

*Stakeholder Input Report for*

**Lake County School  
District R-1  
Leadville, Colorado**

*submitted by*



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EXECUTIVE RECRUITMENT & DEVELOPMENT

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**Lake County School District R-1  
Leadville, Colorado  
District Stakeholders Report, March 2024**

**Executive Summary**

On March 18 and 19, 2024, consultant Dr. Christy Sinner conducted open sessions with district stakeholders offering individuals/groups associated with the Lake County School District to give input. The consultant gathered input from approximately forty (40) individuals in these sessions regarding the selection of a new superintendent for the Lake County Schools. Outlined below is an Executive Summary of the major themes expressed from both the open sessions and the online survey. Following the Executive Summary is a compilation of all the input received from these individuals and groups in response to four questions asked of each participant and group. Following the input received from the in-person sessions are the online survey data including graphic representation of who submitted input and a word cloud showing the words most commonly used in the responses. Responses have not been edited and are printed as entered by the stakeholders but with personally identifiable information redacted.

**1. Tell us the good things about your community:**

The town of Leadville is loved and cherished by those who call it home and want to live there. The community is supportive of each other, and everyone knows everyone. It is described as a close-knit community that is safe and friendly. Leadville offers numerous outdoor recreational activities with trail systems, skiing, fishing, and hiking in the mountains. There are several community resources that help support the diverse community members and has opportunities to volunteer. The history of Leadville is rich and valued.

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

The Lake County School district operates on a 4-day school week, has a student-based health center, and Family Connector outreach which has been successful. Cloud City High School offers a second choice for high school students to succeed. Sports, theater, concerts, and numerous other extracurricular offerings have been successful and provide options for students. The district has an incredible group of educators who will jump in to help each other

and are passionate about their work. Nature is valued and being outdoors is encouraged. Many felt supported by the district and know that their colleagues care. The diversity in the student body is valued.

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

Finance, budgeting, and culture concerns were brought forward for the incoming superintendent to be aware of. The financial concerns include not having an understanding of how money is allocated and an unclear presentation of budgets alongside the cost of living with low staff salaries and high teacher turnover. Trust issues have an impact on culture and climate within the district among staff, district office, the school board, and the union. Open, transparent, communication is needed on an ongoing and consistent basis. Living, being seen, being involved, and being committed to the community is a critical component to help build relationships between the district and the community. There is a need to connect and engage the Spanish-speaking community within the district with bilingual methods and in the community at large. Discipline at the higher levels is a concern for parents and students.

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

Strong leadership skills with the ability to listen, communicate, collaborate, and be firm are noted characteristics. Being able to facilitate and manage group dynamics to bring teams together for the best interest of students while creating a unified vision are desired. The new superintendent needs to be open-minded and have a growth mindset while showing compassion. Involvement in the community, learning/knowing the history, and wanting to become an intricate part will help the new superintendent be successful. Experience in education at all levels and having spent time teaching will help build an understanding of what it is like in the classroom. Speaking Spanish would be desired. A love of Leadville is needed and wanted.

## **Stakeholder Group Responses**

**Name of Stakeholder Group: *Staff***

### **1. Tell us the good things about your community:**

- Supportive of each other
- Beautiful
- Small town - get to say hi to everyone
- Close knit community
- Strong friendships built with families and coworkers
- Great place for kids to grow up
- Like minded families and involvement
- So many things to do; recreation in abundance
- Everyone knows each other
- Intentionally active
- Working class community
- Genuine people
- Talented individuals - skill trades, diverse
- People show up to support each other
- Close knit, small community
- Get to know people quickly
- People want to live here
- Get to know resources but they are limited; can build strong relationships with those available
- Easy to access what it has to offer
- Easy to connect with people
- Value the outdoors and environment
- Diversity of community makes us stronger
- Support within the community for families
- Good partnerships with locals groups
- Care about each other
- Social resources for families
- Look out for each other
- Not as divisive as other part of the country
- Nonprofits that are here to help - CMC, WrapAround, Full Circle Lake County
- Kids
- Small community
- Outdoor activities are plentiful
- Tight knit community
- Historical
- Growth happening
- Homing community

- Hunting season is amazing
- Mountains - camping, hiking, snowmobiles, skiing
- Everyone knows everyone
- Activities for sports for kids
- Friendly
- Opportunities to volunteer

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

- Feel supported by the district
- Not all are divided - we do things for each other
- Involved with all students
- Flexible to staff with family
- Focus on opportunities middle and high that aren't seen at many districts (internships, job readiness)
- Professionals working here
- Confident having kids here
- Students exposed to many outdoor activities
- Experience with success - confident about being here
- Willingness to improve practice to help students
- Diverse demographic served
- Patient teachers
- Hardworking staff throughout
- 'Cater to a lot of students/people'
- Encouraged to get students outside
- Can communicate easily if everyone is on their game
- Grown a lot and have support to do so
- Bring outdoors and environment into the school
- Fantastic people - families and workers
- Families support the schools and want what is best for their kids
- Kids are cared about
- Size is a luxury - know each other well and added support
- Take job and work personally
- Strong relationships with families
- Students are great; unique assortment
- Principal and assistant principal are awesome - care about us and look out for interests
- Close knit staff that is amicable
- Excellent leader and staff at the building
- Strong in the arts - visual, musical, and theatrical
- Small
- Like population of kids
- Some passionate teachers
- Attention to the arts, music,

- Teachers have supplies
- Supported with professional development
- Excellent school district
- Feel supported as staff and as a parent
- Working together as a team can make it great
- Able to watch kids grow through the years
- Family oriented for teachers

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

- Be cautious coming in, get input, then collaborate on changes needed
- Strong and firm but understanding
- There is high turn over - students feel it
- Climate (outside and inside) and district is difficult - students and teachers
- Culture is a concern
- Close-minded teachers need to be brought onboard
- You will get pushback from staff and community due to continued change in the position
- Decisions need to be in the best interest of the students
- Cultural awareness is needed to learn others cultures
- Financial crisis - internal management issues which affects staffing, student opportunities
- Cultural crisis - gulf between staff, DO, and community
- Union is overwhelming and only wants what they want without compromise; should work together; union is being detrimental to the process
- Trust needs rebuilt; leadership expertise
- Budget is not in a good place
- Student attrition
- Community improvement on thoughts of district; need to be behind schools
- Communication and involvement of latino families
- Can made strategic decisions
- Many things happen that aren't dealt with properly on every level
- Favoritism exists throughout district
- District buildings are used excessively with outside groups causing maintenance concerns
- Community isn't involved as much as they used to be
- Focus on retaining and growing the district needs happen
- Unbiased opinion of past drama will be shared that shouldn't impact the current
- Mental health issues in district and hard to meet their needs; counselor lacking at high and Cloud City
- Housing is a struggle to obtain and expensive
- Budget issues and expertise needed for school finance
- Tension between union and district admin level: salaries, communication, budget
- Finances are confusing; what are they now?
- Tensions between union and district are high
- Respect for the staff is needed

