

Community Input Report for

**West Bonner County
School District #83
Priest River, Idaho**

submitted by



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EXECUTIVE RECRUITMENT & DEVELOPMENT

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**West Bonner County School District #83
Priest River, Idaho
Community Input Report, April 2024**

Executive Summary

On April 11, 2024, consultant Shar Johns met with staff and community members representing a variety of different groups associated with West Bonner County School District to gather input regarding the selection of the new superintendent. Outlined below is an Executive Summary of the major themes expressed by approximately 50 participants at these sessions. Although every group viewed each question from a different lens, there were a great number of consistencies among the various groups.

Following the Executive Summary is a compilation of all the input received from these groups and individuals in response to the three questions asked of each group and participants. The final section of the report consists of responses by individuals who completed the online survey.

1. What are the good things about your community and school district:

Pride in this tight-knit, multi-generational, rural community is high and boasts strong support and engagement in the commitment to education, children, teachers and parents. There is a tremendous amount of support from businesses and nonprofits, a large number of volunteers in the community and district, and effective fundraising opportunities supporting students, staff and schools.

Teachers and schools are highly valued. There was a distinct feeling that teachers are visible, approachable, responsive, hard-working, and willing to go the distance for kids. The community is proud of their schools, which are considered the hub of the community, and highly supportive of athletics and extra-curricular opportunities for kids. They believe that teachers and administrators are collegial and work together cohesively for students.

Outdoor recreational opportunities, community sponsored activities, sporting events, and a sense of family are a source of great pride. People are connected within the community and are protective of each other and their children. They value their small-town environment where they

feel like family, and yet are close to city amenities. “A great place to put down roots and raise children”.

2. What are the challenges the new superintendent will face coming in?

West Bonner County School District covers a large area geographically with a growing and changing community, often divided by polarizing opinions struggling to find balance on the roles of public education and philosophies regarding curriculum and instructional practices.

A desire for improvement in the areas of communication, trust, transparency, vision and academic rigor are common themes among community groups. Groups are concerned about the continuity of leadership and instructional practices with the high turnover in leadership and staffing.

Aging infrastructure, transportation, affordable housing and staffing needs are great challenges in the district with a limited budget. The increasing cost of living, lack of affordable housing, and the ability to find and retain staff is a struggle. The need for Special Education and ECE support is growing. There is a high transition rate in both staff and students. The new superintendent will need to have, or be able to quickly gain, knowledge in Idaho funding laws and budgeting, be a fiscal leader and advocate at the state level, be willing to communicate regional needs assessments, and find innovative ideas to deal with budgetary and staffing challenges.

3. What traits and characteristics should the new superintendent have to be successful?

The new superintendent will need a deep understanding of the differing values and philosophies in the district and be communicative, transparent, collaborative, and a strong leader who is able to build bridges to bring the community together. There is a desire for the new superintendent to be able to articulate and communicate a strong, unified, shared vision for academic growth and excellence.

The staff and community value a new superintendent who will embrace the community, be a part of the community, live in the community. They value longevity, visibility, and someone who is willing to put down roots and provide continuity of leadership. The desired leader will have a breadth of experience in the classroom and administration, be a creative problem solver, have board management experience, and the ability to grow and inspire leadership on the board and within the administrative team. Open and honest communication should be a core value and fundamental expectation for all. It is important to show solid judgment, be open to new ideas, and have a willingness to listen to all voices.

The new superintendent will need to be personable, proactive, forward-thinking, and be ready to take on the social, political and financial challenges facing the district. The new superintendent should be a strong academic leader, be willing to make tough decisions through thoughtful and transparent processes, and not be afraid to have difficult conversations when needed. The need to be able to effectively address budget issues, enrollment, and staffing needs will be vitally important. Above all, the community values a superintendent who will put the needs of students first and foremost.

