

Stakeholder Input Report for

***Rainier School
District #13
Rainier, Oregon***

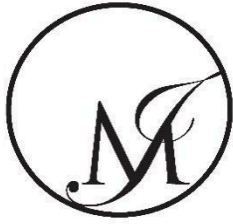
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MCPHERSON & JACOBSON, LLC

EXECUTIVE RECRUITMENT & DEVELOPMENT

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**Rainier School District #13
Rainier, Oregon
District Stakeholders Report, April 2024**

Executive Summary

On April 4, 2024 Dr. Douglas Nelson conducted 8 sessions with different stakeholder groups associated with the Rainier School district to gather input regarding the selection of the new superintendent. Included were 3 groups of community members and parents, 4 employee groups and one group of high school and middle school students. Fourteen community members, 21 employees, and 18 students participated in the various groups for a total of 53 individuals.

Outlined below is an Executive Summary of the major themes expressed by the participants at these sessions. Following the Executive Summary is a compilation of all the input received from each of the groups in response to the four questions asked of each group. The final section of the report consists of responses by 48 individuals who completed the online survey, which ran from April 4 – April 9, 2024.

1. What are good things about the community of Rainier?

- Small, tight knit community with trust between individuals and other parents
- Everybody knows everybody
- Rainier Pride – pride in the town with sense of community within the community
- Community businesses are supportive of schools
- People really care and wants things done right, ethically and with integrity
- Compassionate, open and accepting community
- Good collaboration between churches, parents and volunteers
- Many long-term citizens and families
- Good location – able to get to airport, beach, mountains, shopping and connections to larger town opportunities
- Beautiful place to live with good fishing and many outdoor activities
- Schools are the center of the community
- Stability in pastors in churches and in city government
- Hard working, strong blue collar community with strong moral base
- Word travels fast with right information

2. What are good things about the Rainier School District?

- All schools and programs are on one campus – beautiful campus with trails open to community
- Schools are the heart and gathering place of the community with many non-parents attending school events and games
- Strong community support for students and their various activities with many volunteers
- Access and ease to communicate with and approach decision makers in the district with an openness to entertaining ideas and communication
- Great teachers and staff who care, are the backbone of district and in it for the right reasons
- CTE strong, developing and going in a great direction
- Lots of options and opportunities for students academically, leadership and extra curricular
- Sports are strong and very important with a high degree of involvement because of the coaches
- People are good and are welcoming and embrace the superintendent
- Finances are improving
- Good nutrition program with free breakfast and lunch available for all students
- Adoption of new curriculum is moving forward
- Consistent approach to behavior at elementary school
- Health Center for community on campus and gender neutral bathrooms at HS
- School board trying to do what's best for district

3. What are the challenges and/or issues that will face the new superintendent?

- Facilities are in need of repair an/or maintenance but there is not agreement on how to address and how to pay for fixes with issues too numerous for a summary
- Will need to know that it will take a while for people to warm up to and accept them
 - Hard feelings and lack of trust about past superintendents has set a tone
- False information spreads quickly with social media running rampant
- Everybody knows everybody
- There will be a new union contract with negotiations just starting
- Retention and turnover of staff because of lack of housing, poor reputation and low salary
 - Many staff do not live in Rainier
- Lack of trust for schools – trust and relationship building will need to happen
- Lack of support and hostile environment for marginalized students especially at MS and HS
- Many dysfunctional families with many students living with trauma
- Some teachers are apathetic and are not the right fit for courses being taught
- Behavior and discipline issues and lack of follow through at MS and HS creating negativity
 - Parents and community will not always accept accountability of student misbehavior
- Education is not always a priority for some and some parents are not always supportive
- Lack of resources within the community
- Many long-term employees stay, creating a stasis
- Many people have pulled students to homeschool because of lack of strong curriculum

- School board is not cohesive and does not have a true understanding its role
- Rigor and expectations at high school, and college and career readiness, need to be improved
- Strong support is on sports and not necessarily academics
- Lack of accountability for staff for upholding rules and policy
- School climate with students is low – students do not take pride in school
- Majority of community works outside the community
- Level of communication with nonparents needs improving

4. What are the qualities and characteristics you desire in the new superintendent?

- Is committed to Rainier to provide stability and consistency
- Is invested in and values all programs and areas within the school district
- Understands school finance and how to balance budget needs
- Experience in a rural setting so understand context and not have preconceived notions
 - Understands rural communities with generational trauma and economic struggles
 - Has a strong moral compass consistent with community's values
- Puts developing relationship as top priority and has a true open-door policy
- Is visible, approachable and involved in schools, programs and community
- Values inclusivity and knows how to provide a safe learning environment for all students
- Has lots of energy in working and networking with community partners
- Is a good communicator with strong listening skills, is transparent and follows through
- Able to hold staff accountable, has a thick skin, and can make hard decisions
- Has varied experience in public education with a strong instructional background, understanding of researched base curriculum and trauma informed teaching
- Has strong leadership skills, has the gumption to do what's right and trusts employees
- Has ability to make a full shift and make a major change; for example regarding discipline
- Has ability to bring people together making sure all stakeholder groups – internal, parent, nonparent and community – are included
- Has ability to establish a long term plan for facilities with experience passing bond measures
- Ability to understand role of social media
- Ability to create a strong team and build a positive culture maintaining staff morale

Stakeholder Group Responses

Name of Stakeholder Group: *Certified Staff*

Number of Attendees: 4

1. What are the good things about the community of Rainier?

- Support what schools are doing – sports, FFA, fund raising – supports the kids in what they do
- Focus is on school – center of community
- Everyone has a stake in the school – what happens matters
- People value community and the school as the center of the community
- People who live in Rainier often grew up in Rainier – generational impact

2. What are the good things about the Rainier School District?

- Students value teachers once they get to know them – strong connections are built
- Students are relationship based – will succeed if they know teachers care
- HS administration created good environment for teachers to learn and grow
- Heart of community – need to build on it and grow it
- All schools on one campus – PK – 12 – more pros than cons
 - Can walk through classrooms in one day as all on one campus
- Connections with students remain strong and are stable and consistent
- Kids and families can count on the school and see familiar faces – care and trust in them
- People can come to school and are connected

3. What are the challenges and/or issues that will face the new superintendent?

- Will need to know that it will take a while for people to warm up to and accept them
- There will be a new union contract with negotiations just starting
- Lowest pay so there is a high degree of turnover – Rainier is a stepping stone district
- People want to see active and quick change
- Lots of trust and relationship building will need to happen
- Will need to understand budget and how funds are spent
- Lack of support for marginalized students – hostile environment for students of color, queer and trans students – especially at MS and HS
- Students who live with trauma – poverty and economic struggles
- Lack of understanding of how people are organized within the district

4. What are the qualities and characteristics you desire in the new superintendent?

- Is committed to Rainier to provide stability and consistency
- Invested in all areas and programs within the school district
- Understands school finance and the needs of classes and material and how to budget for them and communicate those items
- Is able to answer questions in a calm and clear manner

- Needs to understand laws and protocols of SPED
- Have a true open-door policy
- Has a background in CTE and understands how complex program is – and values it
- Values inclusivity and knows how to provide a safe learning environment for all students
- Understands rural communities and communities with generational trauma and those with economic struggle
- Understand trauma informed teaching
- Committed to community – has a great opportunity to make a difference to connect with
 - Has a vision for the possibilities and has the drive to have the impact
 - Can make positive change immediately
 - Opportunity to redefine the role of each persons' role on campus
 - Beautiful opportunity to make a difference
- Understand the values of blue collar, outdoors oriented families and their needs
- Understands that sports are very important to families
- Values mental health needs of students and providing serves
- Wants to send own children (if have) to Rainier – wants that stability

