

Stakeholder Input Report for

***RE-1 Valley
School District
Sterling, Colorado***

submitted by

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**RE-1 Valley School District
Sterling, Colorado
District Stakeholder Input**

Executive Summary:

RE-1 Valley School District Board of Education conducted an online survey for the purpose of guiding them in a successful superintendent search for the School District. Outlined below is an Executive Summary of the major themes expressed by the participants taking the online survey. The Executive Summary is a compilation of all the input received from these individuals in response to the four questions asked of the participants. There were 71 responses to the RE-1 Valley School District Community Survey. Please note that responses from the online survey are printed as they are actually stated with grammatical and misspelled words so that any meaning might not interfere with the respondent answers. Both English and Spanish responses were received. All profanity and negative named references have been redacted. Graphs have been added to the report showing the distribution of the online stakeholders providing input, and “word clouds” emphasizing recurring themes in responses.

*Survey Monkey Results for
RE-1 Valley School District
August/September 2024
(NOTE—these responses have not been edited,
they are printed as entered by the stakeholders)*

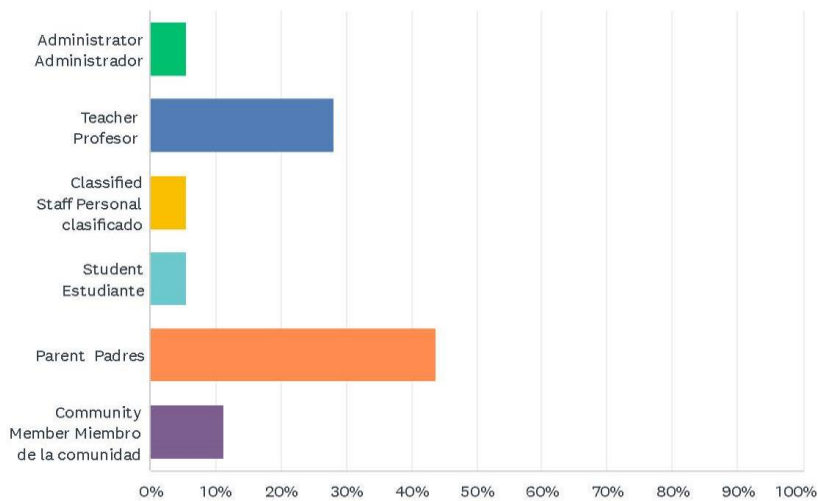
71 Responses

Stakeholder Input Form--RE-1 Valley School District, CO Formulario de aportaciones de las partes interesadas--RE-1 Distrito Escolar del Valle, CO

SurveyMonkey

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

Answered: 71 Skipped: 0



ANSWER CHOICES	RESPONSES	
Administrator Administrador	5.63%	4
Teacher Profesor	28.17%	20
Classified Staff Personal clasificado	5.63%	4
Student Estudiante	5.63%	4
Parent Padres	43.66%	31
Community Member Miembro de la comunidad	11.27%	8
TOTAL		71

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).

Lots golf courses rural find will years Sterling feel help small town
people work small family community care
great close knit good district schools wonderful supports events
businesses small town feel need many

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).

amazing care students buildings dedicated know things support administration
work well great go teachers programs staff make
schools district students education good
school district community caring kids lot small children needs
truly care students families

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).

go need work Want Bullying work break make people many consequence take every
issues lot children also school learning need control
teachers hard kids time District curriculum
students think good problems community class behavior
teaching staff s will especially parents needing updated COME parents students
schools need help

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).

keep rural schools listen children help Sterling communication budget
leadership live well take school superintendent someone
school district staff ability community staff community
need hold will cares understanding team work make
good Willingness district issues parents see students superintendent must
able people

Survey Monkey Results for RE-1 Valley School District

September 2024

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

71 Responses

Administrators

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

- We have a wonderful community. Good People, Exceptional Business's, Great Schools!
- Sterling still holds to conservative values, and a strong belief that family is crucial to a community.
- This community is very supportive of our schools and extra curricular programs.
- Christian community

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).

- Teachers and all other employees that work at RE1 Valley school District are much appreciated as they all work very hard making sure students are getting a good education and that employees are taken care so we can be here for the students.
- Our schools are moving forward in the right direction. Staff morale is at a high level right now because of strong district leadership.
- Since 2022, RE-1 Valley has made a turn around. We are moving in a direction of unified excellence. The leadership at both the district and school level is outstanding.
- Amazing culture and staff support

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).

