

*Stakeholder Input Report for*

***Haxtun RE-2J  
School District  
Haxtun, Colorado***

*submitted by*



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*March 2024*



**MCPHERSON & JACOBSON, LLC**

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**Haxtun RE-2J School District  
Haxtun, 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 45 responses to the Haxtun School 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. The online survey was provided in both English and Spanish. All profanity and named references have been removed. Graphs have been added to the report showing the distribution of the online stakeholders providing input, and “word clouds” emphasizing recurring themes in responses.

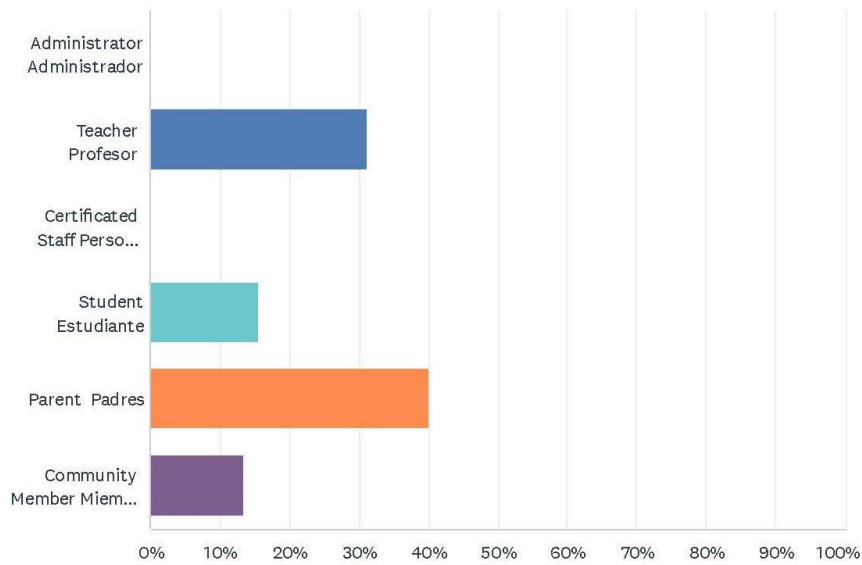
*Survey Monkey Results for Haxtun RE-2J School District  
March 2024*

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

*45 responses*

Please indicate the stakeholder group you represent:  
Indique el grupo de partes interesadas que representa:

Answered: 45 Skipped: 0



ANSWER CHOICES	RESPONSES
Administrator Administrador	0.00% 0
Teacher Profesor	31.11% 14
Certificated Staff Personal certificado	0.00% 0
Student Estudiante	15.56% 7
Parent Padres	40.00% 18
Community Member Miembro de la comunidad	13.33% 6
<b>TOTAL</b>	<b>45</b>

Q1 Tell us the good things about your community. (This information is used to help us recruit quality candidates.) Cuéntenos las cosas buenas de su comunidad. (Esta información se utiliza para ayudarnos a reclutar candidatos de calidad).

live tight knit good members school rooted safe will small work caring  
community members families activities Haxtun students  
community comes together many small town  
supportive tight people strong support need great town kids ways

Q2 Tell us the good things about your schools. (This information is used to help us recruit quality candidates.) Cuéntenos las cosas buenas de sus escuelas. (Esta información se utiliza para ayudarnos a reclutar candidatos de calidad).

programs hard working learning help support every help classes want  
community Great teachers support work hard opportunities Haxtun  
good high school many given school activities  
students staff members staff elementary teachers  
provide great extracurricular activities strong small kids offers willing teaching  
work teachers care well small class sizes education one

Q3 What issues should the superintendent be aware of as he/she comes into the district? (This information is shared with the final candidates.) ¿Qué problemas debe tener en cuenta el superintendente cuando ingresa al distrito? (Esta información se comparte con los candidatos finales).

high school don't community new many feel staff seems will someone  
students supported need Sometimes teachers education  
school times years need someone strong good

Q4 What skills, qualities or characteristics should the new superintendent possess to be successful here? (This information is used as we screen potential candidates.) ¿Qué habilidades, cualidades o características debe poseer el nuevo superintendente para tener éxito aquí? (Esta información se utiliza cuando seleccionamos candidatos potenciales).

new superintendent needs isn't afraid Someone will conservative make support  
communication learn good things staff small need teachers  
willing district school experience students  
staff students community superintendent work listen Strong Open  
continue sports Someone new superintendent