- Salaries are low and cost of living is high
- Transparency is needed
- Issues with leadership at school level
- Superintendent and DO against the teachers - should be a team
- HR issues on who is being hired
- Communication isn't transparent to community
- Teachers Union makes everything negative
- Job descriptions need shared so there is an understanding of each leader's role and responsibility
- Open-mindedness with asking for support of experience
- Open to feedback
- Understand the history of the district with what has worked before adding new items
- There is a lot of drama with union and school board
- Some staff are pushy and want their way which makes it hard for a superintendent
- Visibility at events throughout the district is needed: you need to be seen
- Need to get along with the teachers, parents, and HR
- Culture, management, and finances are a concern throughout
- Will need to take on a leadership role and not be perceived as a boss
- Will need to work hard to get trust and respect from staff due to past experiences
- Turnover rate is high due to weather, altitude
- We want some longevity in our new superintendent
- Trust will be an obstacle for whoever comes in
- Need and want boots on the ground; involved with staff as well as community

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

- Classroom experiences: what it is like to be a teacher
- We should all be a team: teachers and leadership
- Connection is needed ~ people oriented: staff and parents
- Competent in all areas ~ experience in the role
- Must be able to handle tough demeanors toward them
- Openminded
- Compassionate
- Being able to listen and not judge the person, situation, or what is said
- Be able to deal with parents, union attacks
- Do what is right for students first and community
- Someone who wants to be here and stay
- Be a good listener
- Problem solver
- Need to be an outdoor person
- Open and inviting
- Team orientated
- Open to communication

- Open to compromise
- Need to be able stand ground
- Invested in students and staff and believes there is something brighter out there
- Needs to be bilingual
- Social justice, equity background
- Vulnerability - willingness to be transparent in conversations happening
- Bring people to the table and together
- Tough decisions need to be made
- Vision on how to work together
- Colorado education finance
- Authentic collaboration with intending and meaning - both staff and community
- Experience in negotiations process
- Diversity
- Fairness
- Honesty
- Respect
- Communicative - acknowledges emails, open and safe to talk to
- Strong social skills
- Transparent in what is happening in different roles
- Longevity and commitment to position and area
- Organized
- Strong communicator - know law
- Knowing and invested in Leadville as well as live here
- Approachable and friendly
- Understand budgeting
- Education/instruction knowledge
- Good listener, supportive, problem solver
- Available for the admin team when they need you
- Relationship builder
- Present and visible for staff
- Personal skills
- Financial background is needed
- Involved in the community - meet people, maximize partnerships, work with groups
- Compassion
- Openminded
- Appreciation for diversity
- Knowledge of school finance
- Good collaboration skills and is willing to collaborate with partners as well as staff members in a meaningful way
- Knows community and what is happening
- Effective communication skills



**Name of Stakeholder Group: *Community and Evening Staff***

**1. Tell us the good things about your community:**

- Small town - good feel
- Voices can impact change
- People rally behind each other for all causes
- Community support
- Outdoor activities are readily available - ski 9 miles, trail system, 14ers
- Community has protective factors - tight knit
- Want to live and be here
- Multigenerational community
- Diverse - miners, ranchers, arts, immigrants, ultra runners, college
- Gold medal designation for fly fishing
- Historical perspective is valued
- Feel safe in the community - kids and adults
- Kids have multiple choices for activities
- Wants district to succeed
- Boom and Bust cycle which creates lots of grit to get through it
- Leadville Tough with grace

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

- 4 day school week (Monday - Thursday)
- Family Connector outreach has been successful
- Staff will jump in to do everything
- College and career ready focus: welding, culinary
- School based health center
- Cloud City High school option as second choice for high school
- Innovation within school - allows for uniqueness
- Celebration of difference
- School sports have been successful, theater, concerts, extracurricular: lots of options to choose from
- Events attended by community
- Community partners are important
- Students understand and value nature
- Community folds/pulls in all members into happenings around and gets them involved
- Incredible group of educators; families want the best experience
- Excellent kids!

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

- Communication to community needs to be transparent and open
- Community partners need to continue to be a priority and focus
- Financial situation is a concern
- Collaborative with staff for solution to
- Mistrust is a concern from the district office
- Building relationships is a need with everyone: staff
- Being visible in the school and community regularly; reciprocal relationship is needed
- Equity should be the mindset that drives values and decision making - curriculum, budgeting, ELD, sped, GT, social emotional, involvement = whole child and every child
- School building is needed - bond will be needed as well as BEST grant
- Trust needs to be built with the community and staff
- Culture is a concern throughout district
- Connectedness with staff, students, parents, community
- Listening and collaborating with all stakeholders for top priorities as a focus with strategic planning to move forward
- Know where staff and students are at
- It is tight knit and we all know each other
- You are being paid attention to by a lot of people; the community is engaged
- Fear, anger, anxiety about how the district has got to this place - negative impact for students, staff, and community
- Students must be at the forefront of every decision
- Guardedness may be seen as we want someone here for longevity and are cautious; first year is the hardest
- Being a part and living within the community is important to us; investment and engagement
- Housing costs and availability are a concern
- Many students are open enrolled in surrounding schools and homeschool that we want back
- Celebration of students is needed to see full potential and needs built upon; give kids power and a voice ~ their voice matters
- Many things are working but might need fine tuned; consistency and time to make it work
- Understand the variety of family experiences in town and how that impacts school and students (schedules, finances, etc.)
- Tourism is the focus in our area

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

- Open mindset to accept challenges while establishing change and supporting district
- Collaborative
- Transparent
- Can craft a vision with multiple stakeholders

- Engagement
- Compassion
- Likes a challenge
- Time in the classroom
- Understand school finance or willingness to dig in and get it right
- Growth mindset - will make a mistake but will admit it and grow together; feel the same about who they serve
- Model high standards
- Vulnerability
- Humility
- Good listener
- Strong leadership skills - be collaborative but can make hard decisions with compassion
- Outdoor, healthy enthusiast - it can be what you want it to be
- Confident in decisions and stand behind them
- Make school fun!

*Survey Monkey Results for Lake County School District R-1*

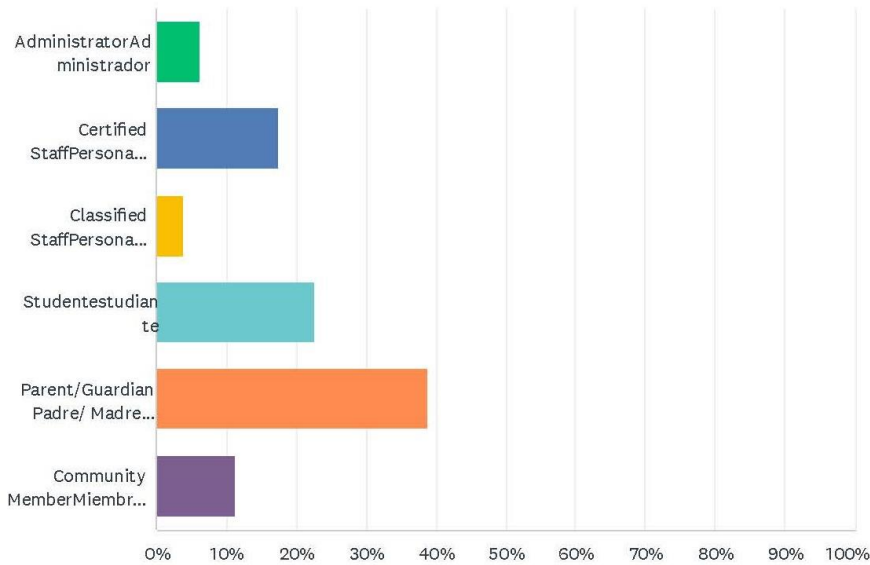
*March 2024*

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

*80 responses*

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

Answered: 80 Skipped: 0



ANSWER CHOICES	RESPONSES	
AdministratorAdministrador	6.25%	5
Certified StaffPersonal certificado	17.50%	14
Classified StaffPersonal clasificado	3.75%	3
Studentestudiante	22.50%	18
Parent/GuardianPadre/ Madre/ Tutor	38.75%	31
Community MemberMiembro de la comunidad	11.25%	9
<b>TOTAL</b>		<b>80</b>