- No issues, but they have big shoes to fill to take over a role left behind by someone who is exceptional in their performance and sets very high standards as a result.
- We need to continue to work with Neenan and our plan to create safe schools.

- RE_1 Valley Schools has been facing declining enrollment, lack of facilities up keep (roofs, parking lots, etc. We are moving in a good direction, but with declining enrollment comes less money.
- We are a district on the rise

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).

- Has the knowledge of running a school district Listens and takes action on any concerns or matters that arise from Employees and Students Is always fair in any decisions that he makes concerning Employees and Students Has an open door policy Personable Compassionate Dependable
- The superintendent should have conservative tendencies, and have a firm understanding of an agriculturally inclined community - especially for our Caliche families.
- A former classroom teacher, building level principal, kind, compassionate, able to tackle parent issues head on, and not afraid to allow schools to keep budgeted monies rolled over for needs, if a team is under budget. The superintendent must understand the intricacies of our school board and know how to keep members in their lane.
- Loyalty and dedication

Community Members

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

- We have an incredibly dedicated staff that loves the learning process and wants to help students succeed.
- Al ser una comunidad pequeña, la mayoría de las personas se conocen. Being a small community, most people know each other.
- This community is economically diverse. Businesses support our schools. Northeastern Junior College is a great partner to the district. Sterling is on the cusp of doing great things. But like many small communities we are just getting our feet back under us after the pandemic. We have a strong family and community value base. There are lots of parks and sports clubs available for children and adults. We have many churches where we make new friends. Sterling not only has 2 golf courses but there are several golf courses within 45 minutes. Lots of great coffee shops and a downtown that is finding a way to revitalize itself with shops, restaurants a brewery and soon a distillery. There are reservoirs within an hour drive or less and hiking at the buttes. The front range is 2 hours or less from Sterling.
- Quiet and relaxed small farming community which has much potential in the improvement of their educational opportunities for its students.
- Has a sense of camaraderie and most community members are willing to lend a helping hand.
- The community helps each other out whenever someone needs help and everyone can figure something out to make sure it's right.
- A small community with hometown values. Beautiful downtown.

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).

- Each school has its own personality but helps support the others. We also have upgraded security features and SmartLabs in each building.
- Hay maestros muy calificados, pero hay algunos que no toman su trabajo en serio y solo usan videos y juegos como herramienta de enseñanza There are very qualified teachers, but there are some who do not take their work seriously and only use videos and games as a teaching tool
- We have very dedicated teachers. Our current superintendent has rebuilt relations with the faculty and community. The school district and the community college are working together creating tremendous opportunities for our high school students to continue to be academically challenged. Our schools offer opportunities for our students to be involved in sports, FFA and FBLA. There is too much emphasis on data these days and not enough on the students. Building the tools for our faculty to help students overcome and

strive would be a nice addition to in-service. That said our faculty makes some amazing things happen for our students.

- Generally, the educational system has many challenges to meet. This small school system has its many challenges, however, has the benefits of a small, close-knit community to support its school programs.
- I like how all the schools help one another out to make sure each student has the right needs for when something happens or in case of an emergency.
- Smaller classrooms, sense of community with kids, teachers and staff.

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).

- The town can be a little clique
- La mayoría de los empleados renuncian por los bajos salarios (ejemplo los conductores del transporte escolar) y algunos maestros que solo atienden por uno o dos años, ya que tampoco el ambiente laboral les parece el adecuado. Most employees resign due to low salaries (for example, school transportation drivers) and some teachers who only serve for one or two years, since the work environment does not seem adequate to them either.
- The state of Colorado funding of education has taken a backseat compared to front range pet projects. The district is fragile. The current superintendent has just gotten the boat up right and moving forward. The community is independent minded, strong willed, with traditional values. Parents and community in the past want their children's education, i.e. math, science, reading, writing, to be first and the students' opportunities for belonging to clubs, sports, community to not be jeopardized by unfunded mandates. We have a large student population that is in the free and reduced lunch category. The state I believe now pays for every student's lunch. Our current school board has mended the budget, but this is an ongoing challenge as it took a long time to break it. The board has done a fantastic job in this area and many others. Good people in the community have taken many extra hours to right this ship.
- Address the challenges that students face these days. Overcome the barriers for our small community students to achieve their goals & to help them succeed. Support and address the challenges that teachers face in order to do their jobs well -- which should be to TEACH. Provide the best possible teaching environment to provide our community with the best outcomes of student success. Teachers should have competitive wages and support; while also be held accountable for any unprofessional or unethical behavior.
- The school rely heavily on the use of chromebooks instead of teaching peer to peer in class. Students are often spending their class times on the Chromebook. They will also have hours (3+) of homework each night that takes away from any family time to be had and especially if the student is an athlete. There needs to be a healthy balance because parents only have their kids until 18 and 14 of those years are spent in schools there needs to be a balance. These kids can work their lives away when they are adults let them learn life skills at home instead of giving them IXL that will take their entire night away from family.