**Administrator / Administrador**

No responses

**Certificated Staff / Personal certificado**

No responses

**Community Member / Miembro de la comunidad**

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

**Cuéntenos las cosas buenas de su comunidad. (Esta información se utiliza para ayudarnos a reclutar candidatos de calidad).**

- Haxtun is a very caring and supportive community. We take pride in our school and school history for past and present and future.
- Welcoming, good water, clean air, safe, strong community/family feel.
- We rally together to take care of those in need in a big way. Fundraising, building, expanding and supporting each other, as well as other communities that we touch are where we really shine. Haxtun is really a caring community that loves their kids.
- Our community is small so there is A LOT of support for most student activities as well as community activities.
- Haxtun is an amazing small community where everyone knows you and cares about you. It is a safe place to raise a family and also a great place to retire. Homeowners take pride in their homes making it an attractive place to live.
- Small community with strong values

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

**Cuéntenos las cosas buenas de sus escuelas. (Esta información se utiliza para ayudarnos a reclutar candidatos de calidad).**

- We take pride in our school and school history, past, present and future. Our school is very important to us and the future it holds for our students.
- Strong ag program, business and FCS. Strong elementary education. Opportunities for college-bound and career bound students.
- We raised both of our children here their entire school careers because of the opportunities to be in every extracurricular activity that they could dream of. The teachers care about what our kids learned and wanted them to thrive in life. My kids did

well in school and when they went to college they continued to be at the top of their classes. Haxtun gave them a great foundation

- One of the better things about our school is classroom size is small giving students more individual attention.
- We have great teachers who care about each of their students, investing in each of them to bring out their best potential. The students have a competitive spirit in academics and athletics. Our community is very supportive of the school and the students.
- Our school has strong sports programs.

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

**¿Qué problemas debe tener en cuenta el superintendente cuando ingresa al distrito? (Esta información se comparte con los candidatos finales).**

- We need to get our qualified teachers back in the classroom. It does not work to have unqualified teachers trying to teach our students in high school trying to get ready for college. It also doesn't work to have high school students taking online courses without teachers to help answers questions.
- Lots of new/inexperienced staff. Sports play a disproportional role. Community is both extremely supportive and highly critical. School is center of community for many.
- Small towns can be full of challenges because of the close knit community. It comes with good and bad characteristics. Cliques and accountability can be the challenge. Finding good coaches that aren't parents promoting their student has also been a problem for a long time.
- Every district including ours has financial needs that need to be addressed. Taxpayers can only be stretched so far. We need a superintendent who is strong with finances and knows where to cut unnecessary expenses.
- Not an issue, but not someone who will come in and change everything that is working well. To be flexible and mindful of all the employees and their different work schedules.
- There is a concerning about of people leaving our school and seems to be a split in staff. We need someone that can bring everyone together and hire teachers that are qualified. Sounds like we have a number of teachers that don't have the appropriate training to be a teacher. The students don't seem to be receiving a strong academic education at Haxtun.

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

**¿Qué habilidades, cualidades o características debe poseer el nuevo superintendente para tener éxito aquí? (Esta información se utiliza cuando seleccionamos candidatos potenciales).**

- What experience does the Superintendent have working in the same building with students? What financial background do they have to get our school back on track financially? How would they concentrate on getting qualified teachers to come to our school and retain them? What approach would they take to get our academic scores up so we aren't one of the lowest in the State?

- Open mind. Open door. Trust staff to do their jobs. Don't micromanage staff. Be visible in community, not just school. Seek TRUE input from staff and community. Include ALL stakeholders, not just those most vocal. Haxtun is fairly conservative.
- We have had a lot of transparency and good communication from our current superintendent and she's left a great template of how to communicate with our board and community. I'd love to see that continue
- The new superintendent needs to live in the district and be active in the community. They need to get out & about in the school itself learning who the staff & students are.
- A good listener, one who embraces the policies and procedures we have in place. We need a strong disciplinarian who will deal with student issues when needed. An individual who has compassion for people and displays Christian morals and values. The superintendent we are losing brought this environment to the school and we do not want to revert back.
- Highly motivated, genuine person to create a positive culture in our school. Someone that understands how to bring the importance of academics back to our school.

