

Stakeholder Input Report for

***Hi-Plains School
District R-23
Seibert, Colorado***

submitted by



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MCPHERSON *MJ* JACOBSON, LLC

EXECUTIVE RECRUITMENT & DEVELOPMENT

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**Hi-Plains School District R-23
Seibert, Colorado
District Stakeholders Report, March 2024**

Executive Summary

Outlined below is an Executive Summary of the major themes expressed by the participants taking the online survey. The Executive Summary is a compilation of all the input received from these individuals in response to the four questions asked of the participants. There were 24 responses to the Hi-Plains District Community Survey. Please note that responses from the online survey are printed as they are actually stated with grammatical and misspelled words so that any meaning might not interfere with the respondent answers. All profanity and named references have been redacted. Graphs have been added to the report showing the distribution of the online stakeholders providing input, and “word clouds” emphasizing recurring themes in responses.

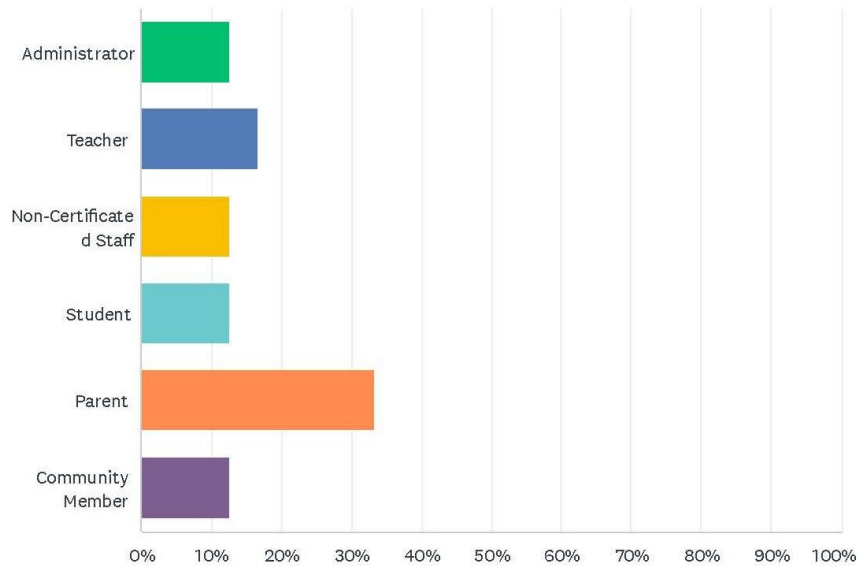
*Survey Monkey Results for Hi-Plains School District R-23
March 2024*

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

24 responses

Please indicate the stakeholder group you represent:

Answered: 24 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|------------------------|-----------|----|
| Administrator | 12.50% | 3 |
| Teacher | 16.67% | 4 |
| Non-Certificated Staff | 12.50% | 3 |
| Student | 12.50% | 3 |
| Parent | 33.33% | 8 |
| Community Member | 12.50% | 3 |
| TOTAL | | 24 |

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

students pride school supportive cares involved also school
many community things family kids support new families lot
good

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

family beautiful opportunity working great parents teachers small
students new school working hard good community
staff keep kids want

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

high school small town make concerns best certain help past kids know will jobs
need decisions staff great school come students
lack community decision made teachers building
parents successful think handled issues change board board administration
families administration

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

know small school willing parents building family need think want
students staff community support best able
school superintendent staff present work
teachers students Someone will Someone one kids hold
involved activities make