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

help lot outdoor activities kind need Walmart shopping Leadville beautiful place snow come need  
Beautiful mountain sunshine recreating snow recreation come enjoy sunshine activities  
local pride come Leadville streak also enjoy love people independent streak good  
place live people small safe friendly place outdoors outdoor enthusiasts safe  
great place perfect outdoor people many things  
community active community lot beautiful place perfect  
small town perfect outdoor enthusiasts mountain enthusiasts safe friendly  
biking friendly place live good things community live people independent  
many independent streak also care lot local pride town pride come enjoy supportive  
enjoy sunshine recreating outdoor activities recreating snow come close come need Walmart look  
Walmart shopping close outdoor recreation

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

passionate Good things school leaders knowledge bowl drama diverse skiing volleyball knowledge  
amazing country Nordic skiing know activities cross country community  
successful sports activities lot staff several successful dedicated new facilities fantastic  
kids schools pretty new great Lake County good students families  
school ways teachers many students go beyond  
care Sports programs staff partnership CMC support pretty new facilities  
education facilities fantastic school really several successful sports programs  
sports activities cross small cross country Nordic educators Nordic skiing volleyball lot clubs  
volleyball knowledge bowl buildings bowl drama especially love

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

culture union passionate active things activities teachers union time involved extracurricular activities  
high school show students involved bullying community parents show lot speaking sector community  
admin engaging Spanish speaking problems need work engaging big difficult focus educating  
will need buildings makes difficult well administrators culture buildings financial  
great teachers administrators feel superintendent willing work important community Kids  
district bring superintendent improvement school higher  
students parents need pay staff plan issues heard  
teachers LCES families education Will building leaders school district  
teachers administrators culture building culture buildings makes also makes difficult focus aware  
focus educating students seems work engaging Spanish program Spanish speaking sector budget  
sector community parents going parents show students left students involved extracurricular think  
extracurricular activities teachers part teachers union passionate come better

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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 debería poseer el nuevo superintendente para  
tener éxito aquí? (Esta información se utiliza cuando seleccionamos candidatos  
potenciales).

educator also able lead building thick skin also sense will need thick willingness district person will willing  
activities going district work etc care activities see sporting events etc new superintendent  
musical major sporting Leadville show annual musical Strong someone will show ability  
also looking someone school schools m also superintendent enrolls kids schools  
well community applicable enrolls think superintendent lives community good  
really appreciate superintendent teachers strong leadership  
understanding communication skills needs things  
community open minded students worked school  
Someone appreciate superintendent lives staff lives community applicable  
skills applicable enrolls kids experience kids schools m district m also looking  
know looking someone will listen will show annual bilingual annual musical major able  
major sporting events people events etc care education care activities going school finance  
going district person live person will need open need thick skin address skin also able wants  
able lead compassion investing

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## **Administrator/Administrador**

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

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

- Leadville is a beautiful place, perfect for outdoor enthusiasts. It is a safe and friendly place to live. The people here have an independent streak but also enjoy community, and there is a lot of local pride. You should come here if you enjoy sunshine and recreating in the snow. You should not come here if you need a Walmart/other shopping close by!
- Leadville is amazing - exceptional, unique, historic and authentic.
- Encontrará gente amable, variedad de restaurantes. Lugares para esquiar accesibles. Veranos cálidos y llenos de hermosos paisajes.
  - You will find friendly people, variety of restaurants. Accessible ski spots. Warm summers full of beautiful landscapes.

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

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

- 2 of our 3 schools are pretty new facilities, and we have some fantastic school staff. We have several successful sports and activities- cross country, Nordic skiing, volleyball, knowledge bowl and drama especially.
- Our schools have a diverse student body and we offer many enriching activities for our students to try out. It's a fun place of exploration and creativity.
- Estudiantes y padres comprometidos a mejorar la educación para llegar al éxito académico de sus hijos.
  - Students and parents committed to improving education to achieve academic success for their children.

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

**¿De qué cuestiones debe estar consciente el superintendente cuando ingresa al distrito? (Esta información se comparte con los candidatos finales).**

- We have some great teachers and administrators, but the culture in our buildings makes it difficult for them to focus on educating students. We need to work on engaging the Spanish speaking sector of our community- getting parents to show up and getting students involved in extracurricular activities. The teachers' union is passionate and active.
- Our working class families love their children. We have a responsibility to provide the basic civil right of an excellent, standards based, high quality education. Staff relationships and culture, in certain areas, are not healthy and need a "re-set."

- Acerca de su experiencia en la educación.
- About your experience in education.

**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 debería poseer el nuevo superintendente para tener éxito aquí? (Esta información se utiliza cuando seleccionamos candidatos potenciales).**

- I would really appreciate a superintendent who lives in our community and, if applicable, enrolls their kids in our schools. I'm also looking for someone who will show up at the annual musical, major sporting events, etc and care about all of the activities going on in the district. This person will need thick skin but also be able to lead with compassion.
- Excellent eye for data, keeping staff accountable in the service of students, strategies for systems to run smoothly for all, and the ability to set/enforce clear expectations of professional behavior that all staff must follow. Clear and frequent communication to families, and a sense of budget and instruction to guide the district well. A love of Leadville and what makes her unique is a must.
- Su deseo de involucrarse y comprometerse con la comunidad.
  - Your desire to get involved and commit to the community.



## **Certified Staff/Personal certificado**

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

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

- Our community has a lot of outdoor activities available close by including mountain biking, Nordic skiing, and alpine skiing. There are also many trails available for running and hiking.
- No. The right superintendent will already know this and be invested in our community.
- My favorite parts of Leadville are the incredible easy access to most outdoor activities like skiing and river sports, the community, and the peacefulness.
- it is a small town beautiful views active community so many things to outside
- -loving -supportive of all walks of life -small but busy -fun events -kind people
- Outdoor activities, clean air, light traffic, friendly community, individualism is acceptable
- Our rural mountain community is surrounded by National Forests and has easy access to all outdoor activities. We still have an old mining town vibe and are not yet fully developed like some of our surrounding communities.
- Comunidad segura y tranquila.
  - Safe and quiet community.
- Leadville is a great place to live, great access to the outdoors, a small town with enough amenities that you don't have to leave for too many things, a lot of people who are passionate about the town, and beautiful scenery.
- We live in one of the most beautiful towns. We are surrounded by mountains and have endless outdoor activities at our finger tips.
- Beautiful, lots of recreation activities, a kind and caring close knit community
- Lake County, and Leadville host a tremendous offering of outdoor activities free and paid. The small community has close knit ties, and
- Supportive, outdoor enthusiasts, collaborative.
- This community is full of loving and out going people. It's made for people who love the outdoors.