### **Parent / Padres**

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

#### **Cuéntenos las cosas buenas de su comunidad. (Esta información se utiliza para ayudarnos a reclutar candidatos de calidad).**

- It's a nice small town atmosphere but some people think because of who they are. They don't have to follow the rules and think they control the town.
- Haxtun is a safe, small town that helps propel its youth in athletics and other extracurricular activities such as FFA and FBLA. The school has great staff that care about kids. The town has many amenities for a small town-grocery store, coffee shop, Mexican restaurant, general store, building center, BOCES, bank, credit union, and CHS grain land.
- Haxtun is a small agricultural community full with great community members. You will find that the community is huge supporters of youth and other community members.
- We are a tight knit community that supports each other and the school. There is a sense of pride in this town, and the people in the community hold it to a high standard.
- It is very much so a small town. Very close knit. Very safe.
- Haxtun is a community that comes together when someone is in need and needs support.
- Lots of pride in the community
- Supportive for all activities; supportive of all community members; small town; safe
- Quiet community. Everyone knows everyone
- We have a very supportive tight knit community.
- Haxtun is a tight knit community in which people are very supportive of one another. A lot of families here have been here for a long time and are rooted in the traditions of Haxtun.



- The community comes together for our children in so many ways.
- Very supportive of the school district. Will do almost anything for the kids.
- Very supportive, caring community. The community supports the school district

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

**Cuéntenos las cosas buenas de sus escuelas. (Esta información se utiliza para ayudarnos a reclutar candidatos de calidad).**

- Students are a great bunch of kids,
- Haxtun Schools has a great reputation. The pride in the school is second to none for a town its size. The administration is strong and so are the teachers and staff that work in the district. Students Pre-K through 12 get to interact with one another since they are all located in one building.
- Haxtun is a PreK-12 school with small class sizes fantastic, hard working teachers and staff. Staff is always willing to go the extra mile for students. Most students are respectful and hard working. CTE classes are offered in the high school and the Jr High offers a few fun electives as well. Some classes in the elementary are spilt with 12 or so in each class the others have less than 20 in them. Everyone works well together & truly works hard to provide a positive learning environment.
- We are connected. Not just physically, but there is a pipeline of success or failures that trickle down from the high school all the way to the grade school. Good and bad, that's why the stronger leadership we have at the top, is good throughtout K-12
- The teachers are usually super easy to talk to for parents and students. If we have questions they are usually answered pretty quickly. They really do their best at helping kids on a personal level and are able to get that one on one teaching when needed.
- Our schools have great teaches and great students who want to well at activities.
- Small school with big hearts! Every teacher is exceptional and very communicative
- Great teachers; supportive of all activities
- small town feel lots of support from community great teachers
- Extremely hard working Teachers and thankful to the few who have committed to our community.
- Great students with the exception of the normal trouble makers. Great teachers, Coaches and staff.
- We have a strong community with a huge sense of pride for our school, extracurricular activities, and athletics. Multi generation of families have attended our school and will continue to in the future.
- We have good teachers in Haxtun. Our kids love going to school here and are proud to be Bulldogs.
- The school offers many opportunities for the students to be involved in extracurricular activities and oppportunites for growth/ higher learning.
- Great Administrators teachers and staff. Good CTE programs Great preschool.

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

**¿Qué problemas debe tener en cuenta el superintendente cuando ingresa al distrito? (Esta información se comparte con los candidatos finales).**

- Small town gossip and small town names think they get away with everything. Treat everyone the same no matter the name!
- Academic rigor could be stronger, and sports shouldn't always be prioritized over that.
- We are running out of space. Hopefully, we will receive the BEST grant and will be able to build a new elementary, gym & weight room. Also, remodel the high school.
- You will be held accountable, by passionate people with strong opinions that are stakeholders of the community.
- Some kids (and adults) think they can get away with almost anything just because of their name or who they are related to. Often times they do. Bullying isn't necessarily zero tolerance. Parents shouldn't have to involve the superintendent for bullying to be handled.
- Housing is difficult to find; some problematic classes; small town shopping limited
- not all things in haxtun school should be wrapped around sports we need to make sure our education is #1
- We also need someone consistent in leadership. We have had many years now in a row of transitions in and out of major leadership positions in school. It will be very beneficial to get someone who is not using us as a stepping stone but to stay for the long term. Our teachers need to feel supported and heard and be given the proper tools to deal with discipline issues. Need a MUSIC program Staff Turnover - only 2 secondary teachers have been here 3+ years. Trust in leadership Leadership transparency Fear of Retaliation if speak up Too many meetings and staff burnout, in a small school we are already wearing so many different hats, we do not need to wear any more hats.
- Discipline needs to be stepped up. A very specific discipline plan needs to be enforced in order to stop the repeat offenders and keep everyone on the same path.
- We have a strong staff that needs to continue to hold strong. The BEST grant is going to be very crucial in the next 1-5 years if awarded and will transform our school for the next 50+ years.
- It seems that accountability for high school students (to be in class) and staff (to do what is asked of them) might be an issue.
- There seems to be a high turnover of teachers in certain subjects and the quality of replacements is lacking.
- Change is hard be patient School has some areas that need upgrading

