

Stakeholder Input Report for

***Norwood Public
Schools***

Norwood, Colorado

submitted by



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**Norwood Public Schools
Norwood, Colorado
District Stakeholders Report, February 2024**

Executive Summary

On February 16, 2024 consultant Dr. Christy Sinner conducted meetings with district stakeholders representing three different groups associated with the Norwood Public School District. The consultant received input from approximately twenty one (21) individuals in these groups. Input was gathered regarding the selection of a new superintendent for the Norwood Public Schools.

Outlined on the first two page 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 four questions asked of each group and participant. The final section of the report consists of responses by individuals who completed the online survey and responded to the same four questions.

1. Tell us the good things about your community:

- A small conservative town who takes care of their own.
- Norwood is a caring community.
- Norwood is a beautiful place to live.
- The community care deeply about their children, families, and help each other.
- Traditional values in the community and children.
- The community is one and everyone knows each other.

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

- The small class size creates a personal focus by the teacher.
- The staff are caring and want the best for the students.
- Norwood is on a four day school week.
- There has been success in sports and extracurricular activities.
- A common goal is shared to create the best for students.
- The implementation of the House Systems has brought the levels together.
- Staff members support each other in their unique roles.

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

- The district facilities are in much need of improvement.
- The district applied for a BEST grant and bond which were both unsuccessful.
- Daycare is a vital part of the district.
- Staff turnover is high.
- The community values its heritage and is strong willed.
- The superintendent needs to work closely with the town and community

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

- A leader who holds all accountable.
- A leader who has worked as both a classroom teacher and principal.
- A leader who has worked and understands the rural environment.
- A person of integrity.
- A leader who listens, problem solves, and can be a decision maker.
- The superintendent needs to be hands-on, active and seen in school, events, and the community.
- A person who is genuinely kind and selfless.

Stakeholder Group Responses

Name of Stakeholder Group: *Staff*

1. Tell us the good things about your community:

- Small community and care about each others families
- Community cares about our kids
- Invested in our students
- Welcoming community
- Know all kids pk-12 and all families
- Walk anywhere
- Ongoing conversation between adults, kids, and families
- Community is one
- Unique to know everyone in town that creates care amounts neighbors including generational care
- Small class
- Can shield children from some worldly happenings
- Location has outlets that are close
- Outdoor activities
- Participation from all which allows it to happen and be a part; volunteers
- Beautiful place to live
- Resiliency - have band around each other
- Kids creative and explore what they have access to
- Traditional values in community and children

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

- Small class sizes
- Easily to support students who need additional resources
- Collaborative and work well together as a staff
- Share common goal
- Support everyone has for each other
- Support each others unique roles
- Care about students and each others kids
- House system
- Trying and thinking outside the box and willing to try
- Partnering with community for outreach - House System, volunteers, True North (also college prep, resume writing, scholastic writing, teen center)
- Work to get teachers what they need even with tight budgets
- Professional development is a priority
- Interventions in place quickly for those who need it
- Administration is supportive of humanity of staff

- Individualize by need of student - not one program fits all
- Staff is dynamic in ability to bring everyone in
- Feedback from parents is well rounded education and experience provided to their children
- Creates opportunities for students to have diverse experiences
- Disseminate information to families via FB, all family notification
- Collaboration with surrounding schools
- Wildlife in area

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

- Building needs
- Tight budget
- Staff shortages - all areas
- Housing shortage and rentals
- Isolation especially in winter time; prices of groceries; medical care beyond basic needs or after hours/weekends;
- Need to know how to drive in winter weather and not be scared of wildlife
- Importance of sports and competition within also lack of
- Need for students to have more access to clubs for exposure
- Students need additional cultural experiences
- Limited jobs for kids and spouses
- Daycare is an issue
- Strong-willed community; need to be familiar with the culture
- Family values within the community
- Bond - 2nd try; needs more positive outreach
- Transportation - getting kids where they need to go and older vehicles
- Skilled workforce has been hard to find within the school district
- Influx of bilingual students who need support beyond what is available
- Lack of resources for mental health, PT, speech, school psych
- Significant needs support is high both in and out of school (some trauma based)
- High needs students need additional support
- Superintendent needs to know students and be hands-on
- Passion for staff
- Staff values relationship with administration

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

- Willing to jump into anything
- Willing to wear many hats
- Strong willed and have backbone
- Solution seeking
- Thick skinned - passionate parents speak their mind
- Sense of humor

- Part of the community - seen and involved
- Kids first
- Flexible but practical
- Genuine
- Values relationships
- Experience with small town in their past
- Classroom experience along with principal experience
- Teacher focus on teaching and admin team tackles the rest
- Knowledge within the school supports the why
- Promotes self care
- Open door and will take the time to listen
- Believes in family first
- What can I do to help is meant and offered
- A genuinely kind and selfless person
- Outgoing and extroverted personality
- Flexibility