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

Answered: 24 Skipped: 0

| # | RESPONSES | DATE |
|----|--|--------------------|
| 1 | Honestly not a lot. Unfortunately. One family seems to run everything around the school and outside of it and if you don't see it their way the entire family can be ugly and mean. Not only to other parents but students as well and they are great at deflecting. | 2/20/2024 10:22 PM |
| 2 | All come to school advents and support. | 2/20/2024 5:20 PM |
| 3 | I love how this community has a positive impact on the school and helps the people in it to stay connected. | 2/20/2024 1:52 PM |
| 4 | Large amount of parents very involved, and want the best education for their children. Conservative,Community support toward the school. Great place to raise a family. Christian oriented . | 2/18/2024 12:11 PM |
| 5 | It is a small, family oriented community. It is very supportive of the school. | 2/16/2024 2:03 PM |
| 6 | We are a small rural community that loves our country. We believe in hard work, respecting our elders/community, education is important, and supporting one another. Our community loves our school and has many alumni still living in Seibert. With that being said, tradition is important. | 2/15/2024 5:42 PM |
| 7 | The residents of the small towns on the eastern plains treat fellow residents like family. | 2/15/2024 4:31 PM |
| 8 | Conservative and faith based values Cummunity support for our kids Small town that accepts new people well | 2/15/2024 6:39 AM |
| 9 | I feel like our community has been known and I hope to continue being known for 1. Taking pride in our school and its programs, such as athletics, booster club, homecoming activities, FFA, and music programs. 2. Welcoming and encouraging students from both in and out of district. As there has been a place for them to become part of a bigger unit and find a group to thrive in. 3. Family is a priority. We have so many good families and they not only encourage their own kids, but also any others that might need extra support. The parents also help in so many ways to keep kids involved and step to help in so many things such as concessions, class parties, field trips, after prom, booster club etc. | 2/14/2024 7:59 PM |
| 10 | Friendly, involved, | 2/14/2024 7:25 PM |
| 11 | My whole life most community members have been very kind, I think we have a good community. | 2/14/2024 10:59 AM |
| 12 | The Hi-Plains community is as supportive of our students as any community I have ever seen. I went to high school here roughly 10 years ago and was blessed to form relationships with so many amazing people. The investment they make into our student body in the form of booster club donations, time spent hand-making decorations for their lockers, or just stopping by and giving some words of encouragement are all things that demonstrate the genuine care they have for our student body. | 2/13/2024 9:00 AM |
| 13 | The good things about community is that most of us come together to support the kids in their endeavors. For the most part the community puts kids first and that how it should be. | 2/13/2024 8:47 AM |
| 14 | Rural, friendly, vested in the school | 2/12/2024 9:38 PM |
| 15 | There's a lot of pride in are school | 2/12/2024 7:18 PM |
| 16 | The community is safe, supportive and guided by conservative values. | 2/12/2024 2:18 PM |
| 17 | I think we're a close knit community that really rallies around our Patriots, our sports teams, and our school. We have a lot of alumni and community members who still attend sporting events and other school events to show their support. | 2/12/2024 2:18 PM |

| | | |
|----|--|--------------------|
| 18 | Small, rural, has a history of being proud of their school. Community population is fairly fluid, so they are fairly accepting of new families. | 2/12/2024 2:07 PM |
| 19 | Historically, our community was very supportive and involved in the school! We've always had excellent participation from the community at athletic, music, and other extra curricular events. We always held our community to a very high standard and given them every opportunity to be involved in our school. The school is the heart of our community and the only venue for involvement/interaction. We have a diverse community with several 3rd/4th/5th generation families that have given their heart and soul to the school and community; however, we also have several new families. Our school is largely the only place for these two groups to meet and learn from each other. The new candidate should embrace and learn from both sides. It's crucial that we remember how our school and community was created and cherish the input from those that have been here but also embrace new ideas and energy that some of the new families can bring without compromising the ethics of our school. | 2/12/2024 12:41 PM |
| 20 | Our community is very involved and cares about the success of our school, and education of our students. | 2/12/2024 11:54 AM |
| 21 | The small community | 2/12/2024 10:28 AM |
| 22 | There are probably many great things about the community. Yet the most prominent activity is athletics. This makes our academics weak and our fans over aggressive at times. Sometimes our fans are embarrassing. The community cares a lot, but only about themselves. | 2/12/2024 10:23 AM |
| 23 | Hardworking Caring Motivated | 2/12/2024 9:52 AM |
| 24 | We are very supportive of our school (academics and Athletics). We take big pride in our school and community. | 2/12/2024 7:45 AM |