Community Input Group Responses

1. What are the good things about your district and community?

Administration and Supervisors:

- Amazing teachers and staff
- Beautiful area to live
- Business partnerships
- Great admin team
- Opportunity for growth
- Active community that is invested in kids
- Proud community
- Resourceful staff
- Dedicated volunteers
- Received an ECE grant provides opportunity for growth in this area
- Received a grant for maintenance
- Revitalization of PLC program
- Supportive Foundations
- Robust booster club and Parent/Teacher groups
- SRO on campus, supportive law enforcement
- Safety procedures for campus have been commended
- Technology – Chromebook for every student and 5-year renewal cycle in place

Classified Staff:

- Beautiful area to live
- Community is vocal and involved
- Community supports athletics
- Classified staff has longevity
- Admin staff works together as a team
- Employees are flexible and encouraging

City Officials:

- Dedicated staff
- Transitional population (including staff and students) brings fresh ideas into the community
- Active community and Chamber of Commerce
- Small town feel but close to amenities in the city
- Engaged parents
- Community has come together
- Strong Parent Teacher Organization
- Caring community with lots of support

- Fundraising in schools is robust
- Foundations provide support to staff and students
- Great activities: Oktoberfest, Timber Days
- City is building parks and amphitheater
- Great kids
- Library is a community gathering area – the heart of the town

Priest Lake Staff:

- Community support
- School is the community center
- Proud of our school
- Have worked together for many years
- Focus of community – a lot of support in the community for the school
- Amazing staff doing amazing things for kids

Priest Lake Community:

- Small, tight community
- Protective of kids and teachers
- Wonderful volunteers
- Generous support
- Art Smart Fund – started by retired teachers
- Booster Club
- Amazing teachers
- School and community are like one big family
- Extra-curricular activities
- Multi-generational families involved in the district

Student Leadership:

- Pretty place to live
- Community comes together
- Lots of places to swim
- Caring people
- Good sports
- 4-day school week

PRE Staff and Community:

- Community always comes together for the good of children
- Fundraising for important causes and needs
- Always support kids
- Never afraid to step up for kids
- Proudful

- Competitive
- Schools are beautiful places for kids to be
- Transparency at the District Office
- Largest employer in the County, “heartbeat of the County”
- Remarkable small schools
- Family
- Great business partnerships and scholarships
- Great place to live
- Bountiful recreation opportunities

All Staff:

- Dedicated staff
- Community and staff care about kids
- Community supports teachers
- Small but innovative
- PLC’s - Great system for collaboration, data review, shared common goals
- Teachers work as teams – collegial
- Teachers encouraged to work together
- Collaborative
- Small town
- People know each other and look out for each other
- Relationships between staff and parents
- Fundraising – community steps up

Community:

- Ability to make things great
- It feels as if we have hit rock bottom giving us the potential to grow
- Great area
- Great elementary schools
- CTE Program in Forestry beginning
- Timber industry in community
- Strong teachers and administrators
- Strong community support
- Cohesive staff at elementary schools
- We are family here – great place to put your roots
- Great community to raise kids
- People watch out for each other
- Safe community
- Sports and athletics are supported
- Lots of opportunity for kids in extra-curricular activities

2. What are the challenges the new superintendent will face coming in?

Administration and Supervisors:

- Many in the staff commute
- Housing
- Transition in and out of both teachers and students
- Cost of Living
- Lower Salaries
- Financial Stability of District
- New CBO
- Aging infrastructure
- Need supplemental income from the community
- Polarized community
- Levies difficult to pass
- Turn-over of staff
- Facilities approaching end of service life, low on funding
- Transportation: funding reduced, older busses
- Continuity of leadership
- Large Special Education population
- Student achievement low
- Pre-school is paid – no Headstart – many students starting school without foundations
- Ruralness of district – large geographically
- Insufficient athletic facilities
- Attendance
- Dated equipment
- Understaffed
- Policy and procedure implementation
- District operations
- New hire support and on-boarding
- Large homeschool population – how can we support all students in our district?

Classified Staff:

- Housing – affordability
- Transition in staff
- Levies hard to pass
- Community is coming out of turmoil
- Students moving out of district

City Officials:

- Teacher and classified staff shortage
- Levies

- Building maintenance
- Transportation/Bus Drivers
- Large area geographically
- Negativity about Public Education
- Community buy-in in outlying areas
- Housing
- Poverty
- Off-grid population
- Polarization of community
- Drop in enrollment
- Finances
- Distrust of community

Priest Lake Staff:

- Divided community
- Fear the school will close
- Divided support of public education
- Finding funding
- Levies hard to pass
- Idaho legislation caused loss of funding
- Transportation

Priest Lake Community:

- Some people seem to want to tear the district down
- Recent decline in enrollment
- Teachers need support and mentorship

Student Leadership:

- Foreign language credits to apply for college not available
- Discipline – sometimes lacking
- Funding
- Support for local funding – passing levies
- Fear the schools may close
- Fear we might lose sports