- That there are some students who are in need of another person so there might be a teacher doing her job with that student.
- Money is an issue in hiring and keeping quality staff.

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

- The new superintendent MUST be willing to get to know and work with our leadership team including central office staff. We have worked really hard to rebuild and want someone to partner with not undo everything we done.
- Tener más acercamiento tanto con los padres o tutores y con los empleados de cada escuela, conocer las necesidades y ver por qué hay tanto ausentismo escolar. Have closer contact with parents or guardians and with the employees of each school, know the needs and see why there is so much school absenteeism.
- The superintendent must have an open mind that allows them to have great vision and the creativity to help our faculty continue to love what they do without getting buried in data and to remember there are students. We live in an area where STEM can be emphasized with agriculture, geology, water habitats nearby. Leadership this might sound obvious, but there is a difference between a manager and a leader of people. Willingness to think beyond the scope of their job description and utilize community resources to help fill gaps where budget maybe thin.
- Would like to see this candidate hold prior educational experience & credentials to be an effective superintendent within this small school district. Have an energetic, positive personality & be a great role model in leadership skills. Have a long-term commitment to the students & to this community.
- Transparency, trustworthy, compassionate, good communication and a friendly face.
- That they can keep you updated on new information and communication with the team.
- Definitely people skills and a good knowledge of financial.

Classified Staff

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).

- Small town atmosphere, next door neighbor feel. Friendly people.
- There are a lot of activities - if you choose to be involved
- Small Rural school atmosphere
- Strong work ethic. Local community involvement. Strong families.

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).

- There's quite a bit of adversity for a small town. We tend to be on the safer side compared to big cities. A lot of our staff and students have known each other or at least a relative since we were young so it's a bit close knit.
- I believe that most of the people in the school are there for the benefit of the students. The 4th Grade team at Campbell is the best team to work with.
- This building is a small town feel for education.
- Powerhouse in sports. Largest school in area. Fresh new leadership.

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).

- Chain of command and communication issues within the district/lack of leadership in some buildings. There is a bit of cliqueness in different areas that can be problematic. Staff shortages. Board control issues.
- We need better processes in place for things to get done. Maybe like flow charts?
- Culture and pride.

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).

- Friendly, leader and not just a boss. Remember that they are here for the students but also for the staff to rely on. Good listener. Be a do-er, not just a talker. Be willing to take a stand when necessary.
- Ability to hear people that aren't the "squeaky wheels", and to give them as much voice as the "squeaky wheels".
- Someone who can tell the difference between Sterling and Caliche. Town to Country difference. Staff and Bus Driver Shortage, along with retention
- Not be 90 years old. We need young leadership that is forward thinking and not geriatric.

Parents

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).

- This is a wonderful community with even better people. We are the small town who supports, and shows up for each other. We feel each others pain, we rejoice with others good news, we show up for those who need it. It is an honor to live here.
- Tight nit community. Strong willed people.
- We have vast roots here for a thriving community with lots of potential.
- Great golf courses and parks. Excellent 4/h programs. Good hospital and numerous churches.
- Great small district
- There is a junior college that a number of students attend. There is a number of different community events throughout the year. There is many different parks in the city.
- Sterling is a great small town community with a mis of farming/ranching families, healthcare employees, Corrections families, and small business. We also are a hub for NE Colorado when it comes to shopping and recreation.
- The best thing about the community is the people who work hard to be good citizens and care for each other. We have a great community.
- The local community is a small but mighty community. Community has activities throughout the year and how you spend your time and what you enjoy is really up the individual.
- Living in rural communities offer a unique lifestyle that not all appreciate. Sterling specifically has outstanding medical professionals, small businesses that give back to the community and many educators that truly care for the students they impact.
- Sterling has a small town feel in which people still say 'hello' when passing one another or will give a friendly wave. When someone is in need, others will rally to help out. The community takes pride in cheering on our youth.
- This is a rural community, with hard working, down to earth people. People come together in hard times and support each other and their schools.
- Supportive; Good Alumni
- It's a close knit community that supports students in many ways. Lots of support from businesses for activities and events.
- It's a great size where you know most of the people you see out in the community and everyone works together for a common goal
- Sterling and the surrounding communities are small and fairly close knit. The families that have been here for the most part have been here for multiple generations and are committed to this community.