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

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

- Our schools provide all the kids in our town with a great start to their education. We have amazing teachers who choose to live and teach here.
- No. The right superintendent will already know this.
- I have never met teachers who care more. The teachers here are devoted and will spend their own time out of work to make sure students are receiving the best education possible. Admin at [REDACTED] is amazing.
- the staff is amazing

- -kind and hardworking educators -great students and families
- small, diverse, caring teachers,
- Our students are the best part of our schools. We are continually striving to provide them with the best education while also meeting their social and emotional needs. We have several partnerships which help to provide high quality and engaging experiences for students beyond the school day. Full Circle, Project Dream, Get Outdoors Leadville, and Build a Generation all work with LCSD and help to get kids outdoors, with friends, in a safe environment.
- Grupos pequeños ( small ratios) En su mayoría los estudiantes son respetuosos.
  - Small groups (small ratios) Most students are respectful.
- We have a lot of committed and passionate educators, a small and close-knit community, and awesome students.
- We recruit some of the most talented teachers in the country who are seeking to live in a mountain town. Our class sizes are small and families often know each other really well.
- mostly quality and dedicated teaching staff
- There is a community of people who are dedicated to making a difference for our students in spite of funding or staffing challenges. They truly go above and beyond in many ways to try and provide opportunity that is in not guaranteed. This is a deep commitment that I do not believe you would find everywhere.
- Collaborative, fun, supportive, engaging.
- Our schools have amazing teachers and students. The teachers go above and beyond to make it a great learning opportunity for our students. However some of the leaders in buildings make it hard to do our jobs.

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

**(This information is shared with the final candidates.)**

**¿De qué cuestiones debe estar consciente el superintendente cuando ingresa al distrito?**

**(Esta información se comparte con los candidatos finales).**

- Our district has a history of very poor principals and principal-teacher relationships. It's important to know that the teachers here are very outspoken when it comes to their needs even when they aren't being heard. Please be aware that all teachers here recognize that a schools success is in direct correlation to a schools culture.
- Should already know ALL the issues because we have a lot. Getting anyone outside the community/LCHS school system is a recipe for failure (it would be too much for an outside person to catch up on).
- There seems to be a break in trust at LCHS over the past several years that needs tending to and rebuilding. Parent engagement is included in this. Also, the financial situation in the district is going to be a lot of work for the superintendent. Plus, the building at LCIS needs to be addressed as soon as possible.
- test scores are low and always have been curriculum is always changing teachers need to be listened to a lot more- they are not heard class sizes are too big
- -the Educator Association is very strong in this district and CARES about educators and families, therefore, we need a superintendent who also cares about educators and families and WANTS to work with the Association and sees the value in having one -a

superintendent who is willing to get rid of leadership that is toxic [REDACTED]  
[REDACTED] -a superintendent who TRULY cares about this community and wants to be apart of it. -a superintendent who cares more about the educators in front of students than hiring more district office staff

- Teachers have low incomes which makes it difficult to live in the community with the cost of living constantly rising. This can cause high turnover rates. Many students have left the schools because of certain problems that never seem to be resolved such as bullying.
- Our district is in financial distress. In the past, LCEA(Lake County Education Association) and LCSD have worked closely and amicably on shared interests. This relationship has dissolved a bit over the past few years yet there is hope of restoration.
- El nuevo superintendente debe estar consiente del bienestar de sus escuelas en forma integral, estudiantes con mejores condiciones de clase como sillas y mesas. Profesores y demás personal con mejores salarios y un contrato salarial justo por año.
  - The new superintendent must be aware of the well-being of his schools in a comprehensive manner, students with better classroom conditions such as chairs and tables. Teachers and other staff with better salaries and a fair salary contract per year.
- We have done a lot of work on school culture in the last few years but have plenty more to do. We struggle with absenteeism. While teachers are passionate and committed we have not put much effort into improving classroom instruction and our culture of learning has suffered.
- We have cultural separation and that will take a special person to bring us together. We are also struggling financially. It is incredibly difficult to live on a teacher's salary in Leadville.
- There are some definatue issues at [REDACTED] with leadership and staff. It is imperative that the new superintendant be able to listen and create a plan to bring the staff back together.
- Being a small mountain community, we do struggle with turnover and financial issues. This requires a creative approach to solving our districts problems. Being tied in to the community is incredibly important. Being a leader shrouded in mystery and away from the action wont get far here. You must be ready to get your hands dirty and come with an open mind to learn from the staff and community.
- [REDACTED] and the staff are currently not working well together.
- That [REDACTED] seems to be falling apart. We have lost five employees this year alone three of them played a big part in making our program run smoothly. The [REDACTED] [REDACTED] is a big problem. It has been an ongoing problem for the past three years. It has been voiced many times and nothings seems to change. We had an [REDACTED] come in to try to help but things seem worse than before. It's my hope that under a new superintendent things will start to feel better then the previous years.

**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 debería poseer el nuevo superintendente para tener éxito aquí? (Esta información se utiliza cuando seleccionamos candidatos potenciales).**

- It would be amazing to have a superintendent who really wants to live in Leadville and enjoy our amazing community. A superintendent who agrees that the value of building culture is important.
- Be great with accounting. Be from our community. Have worked in our school. Know the teachers. Know about grants. Have you considered [REDACTED]? I think she could be both the [REDACTED]
- Authentic, confident, skills to address the financial debt the school is in, compassionate, passionate, approachable, bilingual
- great communication honesty passion for student growth
- -PEOPLE skills -genuineness about the people who live in Lake County -trustworthy -honest -competent -has been a principal and an educator themselves for longer than 2-3 years
- Patience, the ability to look at both sides of the issues, lack of bias and judgement, understanding of the diversity of the community, good listening and communication skills.
- In a perfect world, the superintendent would be solidly familiar with Leadville and our community. They would have strong leadership and communication skills. It would be wonderful if they understood the financial situation that we are in and had the financial literacy skills to help us get more balanced. I think it's important to have worked in a school district before and understand the processes that help a school district to function.
- Debe ser abierto a la comunidad y dispuesto a hacer lo mejor para que todos estén felices.
  - You must be open to the community and willing to do your best to make everyone happy.
- Expertise with school finance, willingness to have hard conversations with school leader direct reports, able to focus on a small number of priorities and do them well rather than trying to have a hand in everything.
- I would like to see a personable superintendent who isn't afraid to be in public. I'd also like someone who fights to create wages (for all staff!) that make sense. We need someone who is knowledgeable about school policy and finance and is committed to bettering our community.
- Strong Leadership Compassionate Someone who can really hear the situation and will know how to handle it Someone who puts the social emotional health of our students and staff as a priority and foundation for being able to learn. Someone who can help our high school to regroup
- Former educator
- The superintendent needs to be able to work around issues with limited resources. Be agile and able to adapt in supporting different departments. Bring a mindset of trust and not one of skepticism for your staff.
- Problem solving, compassion, kindness, open minded.
- I think that the new superintendent should have the skills to help out where they are needed. Let the teachers voices be heard. I think they should work well with every group of teachers. I think they should have a knowledge the finances as well.