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

**¿Qué habilidades, cualidades o características debe poseer el nuevo superintendente para tener éxito aquí? (Esta información se utiliza cuando seleccionamos candidatos potenciales).**

- The superintendent should have strong down to earth morals.

- The next superintendent should be focused on students, staff and being present within the community. Strong communication is a must. Ideally, the next superintendent would be conservative in nature and be a Christian. He/she must hold others accountable.
- Self starter, can work within a small budget, knows how to write grants & isn't afraid to work hard. Is kind, caring & involved with the staff and students-taking time to listen to them. Posses knowledge on the ends & outs of building/remodeling a school.
- Accessible to a point, but need to stay consistent and focus on the bigger projects. Willing to let the smaller level issues be handled by a strong leadership management ladder. (Principles, Counselors, Teachers) Our superintendent will never stay and lead if they have to handle every issue in the school. We need someone that can help assemble a team to help.
- Willingness to enforce policies that the school has put in place, even when others do not wish to. High quality communication skills needed with community, parents, and staff.
- Willing to listen, willing to embrace the procedures in place at Haxtun.
- Open communication
- Good conservative morals and values; Broad shoulders; Strong personality; good communicator; Christian values and morals
- to uphold consequences to all students and faculty a good leader willing to work and do anything that is needed encourage staff to work hard and show them appreciation
- MALE Experience in the classroom Experience as a principal Student centered- Doing what is BEST for ALL students Humble Approachable- willing to take time to speak and check in on staff. Communication and Transparency - Not always telling the public what they want to hear
- Strong leader, Someone that will support the students in a way that they feel comfortable but also have a bit of fear? not sure that is the right word. Someone that will constantly work to advance our students, staff and school.
- We need someone who doesn't hide behind a door, a computer or meetings all the time. Someone who will interact with students and staff.
- In my opinion communication and strong leadership skills are a must. Being visible in the school and the community on a daily basis is very important.
- Good communication, active community involvement.
- The incoming superintendent should be supportive of this community and the members within. An open mind to a different way of life is necessary in this community.
- Bold leadership that isn't afraid of being the only school that ..... Lead the way and stand up to pressure from outside groups or organizations
- Willing to listen to staff Will to support principles Be part of making amazing students

### **Student / Estudiante**

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

**Cuéntenos las cosas buenas de su comunidad. (Esta información se utiliza para ayudarnos a reclutar candidatos de calidad).**

- We all care for each other
- We all know each other and we are all friends who create a good environment for everybody else
- Everyone knows everyone and everyone is there for each other, very tight
- Everyone is caring, and always lends a hand when someone needs it.
- Our community is very supportive, kind, loving, and helpful. Anyone will step in and help if anything goes wrong.
- Everybody is very tight together and cares about the school.
- I like hard working and respectful people.

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

**Cuéntenos las cosas buenas de sus escuelas. (Esta información se utiliza para ayudarnos a reclutar candidatos de calidad).**

- We are educated well
- The staff and the students and that we all get to see each other and talk on a daily basis
- Flexible and understanding of specific circumstances
- Everyone knows everyone and is like one big family!
- Our school gives us the chance to have fun while learning. The opportunity to pick our classes lets us be able to enjoy learning more based on what classes we want to do.
- Most students go above and beyond in academics and athletics.
- They have many options for classes and the teachers are personal.

