyone in the district.	2/5/2024 3:06 PM
25	The superintendent should be aware of this is a somewhat diverse environment with agriculture, educated people, prisoners and drug users. It's evident we have a lot of drug activity especially those who claim to be disabled, people with out a purpose and finally the homeless that fail the program at Fort Lyon.	2/5/2024 2:42 PM
26	In the online school there is a great deal of flexibility when working with students and families.	2/5/2024 2:35 PM
27	Poor leadership in the high school building, which segregates rather than brings together. Classroom/behavior management is a disaster, and we lack supports or initiatives to change this.	2/5/2024 1:57 PM
28	Teachers are very outspoken and will have lots of questions. Some parents will go to you if they see the principals haven't " done " anything. Many people are related in so many ways, and family is a big part of this community. Listening, hearing out and setting a action plan is the way to go in any situation. We are a low income town and out staff will do anything to get us funds. You will see that some families will do anything and everything for their child/children, then you will see some that have no support at home. Be aware that a lot of our students live with grandparents, gaurdians or fosters. Please dont be quick to judge anyone. Its hard for our community to adapt to "NEW". We have had [REDACTED] for many years and many people will be rude and un kind. Not all are like that we are just analyzing you and learning about you.	2/5/2024 12:58 PM
29	One issue our candidates should be aware of is a school board with too many connections to staff in the school system.	2/5/2024 12:37 PM
30	Education is not a high priority to families, and so diplomas are not valued. Many families are looking for shortcuts to authentic learning or to avoid truancy laws. There is an ongoing issue with diploma mill online schools, where there is corruption of the learning process as well as financial corruption within district HR departments that isn't always addressed.	2/5/2024 12:26 PM