PRE Staff and Community:

- Philosophical differences between public education vs no public education
- Influx of people after Covid
- Fear of pushing a National agenda
- Difficult to pass levies
- Funding at the State level

- Community is polarized

All Staff:

- Divisiveness of community
- Community in huge upheaval
- No trust of district
- Lack of communication
- Closed community – may not accept outsider as Superintendent
- Community has suffered trauma – students suffer – need MH resources
- Salaries
- Aging infrastructure
- Personnel issues not dealt with
- Escalating student behaviors
- Housing
- Limited class offerings for HS Students
- Limited elective classes
- Need CTE
- Finding qualified staff
- Timber industry – mills closing hurts community
- JR High very old and expensive to maintain and heat
- Funding
- Turn-over of staff
- Communicating need for levies to community

Community:

- Need CTE
- Curriculum is a hodge-podge, but that is changing
- Divided district
- Hard for the community to accept someone coming in from the outside

3. What are the characteristics and traits a new Superintendent will need to be successful?

Administration and Supervisors:

- Longevity – someone who wants to live and stay here
- Long-term strategic plan – ability to build, implement and communicate
- Help implement attainable goals
- Thick skin
- Background in Curriculum
- Balance between firm and relational
- Bring people together – build community

- Not a political ideologue
- Not a politician
- Strong leader – someone who understands leadership is a journey
- Be willing to learn, observe and build relationships
- Heart for transformative leadership
- Trust – do not micromanage
- Not afraid to get your hands dirty
- Open door policy
- Strong accountability
- Has the back of staff
- Buffer between school board and community
- Honesty
- Community
- Understands compliance with state regs
- Growth mindset
- Trustworthy
- Follow-thru
- Confidential
- Fits into the community
- Learner of the community – involved in the community
- Communicative
- Visible
- Not afraid to take risks
- Ability to see a need and execute a plan
- Solution oriented
- Forward thinking
- Educate board and community about State and Federal Regulations and Guidelines
- Understand Idaho School Finance

Classified Staff:

- Longevity
- Live in the community
- Strong – won't take sides
- Put students first
- Not political – neutral
- Tough skin
- Dive in – not afraid to do any job needed
- Solution oriented
- Think outside the box
- Has back of employees and students
- Likes the outdoors – hiking, hunting, fishing
- Open door policy
- Visibility

- Listener
- Lead by example
- Put in the hours
- Devoted
- Safety minded

City Officials:

- Be involved – build community
- Study Idaho code/regs/finances
- Bring staff back together
- Community involvement
- Strong supporter of Public Education
- Longevity
- Put kids first! We have great kids that deserve the opportunity for the best education

Priest Lake Staff:

- Play with the kids – be with kids – value kids!
- Work with the community
- Understand Idaho finance
- Previous experience as a teacher in public education
- Not divisive
- Trust
- Learn what needs to be done - don't change things without listening and learning
- Creativity
- Have a backbone
- Longevity
- Know how levies work
- Get buy-in – not just top-down management
- Forward thinking – have a plan
- Be visible
- Get into the classrooms
- Ability to wear many hats
- Involved with students
- Maintain control of policy in public meetings
- Keep board focused
- Communicate with Trustees
- Communicate needs of the district to community
- Grant writing experience

Priest Lake Community:

- Be a part of the community
- Be able to navigate community differences

- Financial savvy
- Be truthful
- Be visible
- Involved with students
- Not wishy-washy – decisive
- Actionable
- Willing to listen to concerns, take them to heart, be willing to address them
- Mediator between board and staff
- Keep board informed
- Be a teacher – identify with teachers
- Experience working with people
- Mentor teachers and site administrators
- Build leadership
- Willing to take on a challenge
- Support schools
- Able to bring community together
- Longevity
- Open to get involved legislatively

Student Leadership:

- Experience in schools
- Have a conversation with kids
- Don't make big changes
- Be communicative – be able to communicate levies to public
- Be open-minded to all sides
- Do what is best for kids – think about our future
- Be involved with schools – don't just sit in office

PRE Staff and Community:

- Strong
- Knowledgeable of Idaho code/law
- Not be pushed around
- Respectful
- Sense of humor
- Smile
- Kind
- Approachable
- Need to be able to handle the hard things
- Pro Public Education
- Seasoned superintendent
- Longevity
- Live in the community