Name of Stakeholder Group: *Parents*

1. Tell us the good things about your community:

- Small
- live style
- uniqueness
- watch out for each other
- nice people and helpful

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

- parental involvement with all kids
- invested in school/kids
- kids are nice - don't bully, older kids watch out for younger kids and interact with younger kids
- house system in place to work as a group
- teachers helpful

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

- push for new school - current one isn't that old (15 years); hard sale; unknown bond
- teacher retention concerns
- qualified staff members needed at all grade levels/contents; beyond filling gaps
- big job with maintenance due to school building issues
- pee-wee sports focus with all sports with Nucla

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

- understand small community and what goes along with it
- politics
- generations (pecking order of members)
- not local person - need fresh perspective and background from other experience
- know students and help when needed
- continue to find grants to support
- free lunch and breakfast positive
- actively recruiting
- in the classrooms to know what is going on

Name of Stakeholder Group: *Community Members*

1. Tell us the good things about your community:

- Positive environment
- Everyone pitches in to work together
- Volunteer level of communities i.e. youth league, ice rink
- Family and children oriented
- Healthy spirit of competitiveness
- Traditional town with historical roots
- Diverse population/background

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

- House System
- Older students help and support younger students
- Small ratio of students to staff
- Follow House System and teach high
- Teachers care
- Purposely develop relationships with students and families
- Art and music are being taught now (want it to continue)

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

- Marry east and west part of communities
- Connection with community and town counsel needs strengthened
- Concerns over Bond and need needs explained
- Gifted students need challenged and relationship fostered with BOCES to support
- Support for students with needs
- Inspiration needed
- Budget/finance knowledge
- Housing concerns

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

- Would be cool to have a science degree due to rigor and vo-tec/ag structure
- Vocational background
- Thinks outside the box
- Doesn't conform for ease and will be a fighter for the students
- Staff feedback needs to be valued
- Needs to take on multiple roles
- Seek funding from a variety of avenues
- Knows all levels of education (elementary, middle, high)
- Pedigree of candidate matters; how did they move up through the ranks
- Experience in education

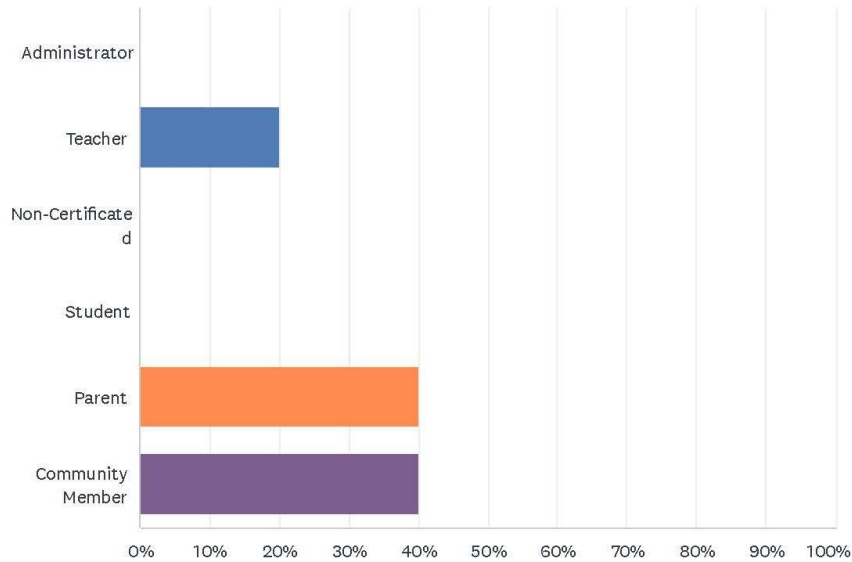
*Survey Monkey Results for Norwood Public Schools
February 2024*

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

10 responses

Please indicate the stakeholder group you represent:

Answered: 10 Skipped: 0



ANSWER CHOICES	RESPONSES	
Administrator	0.00%	0
Teacher	20.00%	2
Non-Certificated	0.00%	0
Student	0.00%	0
Parent	40.00%	4
Community Member	40.00%	4
TOTAL		10