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

Answered: 24 Skipped: 0

| # | RESPONSES | DATE |
|----|--|--------------------|
| 1 | ██████████ has been the biggest asset and growth minded for students and the school. It truly would be a shame to see the school go backwards vs continuing on the past ██████████ has put us back on. The music department upgrade in teacher and performances is 100% over the top better. | 2/20/2024 10:22 PM |
| 2 | They get good educations. | 2/20/2024 5:20 PM |
| 3 | When the school had the "family" theme, it was great. It didn't matter if you were new to the school, been at the school your whole life, lived outside of the school district or in the school district everyone that walked through the doors were family. You could feel the "family" theme at every school function you were a part of. I like it when the staff of the schools is approachable and will listen to the parents and community and they can input ideas together. I like communication from the school to our home. | 2/20/2024 1:52 PM |
| 4 | Teachers who care and involved. Only want the best for students. Conservative. Not involved or even wanting the current education fads some communities are experiencing, Drag Queens, Critical Race Theory, Transgender issues. | 2/18/2024 12:11 PM |
| 5 | We work well together. The staff is very caring and want good things for their students. It is like we are one big Family. | 2/16/2024 2:03 PM |
| 6 | We are proud to be the PATRIOTS!! We have lots of school pride. At one time, students had a voice and were listened to, but with our current administration the voice of our student body has been silenced (for example no homecoming dance, etc.). Please help give our students their voice back! | 2/15/2024 5:42 PM |
| 7 | Due to the small classroom sizes it allows for more personal instruction to allow the opportunity for all children to grow and develop. | 2/15/2024 4:31 PM |
| 8 | Small classroom sizes Dedicated teachers and board Respectful student body School was new 13 years ago | 2/15/2024 6:39 AM |
| 9 | I feel the good things about our school is our kids, teachers, staff and parents. They are working hard to engage with the students, keep them on task, encourage them to do their best, and help keep them involved in activities they want to participate in. Teachers have been very good with communication to parents about individual needs or concerns if/when they arise. | 2/14/2024 7:59 PM |
| 10 | Great teachers, family oriented, committed employees and involved parents and community | 2/14/2024 7:25 PM |
| 11 | I think the maintenance people ██████████ do a wonderful job keeping our school beautiful. I think beauty on the inside matters more, and I believe we don't have enough of that. We aren't as well mannered as a school held in such high-regards should be. I think that some of the teachers and other staff aren't as patient or caring as they should be. | 2/14/2024 10:59 AM |
| 12 | The best part of our school is our students. I cannot believe how incredibly blessed we are by the quality of young men and women in our school. Every day is full of excitement and laughter, but also a willingness to help out. There is a sense of unselfishness among our student body that manifests a welcoming environment when you step in the building. I also believe that we have a relatively young faculty that is excited to be here and has built quality relationships with all of our students. I believe that is an opportunity to set our school up for the future and have the type of consistency that generates success across the board. | 2/13/2024 9:00 AM |
| 13 | We have a good school here where most of the staff puts kids first above everything. Students and staff are tight knit and that's what makes the job worth it no matter what position you hold. Everything we do is for the kids. | 2/13/2024 8:47 AM |
| 14 | Committed to quality education, smaller classes to allow teaching to each child's needs, | 2/12/2024 9:38 PM |