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

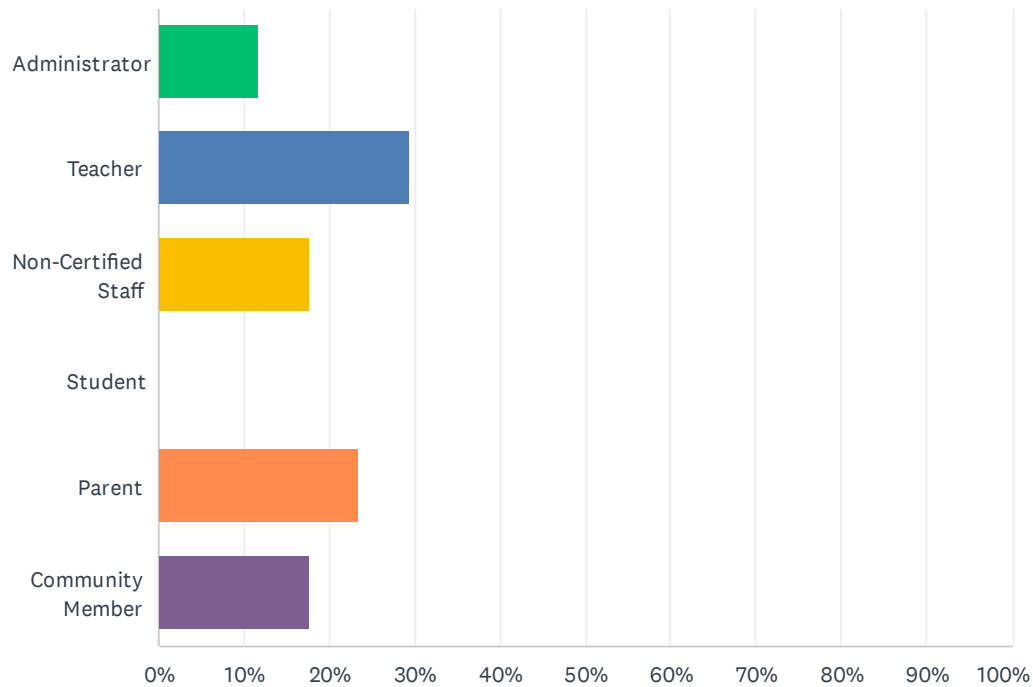
Answered: 33 Skipped: 1

#	RESPONSES	DATE
1	Ability to use both virtual and in person formats to take care of needs. Understanding that some of our schools do not perform well in data because of the population we serve. Need for unified culture across schools and district.	2/9/2024 2:41 PM
2	The new superintendent should be flexible, understanding, a good listener, and empathetic. Overall, he or she must be dedicated to student success and a strong supportive leader for all staff.	2/8/2024 12:33 PM
3	A backbone! Be firm fair and consistent. Common sense approach to education and genuinely care about the students. The understanding of small town rural USA.	2/8/2024 11:44 AM
4	Listening, Advocating for students, willing to discipline staff and students, Education focused	2/8/2024 11:14 AM
5	I would like to see someone who has spent time in the classroom within the last 10 years, and has been in education through the COVID mess. I would also like to see someone who has a Master's Degree in admin or education. They need to care about kids and be knowledgeable about the impact of trauma and poverty on education because many of our students not some...many of our students fall into one or both of those categories.	2/8/2024 10:48 AM
6	We need better sports programs!	2/7/2024 8:36 PM
7	Would like to see someone be involved with the community. A good communicator.	2/7/2024 3:32 PM
8	Have good moral values. Willing to be a team player. The school has many wonderful employees and be willing to listen to them. Some of our students (especially Jr. High and High School) just wants some to listen and know that they matter. Many kids come from a harsh home life. This person needs to be here for the students, staff, admin and not just to collect a check.	2/7/2024 1:37 PM
9	Someone new to the community with experience as an administrator. Has a backbone and isn't afraid to fire poor educators and administrators. Live in the community and be a part of it. Has a definite love for children and education. Sees education as a priority over sports, and values the community as part of the education system.	2/7/2024 8:43 AM
10	Grit, determination, and the ability to stand your ground for what you think is right, even if it's not popular.	2/6/2024 9:00 PM
11	Flexibility	2/6/2024 2:58 PM
12	Perseverance, Honesty, Transparency, Equality, Inclusiveness, The ability to make changes when having to go against the old adage we have always done it this way.	2/6/2024 11:46 AM
13	Someone who can separate personal from business and does what is in the best interest of the school rather than letting personal relationships influence business. Someone who will be authoritative and level-headed.	2/6/2024 10:19 AM
14	Recruitment outside of the area skills, grant writing skills, positive friendly well liked person by people of all backgrounds. The [REDACTED] uses her position for political benefit. She should not be considered for this position. Numerous teachers and staff have complained about her but are afraid to speak up. Why would you hire someone who people are afraid to speak out against?	2/5/2024 9:48 PM
15	They should be a people person, a good listener and never judge a person. Someone who has had experience in a similar district and similar demographics.	2/5/2024 9:44 PM
16	Supporting our school district as a whole not focus on any one thing	2/5/2024 8:42 PM

17	I would like to see someone who is not local. Someone who can stand up to the "powers that be" and change the status quo. I would like to see someone younger and willing to stay for the long haul. Not someone that is using Las Animas as a stepping stone to bigger school districts.	2/5/2024 8:36 PM
18	Approachable	2/5/2024 7:45 PM
19	To be fair, transparent and open. New ideas, new leadership.	2/5/2024 7:31 PM
20	They must be patient, understanding and kind. They should be versatile, while having thick skin and a strong backbone!	2/5/2024 6:50 PM
21	Anything better than what here now I'm sure	2/5/2024 6:33 PM
22	The ability to uphold and maintain the Zero tolerance policy regarding bullying, etc and to help make sure that the students and their families feel safe in school.	2/5/2024 6:29 PM
23	You should be open minded and we are a strong community.	2/5/2024 6:28 PM
24	The new superintendent should have the experience and knowledge of the basic structure upon which a school district operates. The superintendent should set district-wide rules and standards that everyone follows. You're going to need thick skin and a lot of patience for this group.	2/5/2024 5:49 PM
25	Ready to listen, not a micromanager, ready to back all staff, and willing to fill in wherever needed. They should also be easy to talk to and staff and students should not be scared to talk to them when they have a problem.	2/5/2024 4:08 PM
26	Business leadership skills Budget' Personnel management Policy, practice and procedure minded Willing to make the hard decisions and follow through Outgoing personality Be present and seen Should have rural community knowledge Flexible within reason case by case Open door to all staff, and more importantly to direct reports	2/5/2024 3:06 PM
27	Open, honest, open to feedback and collaboration. Anything in the responsibilities list can be taught and learned. A leader's philosophy on how to deal with people and what constitutes a good education (which needs to include a positive mindset about online education) is more important than any amount of experience they may have had.	2/5/2024 3:06 PM
28	Knowledge about the town and possibly a resident of the town. Has had a similar experience with a smaller population. Friendly and progressive for the community and the school. Willing to work with the stakeholders of our community.	2/5/2024 2:42 PM
29	Student centered	2/5/2024 2:35 PM
30	To be tough on students, admin, and staff.	2/5/2024 1:57 PM
31	People skills, like I said before we don't adapt to "New" quickly, people will have many questions. Compassion, our community is small and close we have had many losses and many achievements.	2/5/2024 12:58 PM
32	They need to be willing to meet challenges head-on and not shy away from "politics of a small town." They need to be willing to commit to Las Animas and appreciate the things we DO have in town vs what we are lacking.	2/5/2024 12:37 PM
33	Ability to balance reasonable expectations for student behavior and performance with empathy for difficult family situations. A plan to address the hopelessness and cynicism students have toward learning.	2/5/2024 12:26 PM

Q5 Please indicate the stakeholder group you represent:

Answered: 34 Skipped: 0



ANSWER CHOICES	RESPONSES	
Administrator	11.76%	4
Teacher	29.41%	10
Non-Certified Staff	17.65%	6
Student	0.00%	0
Parent	23.53%	8
Community Member	17.65%	6
TOTAL		34