Name of Stakeholder Group: *Classified Staff*

Number of Attendees: 5

1. What are the good things about the community of Rainier?

- Small community – aware of everybody else – know everybody – more personalized
- Location of community – lots of outdoor options people enjoy
- Rural – different perspective
- One hour to beach, airport, big city and still have small town feel; beautiful area
- Business owners supportive and provide sponsorships
- Lots of volunteers

2. What are the good things about the Rainier School District?

- The staff – very good people
- Subs like to work in Rainier
- On one campus so that HS students can come and TA at elementary and be an example
- Health Center for community on campus - sports physicals there too
- Have a swim pool and auditorium
- Large campus with many trails that are open to community
- Good community support for athletics
- Many opportunities with clubs
- Dual credit classes and CTE program growing and available
- Weight room available to athletics
- Gender neutral bathrooms at HS
- Good nutrition program - all student fed year-round both breakfast and lunch
- Strong community support when sports teams go to state

3. What are the challenges and/or issues that will face the new superintendent?

- Everybody knows everybody
- Those who are not very supportive are vocal especially on social media and are not always accurate
- Swim pool and auditorium are not available
- Pay level across the board - one of the lowest paid districts in area
- Low income community – less educated parents may not value education
- Lack of staffing
- Buildings are in disrepair and a bond issue is needed
- Budget is tight
- Staff morale is low from low pay
- School climate with students is low – students do not take pride in school
- Discipline matrix is not being followed – lack of consistency
- Safety in classroom – students misbehaving and some out of control – but may be getting better

4. What are the qualities and characteristics you desire in the new superintendent?

- Understands the perspective of less educated parents
- Thinks of everybody

- Is inclusive not matter who people are
- Experience in public education – know the perspective of each employee
- Committed to be in Rainier
- Interested in well-being of staff
- Pro-union
- Good, transparent communicator
- Makes sure staff knows before information goes to community
- Takes an active interest in all things offered in school and be visible at events – sports to plays to FFA to concerts

Name of Stakeholder Group: *Community Members*

Number of Attendees: 14

1. What are the good things about the community of Rainier?

- People really care – things being done right, ethically and with integrity
- Puts student first
- Long term leadership in city government – consistency
- Sense of community within the community
- Small town and looking for opportunities for growth
- Supportive of new business
- Close to Longview – where business and employment is
- Many long-term citizens and everybody knows everybody
- Lots of compassion
- People without students go to school events
- School events are community meeting place
- Word travels fast with right information
- Not a transient community
- Relationships matter and help to get things done – networking is how things get done
- People are connected – a hometown feel
- Cross over with sports and events
- Welcoming and willing to jump in
- Great place to raise kids
- Community involvement
- Good fishing
- Beautiful place to live
- Very relational
- Longevity with pastors in churches – stability says a lot
- Small community – everybody knows everybody
- People come and stay – here for the long haul – want that stability – families are invested
- Open and accepting community
- Strong blue collar community
- Trust between individuals and with other parents
- Tight knit feeling – small community
- Good collaboration - churches, parents volunteering
- Rainier pride – pride in the town
- Families raised kids and stay here – make life-long friends
- Good location – get to airport, beach, mountains, near shopping – small town that's connected to larger town opportunities
- Traditions
- Schools are everything – not much else that is community oriented except churches
- Community morals – strong backgrounds of people
- Blue collar town
- Community rallies to help people in crisis

2. What are the good things about the Rainier School District?

- Longevity of citizens and ridiculously invested in community

- Is the community hub – the gathering place
- Parents work together to get things done – rely on each other
- Can be very resourceful when needed
- Freedom to communicate with and approach administrative staff and leadership within district
- An openness to entertaining ideas and communication
- Access to leadership and decisions makers
- Open to having volunteers serve needs of students
 - Reflects values of community including religious values
 - Example of a student death and how supports were included from professionals to clergy
 - Been a long-standing tradition to include volunteers including clergy
- Traditions such as bonfire
- Desire to hear from community when it came to the bond – an outreach and transparency
- Great coaches – do it because they care about the kids
- Sports are very important with a high degree of involvement because of the coaches who create a family feeling
 - Strong coaching stability – one coached 65 years another 40
 - Home schooled and private school kids are part of the sports program
- Respected leaders in the community are involved on the campus
 - When a crisis, faith leaders are welcomed who are familiar
- Access to administration – easy to get in touch with
- Close community – easy communication
- Beautiful campus with trails and ponds
- People are good and are welcoming
- People embrace superintendent
- Support in the community for students and staff
- So many volunteers who put in many unpaid hours – classrooms and sports
- CTE has been reinstated - important for a blue collar town
- School board trying to do what's best for district – most have heart for students and staff and wants what's best
 - Strong team on board – better than is past 5 -7 years
- Strong staff who are committed even though low pay
- Teachers have a big heart who want to see students succeed

3. What are the challenges and/or issues that will face the new superintendent?

- People don't always know how to express how they care
- Crime that comes from Longview
- False information spreads quickly
- Everyone knows facilities are falling apart but can't agree how to address and how to pay for fixes
 - Passing a bond is very difficult but a local person will have more trust
 - Ceilings are falling
 - Heating system is 50 years old and inconsistent heat throughout buildings
 - Technology is outdated
 - Sewer is backing up

- Athletic teams can't have official games (except for football) – track and soccer field are not safe for events
- Some teachers are apathetic – does the Collective Bargaining Agreement prevent teachers from being more responsive to students?
- Some teachers are not right fit and should be removed but not have not been
- Retention of staff because of lack of housing, poor reputation and low salary
- Rampant racism and misogyny toward students and adults
 - If a student is different they are singled out and rumors rum rampant – not from staff but from students and other parents
- Behavior issues of students and lack of classroom management at MS and HS
- Lots of couch surfing, homeless high school students
- Many dysfunctional families
- Lots of child abuse and familial sex trafficking
- Lots of drug abuse
- Most people are busy surviving don't have time for many other activities
- Facilities need to be updated – lots or repairs and maintenance needed
- Small and tight knit – open about what feel and expressed freely on social media
 - Lots of opinions on social media and superintendent is brunt of comments
- Huge elevation change, and large geographic area so hard to make “snow day” call
- Discipline and lack of follow through – not proactive but reactive
- Morale is low because of bullying – students and staff do not feel safe; parents do not feel anything getting done
- Much negativity regarding discipline and repeated behaviors of students
 - Many parents are unhappy
 - Seems nothing is done –lack of responsiveness from administration
 - Lack of transparency on how things are handled
 - Lack of proactivity to support kids and prevent student misbehavior
 - Lack of behavior specialists to help guide troubled students
- Slow response time for emergencies because of distance and lack of law enforcement personnel
- Is the curriculum meeting the needs of the students?
 - Example of advanced algebra that students are being transferred to online
- Lowest paying district around
- Many people have pulled students to homeschool –because lack of strong curriculum parents don't want to come back
- Most everyone commutes out for work and works outside the community
- Not much here to bring young people back – few employment opportunities
- Better communication to nonparents
- High turnover of staff – stepping-stone district – don't always stay so lack of stability of teaching core
- Many teachers who do not live in Rainier
- Lack of affordable housing
- Hard feelings and lack of trust about previous superintendents – a tone has been set
- Facilities are in strong need of repair and maintenance
- Economically challenged community – not even a middle-class community

- Low level of pay for staff – teachers and classified staff
- Bargaining is in process