- We are a Christian based community that believe in Biblical principles and truth. Most parents help other parents when needed, if possible, to achieve a good outcome. We believe in Truth, Honor, Peace, Loving thy neighbor and in the past were foolish enough to think we could trust the lies some people tried to push on our community and kids, now we are awake and aware of past and present dangers.
- N/A
- I like our community because it is little and I hope we can keep it small for our children but would like more for our young kids to do for fun and not get into trouble
- Close knit
- Small town
- Es un lugar tranquilo y con gente honorable It is a quiet place with honorable people
- We are a smaller community that has grown drastically over the last few years. We have lost a lot of businesses the last few years. However you see the local farmer market and town events
- -generous
- none
- Our community has been given a bad rap at times, I don't think it's anything any other community has experienced in recent years. We have had several businesses close recently, mostly fast food, but I believe it's a product of COVID. It's hard to find people that actually want to work for their money, food and labor costs keep going up and they couldn't keep up with those. For the most part, we are a tight knit community that care about each other and the future for our kids. Our District is doing great things and continues to work on making ours a great District.
- Logan County offers a unique opportunity to participate in a small town, relaxed lifestyle including festivals, farmers markets, and a variety of groups to consider joining. For children, the City has great sports opportunities and the library and museum are fun spots to learn.

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

- Our administration and staff care for our kids. As a smaller community, I have the privilege of knowing many of the staff members and I feel confident they are in great hands. They are very responsive to parental needs, and I am thankful for each one of them.
- I have heard multiple teachers say they can always tell if a kid went to Hagen or not as the level they come in are not the same. Ayers is like a family when you walk in everyone is welcoming, clean and operating effect. Campbell has amazing programs and is very organized. Both these schools also have amazing gifted and talented programs. SMS does a great job with a very difficult age of students. SHS has some amazing programs and has done some great things with collaborating with the local college preparing our students for real life.

- A lot of buildings and space available to use. Great resources for for kids with special needs, physical therapy and occupational therapy. Great history of the schools and motivated people in the community.
- Great sports programs, good community support, high number of activities to meet a variety of students interests, caring teachers.
- Best teachers
- The schools are kept up as best as they can be with the money from the state and taxes.
- We have very good schools. Teachers and Administration that truly care about the community and the children. We also have a very supportive school board that is looking at the best interest of the district.
- The schools have great paras and front assistants.
- Students that take pride in their education are involved and create a welcoming environment. Smaller schools can be great to make connection and impact, creating a sense of community and belonging.
- We have some teachers who truly invest in the kids and care a great deal. We also have become so desperate for teachers that in some cases have significantly lowered the standards to fill vacant seats which will not support the healthy learning environments the kids and community deserves.
- Most of the teachers seem to really care about the students and try to give them a good education/experience.
- The schools are a size where students and staff really get to know each other.
- The last three years, things have turned back around for the positive. A lot of rebuilding. Good school board who works well together and cares about the here and now but also
DOWN THE ROAD
- They have a lot of great teachers(they struggle in some areas but make it work with a small budget). Creative ideas for events,!lessons and programs
- Treachery are always available and willing to talk when parents have questions
- School buildings are a safe and positive environment for growth and learning. Many teachers and staff are good and grounded adults that try to support kids and families despite the challenges and complications put in place by bad scholastic systems. Students are All respectful when adults are listening to them and the truth of what is going on instead of having a perception that adults are always right and know everything, which is a lie, and that children are stupid.
- They provide free lunch
- I want to see that out schools stay some what small so that our children learn and the less bad stuff that will go on
- (Caliche) Small enough that each child is an individual, not just a face in the crowd.
- Some staff do care about kids

- Son excelentes y tienen personas muy capaces al frente de ellas They are excellent and have very capable people leading them
- Right now it's hard to find all the good. There are a lot of finger pointing, ignoring, lack of urgency, communication and just turn the other way. A few years ago I could have listed out pages of good things
- -some small class sizes
- I like the company of peers I work with.
- We have great educators in all of our buildings that care about the well being of our students. We are small enough that the teachers do get to know the students better than they would in bigger Districts.
- Re 1 Valley School District is dedicated to hiring staff who have community connections and who want to invest in the education of children who live and may remain in this community.