## **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.)**

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

- Leadville is a bit of a tight-knit community. There are a number of local scholarships for which students are eligible, which is a testament to the way the community backs students who demonstrate effort and drive. Most families value education to at least a small extent. Many families recognize that education is a vehicle for social and economic mobility. That said, families often don't understand the extent to which they and their students need to buy into the system. Having worked in the schools recently, it is also clear to me, especially from older students, that the community's faith in our specific education system is waning. But, LCSD has demonstrated the ability to help many students achieve a variety of goals, and it has the ability to continue to do so.
- Small community where you can get to know the neighbors, walk, bike and be outdoors.
- Some good things about our community is that since it is a small town we all know each other and grew up together.
- Diverse and committed to community development, caring for the environment, and engagement with each other. A town of immigrants .
- Natural beauty, sense of community, diverse, growing
- Lake County is home to a variety of organizations working together to address the needs of youth and families in a culturally-responsive manner.
- Caring, passionate, scrappy, proud, willing to work hard, strong identity, self-starting, grassroots.
- Tight nit, strong willed, philanthropic

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

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

- Most faculty in the district care deeply about our students. They want to help our students succeed and often form deep connections with some of them. The district boasts some well-educated, experienced, and dedicated teachers, as well as teachers who are earlier in their careers and can offer fresh insights. Our students are also quite capable and resourceful. Many come from non-English speaking families, so they often translate complex documents (school and otherwise) and therefore come to understand real-world concepts and processes well beyond their years. The students of Lake County are great thinkers and intelligent, but often do not think the same of themselves and/or do not know how to leverage their skills. Our out of school programs also really seem to shine. The out of school programs at LCES, LCIS, and LCHS attract a significant percentage of students. In addition to being an enjoyable safe-space, these students receive some degree of enrichment in these programs, but there is a lot of potential for improvement,

especially if there were to be more of a relationship and communication pipeline formed between teachers and out-of-school program leaders.

- Sports programs, music programs, 4-day week
- Good things about our school is the teachers are supportive for the most part and they are pretty understandable.
- Diverse and committed to caring, social justice oriented education. Strong connections to non-profit organizations and CMC Leadville dual enrollment.
- New buildings
- Dedicated teachers and staff. Valuing and utilizing community partnerships.
- Caring, passionate, scrappy, proud, willing to work hard, strong identity, self-starting, grassroots. Very caring staff, diverse student needs, willingness to try new things, student-centered.
- Passionate teachers

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

**¿De qué cuestiones debe estar consciente el superintendente cuando ingresa al distrito? (Esta información se comparte con los candidatos finales).**

- As an alumni, former staff member, sibling, and community member, I have observed our school district from multiple vantage points. Combining these various experiences, it seems to me the top 3 issues the next superintendent should prioritize: Behavioral issues: this has always been a pressing issue for LCSD (as it is in all school districts, I'm sure). Currently, it doesn't seem there is a district-level understanding of the behavioral issues at each school, and more importantly, how to handle them. My conversations with teachers and admin lead me to believe they feel "stuck", sometimes have no control over their classrooms, and feel like they're putting out fires or sticking on bandaids with the current methods of handling behavioral issues. AI: Students are well aware of AI and are becoming well-versed in the ways they can leverage chatbots and generative AI (e.g., Grammarly) to complete their assignments. Perhaps these things can be restricted by IT, but as we've seen with forbidden websites (namely, games), this is a solution that can be bypassed by students if they are determined enough. The next superintendent should 1) have a well-researched opinion on AI and 2) have a gameplan for how they will handle its use (and restriction) by students. Communication with Families: I'd like to see more robust interactions between teachers and families. Families are part of the school district as well. Communication with families should be frequent, consistent, and actionable. Families should have a clearly defined role in their students' education. However, it is clear to me that this is an obstacle for both sides. I would love it if the superintendent has a plan for developing a system that streamlines more frequent, individualized, and bi-directional communication between schools and teachers.
- The English-only mindset from past administration affected many students and families resulting in language loss and division.
- Some issued that he/she should be aware of is the amount of violence that is in our school physical and verbal. There is also always drama and rumours that cause altercations.

- Diversity and equity. Prioritizing people of color and building capacity among the Latine community in places that prioritizes their wellbeing. This town is segregated by race and they should combat that in all of their policies and processes.
- Financial mismanagement, lack of engagement of Latino community, punishing students for truancy, school district acts alone and not as a member of the community. Disengaged administrative leadership.
- Financial instability and challenging staff recruitment and retention. Some mistrust of school district admin. A lack of resources allocated towards equity and inclusion efforts. Aging buildings and infrastructure.
- Trust and relationships are very important here, and require monitoring and attention. Community partners are great resources for success in the schools. Our students do, and will continue to have, diverse needs and challenges. Most families work hard to survive, and students are often facing challenges at home. These families and children also come with great strengths, and systems can, and should, be built to highlight these strengths. One of the most important roles a superintendent can play here is building trust, relationships, and partnerships with families, staff and community.
- Budgeting deficits, low attendance and low retention, high violence in High School, toxic culture between admin and staff, refusal to address complex and concerning problems from the community (such as violence and toxic culture) deterioration of staff>student positive relationships

**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 debería poseer el nuevo superintendente para tener éxito aquí? (Esta información se utiliza cuando seleccionamos candidatos potenciales).**

- Spanish-English Bilingual or methods to help them overcome language barriers  
Emerging methods of student feedback Technologically literate Community and parental outreach Restorative justice and/or emerging/modern methods of behavioral management Teacher/faculty input Experience with first-generation, low-income students Experience in remediating below-grade-level students Please feel free to include me in further surveys/communications or contact me: [REDACTED]
- Multicultural mindset, understand restorative justice process, bilingual
- Some skills, qualities, and charistics that the superintendent should bring here is listening more to students, understanding,respect,love and simple qualities of a good person.
- Strong commitment to DEIJ and being anti-racist. Strong desire to see and enact equity as a foundational value to all choices and initiatives. Bilingual in Spanish and English.
- Ability to listen, ability to engage, care about the community, no ego, no agenda aside from helping students and the community succeed. Ability to follow statute and read an excel sheet and understand what cash flow is.
- Someone who is bi-lingual in Spanish and English and bi-cultural in Latino and American cultures. Strong skills in communication and community building. Strong commitment to investing in and advancing equitable access to education and community resources. Desire to show up in the community and be seen. Advancing funding sources

including pursuing grant opportunities, and other additional financial supports.  
Prioritizing how to retain teaching staff and provide adequate support for teaching staff - it takes a lot of effort and resources to recruit and retain teachers in Lake County.  
Investment in mental health support and resources for staff and students.