4. What are the qualities and characteristics you desire in the new superintendent?

- Good at grant writing
- Must be diversity minded recognizing the dignity of all students
- Has lots of energy in working with community partners so those resources come into the schools and lots of braiding
- Able to network with such community organizations such as Amani Center
- Ability to listen and have conversations
- Able to build a transition plan and understand the needs and continuity in leadership
- Wants to be committed to Rainier
- Have a strong background in counseling and trauma
- Knows deeply how trauma impacts students and staff
- Able to hold staff accountable
- Needs to be available regularly and host a regular event open to parents
- Able to build relationships with people of influence in community
- Understands that community wants a solid, basic curriculum
- Ability to make a full shift and make a major change especially in regard discipline by being proactive and understanding systematic support for student behavior and curriculum
- Knowledge of school finance
- Supports curriculum that is research based and teacher created
- Strong communication skills and ability to be diplomatic
- Ability to bring people together – community and staff having same goals on what’s best for all kids
- Approachable, involved and visible
- Available and a true open-door policy
- Ability to establish a vision for facilities – having a long-term plan – both physically and fiscally
- Has ability to make a strong and difficult decision including firing staff who are not doing job
- Has ability to hold staff accountable
- Instills sense of commitment by staff to district and community
- Reflects the conservative values (faith, family, community, and a basic curriculum) of community
- Sees the many pathways for students to succeed as adults
- Needs to be involved and gets to know community
- Would like superintendent to live in community and be committed to Rainier and plans to stay
- Ability to create a strong team and build a strong culture with proper budgeting
- Trusts that employees will do their job – trust those that hired to do the job
- Ability to develop rapport and build relationships
- Visible and approachable and be in classrooms regularly and at events and games
- Is involved in schools and community
- Excited to lead and bring people along without putting up roadblocks

- Open communication – a very verbal and upfront community so needs to be as well
- Is honest in responses even if not what people want to hear so builds trust in doing so
- Visible and known to students
- Supports teachers - meets and greet and get to know
- Ability to plan to address facility issues
- Past record of successfully running bond measures – makes honest presentation
- Has a vision and approach on how to address discipline issues and bring parents along
- Brings ideas on what works for such things as banning cell phones, improving student behavior
- Has a strong understanding of legal system in order to support teachers; needs to know what is permissible to address issues especially discipline and in SPED
- Effectively communicate the need for a strong education
- Ability to communicate to families where there is trauma about the importance of education
- Support for programs that will keep students in schools – CTE, extracurricular programs
- Make sure staff is properly trained
- Has the gumption to do what's right
- Communicates with and treats all administrators with the same respect
- Ability to bring people together to help solve the problems
- Realize that not everything needs to be addressed at once but has a long-term plan to address issues in a prioritized manner
- Is a part of the community
- Wants student success knowing what keeps kids in school
- Brings community to help support
- Has a heart for educators
- Has a strong moral compass -understand the community's values – faith family and community
- Puts developing relationship as top priority
- Be realistic on what professional development is necessary
- Be available and puts in place ability for non-parents and broader community to be involved
- Appreciate and communicates with all stakeholders in community especially those not affiliated with schools – will need to initiate the conversation and make the invitation

Name of Stakeholder Group: *District Office and Building Administrators*

Number of Attendees: 12

1. What are the good things about the community of Rainier?

- Everybody knows everybody – community familiar with itself – comfort in knowing who your neighbors are
- Feels like a home – welcoming to everybody
- Country but get to a big city quickly -not busy but go busy quickly
- Values people who are connected
- Everyone approachable and not hierarchical
- Very supportive of sports programs
- Tight knit – when one goes down they rally
- Small businesses are strong supporters of school
- Community is united and close knit
- Small and strong family ties which last forever
- Everybody knows everybody with lots of camaraderie
- Lots of community pride
- Values strong athletic program
- Rally around each other a lot – families support each other – lots of interconnectedness
- When approached and there is outreach, people will respond – people want to see the outreach
- Groups of parents wanting to be involved

2. What are the good things about the Rainier School District?

- Teachers – remarkable and compassionate – here for the right reason – work well together
- All schools being on one campus – enables collaboration
- Staff cares about district – wants kids to succeed and help them to be successful
- Easy to make connections and develop positive relationships
- Campus is beautiful and large
- Kids are awesome
- Facilities are broad and various for students to learn – wood shop, welding, metal shop etc.
- Finances are improving with new thinking outside the box
- All students eat for free – both breakfast and lunch
- Active staff wellness program
- Adopting new curriculum – math and ELA, SEL and ELD (at elementary) adopted with science on the cusp – curriculum are robust and K-12 integrated; PE and social studies are next
- Strong sports program with strong community support
- Consistent approach to behavior at elementary school – so good behavior
- A hidden gem – came together to develop school district in 1978 and passed a bond
- Majority of staff want good things and care about students and do want better
- Sports oriented with lots of attendance at games
- Student leadership team
- Have outstanding teachers who are backbone of district

- Best staff I've ever worked with – want to help and support each other and step up when needed
 - Devoted to students and go to bat for them and
 - Tremendous support for extra curricular events – go above and beyond
- Staff will go to wall if trust is there
- Campus is amazing
 - All on one campus – easy access
 - Staff knows each other because of proximity
- CTE strong and developing and going in great direction – FFA, woods, metals, welding with expansion space available
- While issues, still a good place to be
- A great staff and community to work with
- Size could be a stepping stone

3. What are the challenges and/or issues that will face the new superintendent?

- Dealing with social media misinformation and outbursts
- Everybody knows everybody
- Getting a bond passed – need to educate the community
- Staffing – turnover, getting enough qualified candidates
 - Not having enough people on a daily basis with not enough subs
 - Not having a robust quality candidate pool
 - Proximity to Washington which pays better
- Buildings are aged and needing of major updates, renewal and/or updating
- Board is not cohesive and does not have a true understanding what its role is – supporting superintendent and staff
 - Seems to be personal agenda driven which may have been cause for bond failing and superintendent leaving
 - May not be engaged in doing its work by staying up to date not staying in their lane
- Academics are a priority but have a long way to go to get students where need to be
- Rigor and expectations at high school needs to be stronger
 - Students struggle going to college if do not take a full college prep program
- College and career readiness need to be improved
- Student behavior – out of control students – especially 7-12
- Parent support is marginal
- Strong support is on sports and not academics
- Do more for less – superintendent salary created an issue
- Lack of accountability for student behavior for such things as drinking
- Lack of accountability for staff for upholding rules and policy – some don't follow student handbook
- Lack of example of accountability in leadership which leads to student and staff misbehavior
- If new superintendent doesn't fit in community it will be it difficult for superintendent to succeed - can get pigeon holed quickly
- Community will not always accept accountability of student misbehavior
- Social media runs rampant and will attack people and leadership
- Housing is hard to get

- Staff not living in the community
- Culturally insular and may not be the friendliest to outsiders
- Education is not always a priority for community
- Generational perspective is passed down – went to work in a mill – generational poverty mindset
- Parents are not always supportive – especially when delivering bad news
- Families don't go beyond the confines of Rainier – maybe not have ambition to
- Lack of resources within the community – healthcare, transportation
- Many long-term employees who stay and are comfortable with who they are creating a stasis
- Facilities are falling apart – so many issues
- Lack of trust for schools – some from outside perspective
 - Demonization of education in general and response to Covid directives
- People don't like to be told what to do – not open minded - was manifested in Covid
- Not see superintendent as in an ivory tower