- Be a part of the community
- Be visible
- Be participatory
- Up for a challenge
- Financial background
- Has a heart here

All Staff:

- Strong
- Know the history of the district
- Manage staff
- Build relationships with community and staff
- Not political
- Focus must be what is best for kids!
- Respects staff
- Transparent with staff
- Communicative – inform community and staff
- Supports teachers and admin
- Be a leader
- Deal with difficult personnel issues
- Be visible
- Care about the district
- Calm
- Quick follow-thru – have information sent out readily
- Learn Idaho law
- Support Board members
- Support new teachers
- Longevity
- Be a part of the community – live here
- Understand the area and community
- Listen and learn before making changes
- Visionary – have a plan and be able to effectively communicate needs of the district
- Be decisive – be willing to take pushback
- Able to make sound decisions
- Well-rounded
- Keep student focused

Community:

- Listen to all sides – be Switzerland
- Ability to make people feel heard
- Live in the community – ability to vote here
- Be a part of the community

- Be visible – be at everything!
- Be in the classrooms
- Know people by name
- Be open to talk to
- Do what is best for kids!
- Growth mindset
- Support staff
- Work as a team
- Have teaching experience
- Respectful and Respected
- Strong
- Good listener
- Knowledge of Idaho code/law/finances
- Longevity
- Navigate all sides

*Survey Monkey Results for the West Bonner County School District #83
April 2024*

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

20 responses

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

activities big city **small town** help schools small **many** close
community conservative care everyone people families

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

children love **great** know care dedicated **staff** will **schools** help
teachers good students chose kids community

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

years support public group public schools district one need levy
schools want issues community staff

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

children administrators needs principal someone Ability understand
teachers strong successful able make experience Idaho
honest concerns will listen community district Good community members
superintendent

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

Answered: 18 Skipped: 2

#	RESPONSES	DATE
1	North Idaho is beautiful with ample opportunity for recreational activities year round. We're close enough to Spokane to take advantage of big city events such as Broadway plays and Gonzaga basketball, as well as top notch medical care, yet we're far enough away to enjoy a small town experience.	4/17/2024 9:44 PM
2	Small town appeal. Small town problems. We don't have big city issues.	4/16/2024 6:18 PM
3	small town environment, businesses support schools. Many community members grew up here. Our schools have produced athletes, FBI agents, teachers, lawyers, eye doctors, authors, welders, plumbers, electricians, business owners. We have conservative values- God, home family.	4/13/2024 3:20 PM
4	A good percentage is Christian. There is a lot of community and business support for students.	4/12/2024 8:21 PM
5	caring, help each other	4/12/2024 8:46 AM
6	We have so many great people in our little community that dedicate their time and support so many school related and sport related activities.	4/11/2024 3:50 PM
7	There are many kind hearted, generous, and loving people here that are eager to help the next generation succeed. Generally speaking the community is basically conservative, yet very libertarian in social views.	4/11/2024 2:35 PM
8	It is small and personal, I can't say "everybody knows everybody" but it's still a relatively small group of people and many have very strong ties to the community for several generations. There's a lot of people who care very deeply.	4/11/2024 11:33 AM
9	There are good people that truly care about the District and Education.	4/11/2024 8:58 AM
10	Close, loud, deep done wants public school to do well	4/11/2024 12:55 AM
11	We are very proud community we stand up for what is right and we are hard working citizens who love our town and Spartans!	4/10/2024 10:58 PM
12	Strong support for students and athletes. Many members care and volunteer for our kids and extra curricular activities.	4/10/2024 8:39 PM
13	This is a community that cares about their children and will stand up for them	4/10/2024 8:06 PM
14	Family oriented, minimal crime, amazing generational families, conservative patrons	4/10/2024 7:54 PM
15	Small logging community. Everyone knows everyone. We take pride in our schools.	4/10/2024 7:51 PM
16	When times are tough everyone comes together. To support what is right!	4/10/2024 7:19 PM
17	We are a small town that is close to bigger cities. We have beautiful lakes, rivers, mountains all around. We are a tight knit community who will come together when needed.	4/10/2024 7:18 PM
18	Pride, many long term established families, willingness to help others	4/10/2024 7:13 PM