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).

- There needs to be improvements made to our school. We need to up our safety measures and that requires a bond to pass. We need to advertise this in a way that the community understands exactly what is being passed and why it is so desperately needed. I also think there are a lot of children with great behavior problems. Every year, each of my three kids complain of at least one if not more kids in their class that are a huge disruption to the class. I think this is outside the scope of a teacher responsibilities to have to deal with out of control behaviors. There needs to be a better solution for those kids. It affects the rest of the classroom when the teacher has to take the time away from learning to address the daily outbursts. Maybe if there were swift and meaningful consequences these repeat offenders would pause before another outburst, or they can be removed from the District. I don't think it is appropriate for staff and other students to put up with that. We have had many, many families elect to pull their kid out of the District and enroll them in surrounding areas. When speaking to these families the overwhelming reason is because of these behavioral children not being disciplined. Personally, I had my kids enrolled in a different District and ultimately did not take them out because of some personal reasons. If the District cracks down on behaviors, monitoring kids closely for drugs, etc, then these families may come back to the District. But Sterling has gotten a bad reputation and has a lot of work to rebuild trust. The District used to have Darrel Smith school, which the problem kids went for school. Do something like this again. Allow them to go to school, but let there be a consequence in not going to the normal classroom. We are doing our kids a huge disservice by not teaching them that bad choices receive a big consequence. This will not help them become productive members of our communities.
- We seem to be losing kids to other schools and having hard time hiring teachers and best candidates. I think it's important to get good people working in the schools if we want education and the community to thrive.

- Drugs, retention of teachers, poor self/regional image (although significantly better than a few years back), increase in “at risk” students, large presence of families trying to negatively impact sports programs for their children’s own interest, schools needing to be updated.
- Take care staff
- The schools are going to need work in the coming years. The playgrounds are out dated.
- Continuing to attract good teachers. The ever dreaded budget. Aging buildings. And the poor behavior in children.
- The bus not having rt in town for local kids. Some parents can not get them to school and with how many homeless and drug addicts in town it would be good to have this and at safe locations as well not at local bus stops. Possibly at homes if able or corner close to all kids. Honestly just having it available would be nice or school ran bus or van service.
- The school has been very untrustworthy of the last several superintendents, due to lack of communication and behaviors. Trust had to be re-built with the current superintendent who was with our district to help the schools re-group.
- The above...
- My focus as a parent is for my student to learn about English, math, social studies, music, art, etc. I DO NOT support the teaching of any social issues that kids don't need to concern themselves with like CRT or LGBTQ+ issues; those topics should be left out of the classroom as they're divisive.
- Decreasing enrollment. Students often move to other neighboring districts. Challenges in recruiting staff, bus drivers. Ongoing issues with bullying, many of which parents don't feel are handled well, or at all.
- Competition with smaller outside schools; Need to be transparent; Can't have an agenda; very low-income area with high needs students (behavior issues and high DHS involvement)
- Teacher shortage and recruiting/retaining qualified teachers (especially at the high school). Some people are reassigned to areas that are maybe not their area of expertise.
- No busing system
- It is hard to find teachers that are properly trained starting out that want to be out in this area. Therefore, the turnover in this area tends to be high, and I have seen that it is hard for them to work with the more established teachers as they have formed cliques that are hard to break into.
- Communication is a major necessity to everyone on every level, all the time. Personal percipatations can make and/ or break the entire development in any environment. Most kids still take statements literally, so saying "You can help other students" and then sending them to the office because your perception is not the same as theirs creates hate and animosity, breaking down a good learning environment. Adults should take accountability rather thsn always blaming other people and children for their lack if communication and perception skills.