- Successful leadership experience, experience navigating tough conversations and situations successfully, knowledge of the local community, and commitment to Lake County, both able to listen with their heart, and make hard calls when needed, deep understanding of school finance, team player, whole child mindset, educator and student champion.
- open minded, compassionate, empathetic, hard working,



## Parent/Guardian/Padre/Madre/Tutor

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

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

- Nature, adventure, mountains, snowboarding, mtn biking, hunting, hiking, dirt bikes are all the things that people live here for.
- It's a great place for outdoor activities.
- Beautiful mountain town. Lots of outdoor recreation.
- The community is nice but small and pricey . There's a lot to do in the outdoors.
- Having moved from Atlanta, Georgia, we enjoy the quality of life you can find in Lake County. In Leadville, there is a greater sense of community and connectedness! We also enjoy the work/life balance our community and natural environment affords us.
- Lots of community spirit, scenic beauty.
- Great location in the mountains with access to lots of varied recreation. Lots of great and kind locals.
- Our community is close and we care about our environment.
- Nothing good.
- There are a lot of good people in our community who care about what they are doing, and about others.
- Our community is small yet full of resources available for families.
- Lots of great outdoor recreation! Beautiful views! Lots of snow for all your winter wonderland activities. Best summer you'll ever have (even if it's only 7 weeks long)! Great people/families/students, and just awesome community members in general. Small town vibe. Safe and close knit community. You can walk/ride your bike just about anywhere.
- Small, caring, mix of viewpoints, somewhat diverse.
- I love that most people lookout for each other.
- Small town allows to get to know people and teachers personally. Great and easy access to skiing, mountain biking, trail running, hiking. No traffic to commute in.
- We are a small town with a community who adores where we live and the people in it. We are very different but one thing that binds everyone as a community is the love for the mountains and contributing to the community to maintain the small town feel, but also create wonderful opportunities for our kids and adults.
- Amazing outdoor opportunities Simple living Strong community
- Sun rises early and sets late compared to many mountain communities. Incredible access to outdoor recreation. Experience all four seasons. Centrally located in the state and located off of the I-70 corridor just far enough.
- We are tight knit, look out for each other, and support each other. We are friendly, and easily trusting of others. Since most are recreation enthusiasts, there is a lot of positive feelings and intentions.
- We live in a beautiful mountain town.
- We have a supportive community and we look out for each other. We have an active community with many out door activities. The community is looking for stability and a

leader who will stay- we do have a revolving door of employees that leave all industries and we need more consistency across the board. I think this is good but we do have winter 8 months out of the year....

- We HAVE a community. People help each other, look out for each other. Kids going somewhere cool with a school thing? People chip in and/or volunteer. Someone's dog is lost? Everyone helps keep an eye out. People are active and involved.
- The people. Our church. The recreation. Access to quality health care.
- There are many community members and school district stakeholders that truly want to see and support LCSD and other Lake County institutions to succeed and provide value to the community.
- Small community dedicated to educational growth
- We take care of each other and appreciate personal relationships. "It takes a village" is our motto.
- Beautiful mountain community. Small town where people can be there come together and help everyone. Amazing history and awesome opportunity to get out doors every time of the year.

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

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

- Partnership with cmc.
- Some, but not all of the teachers. It has tremendously changed since I attended school being born and raised here.
- Dedicated educators who care about students and families.
- Our schools have many great teachers and great kids. We need a leader who sees and understands that and really invests in our local talent. We live in a beautiful community and our schools have historically connected to this place.
- The schools have always been good. They have challenges but what school doesn't. Everyone know who you are and are there to help the students
- Having moved from a large and inevitably bureaucratic school system, we appreciate the smaller class sizes and the personalization students and families can enjoy, if they take advantage of it.
- The new elementary school is nice.
- Continued improvement to staff, curriculum, and buildings.
- Teachers are invested in our student's achievement.
- Nothing good about lake county schools. Teachers don't care any more about their students.
- I believe a lot of the staff really cares about the kids who attend our schools. My kids love the sports programs.
- Teachers are going above and beyond to support children and families.
- Smart and dedicated teachers and staff. Amazing, funny, and talented students! Teachers come from different backgrounds and bring lots to the table. My kids enjoy going to school and truly love learning. They see their teachers out and about or volunteering in

their community, and they might even be their ski or bike coach. Potential to be an awesome bilingual district!

- The teachers my kid has really care about her, know her, and genuinely seem motivated to help her thrive.
- This is my 1st year in the school district. My daughter in the pre-k program and it's been awesome.
- Great [REDACTED]. Great preschool teachers.
- When you walk into any building, you know everyone. And if you don't, you will soon. The grant providing the new school is incredible as the building is beautiful, I can o it speak for LCES AND LCIS, but my kids feel safe and welcomed when they are at school. Our teachers are incredible.
- Teachers care Solid administrators
- Four amazing Principals. [REDACTED] is a rockstar [REDACTED] is engaging students [REDACTED].
- Lots of opportunity for a variety extra curricular activities. Teachers love the kids and support the students. Teachers are highly educated professionals who find lots of ways to support our community's children. The idea is to support the whole child, in their mental, social, and emotional growth. We need a DO that can support the teachers and coaches in their efforts to achieve this.
- The locations, the sports, the dual enrollment with the college.
- We have really gifted and talented teachers and the district values input from stakeholders. I believe my kids have a wonderful opportunity to be "big fish in a little pond" and really show leadership skills etc that would be more difficult in a bigger city.
- The partnership with CMC. The [REDACTED] teachers have spoken so highly of the [REDACTED] and value his leadership. I've heard the same positive feedback regarding the [REDACTED].
- Connection to CMC. Access to Special Education services.
- Schools have some highly passionate and dedicated faculty and educators that genuinely care for student education.
- There are a lot of teachers dedicated to the education of students.
- There are great leaders in our schools. Educators and staff that have been around and steadfast. They provide good leadership and support for the others.
- We have the best teachers ever! We have a faithful community and supportive parents.

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

**¿De qué cuestiones debe estar consciente el superintendente cuando ingresa al distrito? (Esta información se comparte con los candidatos finales).**

- Discipline problems at the high school.
- Bullying and Safety for our students to be able to actually have a good education.
- Teachers are not paid enough and often buy materials out of pocket.
- Our budget needs to be fixed through strategic leadership and school consolidation. This is our only way forward with our size. We chose many years ago to approach school reform with Expeditionary Learning. While EL the organization has gone, that general

vibe and approach should be central to our work. We need to invest in fun, curiosity and a love of learning. Kids need to like school and love learning. The current approach in younger grades is terrible. Kids need recess and time outside. The MS and HS can't do much when kids get to 7th grade hating school. The trends around gender and young boys not being successful must be addressed. Our town is hard to afford. Despite the budget challenges, teachers must be paid and we must look for solutions around housing.

- There's issues in the schools. No school district is perfect. You have to realize the community and how the district here in Lake County runs and not come in with a "I'm gonna fix all and change all" attitude
- As with any school system and superintendent who led during a global pandemic, there were great challenges that sought to divide us. The mental health of the students, teachers and administrators were impacted. The repercussions of this past season can all too frequently be observed in student behavior. Our administrations and teachers have been worn down, but also resilient, proactively looking to address systemic challenges we face in Lake County schools, such as: 1) fostering a culture of learning for students who see their only pathway into the workforce as one in which academic skills learned at the high school level are not as needed, while still providing a pathway for students interested in higher education, 2) tackling issues of our English as a second language student population who struggle with the understandable challenges of support from Spanish speaking parents at home. In the face of these challenges and differing opinions on how to address them, we need a superintendent who is willing to listen well to students, teachers, and parents. The hard work of bringing healing to the challenges of the past and carving out a pathway toward greater unity will be needed.
- things have gone downhill since 2020. The 4 day week is terrible for parents and working families.
- Housing issues, complicated history with esl students, net district improvements over the past 20 years but is has been bumpy. Great improvements in LGBTQIA+ acceptance in the last 16 years.
- Budget issues.
- You should be aware of how to treat all students equally throughout the school district. Be aware of what is happening in your schools.
- It seems there are some budget issues, as well as structure issues that will need to be addressed. As a parent, I am aware that some children have problems they bring to school, and the safety of the staff and other students should be a priority.
- [REDACTED] has a very toxic environment, which is one of the reasons staff are leaving their job. Not feeling valued by [REDACTED].
- I have major concerns for the preschool and the teacher turn over, as well as the Head Start program. Will this program be able to bounce back? Of course the finance situation is a huge concern and will need special attention! It would also be important to know there has been tension and lots of mistrust between the union/admin/school board.
- Having no school on Fridays is incredibly difficult for all of the families I know. Childcare is super hard to find and w specially for one day a week- everyone I know here works full time to make ends meet and it's an unfair burden to ask families to carry. I fear for when my kid gets old enough to leave the elementary school, it seems like once kids go to middle school the quality of teaching goes way down. We need higher

attendance, better special ed support, and if we're going to pay these teachers as much as they are making we need high quality people in the classrooms.