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

**¿Qué problemas debe tener en cuenta el superintendente cuando ingresa al distrito? (Esta información se comparte con los candidatos finales).**

- We only have 1 gym
- Some bad kids but that it how it is everywhere
- Sometimes people get bullied but not very often.
- Our school doesn't have many problems but sometimes students can act up and do things they shouldn't.
- As an upper classman looking at the grades below there behavior has gotten way worse than previous years.
- The students here do not have respect and they are very arrogant.

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

**¿Qué habilidades, cualidades o características debe poseer el nuevo superintendente para tener éxito aquí? (Esta información se utiliza cuando seleccionamos candidatos potenciales).**

- Bulldog Pride!!
- Conservative, cares about sports, education, safety for students and just willingness to work with staff and students and is willing to stay long term
- Coolness. Like isn't out to get us and understands what being a teenager is like. Especially understanding what it is like to be playing sports while taking all the hard classes and managing all of life.
- Kind, caring, smart, helpful
- The new superintendent needs to be kind, calm, helpful, and always willing to fix problems that happen at school.
- I think we should have a super that is light hearted and fun but can handle a serious matter well.
- They should have respect and be honest. They have to be firm with the students and not tolerate some things.

### **Teacher / Profesor**

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

#### **Cuéntenos las cosas buenas de su comunidad. (Esta información se utiliza para ayudarnos a reclutar candidatos de calidad).**

- The community is a diverse population with many talented individuals. Many of the communities values are rooted in agriculture, something that gives many of its members a great character.
- Haxtun is a very tight knit community. It is a community of people who come together for those who need it and support causes we hold dear to our hearts. We are extremely supportive of our school and want what is best for our children.
- The Haxtun community is rooted in family and tradition. Many of the families that reside in the community and attend or work at the school are 3rd and 4th generation of families who built a living or business here. There are also many who have moved into or back to the community and chose to make Haxtun their forever home. Members of the community have and continue to work in and support the community and the school. The members of the community are supportive of each other and families come together to support each other in good times and in hard times. Agriculture is the base of many community members way of life in Haxtun and it will continue to be the main driving force behind those who live, work, and go to school in Haxtun.
- \* We are supportive of each other, and especially the children and students in our community. \* There is a low crime rate \* We have great youth programs at the local churches
- Very supportive community of our schools. They constantly fund our many efforts to fundraise for so many different things. They continually show up for the school.

- Haxtun is a small farming and ranching community that's very conservative. Many intermingled families throughout the surrounding area have been here for many generations.
- Our community is very supportive of the school and all of its students and staff.
- Haxtun supports its students .
- This community supports its school and the people who live in it. We are an agriculture based community with great kids and supportive parents.
- Our community is a small united family that is always there for each other and who look out for our own. We are loyal, kind and respectful to all. Morals and values are very important and we want our kids to achieve a good education that prepares them for a bright future of their choice. Academics and athletics are very important parts of our community that the entire community rally around and gather to support in so many ways.
- family oriented, the community is strong and caring, raising the kids spiritually is important
- Close knit - most people know each other. Many people volunteer to help community events. Very little crime - it's very safe.
- The Haxtun community supports our school district and each other. It is a wonderful community to be a part of.
- Small community, hard working families

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

**Cuéntenos las cosas buenas de sus escuelas. (Esta información se utiliza para ayudarnos a reclutar candidatos de calidad).**

- Our schools are a community that is fostered through many projects that span grade levels. One of the best things is that our students are able to interact with students in other grades.
- The staff at the elementary level is excellent. I do not know about staff at the high school, as my children are not of that age yet. Our school does a great job involving the community in their activities and seeking input from stakeholders.
- Our school has so many great aspects. From longevity of staff to support of families, the school strives to always provide a high quality education that meets each student's specific needs. The teachers constantly continue to seek opportunities and take on the opportunity to improve their knowledge of the best practices and new methods to improve their teaching. Our small class sizes provide students a better opportunity to receive individualized instruction. Our special education department will be fully staffed beginning in the next school year, which will be a great benefit to our specialized learners. Our students are given the opportunity to participate in many extracurricular activities that grow their responsibility to themselves, their school work, and to others. Our teachers, group sponsors, and coaching staff all strive to help the students be their best and learn to be positive contributing members of society. The school has made recent improvements in curriculum and lesson delivery that will aide in the students being better able to grow and show their knowledge. Many of our staff members are

rooted in our community and desire to contribute to the excellence of the school and our students.