4. What are the qualities and characteristics you desire in the new superintendent?

- Well versed in writing grants
- Experience in passing bonds – has track record and able to market
- Wants to live in the community
- Seasoned and experienced superintendent to weather storm to meet challenges to pull it all together
- Experience in a rural setting so understand context and not have preconceived notions
- Has a thick skin
- Ability to tune out and ignore social media
 - Does not take social media personally and does not turn to it for validation
- Ability to foster deep collaboration so all have shared vision and goals – resolve to stick to it as a team
- Able to build and maintain staff wellness and morale
- Able to build staff relationships - visible and approachable
- Is student focused
- Able to hold staff and students accountable
- Is visible and approachable
- Has ability and willingness to listen broadly to every employee in their roles
 - Understands the various roles and background of each employee and not have favorites
- Need to be able to build strong relationships with community
 - Knows how to talk to and communicate with people in community
- Spend more time on campus and in buildings getting to know students and staff better
- Versed in differentiated learning with a strong instructional background
- A varied experience in public education – not private not charter
- Has a broad understanding of what each member of the staff does
- Willing to lead from the front and be accountable - not throw others under the bus
- Able to make a hard decision and justify it
- Trusts the people to do their jobs
- Makes sure all stakeholder groups are included and heard

- Has a professional boundary and not show favoritism to some in community and on staff
- Want to better staff and grow it without stretching them so thin so they break
- Expand the district vision and where we want to go and maybe refocus the direction
- Experience with successfully passing a bond measure
- Want to be committed to Rainier – not a stepping stone
- Be visible in the community
- Has a thick skin

Name of Stakeholder Group: *Students*

Number of Attendees: 18 – mix of 8th to 12th grades with a range of involvement – leadership, arts, athletics

1. What are the good things about the community of Rainier?

- Coming together for social events
- All come together especially in a time of loss or crisis
- Stand up for each other and help each other – it is Inviting and open minded
- Hard working
- Strong willed community
- Close knit
- Supportive and involved – especially fund raising
- Hang out on river

2. What are the good things about the Rainier School District?

- Lot of options and opportunities with clubs, robust athletic program, both visual and performing arts, leadership opportunities, wide variety of classes, and robotics
- Honors program in both middle and high school – AP sciences, math
- Dual credit – writing and computer
- Lot more one on one with teachers – lot extra time and after school tutoring
- Leadership classes for both middle and high school with athletic leadership coming
- Summer school credit recovery and extension
- Big campus – supposed to be a golf course – greenery and trails
 - Lots of accessibility - lots of ramps
- Lots of hands on learning
- May be only FFA in Columbia County so get support and strong turn out
- Lots of community events and sales – place for community to gather
- Communication system – lots of different accounts for sports, clubs, cheer, etc. – most are run by students
- All get along since smaller – students have many classes together
- Trip to Washington DC and Belize
- Good history program
- Student leadership has system to tally involvement – top class gets a trip like to an amusement park

3. What are the challenges and/or issues that will face the new superintendent?

- Visibility of superintendent and involvement.
- Misbehavior in halls – conflicts
- Bathrooms locked due to vandalism with no repercussions
 - Not enough stalls and doors ripped off and not being repaired
- Student – teacher issues and conflict are not being resolved
- Issues with a teacher

- Students have made multiple complaints and nothing has been addressed to their knowledge
- Maintenance of sport fields – track (not regulation), soccer nets, elementary school gym, etc.
- Infrastructure issues – auditorium can't be used (ceiling leaks and tiles missing), swim pool is closed, cover over a walkway in need of repair, girl's locker room issues; and more
 - Cheer room has sewage back up ruining safety equipment
 - What has been broken hasn't been fixed and no consequences
 - People do not care
 - A more involved superintendent would be able to address issues
- Support for arts – performance space has OSHA violation – needs visibility at programs
- Drug problem and vaping - especially in bathroom
- Bullying – nothing happened to those bullying – lack of response
- Handbook enforcement lacking – incidents reported but no apparent consequences
- Behavior issues have led to more restriction like fencing
 - Passing period may be too short – especially where classrooms are more isolated

4. What are the qualities and characteristics you desire in the new superintendent?

- Good communicator
- Open and approachable so students can approach – talks to students no matter grade
- Visible at events – support at both at home and away – especially at senior nights
- Enables students to have a voice in decisions
- Charismatic and outgoing – big personality and open-minded
- Experienced educational background – broad base from which to address issues
- Broad leadership experience
- Able to manage budget and balance between needs
- Carries through on word
- Aware of legal issues around students who are queer
- More supportive for staff and being available for staff
- Supports everyone – skin tone, sexual identify, gender – no matter who they are
- Have fun with students and be involved with students like singing with choir and doing science experiments

*Survey Monkey Results for the Rainier School District #13
April 2024*

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

48 responses

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).

hour district Small town tight-knit good school people supportive
families support community things Rainier sports
small positive many small town feel help

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).

elementary staff members make care students great need kids lot Rainier
community students support staff care schools many
teachers hard good School District help work hard small working

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).

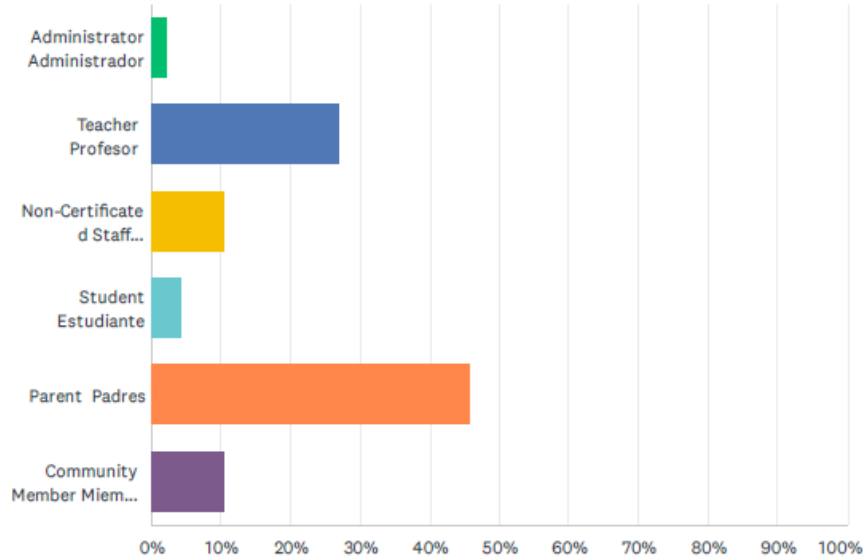
home Superintendent will behavior gap building accountable bullying High better
education district including teachers Rainier kids paid
students problem school help need concerns staff
want lack areas community one parents takes issues Bad behavior
superintendent will

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 person needs able listen will seen ability
want see Superintendent good want school staff students
community know need ideas staff Must make caring
students new superintendent possess work understand

Q5 Please indicate the stakeholder group you represent:Indique el grupo de partes interesadas que representa:

Answered: 48 Skipped: 0



ANSWER CHOICES	RESPONSES	
Administrator Administrador	2.08%	1
Teacher Profesor	27.08%	13
Non-Certificated Staff Personal no certificado	10.42%	5
Student Estudiante	4.17%	2
Parent Padres	45.83%	22
Community Member Miembro de la comunidad	10.42%	5
TOTAL		48

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).