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

one families community good

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

students teachers Good

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

success family community board school will ask someone

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

able ability school Someone community superintendent

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

Answered: 10 Skipped: 0

#	RESPONSES	DATE
1	It's a good community	2/20/2024 9:31 PM
2	Peaceful good place.	2/20/2024 8:51 PM
3	We care about each other. We take care of one another's animals and families.	2/20/2024 12:16 PM
4	The feeling of family is strong in this community. We are severe advocates for our youth!	2/19/2024 9:54 AM
5	There are some really valuable, wonderful people in this community. The students are incredible, and they don't always get the opportunities they deserve.	2/18/2024 10:51 PM
6	Small western community where everyone knows everyone and we are all related somehow.	2/18/2024 7:16 PM
7	Beautiful area, good recreational opportunities,	2/18/2024 6:51 PM
8	This town is always willing to help and support others.	2/18/2024 6:34 PM
9	Great people, strong heritage, and a driven sense of community.	2/18/2024 6:29 PM
10	This community is fairly close, though there are more and more bedroom folks who work in Telluride and may have their children at school here or in Telluride. There do seem to be two aspects to this community; one more active in sports and a smaller one focused on the arts, one more agriculturally-focused (some traditional ag families, some new) and the other more outdoor and arts focused.	2/17/2024 1:36 PM

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

Answered: 9 Skipped: 1

#	RESPONSES	DATE
1	Good teachers	2/20/2024 9:31 PM
2	K-12 schools might be a bit rare. Opportunity for exceptional student staff contact.	2/20/2024 8:51 PM
3	The staff care about the kids.	2/20/2024 12:16 PM
4	We have attentive children who WANT to learn. They are our heart and soul.	2/19/2024 9:54 AM
5	The teachers who step up into leadership roles. The former PBIS initiative and Restorative Practices initiative were going strong a few years ago.	2/18/2024 10:51 PM
6	4 day week	2/18/2024 6:51 PM
7	We truly have some of the best students. Our house system has brought together students from high school down to kindergarten.	2/18/2024 6:34 PM
8	Great teachers, even better kids, have a strong history of success in sports and other extracurricular activities.	2/18/2024 6:29 PM
9	One good thing is that it's small, so students get a lot of one-on-one or small group attention. It's very family. Families want to be involved.	2/17/2024 1:36 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: 9 Skipped: 1

#	RESPONSES	DATE
1	A good school	2/20/2024 9:31 PM
2	Wrights Mesa history should always be respected. Reviewing the past 20 years of school goals accomplishments and leadership could offer candidates a map of possibilities for success.	2/20/2024 8:51 PM
3	The school board and the community has a reputation for being conservative. We need someone who can help the community feel better about supporting the school.	2/20/2024 12:16 PM
4	How strong of a community our school is	2/19/2024 9:54 AM
5	The board doesn't represent all members of the community. The school struggles to keep teachers and staff long term because of how the board views certain politics. A strong superintendent will need to balance the loudest voices and make room for all in the community to be heard.	2/18/2024 10:51 PM
6	We want someone who can be part of the community and who embraces our culture. Not someone who comes in to change everything. Someone not afraid to speak their mind and hold [REDACTED] accountable.	2/18/2024 7:16 PM
7	Our school is literally falling in on its self. There are enormous obstacles that are going to have to happen to fix these problems.	2/18/2024 6:34 PM
8	The community will asked to be involved. They will ask for the heritage of the area. They will ask that past successes of the alumni be celebrated and used as example for current students. The daycare is a vital part of success of the school and the community. Without a sustainable daycare, none of our local employers, including the school, have a steady workforce, especially with workforce housing low in inventory.	2/18/2024 6:29 PM
9	Because the school is small and feels like a family, there can be family fighting among students. There are also families who really want to be involved but who don't understand education. That's challenging.	2/17/2024 1:36 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: 10 Skipped: 0

#	RESPONSES	DATE
1	A good staff	2/20/2024 9:31 PM
2	Willingness to be accessible to all.	2/20/2024 8:51 PM
3	The superintendent should be able to work across the aisle. They should be someone who gets the community excited about the school.	2/20/2024 12:16 PM
4	Conflict resolution-not just pacifying parents Problem solving! Adding new activities for students and families	2/19/2024 9:54 AM
5	Balanced, unbiased viewpoint. Integrity. Someone who is above local politics	2/18/2024 10:51 PM
6	Friendly, smart, ability to not get sucked into drama, ability to listen to all voices	2/18/2024 7:16 PM
7	Strong communication,leader, not condescending to rural community or thinking you are superior	2/18/2024 6:51 PM
8	A strong decision maker who is community oriented. One who is supportive of staff and students. Someone who understands the needs of our community and the area we live in.	2/18/2024 6:34 PM
9	High level of communication skills, able to keep the community informed of the schools happenings. Willing to make tough decisions that will support the school and the community. The school is one of our largest economic drivers and every aspect of a successful community economy revolves around a successful school. The new superintendent needs to understand that working with the community is a benefit for all.	2/18/2024 6:29 PM
10	An ability to speak across the aisles that exist in the community; to hear everyone and then make the difficult choices that may leave some feeling unheard and to communicate those choices so that all know they were heard. A superintendent has to come in and be ready to learn and listen, not implement the first year, and to be able to lead the school board by following.	2/17/2024 1:36 PM