- Re-1 Valley school district (caliche excluded) does not have a full grasp that ALL students learn differently. To get a child on an IEP is a nightmare, as a parent who wants her child to succeed it has been IMPOSSIBLE to find teachers/resources and consistency to help these kids. I can only imagine what it's like to teach now days and how draining it can be. Teaching/coaching/guiding is a career choice, it's a lifestyle, not a "job" to collect just a paycheck. I have been fighting for the last 4yrs to get my child the help she needs while in elementary and middle school. Unless it's a "problematic" child, these kids, in Re-1 most of them don't get the help they need because they've been ignored and now view school as a prison instead of a place to learn and grow. EVERY CHILD DESERVES THE HELP THEY ASK FOR OR THEIR PARENTS ASK FOR but here in Re-1, we have to beg. I try to explain to my child how school works. I AM NOT THE TEACHER she doesn't believe me as most teenage kids don't... in order for the students to care, and for the one who silently suffer and fail and it makes them feel worthless and so they don't speak up. THOSE might just be the ones that need the most help. The only thing that would make this community good is to have a district for our children that 100% cares. Life is hard right now, there's no hiding that BUT WE CANNOT LET THE CHILDREN GET THE BRUNT OF THIS COUNTRYS STRUGGLE...THEYRE THE FUTURE.
- I would love to see more discipline for the kids that don't do the right things and would like to see the dress code inforced better. There is a boy who has been continuously bothering my granddaughter and other girls for the past 2 years now and no consequences ever come about...not good
- Bullying and racism, especially in older grades.
- There are no art classes K-8. This is a travesty
- Bullying is still a big issue and often the kid making the trouble gets in less trouble than the kid defending themselves drug use and smoking at high rates by students and parents of students
- I would love to see more discipline for the kids that don't do the right things and would like to see the dress code inforced better
- El bullying en las escuelas Conducta de los jóvenes El uso de armas dentro de la escuela o drogas revisión de mochilas periódicamente Bullying in schools Behavior of young people The use of weapons at school or drugs checking backpacks periodically
- IEP's are not followed, or seen as an important factor for those kids. Bullying is out of control. Teachers watch and don't redirect hands on or verbal attacks. Poor communication with parents and students. Teachers yell at kids vs being a teacher. Teachers on phones, not teaching. A lot of teachers will give student answer to questions and how to use apps to do work for you. Kids are not learning! And what's this say for when they go in the future. Staff is understaffed as well as uneducated and question if they should truly be a teacher. Teachers will talk badly of other students and participate in banter bullying those kids
- - schools are in need of serious repairs and updates, especially to make them safer. - parents and teachers are very set in their ways "it's the way it's always been done." - inconsistent policies and no way to enforce them. -bus driver shortage and BIG transportation issues. - high levels of domestic violence with in the community that most

certainly is affecting many school age children. - lack of access to resources - VERY conservative area

- Behavioral issues are a concern for buildings, all of staff members don't have access to tools used by the district especially the Paras who need to locate their student load.
- With every District there are always issues. That's a given, I do feel be have a couple of schools that need more attention than others. Caliche wants to be it's own District and I think they should pursue that, they don't like to follow the rules and have a chip on their shoulder about almost everything done in the District, they don't feel they get the attention they need or want, and if they get upset about something, they will make things very difficult for any administrator to do their job without a lot of angry people causing a lot of disruptions, I believe what happened a few years ago and the way that community reacted to it, cause more teachers to quit and go to other districts than the Superintendent that they got fired did. There were problems, but there were also a lot of false stories that were being spread around that weren't true and they won that war and it not only cost this District a Superintendent, but it cost us teachers and students too. Teachers that had been with this District for years. Sterling High school need to make sure that kids aren't messing around in class so much. My daughter went there and the videos that were coming out of that building while they were supposed to be in a class, was out of control. Video's of kids all over the rooms, hitting each other, basically messing around for the entire class time. I don't think the current administration in the building like conflict so turn a blind eye to some of the behaviors, unless your student is in sports, then it is a free for all for them with no consequences. Too many kids coming in late in the morning and from lunch and nothing done, just a 'don't do it again' but it is done over and over. Keeping good teachers here, pay them better to keep them here, out kids need them. There will always be problems, some worse than others, but getting and keeping control of them is important.
- We just received a substantial pay increase though it's still not comparable to the cost-of-living increases that have happened statewide. Most of the buildings are in dire need of an update to be safe and comfortable. There has been limited training as it pertains to high-risk behaviors and how to manage these inside the classroom safely without engaging in power struggles. These issues have created low morale and causes staff to seek employment elsewhere especially in the secondary schools.

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).