Answered: 45 Skipped: 3

#	RESPONSES	DATE
1	Small community, majority of good people wanting to help	4/10/2024 12:44 AM
2	I personally do not live here in Rainier, but I enjoy working here because it is a small community with a small town feel to it.	4/9/2024 4:55 PM
3	There is a lot of natural beauty.	4/9/2024 10:02 AM
4	The community is on the river and beautiful. The local is an hour from Portland, 2.5 hours to Seattle, an hour to the coast and 2 hours to ski country.	4/9/2024 9:21 AM
5	It's mostly crime free, and everyone is very friends and family orientated, and the sports games that draw in everyone.	4/8/2024 11:40 PM
6	We are very tight-knit. We come together to help each other.	4/8/2024 11:39 PM
7	Our community is growing.	4/8/2024 3:29 PM
8	I like that the current super was or behaved like one of us, he was a very friendly person who didn't make you feel beneath him	4/8/2024 1:47 PM
9	NA	4/8/2024 1:45 PM
10	Community stakeholders both with students and without are very involved in the community itself and willing to support the students however they can.	4/8/2024 11:37 AM
11	It is a small, supportive community	4/8/2024 10:50 AM
12	Our community is youth focused and people and business strive to support our youth.	4/8/2024 9:29 AM
13	We are a community that a resident could state that is a little of the old and a little of the young. We are diversified not only in our age factors but our economic status as well. We are a community that despite the age factors we come together in times of good and bad. We are also a community that can illustrate and express opposite opinions but can come together for the need of the community and the education for our children that we all agree is the most important for the growth and sustainability of the community. There is so much positive notes to take when you are talking and discussing the importance of a small rural community such as Rainier.	4/7/2024 8:38 PM
14	This is difficult for me to answer. I have not experienced many positive things about the Rainier community. I am hopeful that with a new Superintendent, positive change will occur and we can improve the relationship between the community and the District.	4/7/2024 7:59 PM
15	Location- it's an hour from Portland, an hour from the beach. Beautiful spot in the lower Columbia.	4/6/2024 1:24 PM
16	The small town feel, outdoors, parks, beach, hunting, kayaking all the families look out for each other.	4/5/2024 6:03 PM
17	Our community is quick to gather around and support a member in need. We appreciate and welcome newcomers who recognize our strengths and celebrate our positive traits.	4/5/2024 5:04 PM
18	Our community is friendly. Sports are important. School Education.	4/5/2024 1:39 PM
19	I love our Rainer community because this community helps connect people with resources.	4/5/2024 11:11 AM

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Rainier #13 OR

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20	Our community is multigenerational with people from a variety of backgrounds.	4/5/2024 9:52 AM
21	Small and tight-knit. Most people know each other and many are involved with community and school events.	4/5/2024 9:49 AM
22	Small town supportive families. Sports are popular from youth to high school. Many avid outdoor sport lovers.	4/5/2024 9:41 AM
23	Rainier is a wonderful town that is tight-knit and supportive of each other. We have amazing local businesses and community participation opportunities for people of all ages.	4/5/2024 9:12 AM
24	Small town supportive families. Sports are popular from youth to high school. Many avid outdoor sport lovers.	4/5/2024 12:48 AM
25	Diversity Equality Safe	4/4/2024 11:32 PM
26	Hard working authentic folk	4/4/2024 10:58 PM
27	Our community is a small but taking a terrible turn	4/4/2024 10:57 PM
28	Most things here are community based.	4/4/2024 10:16 PM
29	The people of rainier help eachother more like a family then a city	4/4/2024 10:08 PM
30	Our community sticks together and prides itself on small town morals	4/4/2024 9:43 PM
31	Good things about our community is everyone is very interactive with each other which is good for emergencies.	4/4/2024 7:27 PM
32	It is a family oriented community with families that have been around for many generations. It has the small home town feel, next to a large city across the river. This is a blue collar town with blue collar ideals.	4/4/2024 7:25 PM
33	Close knit community that commits to the local area and comes together when their is a need	4/4/2024 7:01 PM
34	small town and you get to know families alot easier	4/4/2024 6:43 PM
35	Good place for families.	4/4/2024 6:36 PM
36	We address togetherness, compassion, integrity and encouragement of our future generations to pursue their dreams! We honor the pledge of Allegence and keep our faith strong!!	4/4/2024 6:35 PM
37	Our location allows us to be independent while still being close enough to plug into life in Rainier easily.	4/4/2024 6:30 PM
38	The want to be involved with the district for positive change. This community is aware of the things our school district needs.	4/4/2024 6:25 PM
39	We have a strong sense of community and friendship having many families that have lived here for generations. Most are country and rural with views that match. We want our children in a nurturing and well rounded learning environment but with boundaries. When times get tough this town sticks together.	4/4/2024 6:19 PM
40	Family first - value centered	4/4/2024 6:17 PM
41	hard working independent	4/4/2024 6:13 PM
42	Small town support, fun yearly events, prime location to beach, mountain or airport	4/4/2024 6:12 PM
43	Family orientated, small town feeling, watching out for each other	4/4/2024 6:08 PM
44	There are many good people here who care about the school and the sports and genuinely care about the students.	4/4/2024 6:04 PM
45	Rainier, Oregon is a charming community nestled in the scenic Pacific Northwest. With its stunning views of Mount Rainier and proximity to outdoor activities like hiking and fishing, residents enjoy a close-knit community with a strong sense of pride and camaraderie. The small-town feel and welcoming atmosphere make Rainier a truly special place to call home.	4/4/2024 6:04 PM

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).

Answered: 44 Skipped: 4

#	RESPONSES	DATE
1	[REDACTED]	4/10/2024 12:44 AM
2	New tutoring options for students, elementary reading grant, cafeteria grant for free lunches, elementary award ceremonies, good secretary staff at elementary and jr high.	4/10/2024 12:44 AM
3	As an employee, I like that we are a small district and you get to know everyone. We strive to work as a team to best support our students.	4/9/2024 4:55 PM
4	The teachers really take care of each other and try to make things run more smoothly.	4/9/2024 10:02 AM
5	Rainier has one of the largest campuses in the state of Oregon. Our campus is surrounded by trees and fresh green. There is a lot of opportunity to expand.	4/9/2024 9:21 AM
6	The classes are teaching the students good curriculum and the staff are present with children.	4/8/2024 11:40 PM
7	It has teachers and staff who care about the students.	4/8/2024 11:39 PM
8	Hudson Park and Rainier Preschool Staff are great to work with. We show up for the kids!	4/8/2024 3:29 PM
9	I love the small town vibe (community)	4/8/2024 1:47 PM
10	I enjoy working with the staff.	4/8/2024 1:45 PM
11	Improvements are being made.	4/8/2024 11:37 AM
12	There is a very caring staff	4/8/2024 10:50 AM
13	we have some great teachers	4/8/2024 9:29 AM
14	We have very dedication educators in all of our levels of education in Rainier. This should be noted from the bus driver that a child sees the first thing in the morning to the classroom assistant that helps them in the classroom to the teacher who is on a daily basis insuring that child that they are important and that can succeed in all that they are working for. Rainier has been very fortunate to have the master teachers that we have and we should all hope that those that are just starting their careers at Rainier will be that master teachers in the future at Rainier.	4/7/2024 8:38 PM
15	There are people in this School District that care about Rainier students and their quality of education. These individuals are dedicated to doing a great job and will go above and beyond to ensure that the students at Rainier succeed!	4/7/2024 7:59 PM
16	The campus has a lot of opportunity for improvement with the right creative leadership. People are very committed to Rainier sports.	4/6/2024 1:24 PM
17	The staff that support the kids in so many ways from after school activities, club and sports to just laughing and building a kid up when their down.	4/5/2024 6:03 PM
18	Our schools are comprised of students and staff whose families have been here for many	4/5/2024 5:04 PM

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generations, those who have been here for only a generation or two, and those who are building their roots here. This mix of experience and family connections, contributes to the richness of our schools' cultures. Teachers and support staff truly care about the students and their success. Staff members are dedicated to improving knowledge and practices to best meet the needs of ALL our students. Our Nutrition Director has worked hard to promote and support wellness initiatives for staff and students.