| | | |
|----|---|--------------------|
| | community support | |
| 15 | Got great kids | 2/12/2024 7:18 PM |
| 16 | -Our school is on a four day week with our off day being Monday. This is great because sports and school events often do not interfere with your day off. -Our school facilities are beautiful and in great shape. -Many of our secondary students are high achievers in academics and character. -Our elementary is the best in the area in terms of teaching staff, support and opportunity. -Our current Superintendent freed up funds to be able to take our students on many field trips this year to expand background knowledge and cultural experiences. -Class sizes are small and teachers take the time to make sure each student has what they need to be successful. -Our school has good but aging technology. We have 1:1 Chromebooks and working to upgrade devices and classroom tech. We have several learning platforms that have been useful in teaching and assessment. -Excellent SPED staff -Commitment to PE and Music Ed for all grades -Ag CTE/FFA working hard to create a more robust program. -We are in good shape financially due to diligence of previous school boards and school leaders. -Our school provides unprecedented access to learning by offering unlimited access to college credits (MCC) through dual enrollment and supplemental online courses (CDLS). | 2/12/2024 2:18 PM |
| 17 | I think being in a small community offers the school a valuable opportunity to keep class sizes low and learning personalized. The person who accepts this position will get a unique opportunity to get to know each individual student and family that attends the school from PK all the way up to 12th grade. | 2/12/2024 2:18 PM |
| 18 | Staff is dedicated and hard working. Majority of parents want their children held to high standards. Facility is large enough to accommodate current student population and more. Majority of students work hard to be good students and good citizens. | 2/12/2024 2:07 PM |
| 19 | Our school maintains an excellent relationship between older and younger students and gives them opportunities to earn rewards for good behavior and working hard in the classroom. Our elementary has remained one of the top elementarys in the state - I would argue that we could compete with any private school in the state. We have several new teachers that bring such great energy - many are alum and remember when Hi-Plains was a place of success, unity, and joy. | 2/12/2024 12:41 PM |
| 20 | The teachers at our school are top-notch. | 2/12/2024 11:54 AM |
| 21 | The kids in the school are all good kids. The small school has possibilities to do great things with the right administrators in it. | 2/12/2024 10:28 AM |
| 22 | Our school has many adults that are extremely dramatic and stir the pot. The elementary teachers, some of the High-school teachers, and our administrative team are what make school bearable. | 2/12/2024 10:23 AM |
| 23 | Close knit in the elementary Young staff Beautiful newer facility | 2/12/2024 9:52 AM |
| 24 | We have great kids and faculty in our building. Our students strive to be the very best. | 2/12/2024 7:45 AM |

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

Answered: 23 Skipped: 1

| # | RESPONSES | DATE |
|---|--|--------------------|
| 1 | <p>[REDACTED]</p> <p>[REDACTED] I would take my kids to Stratton if I was able to. People don't think we should move forward on stupid things (moving homecoming parade to Seibert ect) because of tractions that honestly none of them care about or were actually around for back in the day. And the girls basketball team will get spanked at state the next 4 years. We do not have a state winning team. And not volleyball either.</p> | 2/20/2024 10:22 PM |
| 2 | Not coming to adverts. | 2/20/2024 5:20 PM |
| 3 | <p>There is no "family" or team and it needs rebuilt! DO NOT be a micro-manager [REDACTED]. Build a team inside the school, do not divide your co-workers!! Develop relationships with your fellow co-workers, students, and families. Help build relationships between students and teachers. When high school students are taking college classes and they haven't quite started their classes for the semester or have finished their semester classes, but are still in high school, help them to build up their community service hours...Can they read to an elementary student or help an elementary student with math or a project, can they help a teacher make copies, or give them a small break to go to the restroom or fill their water bottle...or Outside the school in the community, can they help the town clean the community center/skate rink, help repair skates, clean up the park/bathrooms or paint. Take kids outside and teach them some things about their community. Don't be so stuck that the students can only learn in the classroom and take tests. Don't allow the school to be a stressful environment for teachers or students. If your schools staff and families keep decreasing each year, figure out why and fix it.</p> | 2/20/2024 1:52 PM |
| 4 | Teachers and parents want the best education for their children.Will not support Critical Race Theory! Great place to raise family, not perfect but striving for the best. Students and staff have a prayer circle every morning, would like that support to continue, if possible. | 2/18/2024 12:11 PM |
| 5 | They should know that big school ideas don't work out here. What works or fits for them, doesn't work for us. Our rural school is close knit and has been very successful in building outstanding future leaders. | 2/16/2024 2:03 PM |
| 6 | <p>There has been a lot of upset parents this school year because of lack of communication and consistency with administration [REDACTED]</p> <p>[REDACTED]</p> | 2/15/2024 5:42 PM |
| 7 | There has been issues with peers not treating other peers kindly whether is being inappropriate about the special ed program, sexuality or race. | 2/15/2024 4:31 PM |
| 8 | <p>Past low performance of administration that hasn't handled community or building conflict well Certain changes although likely needed that were not handled well and openly Superintendent needs to be in the building all day to handle situations versus pushing them off on staff that have little or no experience in those types of situations Needs to be close to school for same reasons Needs to believe that although he/she cannot make everyone happy; he/she works for each and every taxpayer of the district and should be respectful and responsive to their requests and/or opinions Be available not isolated</p> | 2/15/2024 6:39 AM |
| 9 | I feel the issues they should be aware of is the lack of interest and communication and engagement we have had from our administration for the last 3.5 years. This has been seen in board to administration, administration to administration, administration to teachers, administration to parents. It has also been see in board member communication to parents, teachers and staff when they have gone through the chain of command and still no helpful | 2/14/2024 7:59 PM |