- As stated above this is my 1st year in the district so I'm not fully aware of a lot of negative issues. Teachers are never paid enough so that is probably one of the main issues.
- A lot of turn over in leadership rolls (except [REDACTED]). Teachers feel unheard. Need a strong, energetic, creative and present leader to have staff feel heard and seen.
- There is a big gap and misunderstanding between staff and administrators. The staff feel undervalued, overworked with no one to support them and their role. Current administration doesn't have open communication with staff and there is a widening gap between them, interfering with quality of life, lack of work life balance and mere respect for one another. The superintendent who comes to the district needs to hear the teachers out and find a way to reconnect with staff, so we can find a way to bridge this gap. Also the town is split with new families coming in and the families struggling to live here. There are well off kids as well as kids living in poverty, we need to be able to reach ALL the children in this town; socially, emotionally and academically. The [REDACTED] is getting rid of one of the most amazing programs, STEM. We need administrators who will fight to get this program back..
- Budget concerns Counselors/mental health specialists needed
- The district is heavily reliant on grant funding to sustain current activities. Relying on non-reoccurring funding generates anxiety among staff and community.
- The district has been mismanaged by the DO, because the leaders have not embraced collaborative decision making, transparency, or critical feedback. Thus, we are in a financial crisis, with proposed frozen salaries, jobs being lost, and impossibly high classroom sizes. Trust has been broken. [REDACTED] will be walking away with a \$40K severance, while the children of a title 1 school will be left with dealing with the consequences of the DOs fiscal irresponsibility. Relationships need to be mended. The BOE needs training to fully understand their role in governing, hold the DO accountable, and to not be tempted or coerced to manage the affairs of the district. The [REDACTED] needs to be replaced (due to failed audits and the fiscal crisis), and other top DO and building leaders need to be either placed on an improvement plan or just be replaced. We need to take a hard look at staff culture, and hold building leaders accountable for their building's staff culture. HR needs to implement thorough exit interviews. Leader feedback loops are required in order to build trust. And all of it needs to be completely transparent. We need to replace LCIS, and thus need both the building leader, and the DO to rebuild trust and collaboration.
- The teacher turn over, the unfairness of their administration.
- We have a diverse community which is wonderful but also offers some challenges. We have many students where English isn't their primary language which creates barriers with learning, test taking etc.
- That same strong leadership is so needed at the superintendent level. Someone who will work closely with CMC is needed, working to facilitate the high school/CMC collaboration and expand/develop different pathways with CMC.
- Dual language learners.
- Teacher and faculty retention is very poor, student learning & development priority is not very apparent among financial issues, and leadership within the schools is not leadership.

I have been highly disappointed in the [REDACTED] care and treatment of the faculty, causing our students to lose passionate, qualified educators. [REDACTED] display of “leadership” to [REDACTED] staff in front of students is not appropriate and is not what I want my students to experience and learn about leadership. The financial management of the school district has been unacceptable and put our schools at high risk.

- What actions will be taken with the [REDACTED] belittling employees and running them out.
- Our parents would like to feel connected to whoever steps in. That means making an effort to show face and be part of the community.
- The union can be difficult to deal with.
- - The relationship between district leadership and the staff is strained and will need vast improvement. - Poor financial planning has reduced cash reserves, restricting our operations and may require further restrictions in the future to restore our reserves. - Leadville is a small town where relationships are often intermingled; you may need to limit your social relationships to prevent a perception (or reality) of cronyism and other forms of corruption. - Lake County struggles to attract and maintain staff; you will need to work hard to retain staff

**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 debería poseer el nuevo superintendente para tener éxito aquí? (Esta información se utiliza cuando seleccionamos candidatos potenciales).**

- Discipline procedures for teachers to implement at the high school.
- Someone that will actually be involved and not sit at her desk while kicking up her heels on her desk
- Kind, caring, compassionate. Properly educated. Know differences between rural vs city schools. Care about best interests of students in our little mountain town. Resourceful.
- An experienced educator who sees beyond buzz words and trends. Someone who knows Leadville very well and has the relationships to do the tough leading that needs to be done. An absolute financial expert who understands school finance and can get the district back on track financially. An reflective leader who can learn and grow in the role.
- The new superintendent needs to be present in the schools as well as community. Go to sporting events, concerts, family nights in all the schools. Be open to feedback, suggestions, and questions from parents, students, staff as well as community members. Be approachable and nonjudgmental. People in the community come from all walks of life so respect that about our community
- We have great hope that the superintendent chosen posses skills and experience needed to lead a culturally diverse community, to address economic constraints creatively, to cultivate unity in the midst of diverse perspectives, to proactively support administrators and teachers in addressing behavioral boundaries needed for a functioning classrooms, to have the posture of a humble learner, and to have the character to uphold moral and ethical principles in leadership and education.

- Please choose [REDACTED]. She knows the schools well and when they were doing better pre-COVID. She is very capable.
- Patience, ability to balance the long term goals and short term goals, Spanish speaking...
- [REDACTED] would be an excellent candidate!
- Strong communicator, values transparency, and honors each staffs professional capacities.
- You should know how to treat people that come to you for any issues that arise. You should always follow up with parent of any issues not ignore them. Beware what your community needs.
- I think whoever fills the role will need to be compassionate, but also be able to set some clear expectations for student conduct. I think it would also be beneficial for this person to have some flexibility about changes that may need to be made within the district.
- An ideal superintendent should have a strong people skills and know to put value to her/his employees. Should be supportive and willing to invest to their employees and very appreciative to that things staff done to our school. Be should have strong positive relationships with staff, who is willing to listen and solution orient. No favoritism!!!
- We need a superintendent who has a good grasp on K-12, but also Preschool! Someone who can collaborate with our awesome tenured teachers/admin/staff. Show compassion and love for our community, and the hard work that has taken place. We need someone who gives a damn about teachers and wants to see the lake county students and families THRIVE! Someone who can meet us where our district is currently, learn who we are as a community, and then lead us! We need someone who will stick around for the long haul.
- Decisive, strategic, forward thinking, ability to balance many ideas and stakeholder needs at the same time, budget experience, communication skills, empathy, professionalism, and the ability to make hard decisions in order to put the greater needs and goals of our community on track. [REDACTED] needs to be our next superintendent; she holds all of these qualities and skills plus many more and is the only person I can think of who can weather the job with grace, skill, calm, and professionalism. [REDACTED] — our community needs her.
- I think the future superintendent should be fair and truly understand what's it like living up here.
- Creative, leading based off kindness, experience with mixed socioeconomic background, good listening, present in schools and available for staff, excited to create a new atmosphere and lift up moral
- Grit, determination but also a sense of empathy and respect for what the teachers go through on a daily basis. They need to love snow, and understand what the Leadville culture is based on. We don't want the business of silverthorne- but want to be able to provide quality experiences for our kids growing up in the town.
- Excellent communication and team building capacity Understanding of school budget
- Someone that can filter out the "noise" and remain positive while focusing on moving the District forward.
- collaborative, welcome feedback, incorporate feedback, forward facing, honest, humble, strong track record of success. Strong school finance understanding. [REDACTED] would be a great superintendent.