19	Best staff ever! The high school team is amazing...both certified and classified. Since COVID19, it has been a hard challenge. We have been functioning with extremely short staffing issues. All staff members have gone way beyond their obligations to fill in wherever needed. Teamwork is strong.	4/5/2024 1:39 PM
20	We work hard to meet the needs of students, even though we are a small district. Our food program has won many awards.	4/5/2024 9:52 AM
21	The staff cares about their students, the schools, and the community.	4/5/2024 9:49 AM
22	A lot of pride and school spirit	4/5/2024 9:41 AM
23	Rainier School District has a group of educators who are extremely loyal, dedicated, and hard working. They truly see their students' growth and learning as a daily reward for all their hard work. They show up to events after hours, they spend weekends in the community building relationships, we are visible in the town and make sure their students know how valued they are.	4/5/2024 9:12 AM
24	A lot of pride and school spirit	4/5/2024 12:48 AM
25	N/A	4/4/2024 11:32 PM
26	It used to be a good place for kids	4/4/2024 10:58 PM
27	There literally is nothing good about these schools. Some of the teachers I have come across are great.. other than that this is the absolute worst school district I have ever come across or dealt with.	4/4/2024 10:57 PM
28	We have a slot of good opportunities/options as students.	4/4/2024 10:16 PM
29	The kids eaducation health and having fun are the highest priority	4/4/2024 10:08 PM
30	Our kids our the future our schools should show that	4/4/2024 9:43 PM
31	The only real good thing about our school is our Agricultural,welding and wood working class they just give a lot of hands on activities which helps many students learn.	4/4/2024 7:27 PM
32	The staff work hard to prepare the students for academic success.	4/4/2024 7:25 PM
33	Close knit community that commits to the local area and comes together when their is a need.	4/4/2024 7:01 PM
34	small school	4/4/2024 6:43 PM
35	Community comes together to support our schools.	4/4/2024 6:36 PM
36	No one goes hungry! Bullies are dealt with accordingly and everyone looks out for everyone!!	4/4/2024 6:35 PM
37	Rainier is a small area which provides the opportunity for smaller class sizes for our students.	4/4/2024 6:30 PM
38	Realizing the need of positive change and a bigger, better outcome for student/staff morale.	4/4/2024 6:25 PM
39	Most of the students and parents want to do well and make our schools great. There is a lot of parent involvement at the elementary level. Several of our staff members have great hearts and truly want to help the kids be amazing humans and strive to help them in every way they can.	4/4/2024 6:19 PM
40	Quality special education director	4/4/2024 6:17 PM
41	The schools have strong admin, teachers, and IAs who can be trusted to do what is necessary for student growth and learning.	4/4/2024 6:13 PM
42	Supportive teachers, field trips, holiday performances, free lunches	4/4/2024 6:12 PM
43	My kids have never disliked any of their teachers. That says something. Sadly a lot of the teachers have left, but still it is a good thing.	4/4/2024 6:04 PM

The elementary admin team is fantastic and the location is beautiful.

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).

Answered: 46 Skipped: 2

#	RESPONSES	DATE
1	The Rainier school district suffers from... A lack of discipline for students. A lack of strong influence from teachers. Way too many Aides! A lack of accountability for students and staff. No positive influence for good students. Bad behavior from students. Horrible communication from school to parents. No structure!	4/10/2024 12:44 AM
2	Bad behavior (lack of discipline) bullying and harassment, constant classroom behavior disruptions, favoritism by teachers/coaches, lack of recognition at the middle school/high school for student achievements such as (honor roll, attendance, sports) staff has no accountability, parents don't feel that they can be involved or heard, huge lack of communication between parents and staff, limited elective courses and sports options at the middle school, budget concerns including too many aides at the elementary that stand around, building maintenance, and outdated facilities/school resources (including student drop off/pick up options), lack of consideration for issues that are presented. Students struggle to want to go to this school due to these issues. Kids that show bad behavior seem to be pampered and good kids get ignored (not enough positive recognition for kids that behave well, badly behaved kids get all the attention and no consequences for bad behavior, just a slap on the wrist) Community has lost trust in this district's abilities.	4/10/2024 12:44 AM
3	When the district considers building projects like the possibility of a new school, please include ALL team members in the planning process for the building. The current blueprints have no space for special education, student services (occupational therapy, speech therapy, and physical therapy) and nursing. Please don't forget these services when planning for additional spaces and even better if you ask members of these areas to be part of the planning process. I would hope the next superintendent can/will consider a new blue print for the elementary school.	4/9/2024 4:55 PM
4	We have huge issues with bullying and discrimination, and our buildings are in bad repair.	4/9/2024 10:02 AM
5	This school has lost it identity. The school is need of repair and upkeep. It truly is an eye sore. There has been a high turnover rate of staff/teachers. There is no or little sense of pride or school spirit. There are lot dispensary kids who come from outside our district. Rainier has one of the highest home school rates in the State of Oregon. This causes a loss in funding to the district. We need a superintendent who lives in Rainier and bleeds green and black!	4/9/2024 9:21 AM
6	Prevent more fights and bad things happening in school.	4/8/2024 11:40 PM
7	The pool needs to be fixed and re-opened, it's a great asset for the community and brings income to the school, also the students get many benefits, including jobs from it being open. Also the auditorium needs to have extensive repairs done, this is the cornerstone of our school.	4/8/2024 11:39 PM
8	Our certified and classified staff are all underpaid. Our superintendent seems to get a big chunk of money where we are struggling to keep up with the price of living. A single parent cant make a living while working here.	4/8/2024 3:29 PM
9	the school falling apart, need to be more security aware and not so (small town) like nothing can happen	4/8/2024 1:47 PM
10	We need more staff to support our school.	4/8/2024 1:45 PM
11	Drop out rate and/or seniors not having enough credits to graduate. Underclassmen not earning credits on time.	4/8/2024 11:37 AM