feedback or completely ignoring the situation. Frustration of parents, teachers and staff that feel like they are not being heard or asked to expound on questions or concerns has led to almost 40 kids leaving over the past few years. It's terrible to watch as the same concerns get ignored or they are treated as if not a true problem, until we are now down a quarter of the students!

| | | |
|----|--|--------------------|
| 10 | We have some teachers, who care about the well-being of students. That is if all the students were popular. Our board I believe has an agenda, and care only about their children. | 2/14/2024 10:59 AM |
| 11 | Our previous administration did not have a healthy relationship with our community. In a small town (or towns in this case) that relationship is pivotal towards driving success. As is the case in any small town, word travels quickly and if a decision is made that seems to lack a logical backing and doesn't appear to be for the greater good, the community support will be gone. I think it is very important to note that when a big decision is made, the individual should be willing to stand on that decision and answer questions that arise. If there seems to be a lack of leadership and accountability, word will get out and the support will vanish quickly. | 2/13/2024 9:00 AM |
| 12 | Some issues are that some of the staff are not entirely here for just the kids. Sure we all need jobs but kids are the highlight. This is not the time nor the place for personal vendettas or the belittling of kids. This is where community involvement or influence hurts is when it comes from past employees and family. Whether they are mad from being fired or from quitting whatever the reason may be they hold a grudge and find other ways to get at remaining current staff. For some reason they think that certain people helped fire or get of them when in reality they are not in the position of staff to do so. Lately there has been poor behavior from certain community who think they are above all and want to get even when all they are doing is hurting the school. This needs to stop and let the current staff do their jobs without being persuaded. | 2/13/2024 8:47 AM |
| 13 | Unfortunately some board members come with a personal agenda that tends to create issues. Others have the good Ole boy syndrome rather than working collectively as a board | 2/12/2024 9:38 PM |
| 14 | Stay out of drama keep some former employers and family's that think they own the place in check | 2/12/2024 7:18 PM |
| 15 | -Our enrollment is spread out geographically which diminishes our hometown feel. -As we are so small and close knit, sometimes the community does not respect staff's personal time/boundaries. -The board would benefit from training to learn the difference between governance and day to day operational decision making, which should be left to the building superintendent. -Although we are Pk-12 under one roof, we have a great division between hallways. Bringing all staff together under common goals and expectations would be amazing and incredibly beneficial to students. -While it is understandable that athletics are vital to community in small towns, too much emphasis is put into them. For example, the board would ask more questions about hiring coaching staff than instructional staff. -Staff are asked to take on many additional roles (with and without stipend) to stay compliant with CDE and Federal law. While these roles are filled to meet compliance there should be dedicated personnel to make sure these programs can thrive. -If given more opportunities, I think the community would like to be more involved in the school and be part of making it a great place. | 2/12/2024 2:18 PM |
| 16 | I think being a tight knit community, we can sometimes be a little bit hard on people who are just coming into our community. As a community, we will really want someone who is hands on with the position - willing to come to some of the games and extracurricular events, learn student and parent names, greet parents and students as they enter, and really get to know our students, families, staff, and community. | 2/12/2024 2:18 PM |
| 17 | Some recent history of standards (academic and behavioral) being lowered, which has led to students, parents, and staff expecting less of the students, and protesting when attempts have been made to raise the standards to previous high levels. | 2/12/2024 2:07 PM |
| 18 | Unfortunately, I feel this list is long and difficult. The district has become plagued with politics, competitive social groups, disrespect, jealousy, etc. The board, administration, and select employees have been directly involved in and contributed to this. Hurtful decisions have been made regarding hiring, firing, promotions, student decisions, community decisions, etc. without adequate advertisement and discussion. It appears decisions are always being made behind closed doors and not with the schools best interest in mind. There is a lot of hurt and distrust in the school and community now. Teachers do not trust the faculty and administration, the community does not trust the board and administration/faculty. It's not uncommon to find current employees cheering for other schools and talking down about our school at events in neighboring schools - this is still happening in 2024 and has been going on for several years. | 2/12/2024 12:41 PM |