- \* Staff supports one another \* Staff members feel valued - from bus drivers, to teachers, to custodians, to principals. \* Our students are well-rounded, with emotional and educational supports \* We have many paraprofessionals to help with those supports \* Our leadership is outstanding \* Our staff members are passionate about our schools and the students \* We have strong, well-supported sports and academic programs. ie: FBLA, FCCLA, FFA, etc.
- Dedicated staff where many wear MANY many hats and work hard to keep our students excelling in their education.
- Haxtun is a K-12 school. High school students through elementary age students intermingle daily. High school kids are taught to be big brothers and sisters to junior high and elementary age students. They help, support and lookout for them on a daily basis.
- Our staff is very willing to help every student succeed. The vast majority of the students are good kids and put in an honest effort. Our CTE programs and athletic programs are very strong and offer opportunities for success if the students are willing to try.
- Staff is dedicated & capable. Not many student issues
- The teachers here care about our students and each other. We want all of our students to succeed and feel successful here. We work hard and care hard.
- Our schools are very focused on providing a very comprehensive education by allowing students to be a part of many different classes, extra curricular activities and clubs. Students from our schools are well rounded and very good at multi-tasking and time management. The school currently has a dedicated staff that is willing to do whatever it takes to support and provide the best education possible to our students. Teachers are given help and support, but are allowed to personalize their teaching styles and do what works best for them and their students.
- small classes, new reading program is showing huge growth, invested and involved staff at every level, knowledgeable and helpful administration, exciting new writing curriculum/structure, community support
- Small class sizes. Kids are encouraged to be involved in every sport & every club. They wouldn't be able to do more than one activity in a big school. Teachers know the students fairly well and care about whether there are circumstances affecting the student & his academic performance.
- As I was walking into the building today to lesson plan for the week to come, I felt extremely blessed. I get to work with a principal that is invested in supporting every student and staff members success. \*\*\* is a part of the daily operations of the school day. She knows our students and their families and she has fostered relationships with staff and families that has created a sense of support that flows both ways. We work hard, in the elementary school and district, to professionally to continue to grow through committee work and increasing our knowledge on best practices for student growth. We work well together to share ideas, peer mentor and peer observations that allows each staff member to grow.
- We have strong CTE programs, many opportunities for our students

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

**¿Qué problemas debe tener en cuenta el superintendente cuando ingresa al distrito?  
(Esta información se comparte con los candidatos finales).**

- Some employees at the secondary level have become very complacent and lax when it comes to upholding the duties they have as an educator. While our job as educators is to help students learn and build relationships, some teachers have shifted from a leadership role to a friend and that does not uphold the high expectations our students should be held to.
- Things feel good in the elementary. I do not get that impression about secondary but that is just from hearsay.
- Based on what I have witnessed and heard, there are some members of the Haxtun staff that have felt it a heavy burden to face the reality of being held more accountable. I feel that the new superintendent needs to be very clear of his or her expectations up front. Our school has made great strides forward in the past three years and we do not need to fall backward.
- \* It is difficult at times for some community members to accept change \* We do have some families who struggle financially or emotionally, and it takes a toll on their children's health and well-being
- Lack of support for Secondary We have been through so many changes over the last 3 years we don't need someone to come in and change everything we are doing or have done, we have had to fight to keep some things unchanged. No music program and no desire to fix this, This is a HUGE loss for our students Lack of priority for Academic and CTE No equity in financial supports, zero financial supports to CTSO's Lack of financial flexibility, if a need arises there is never any money for the problems
- Haxtun school district students are very involve in many extra curricular activities. Sports, FFA, FBLA, FCCLA. Due to all these activities, students miss a lot of school and need to be accountable for their grades and homework assignments.
- Any decisions that have the best interest of the students and the district in mind will be supported very well. Decisions that are one sided, have an agenda, or only benefit the administration will be faced with a lot of opposition.
- The community supports sports strongly, to the exclusion of other activities (ie band, theater). A good supt. needs to be able to be supportive but strive for balance
- I don't believe we have any big issues at the moment except for filling some big shoes that will be left behind from our current superintendent. Minor issues would be behaviors in the High School.
- We need more teachers who can provide a quality education and set high expectations for our students. We need to continue to set the bar higher for students. Students need to be challenged and learn and grow in a safe environment that allows them to make mistakes and improve. Teachers need to have access to quality curriculum and other supplies that they need to do their jobs.
- upper grades seem stressed as staff and wayward as students. Something negative floating around there, I'm not sure what.
- There's always going to be politics. Some families want their own way. We have a discipline problem with \*\*\*



- We are a small school district, so almost every staff member has multiple duties to make daily operations work well. Sometimes we are stretched thin to make things happen for our district and creative staffing and scheduling solutions is needed.
- Our overall core academics are struggling. High turnover in the last couple of years has caused inexperienced teachers that aren't licensed. Low morale and division among elem & secondary. High turn over rate. Someone that is willing to help move us into a direction that is focused on academics.