Spanish & English Stakeholder Input Form--Rainier School District #13,
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12	<p>Rainier #13 OR Behavior has been an issue A strong presence and connection with staff and students is necessary from a superintendent Bathroom availability for staff and a safe bathroom for student use has been a problem/ vandalism and vaping in the bathrooms are the biggest concerns</p>	4/8/2024 10:50 AM
13	<p>There is very little parent buy in, our buildings are in poor shape (disrepair), students do not value education and do not want to learn.</p>	4/8/2024 9:29 AM
14	<p>Rainier has a very secure core of teachers that have made their career at our district. I am hopeful that the new Superintendent will be open minded and rely on their expertise and knowledge of what is needed and what should remain because it is important to change some areas but to keep in mind to keep those that don't need to change.</p>	4/7/2024 8:38 PM
15	<p>The community is, to a large degree, against the District. The staff is, to a large degree, against the District. The School Board is divided and appear to be driven by their own personal agendas and very in frequently show any sign of concern for student education. I see more concern for athletics and athletic programs than for our students' education, which is quite concerning.</p>	4/7/2024 7:59 PM
16	<p>There is an over emphasis on sports and not enough on academics.</p>	4/6/2024 1:24 PM
17	<p>Old clicks from higher ups that stick together and sweep things under the rug, not holding staff, parents or kids accountable for their actions, bullies, vaping and bus issues.</p>	4/5/2024 6:03 PM
18	<p>We have the usual issues surrounding students of low-SES. The increase in our EL population has outpaced the staffing to support these students adequately. Staff members at all levels are at high-risk for burnout.</p>	4/5/2024 5:04 PM
19	<p>School condition is poor. Lack of student discipline. Lack of involvement from Superintendent both with staff and students. No accommodations for students with special needs... We have only 1 staff bathroom at the high school for 30 staff members. Salaries for classified employees are the lowest in Columbia County and Clatsop County. Revamp quality and quantity of school food services</p>	4/5/2024 1:39 PM
20	<p>Though we have a core of staff who are part of the community and stay a long time, we often have trouble recruiting and keeping new staff. We also have students who tend to go in and out of our district. I think housing is often a problem for families so they move a lot.</p>	4/5/2024 9:52 AM
21	<p>There needs to be a very strict and enforced district-wide policies for no personal electronic devices as well as appropriate behavior and language for students in the classroom as it causes major disruptions for learning and academic success.</p>	4/5/2024 9:49 AM
22	<p>Lack of family structure and support at home</p>	4/5/2024 9:41 AM
23	<p>Rainier is a small town on the verge of change. We have so much potential here, however, we haven't quite healed from past educational trauma. As parents, we are a little timid in accepting new leadership because we have heard so many things that have not come true in the past. If the superintendent wants to usher a new and needed change, they will need to have a thick skin, strong will and patience. These families are scared of change but in my 18 years here, I have seen them grow and change and become more accepting, it just takes time and diligence.</p>	4/5/2024 9:12 AM
24	<p>Lack of family structure and support at home</p>	4/5/2024 12:48 AM
25	<p>Preventing kids from smoking/vaping in the restrooms, fights, bullying, racism (my kids come home saying other kids say the N work constantly in front of school staff and nothing is done about it! that makes this school district look horrible and not very well managed) teachers marking kids late/missing class when they're actually there (fix synergy), vandalizing school property with condoms and miss use of supplies.</p>	4/4/2024 11:32 PM
26	<p>Historically the Sup is paid too much while all other employees are paid too little. There are excellent staff in place who do not need to be micromanaged. The [REDACTED] is not [REDACTED] the building (though this may be due to the current [REDACTED]). The school is the center of the community; use it to help build community.</p>	4/4/2024 10:58 PM
27	<p>The children are absolute terrors, they bully, beat, cheat, steal, and lie all without consequences. The teachers think they are better than everyone and that they do not need to follow policy and procedures</p>	4/4/2024 10:57 PM

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28	There is a major bullying and cyber bullying problem here, and because of this problem it's has led to other problems at the district.	4/4/2024 10:16 PM
29	We are a small founded school a vary low income community	4/4/2024 10:08 PM
30	This school needs help. Our kids need better teachers and better principals	4/4/2024 9:43 PM
31	The amount of bullying that is not taken care of in the best way possible	4/4/2024 7:27 PM
32	Do not want a Superintendent who will mask the children SIMPLY to get Govt grant money. I'm EXTREMELY upset that was allowed. It wasn't about safety it was about Grant \$\$\$..no forced masks, no grant money....and everyone I'm sure on the board took some of that money!!! In fact a memo was sent out, we are giving teachers a \$1000 bonus during Covid. So how much were members of the board and the Superintendent paid to push the masks???? 😡	4/4/2024 7:26 PM
33	They need to know our facilities are failing apart from previous older administrations lack of planning for large scale maintenance updates.	4/4/2024 7:25 PM
34	The bond failed so what can be done to improve the maintenance of our schools slowly each day	4/4/2024 7:01 PM
35	There are some students that do need more one on one help like more assistants	4/4/2024 6:43 PM
36	Teachers need to grade work on the same scale for each school not each teacher can grade how they want. No continuity with how are students are graded.	4/4/2024 6:36 PM
37	Could possibly encourage more cleanliness and encourage teachers and students alike to wash hands often and before all lunch time. Maybe a hand wash station for when they get off the bus to come to breakfast also? More focus on disinfecting the busses?!	4/4/2024 6:35 PM
38	There is no discipline within the school. The students are abusive to one another with no real accountability. I'm sure this is a reflection of many of the kids life at home, but it makes it difficult to raise kids going through the public school system.	4/4/2024 6:30 PM
39	High staff turn over. Huge gap in pay scale compared to surrounding areas. Lack of appreciation from district administration. High need for anti-bullying and harassment measures for students. The lack of teacher training for student behavior/de-escalation.	4/4/2024 6:25 PM
40	Through my four children that have attended and being an alumni I've noticed a lack of compassion for the kids and almost a dislike for them in general. Since Covid the youth have become more "feral" for lack of a better word. Kids don't seem to care and neither do teachers. Most are burned out. There don't seem to be consequences for bad behavior or motivation to do well. Parents (some) try but can't get through and some lean too heavily on the schools. We need someone who truly loves kids and education. Who will seek to improve how our kids function and improve how the adults in their lives interact with them. Hold the staff accountable alongside the kids. [REDACTED] was making great strides and in my opinion the next person has big shoes to fill.	4/4/2024 6:19 PM
41	IEP's out of compliance	4/4/2024 6:17 PM
42	We absolutely must have a superintendent who is at their core and educator first and who is willing to let go of control and engage in collaborative planning and problem solving. Our district will not survive another micro manager who does not understand students and our community priorities.	4/4/2024 6:13 PM
43	Lack of staff available for special education services. Student behavioral issues. Old school with little resources.	4/4/2024 6:12 PM
44	Bullying, normal smoking, drinking, ill mannered kids that I feel need to be held accountable for, makes parents accountable for their kids behavior and actions, get over the furry [REDACTED] everyone needs a trophy attitude, life isn't that way	4/4/2024 6:08 PM
45	There is a serious learning gap for some kids from the pandemic and the school district has not done a good job at helping the students that have suffered. My child is in 4th grade and can barely read and do math. We don't get any guidance from the school, or any work sent home to help our kids. The school needs many repairs, but it is a small community, and taxpayers can't afford a huge increase in property taxes to fund the projects.	4/4/2024 6:04 PM
46	As the new superintendent enters the district, it is crucial for them to be aware of various issues. These include budget constraints, student achievement gaps, teacher morale,	4/4/2024 6:04 PM

Rainier #13 OR

community engagement, and school safety, especially due to buildings deteriorating. Also, it might be worth noting that the very low pay for staff may lead to additional issues in the future.

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).