The culture of our school will not change with that going on. I'm afraid the academic standards, especially in the high school are lacking. We offer too many college classes (that aren't challenging and have been offered against existing in-person classes), don't fill schedules for seniors, and don't offer any life skills courses (such as accounting!), and aren't challenging the students across the board. We've lost track that we are raising kids to be successful adults, not to help them graduate with an associates degree. We need to be embracing the fact that we are a small school and be creative in what is offered and how we challenge our students. Poor decisions have been made in regards to combination of elementary classes (4-6) that have hindered learning and largely removed creativity from the classroom. Parents had zero input on this. The teachers are burdened with teaching multiple grades, learning levels, and managing discipline issues that disrupt the classroom. This causes significant stress on the teachers and students. We need to ensure our students are getting adequate physical movement and education - not just recess and dodge ball. As the new and inexperienced teachers come in, we need to require a mentorship program that ensures our standards are upheld - this includes music, art, and PE as well as the core subjects. As a small school, our meals - breakfast, lunch, and snack should never come out of plastic bag. Our kids deserve access to healthy and homemade food. We need to consider that some students only access to healthy food is at school. Healthy food equates to better learning and behavior. The students, teachers, faculty, administration, board, and community ALL need to be in favor of our school being a success to make change. If faculty (to include coaches) aren't here to promote OUR SCHOOL, not neighboring schools and club teams, then they aren't helping us move in the right direction. A successful school means everyone, at every level, is pushing in the same direction. We have fantastic kids, great teachers, and a great community. The new superintendent has a heavy lift ahead of them, but if they are willing to put in the time, energy, dedication, this school will be great again and it will be worth the work!

| | | |
|----|---|--------------------|
| 19 | Lack of support staff is an issue, and it has affected the students directly. | 2/12/2024 11:54 AM |
| 20 | The cliques in administration and the way decisions are made on the administration level. The lack of communication between staff and parents. The administration is not held accountable. People place friendships over whether people do their job or not. | 2/12/2024 10:28 AM |
| 21 | The school is full of adults that has no concern for the greater good. They are only concerned with getting themselves and a select few ahead. The school board is weak and doesn't back anyone unless it benefits their own agenda. These adults excluding the administrative team , [REDACTED], and elementary have made me hate school. I have been on honor roll all of high school and I care about academics. These adults don't support a culture of academics only athletics. | 2/12/2024 10:23 AM |
| 22 | Community lacks respect for administrators for the last 8 years. Community goes to board with issues and board uses power to address those issues, so it's about who you know. Some of the high school staff are immature are not good role models. The enrollment (staff and student) fluctuates a lot so the community is constantly changing which leads to no real team or hometown feel. | 2/12/2024 9:52 AM |
| 23 | Too much community input. | 2/12/2024 7:45 AM |