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

Answered: 19 Skipped: 1

#	RESPONSES	DATE
1	We have a decades long history of successful schools where we have educated and celebrated hundreds of wonderful students. Only recently have we been faced with political unrest that often comes with population growth. Because of the dedication of a core group of concerned community members we are quickly turning our problems into solutions. I have no doubt that the community will continue to move forward on behalf of the students of Priest River, Priest Lake and Oldtown Idaho.	4/17/2024 9:44 PM
2	Close-knit and personal. Teachers who care more about the students than their personal wealth.	4/16/2024 6:18 PM
3	Our schools have highly dedicated staff. Staff goes above and beyond to provide what students need.	4/14/2024 12:02 AM
4	Our schools have great principals! [REDACTED] is amazing. Our teachers are kind, respectful and responsible.	4/13/2024 3:20 PM
5	Our great schools, especially the small ones. Our great long term teachers. Our current great set of administrators. They listen to you and respond in kind.	4/12/2024 8:21 PM
6	dedicated staff and parents	4/12/2024 8:46 AM
7	We some amazing teachers on our school district that go above and beyond for our kids.	4/11/2024 3:50 PM
8	The schools need help! We have a bunch of caring, qualified, giving, and eager to help teachers, and staff. Awesome people to know!	4/11/2024 2:35 PM
9	We have people who care.	4/11/2024 11:33 AM
10	We have lost many good educators in the past few years do to political turmoil. Those remaining are dedicated professionals.	4/11/2024 8:58 AM
11	Parents know most teacher and staff and it makes us feel safe sending children to school.	4/11/2024 12:55 AM
12	We have some really caring teachers who love our kids and want to teach our children all they can	4/10/2024 10:58 PM
13	The 4 day school week. The high school seems to be improving with student and staff moral.	4/10/2024 8:39 PM
14	Teachers for the most part, care for each and every child in this school and about their education ❤️	4/10/2024 8:06 PM
15	Learning, educating, sports opportunities for kids	4/10/2024 7:54 PM
16	The teachers care. We have some of the best staff! My husband and I are both alumni and chose to build our home in Priest River. We could have chose anywhere but I know our children will be loved and thrive in WBCSD. We have community members pouring their all into local sports for the benefit of future generations.	4/10/2024 7:51 PM
17	School was always my safe place. And for some kids in our community school is the only place they feel safe.	4/10/2024 7:19 PM
18	The staff loves our community and kids. We are close to higher paying schools and the teachers and staff choose to stay because they care.	4/10/2024 7:18 PM
19	Elementary schools are great. PTOs and Booster Clubs willing to help. Good district office staff.	4/10/2024 7:13 PM

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

Answered: 19 Skipped: 1

#	RESPONSES	DATE
1	Please see above.	4/17/2024 9:44 PM
2	The anti-public school groups trying to rid the State of brick and mortar schools and wanting to move to a private, charter school system.	4/16/2024 6:18 PM
3	High teacher turn-over and high numbers of inexperienced teachers makes achievement of long-range goals somewhat difficult.	4/14/2024 12:02 AM
4	There is a community group who has our district and public schools in their sights. Their goal is to dismantle public schools and force parents to homeschool their own children. Many of our senior staff members have left the district or retired in the past 2 years.	4/13/2024 3:20 PM
5	Polarized community. Death threats against a recent superintendent who proposed changes (like the 4-day week.) Death threats against trustees. Office staff had to be completely replaced. Lack of trust, in the community. Hard to pass a levy. Fear of "woke"ness being introduced into our schools, like in Kellogg (a student was banned from the grad ceremony because he said boys are boys and girls are girls and that's it.)	4/12/2024 8:21 PM
6	that we need levies as all Idaho public schools are only 2/3 funded the rest comes from a levy to know they support public schools	4/12/2024 8:46 AM
7	The bullying issues are out of hand land not being handled correctly.	4/11/2024 3:50 PM
8	The challenges are huge. Due to the turmoil over the last couple years or so, there is a divide in the community that must be bridged. While a mostly conservative community with some libertarian social views, there is also a very staunchly strong group of very conservative folks that are very vocal. While they don't directly participate in the school district activities or offerings they are at the board meetings giving their opinions, that seldom support a public institution.	4/11/2024 2:35 PM
9	Like so many other areas of the currently political arena, there are extremists who want to disrupt pretty much anything government related because apparently all government is bad, all "socialism" is bad (e.g. let's not even fund libraries since not every person uses them, sure let's not even have a fire department because who needs one unless YOUR house is burning). This is an old-style conservative community with another smaller group of very determined ultra-conservative people who are difficult to get any consensus with	4/11/2024 11:33 AM
10	The battle with the Far Right contingencies is fierce. They are against supporting Levies required to operate the District, are well organized and VOTE. They rest of the supporters want good things for the District, yet become complacent on election day. There is a lack of long term planning for the buildings. and no one wants to address that. You can only keep patching things back together for so long.	4/11/2024 8:58 AM
11	Really need to look close at our administration/ leaders. Make sure all are teachers and staff are qualified to be in the position they are in.	4/11/2024 12:55 AM
12	We are in the middle of a scary power struggle between citizens who support public education and citizens who want it to fail. We need a superintendent that is STRONG and SMART and won't be pushed around. Someone that wants all of our schools to succeed but mostly puts children's education and best interests first. A superintendent that will stay here for more than one year. Don't even take the position if you aren't willing to put the work and years in.	4/10/2024 10:58 PM
13	██████████ needs constant hand holding and is extremely condescending to staff and parents. The Superintendent will need to constantly deal with issues caused by ██████████	4/10/2024 8:39 PM
14	That we have a group people , including one board member that has done nothing but try to	4/10/2024 8:06 PM