Answered: 46 Skipped: 2

#	RESPONSES	DATE
1	The new superintendent should possess a want to make the Rainier school better! They should come in ready to change the school and make it a better part of the community. The school lacks discipline and structure and has lost the trust of much of the community. The new superintendent should possess good leadership skills and abilities to make the school a more successful school and to regain the communities trust.	4/10/2024 12:44 AM
2	The motivation to implement actual changes that will benefit the students, parents, and the school as a whole. The new superintendent should take the time to focus on the everyday issues that are affecting the children's education, motivation, and well being. School needs someone who is willing to present new ideas/policies to improve the way the school operates.	4/10/2024 12:44 AM
3	The person needs to understand how to work with Unions. It is hard when you come from a state that is non-union and then is expected to work with them.	4/9/2024 6:44 PM
4	I would really appreciate a candidate that has a background in special education and/or understands the value of special education and the budget that is needed to best serve our students. They absolutely need to be a good communicator. I value open communication and team value/feeling. They should be willing to provide oversight and feedback to the individuals in the director/admin positions (SPED director, principals, etc.)	4/9/2024 4:55 PM
5	He should be kind, thoughtful, a good listener, knowledgeable about how to stop schoolwide bullying, knowledgeable about educational practices with the largest effect size, and knowledge about how rural poverty works.	4/9/2024 10:02 AM
6	They need to live in our community! They need to attend our events, attach to the community, see parents/community members. They need to show they attached and want to live and make our community better.	4/9/2024 9:21 AM
7	Pau more attention to employees and take their time to work out goals, no micromanaging.	4/8/2024 11:40 PM
8	Must be able to make executive decisions and see them through. Major things need to be done and major changes are needed.	4/8/2024 11:39 PM
9	One that is truly here for the long run. To make a home here with the rest of us and take pride in the district. Listen to staff and not just shine for the parents and community.	4/8/2024 3:29 PM
10	knowledgeable, community based, caring	4/8/2024 1:47 PM
11	It would be nice if the new superintendent was familiar with the special education process	4/8/2024 1:45 PM
12	Tenacity. Adaptability. Rainier is an older community set in its ways, they will push back against change. Many generations of families in town.	4/8/2024 11:37 AM
13	This person needs to be caring, supportive, and able to connect with staff and students This person also needs to have a strong plan to redirect student behaviors in a positive direction This person needs to be open to feedback from staff who have been present on campus and who are familiar with our culture and climate	4/8/2024 10:50 AM
14	PERSONABLE!!! willing to be seen in the community. willing to be in the school building,	4/8/2024 9:29 AM
15	I want to see a Superintendent that is visible and interacts with not just the school environment but with our community. I want to see a Superintendent that lives in our community and can	4/7/2024 8:38 PM

enjoy what the community has to offer them as a resident. I want to see a Superintendent at extra curricular activities and getting to know the parents/grandparents and just the families of the children they are in charge of on a daily basis. I want to see a Superintendent come and have lunch with a classroom once in awhile or come to a recess or PE class. I just want to see them interact with his/her staff and students and families. When you are visible your communication whether its solving a problem and getting some ideas to make things better always comes out better when you are known and our community sees you as a community member.

16	I believe that a new Superintendent should steer clear of all social media as I do not believe this is a good way to communicate effectively with the community. A strong, experienced, driven, resolute and education focused Superintendent is what will be necessary for the Rainier School District to pull itself out of the divided, broken state that it is currently in.	4/7/2024 7:59 PM
17	Tough, creative, high-integrity, people person.	4/6/2024 1:24 PM
18	Strong or you will be eaten alive by these kids! Small town values with an open mind, funny and light hearted, structured and have good boundries in place with a vision.	4/5/2024 6:03 PM
19	The new superintendent must demonstrate high levels of integrity, fairness, and honesty. Transparency about the challenges we face as a district as well as the ability to listen and work with staff and community members on solutions is also important.	4/5/2024 5:04 PM
20	Leadership Communication Staff and student involvement To be concerned with the needs of staff, students and our community. HANDS ON KNOWLEDGE AND EXPERIENCE. Trustworthy Special Needs programs. Ability to recognize the needs for a Behavioral Support Classroom.	4/5/2024 1:39 PM
21	The ability to work with a variety of people. To be able to support staff and fit into the community.	4/5/2024 9:52 AM
22	Collaborative and not divisive. Encourage school board members to engage with school staff and students and not arbitrarily influence them to avoid contact with them. Board members and the superintendent should both be actively engaged within the schools and classrooms to get a better idea for what goes on on a day-to-day basis.	4/5/2024 9:49 AM
23	Relational, transparent, small town comraderie, student focused	4/5/2024 9:41 AM
24	An open heart and mind. The knowledge that the staff are professionals who should be trusted to do their job and given the ability to do so. The students and doing what is best for the students should come above all, including saving money.	4/5/2024 9:12 AM
25	Relational, transparent, small town comraderie, student focused	4/5/2024 12:48 AM
26	Being able to solve current issues adequately and promptly to make the school/district safer for kids to be able to get the education they deserve to be successful.	4/4/2024 11:32 PM
27	The new Sub should be a servant leader (NOT a politician) who is also an excellent educator. When paid more than twice any teacher, he should be obviously producing more work. Kind, humble, ethical, strong, prudent, wise manager of money, understand the community.	4/4/2024 10:58 PM
28	They should know the policy and procedures, require their staff to follow through with them, and be assertive. Whoever is taking this position have a big task ahead of them.	4/4/2024 10:57 PM
29	The new superintendent should be a good communicator. Being able to talk different kinds of personalities. The new superintendent needs to be good with money(math). They need to be open minded and not biased when deciding where money should go. The new superintendent should be well rounded in lots of classes the arts, history, math etc.	4/4/2024 10:16 PM
30	Need to be caring and understanding. Care about our kids more than what you look like	4/4/2024 9:43 PM
31	Just more present in the school and available to people when needed	4/4/2024 7:27 PM
32	Children before politics	4/4/2024 7:26 PM
33	Understand the value of CTE courses and work based learning methods. Be seen and engaging in the hallway often with students and staff. Be able to set the vision of the district toward building student life long learning.	4/4/2024 7:25 PM
34	Smaller town understanding but with an education to help move our schools to a higher level	4/4/2024 7:01 PM

Spanish & English Stakeholder Input Form--Rainier School District #13,
OR; Formulario de entrada de las partes interesadas--Distrito Escolar

SurveyMonkey

35	good with school discipline and help to staff on this issue, gets involved in the community	4/4/2024 6:43 PM
36	Able to relate to all groups in the community. People person who knows how to listen to what people want.	4/4/2024 6:36 PM
37	Patience!! Inclusiveness!! Tenacity!! Open mindedness and a passion for helping teachers and students alike reach their full potential!!	4/4/2024 6:35 PM
38	Justice, Judgement, Dependability, Initiative, Decisiveness, Tact, Integrity, Endurance, Bearing, Unselfishness, Courage, Knowledge, Loyalty, Enthusiasm.	4/4/2024 6:30 PM
39	Understanding. Acceptance from different view points. Very open communication with the community, specially parents. Safety of students put first. Ability to familiarize and gain trust through community activity's including sports.	4/4/2024 6:25 PM
40	Strong leadership skills. Unique ways to unite the student body. Great communication skills with the community and staff. MUST TRULY ENJOY TEENAGERS! And understand them!!!!	4/4/2024 6:19 PM
41	The ability to make big decisions to ensure laws are being followed.	4/4/2024 6:17 PM
42	Collaborative, student focused, support academics first, realizes without quality staff, the community will continue to lose quality families and the ability to build a future	4/4/2024 6:13 PM
43	Someone willing to put in the effort for finding grants and funding for the resources we lack.	4/4/2024 6:12 PM
44	Willing to listen, accept criticism, help out with the issues and the kids that cause disruption, really want to say good luck... bring back the pool	4/4/2024 6:08 PM
45	Compassion, respect for staff and students. I've never heard a single person explain [REDACTED] as having those characteristics. Perhaps there would be more teacher retention if the superintendent had those qualities. Being able to think outside the box to solve the problems at our school. Common sense. It is sad that we lost out on the \$3m match because the last one didn't just ask for \$3m bond for match. Or maybe it was the school board that lacked common sense on that one.	4/4/2024 6:04 PM
46	The new superintendent should possess strong leadership skills, effective communication abilities, and a collaborative approach to decision-making. They must be knowledgeable about educational trends and policies, have a passion for student success, and demonstrate a commitment to fostering a positive school culture. A visionary mindset and the ability to inspire and motivate staff are also essential qualities for success in this role.	4/4/2024 6:04 PM