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

Answered: 24 Skipped: 0

| # | RESPONSES | DATE |
|----|---|--------------------|
| 1 | Not one that is just a people pleaser that tells you one thing to your face and disregards it once you turn your back. Wants to actually be at school functions and in the school Building | 2/20/2024 10:22 PM |
| 2 | Involved and wanting to do more with the students. | 2/20/2024 5:20 PM |
| 3 | Have a PATRIOTS heart! Communication, Team Building, Problem Solving, Discipline, Positive Relationships | 2/20/2024 1:52 PM |
| 4 | Conservative, flexible, kind, understanding, trustworthy ,family oriented and supportive for staff family situations. Only want what's best for students and staff. A communicator, open to new ideas and strategies for best academic practices. Give support and equal opportunities to all staff. | 2/18/2024 12:11 PM |
| 5 | Support and back their staff. Knowledgeable, Good rapport with staff, students and community. Works to continue making our school a great place to work and learn. | 2/16/2024 2:03 PM |
| 6 | I want to see a superintendent that holds [REDACTED] actions and behaviors. I want a superintendent that wants what is best for kids and ensure the decisions being made at the administrative level are for ALL kids not just what is in the best interest [REDACTED]. I want to see a superintendent that wants and does attend sporting events or other school functions. I want a superintendent that makes students and parents feel welcome to talk to them about what is going well or what problems there are. | 2/15/2024 5:42 PM |
| 7 | The superintendent should have good communication skills, be open to ideas or suggestions. Be involved with team building activities. | 2/15/2024 4:31 PM |
| 8 | Collaborative Prefer to be local or willing to live in district Accountable Available Able to resolve conflict per majority Provide constructive feedback clearly | 2/15/2024 6:39 AM |
| 9 | To be successful in a small school, the administration should not only participate in everyday school activities and extra curriculars, but WANT to be a part of what's happening. I feel like them having a family also involved in the school system would be a great bonus, but not mandatory. I feel like experience in small schools, both working and/or growing up in them trumps just having a license to be administration. Small schools run on different expectations such as their administrators knowing the kids, their parents, what they're involved in, the teachers and their strengths and weaknesses, the staff and what their duties involve besides being able to communicate between the teachers, staff and parents to the board. They need to be up to date on policies and knowing where the school is for budgets and what is best for our students. | 2/14/2024 7:59 PM |
| 10 | Dedicated, involved, committed, knows how to take control, engaged with the students and employees | 2/14/2024 7:25 PM |
| 11 | I think you should be kind, and patient, as well as humorous. I hope you are also cultured. | 2/14/2024 10:59 AM |
| 12 | I believe that the individual will simply need to be charismatic and able to build and sustain honest relationships. A genuine individual that will cultivate relationships with our community, our teachers, and our students that are meaningful and not simply "for show" will experience unwavering support. I think that the individual needs to be fiscally responsible and prioritize well thought out business practices. Additionally, our current staff does not feel supported by the administration, and that has resulted in a lack of trust and honestly no desire to work with them. | 2/13/2024 9:00 AM |
| 13 | They should possess a strong work ethic and to call wrong doing out. They need to put kids first as that's why we are here. Needs to work hard and put in the time while here and try to | 2/13/2024 8:47 AM |