	break this district apart. They stop at nothing.	
15	Lack of parental involvement, favoritism	4/10/2024 7:54 PM
16	Well there's a lot of issues. Our district has no money. And there's a group of people who dislike children and want to take away the tiny funding we do receive.	4/10/2024 7:51 PM
17	We are a lower poverty community. A lot of our kids and their parents suffer. There are bullying issues, and something needs to be corrected. All 3 of the schools need better communication between the 3 of them.	4/10/2024 7:19 PM
18	The far right extremist trying to take down the schools .	4/10/2024 7:18 PM
19	██████████ and the ██████████ are issues. Many people believe that just because they say something it is true. Jr High principal is a problem.	4/10/2024 7:13 PM

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

Answered: 20 Skipped: 0

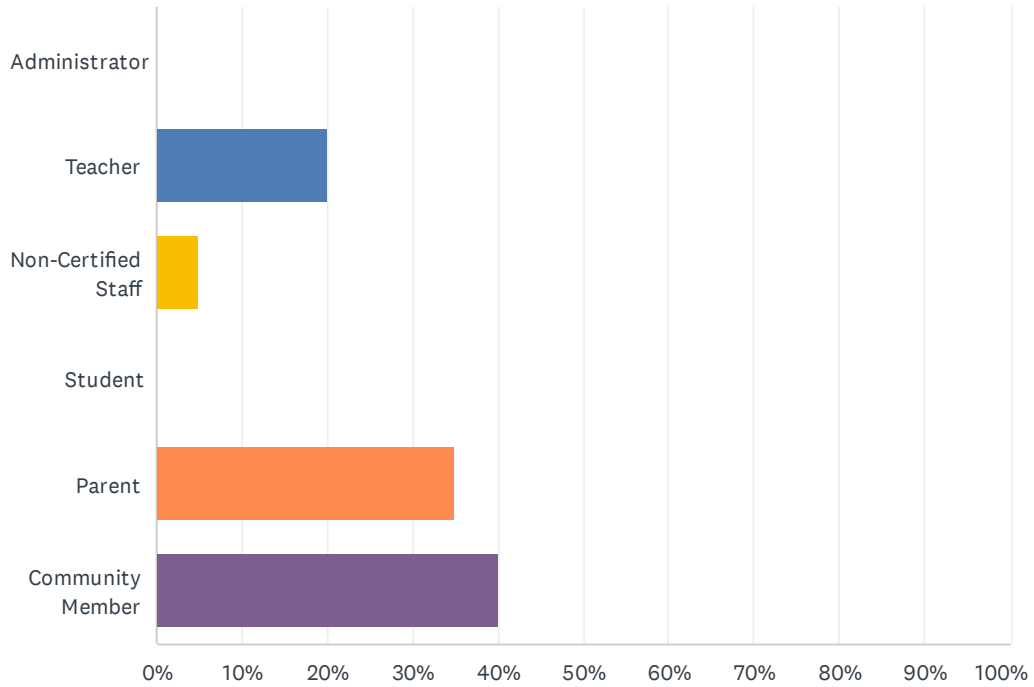
#	RESPONSES	DATE
1	Honest and open, with a strong backbone to stand up under pressure. The successful candidate needs to know what he or she believes in, and be willing to stick to their values.	4/17/2024 9:44 PM
2	A quality educator first and a sound mediator second. Be able to bring opposing sides together for a common goal.	4/16/2024 6:18 PM
3	Experience as a superintendent in Idaho. Has a deep understanding of school funding in Idaho and is able to clearly explain it to community members. Experience as an educator who can understand, respect and support teaching staff - recognizing the high levels of stress and extensive work-load. Also, providing support and training to reduce these. Able to advocate for teachers within the community. Able to respectfully and patiently work with, interact with, and educate/inform community members with diverse perspectives and concerns. Committed to complete transparency with the community. Able to present complex educational issues in a way that community members can understand. Knowledgeable about strategies and ideas to increase student achievement and investment, and community buy-in/trust.	4/14/2024 12:02 AM
4	Administrative experience; be qualified for the job; have certification or the ability to get superintendent certification; Honest and open; NO Political agenda!	4/13/2024 3:20 PM
5	Complete qualifications. People skills. Financial knowledge. Big shoulders. Strong spine. Aware of the political threats to our students / educational system nationwide. Not "Woke." Open to listening to everyone's perspectives, and acting reasonably.	4/12/2024 8:21 PM
6	have experience in Educ/schools like have been a principal etc.. are from this area NOT Boise etc are qualified	4/12/2024 8:46 AM
7	Integrity, strength of character, honest, a successful & experienced manager of staff, 5+ years experience as a principal	4/11/2024 9:47 PM