- Give a [REDACTED] about the teachers, families, and community.
- The new superintendent needs to see their job like they are running a business. They need to be able to communicate well with staff and the community and be able to address issues in the district, the challenges and the positives. Clearly we need to have a functioning budget that keeps us in the black. We also need to work on changing the image of our schools to keep students we have in the district and re-capture some who have left to home schooling or other districts. It appears from an outsider standpoint that some district staff were undermining leadership due what I can only guess is loss of trust. That will be important to re-build.
- Listening to the stakeholders with curiosity rather than defensiveness, good collaborative skills.
- Bilingual, hardworking, good listener, compassionate, creative problem solver.
- Charisma, authority, financial competence, small community understanding, talent management, curriculum and teaching education, strong leadership skills, understanding importance of preschool
- Be aware of what is going on throughout the district good and bad and not making rational decisions.
- The ability to listen. Being present among staff and community. Showing up for our kids when they deserve to be celebrated.
- Teaching, Administration, and Principal experience. PHD is required.
- - Excellent interpersonal skills; open; approachable - Background in educational leadership; knowledge of and willingness to implement alternative approaches to education - Willingness to listen to and respond to the concerns of local interest groups - Professional approach to leadership; limit personal relationships with staff to prevent the appearance of favoritism and maintain the ability to effectively lead the district - Mountain person; Lake County is a relatively remote location with a long winter, so the superintendent should be comfortable and able to adapt to this area - Inspiring leader with a vision for improving educational outcomes and the ability to both communicate that vision and wherewithal to enact it.
- Most Leadville parents have to commute to work so before and after hours are needed.



## **Student/estudiante**

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

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

- I am not very active in the community.
- the good things about the community are the event that are held here
- An example is we have lots of outdoor activities.
- It is a very tight knit community.
- We have a beautiful view, there are a lot of outdoors activity's to do, we have a variety of cultures here in Leadville.
- People are supportive, We host community events, Lots of outdoor activities to use.
- A good thing about our community is that we have beautiful mountains. There's a lot of things to do outdoors. We are good at sports.
- Some good things in our community are the teachers.
- We have a nice welcoming community.
- A good thing about the community is that the people are good
- Our community is very encouraging towards getting outdoors and engaging with nature.
- Some good things about our community is that we run food banks and help others out who are struggling.
- we live in a very beautiful place high up in a small town. with lots of activities to do outside
- Some good things about my community are the respect from everybody and everyone knows everyone.
- Leadville is a beautiful place with so many things to do in the outdoors. The altitude creates great athletes.
- Some good things are, we host some of the big events for biking, XC, Etc.
- We have good school spirit and our community is close.
- The outdoor community, love for nature.

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

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

- The staff are very polite.
- that their are some what of good teacher
- A good example is we have a lot of clubs and are very inclusive towards others.
- The school is small and so are the classes which allow for every body to be familiarized with each other.
- we lots of clubs, we have many different sports for students to participate in.
- Something good about Our school is, the sports team, a lot of clubs, after school tutoring. Something we could work on is being more inclusive, trying to control less fighting.

- Our school has a pretty good culture. We have a lot of clubs. Our sports program is good not bad.
- schedules are good.
- We have good academics and successful sports.
- They have in them.
- Our high school has a great partnership with CMC Leadville that allows students to take college-level classes free of charge.
- Some good things about our schools is that there is a lot of support for students, class selections, and extra curriculars for students to participate in.
- our school is small and we have lots of opportunities to excel in our learning
- Some good things about our school is the relationships with students and teachers and they can understand the way we feel.
- Academically students, succeed, and Lake County sports are successful.
- Something good about the schools are some of the classes are fun and most of the time they put friends together.
- We have good support groups.

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

**¿De qué cuestiones debe estar consciente el superintendente cuando ingresa al distrito? (Esta información se comparte con los candidatos finales).**

- There are issues involving certain harmful, targeted words against specific groups of people being used between students, not only during lunch, but in the halls and during class as well. There have also been many issues involving students making threats against individuals in the school.
- the way that some teaches put students down and also the bullying that is happening
- There tends to be a lot of conflicts in the school from time to time.
- Some issues are keeping students engaged in school and drug use.
- There is a lot of drama.
- Something the superintendent should be aware of is the amount of fighting and drama there is. Events we host
- I think he/she , should know that there are many problems that should be solved. More like a quick think to think of a solution.
- Teachers need a better pay.
- There is nothing he/she should be aware of because we have a good school and community.
- bullying, the students not being on grade level.
- I think that our culture, especially the attitude of the adults and teachers in buildings, needs improvement. It feels like there is a lack of belief in students and their ability to achieve great things.
- I can't think of any issues the superintendent should be aware of.
- that alot of students don't speak English so you need to know how to communicate with them

- The amount of violence and bullying. (drama)
- Be ready to be in the outdoors and enjoying the amazing outdoors. Be ready to engage with our lovely students with great personality's
- We need to go on more field trips and have more engaging lessons.
- There is a lot of drama.

**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 debería poseer el nuevo superintendente para tener éxito aquí? (Esta información se utiliza cuando seleccionamos candidatos potenciales).**

- Awareness, communication, the ability to relate to others in the building
- someone that is Latino and that has experience with Hispanic people
- An open mind is always necessary for a position like this.
- They should be bilingual in Spanish and English and should preferably have experience in the latino community as the school as a large latino population.
- I think they should be bilingual, have experience with kids and teenagers, should have a background in education, should be nice respectful, and fun, and have good problem solving skills.
- I think we should get a superintendent who speaks Spanish because we have a lot of people who only speak Spanish also we should get someone who respects everyone and is willing to give feedback and receive it.
- I think he/she should be bilingual. Someone who is respectful, is good at problem solving, someone who doesn't take things the wrong way, someone who can know both sides of the story instead of making a decision right away.
- Listen to people in the community, make changes.
- Some things they should have is listen to the students.
- I think they need to be responsible and able to do their job and if not just be prepared.
- The new superintendent should be someone who's invested in the community and the future of the students.
- The new superintendent should be bilingual, understanding, supportive, and open to new things.
- bilingual
- nice,presentable,understanding,
- A happy personality that wants to engage and talk to students. Someone that isn't uptight yet says firm with there words.
- They should be kind and understanding but also strict. They should try to make a difference in the things that are bad.
- Be understanding and be nice.
- They need to be able to relate to the people of leadville. Not just bring their own ideas and ways, but also be able to adapt and find solutions on a local level. New ideas are valuable as well though, better organizations and training for teachers. We need to foster better teamwork between teachers and good leadership qualities.