| | | |
|----|---|--------------------|
| | forget about home life while at work. Has positive attitude and be happy as we are a tight knit work family. | |
| 14 | Familiar with rural farm and ranch operations and occasional impact to students. Be compassionate, fair but firm. Open minded, well versed in school finance and state regulations. Willing and able to make tough decisions based on facts and not be swayed by others. | 2/12/2024 9:38 PM |
| 15 | Knowing the reason we're there is for the kids and there education | 2/12/2024 7:18 PM |
| 16 | -Understanding of the unique challenges that a Pk-12 building brings, so knowledge in all education levels. -Flexible with staff due to teaching shortage and personal needs. -Someone willing to know every student and staff by name, and know something about them as both a person and a Patriot. -Someone that will mentor staff and work towards standardizing educational best practices across the building. -Someone that will hold students, staff and community accountable for their actions, consequences for poor choices and celebrations for good things. -Someone that is committed to growing respect for diverse people and situations. -Someone that honors the organizational chart and leaves decisions in the hands of those that should make them and respects shared decision making. -Someone that has excellent teambuilding skills and not afraid to bust up the student/staff, staff/parent cliques so that the building can work as one. -Someone that will work to increase opportunities for the community to be a part of the school including input on curriculum, rules, expectations, events and celebrations. -Someone that sprinkles kindness and care around like confetti and will not tolerate adults in the building that do not do the same. | 2/12/2024 2:18 PM |
| 17 | I think we want someone with a background in the classroom and some previous educational leadership experience would be good, someone who is outgoing and willing to get to know students, staff, and families, and someone who really cares about making the school the best it can be, both academically and with supporting our sports teams/extracurriculars. | 2/12/2024 2:18 PM |
| 18 | Communication is extremely important. Willingness to connect with and be a part of the community. Willingness to back school employees if conflict arises. Able to set high standards for students and employees both and stand his/her ground. | 2/12/2024 2:07 PM |
| 19 | Honest. I can't emphasize this enough - our school lacks honesty. There are hard decisions to be made and difficult conversations to be had, but if done with honesty and transparency they will be received in much better light. The superintendent will never make everyone happy but they will at least be respected if honest. Firm. Firm in regards to holding the teachers and faculty to a high standard and ensuring students are taught through example. Firm in our disciplinary actions - kids thrive on discipline. Dedicated/present. We don't need another superintendent that is here for a couple years to make a bunch of money going into retirement. We need someone that will be invested in this community and here for years to come. They need to be willing to invest in our kids and be present. Present in the building, present in their activities, present in their conversations and present in the lives of our students. Humble. The school isn't about any one person, to include the superintendent. They need to be willing to train, lead, and set up a growth plan for when they do leave. Give our teachers an opportunity to grow and carry on the culture that the superintendent has created. Community minded - they must be willing to bring the community in and listen to ideas and criticism. The school will not survive without the community behind it and the community will not survive without a successful school. Take a look at who is pushing the community to stay alive - that is who you want involved in your school and visa versa. | 2/12/2024 12:41 PM |
| 20 | Someone who is capable of being present in the school, not only physically, but also in the sense of being aware of the day to day activities of the students, teachers, support staff and other administration members. They should also be aware of the innerworkings of the school's finances and be conscious of the laws and regulations governing public schools. They should also have the strength to look deeper into any new or long term issues at the school, and determine solutions and answers for themselves. | 2/12/2024 11:54 AM |
| 21 | Able to not get involved with the taking sides Holding staff accountable to do their jobs. Lead with communication Be interactive with the kids Show up to school Show up to games | 2/12/2024 10:28 AM |
| 22 | I think a genuine care for children is necessary, especially in this school. Good at building relationships and thick skin, because the board serves only it's personal interest. | 2/12/2024 10:23 AM |
| 23 | Strong leader Team builder Not afraid to hold people accountable Someone that knows IDEA and ADA laws Someone that puts academics over athletics | 2/12/2024 9:52 AM |

24 The new super should be firm, fair and consistent. He/she should be able to be apart of every aspect of the student life in our building, from academics to athletics. He/she should be supportive of his staff.

2/12/2024 7:45 AM