8	They should want to be here for the kids, care about them and not just be here for a check. It's important that someone is hired that truly has a heart for children and a understanding that they are just kids and need someone who will listen and take their safety and education seriously.	4/11/2024 3:50 PM
9	I would love to see the new Superintendent be a strong follower of Jesus, not to force a belief on anyone, but having that as their root belief I believe is essential. Beyond that, someone that has the experience and credentials to be an Idaho public schools Superintendent.	4/11/2024 2:35 PM
10	Ability to reach out to parents. Lack of parental involvement and the lack of even parental valuing of education is a huge problem. no teacher or administrator can make a child successful if the child's parent(s) haven't made it important.	4/11/2024 11:33 AM
11	Strong leadership and good listening skills. Take the time to see how things work before they make changes....	4/11/2024 8:58 AM
12	Caring and compassionate but stern and demanding. Someone who loves are Dist. and are town. Someone who truly will put the kids needs first and do what is best for them, in very decision they make.	4/11/2024 12:55 AM
13	Good communicator, honest and fair. Someone who has respect for all of the teachers and people of this district. They have gone thru a very difficult situation and we should acknowledge that and appreciate the ones who have stayed here. Must be strong and not afraid to speak up. And please have a sense of humor and a smile.	4/10/2024 10:58 PM
14	Ability to listen and appropriately handle concerns of parents and the public. Transparency and	4/10/2024 8:39 PM

direct communication regarding concerns that the community has with regard to school administrators. The administrators must be held accountable and be overlooked in the District. Without any school having a Vice Principal, the administrators are handing matters in their sole discretion and it has caused a plethora of issues.

15	Educated, straight forward no sugar coated and honest. Like [REDACTED]!	4/10/2024 8:06 PM
16	Honest, have integrity, willing to listen to everyone, even id different opinions, positivity. Hard worker, understand public school funding.	4/10/2024 7:54 PM
17	Someone who genuinely loves our town. Someone who genuinely loves children and wants them to succeed. Someone who will be HONEST!	4/10/2024 7:51 PM
18	Fairness, treat everyone the same. Not some better than the others because of their names or who they are.	4/10/2024 7:19 PM
19	They need to be able to listen to the community and not let the voice of a few deter his/her decision.	4/10/2024 7:18 PM
20	Good listening skills. Cooperative attitude. Knowledge of state policies and district procedures.	4/10/2024 7:13 PM

Q5 Please indicate the stakeholder group you represent:

Answered: 20 Skipped: 0



ANSWER CHOICES	RESPONSES	
Administrator	0.00%	0
Teacher	20.00%	4
Non-Certified Staff	5.00%	1
Student	0.00%	0
Parent	35.00%	7
Community Member	40.00%	8
TOTAL		20