**4. What skills, qualities or characteristics should the new superintendent possess to be successful here? (This information is used as we screen potential candidates.)  
¿Qué habilidades, cualidades o características debe poseer el nuevo superintendente para tener éxito aquí? (Esta información se utiliza cuando seleccionamos candidatos potenciales).**

- Flexible thinking Value intrinsic motivation over extrinsic Strong character that finds doing the right thing is always better than the easy out. Realize that change is needed but commit to following a timeline for implementation. The ability to actively listen to the community, staff and students.
- The new superintendent would need to be forward thinking. We have come along way in the past three years. The new superintendent should be an open, honest communicator. The new superintendent should be fully invested in this community.
- I believe the new superintendent should be oriented in family and tradition. I hope that whoever is chosen to lead the school will possess the quality of a team member and an educator, in which staff can learn from and feel supported by. I have had the privilege to learn so much from the current superintendent that has helped me to be more knowledgeable about the school and education as a whole, and I hope that whoever leads the school next will be willing to share their knowledge and continue to grow their knowledge so that as a school, we can continue to provide high quality education and opportunities for our students.
- \* HONESTY is of the utmost importance \* Ability to present new ideas, yet understand the importance of tradition \* Take interest in our community. Be a part of the activities that mean so much to our community. (sporting and academic events, picnics, church gatherings, town meetings) \* Be willing to stand his/her ground and do what is best for the school and community, and not be coerced by politics.
- Understanding of Small towns and small schools. Male Support of our teachers Pride in our community and school, and dedication to those in it are essential. Continuing to promote a curriculum in college/career ready students Promote strong reading/math skills,
- The new superintendent hopefully will be someone who lives and works within 80 miles, that already knows the district and it's challenges. They need to have the following qualities; Leadership, communication skills, problem solving, collaboration, decision making, strategic planning, be transparent, interpersonal skills and conflict resolution. They need to have a minimum education level of Masters degree in education.
- They need to be willing to think outside the box to make the random and arbitrary rules and regulations that CDE comes up with fit our small district. They need a vast

knowledge of finances and how to make wise decisions with funding and formulas in order to get the most benefit for our district. They need to realize that this district is different than many others and what worked in places they have been may or may not work here.

- Must be able to be friendly but maintain ability to be objective and be a good leader. Must be able to delegate and follow through with assignments in order to continue the work that is in progress.
- They need to be organized, willing to delegate when necessary, hold all employees to a high standard, have a positive attitude and desire to make Haxtun Schools the best school around. And obviously be able to work and maintain a positive budget.
- The superintendent should be willing to dedicate themselves to the school, students, teachers and community. He or she should be easy to talk to, down to Earth, loyal to our school and truly care about our students and teachers. He or she should be willing to continue the things that are working well and work closely with staff, students and community members to make things better that need to be improved. The future superintendent should be sincere and genuine and not fake. This person should be very knowledgeable about the job and have some great experience that he or she can bring to our school. The new superintendent should have experience in a small rural school and not try to make out school like a large inner city school.
- conservative, flexible but structured to the goals of creating good citizens as well as academics and sports.
- Positive attitude. Problem-solving. Encouraging to teachers - teaching is hard.
- The new superintendent needs to be willing to be a part of this community. The superintendent needs to have vast knowledge of school laws and requirements and have a willingness to foster relationships with other superintendents across the state and learn from each other. The new superintendent needs to be willing to continue some of the grant work that has been started for the Haxtun school district.
- Someone that wants to stay in Haxtun and wants to be in this for the long term. Someone who is willing to leave their office and be present in all classrooms. Someone that has a desire to build collaboration among the entire school. Strong communication. Someone that is willing to do the work to find qualified staff.