- Prompt, clear communication is essential. We need a strong leader with exceptional character and integrity, that administration, staff and community WANT to support. We need a leader who hears. Receives concerns and addresses each one with value and respect. We need to find someone who is respected at their previous District. I think Dr. Foster has been great at this, and I appreciate him for all he has done for our community. He is involved in the community and is kind and approachable. He cares for our kids and our community. Dr. Foster would be a great resource to helping find a replacement. Although I would be even happier if he stuck around longer.

- The superintendent needs to be a family person and a pillar not just in his position but for our students and our community, needs to be able to connect with his staff, be available, an open communicator, firm with staff accountability, understanding of proper rural policy, motivated, thinks outside of the box.
- Smart, understands rural schools and difficulties, leadership skills to help the district work as a team, motivated.
- Calm, transparent, needs to have the ability to gain the trust/respect of the teachers in the district. Will face large district issues so needs to be able to tackle challenging situations. Sterling is small, but can have large school problems. Will be most successful if he/she will take and build upon the gains made by Dr Foster. The district is back on track so someone who will continue with Dr Foster's philosophy and maintain the culture he has created.
- A good listener care about the people who work for them
- Good with budgets. Be a people person do not just hide in the office, show your face and talk to the employees of the district from the top all the way down to the paras and janitorial staff. Be able to work with other government agencies in the area to help the area grow/develop.
- Team player, Firm but assuring, able to have a well balanced budget. Be a part of the community. Grant writing to help improve our buildings.
- They need to be kind and understanding of different diversified backgrounds as well as keeping up with parents possibly being more seen in community and in the schools meeting with parents and kids at pick up drop offs or at school functions or games. It would be nice to see and meet them not just a picture. We want a real person who cares about education and children.
- Be open, willing to share information, take part in all the schools, understand that we also have a rural one-track school and that policy has been forgotten in the past. Also set boundaries with the board members.
- Look at the great work Jeff Durbin has done in Peetz and model that
- Open communication with parents and students; wants to do what's best for all students. Someone who is not looking to advance their own personal agenda.
- A successful candidate will be able to work with both the staff and the community. They will need to be well spoken and inspire confidence.
- Act like NJC's president! Be committed, be genuine, see the big picture, realize Caliche and Sterling are not the same. Needs to be someone without an agenda. Understand budget/finance, retention but also how to treat employees well. Not a micromanager or dictator. Bring in a family- lay some roots down if possible! Must have a good rapport with previous district. Make sure to do screening from prior place.. not just the normal phone calls where you really can't obtain a good feel.
- Financial awareness to ensure they keep our district well functioning financially. Good people skills to work well with staff and community. Willingness to listen and work as a team.
- Leadership and innovative ideas to bring funding back to the school district

- Someone who is skilled in leadership and leadership training. Someone who is not afraid to come in and challenge the status quo. A leader that has the best of both the students and the staff in mind. Also someone who is well versed in how the education system works in all phases to include leadership, staff, children, community, PTO, etc.
- Skills should include, but are not limited to: Truth, Honor, Patience, Understanding, Research Skills, Peaceful demeanor, Listening to All sides of an issue to be well informed in reality if why the issue even exists, Realistic Expectations, knowledge of laws and willingness to help change laws that enter fear with true learning.
- Observe everyone and everything with an open mind, not how you or others want to see it. There's more than one view.
- Kinda strict and not be pushed around easily. I would like to see these kids not get away with what some are getting away with. Has to be a kind person and will work well with the parents. Honest person and keep the community informed as well and will enforce the rule that are already there. Did this in a hurry so I hope it all makes sense.
- Experience with rural schools/children
- Ability to get funding and assistance
- They need to be from this area so they understand our way of life
- Debe atender los asuntos onda la prioridad que se requiera Must attend to matters with the priority required
- Communication Patience Have the children at the front of mind, how to help them, what needs to change, how you will help them succeed in school Understand rules regulations Engage with students
- - very thick skin to withstand the pushback, comments, and actions of parents and community members. - the ability to say "no." - the difference between rural schools and city schools - how to communicate effectively and efficiently. - the EXTREME need for safety updates at the schools (mostly Caliche!)
- They need to make a change that will benefit educators, and access to applications and tools used and purchased to accomplish our dutiful tasks.
- Fair but tough, have a backbone and be present in the District, don't hide in your office so that no one knows who you are. Get to know your staff and build relationships with the community. This can and will be a great District again. We need leadership from the top down and I believe that is happening. It will be bumpy at first until the community gets to know you and know that you are here for the right reasons. You will never make everyone happy, but doing what is right for the students should be the goal.
- Must be transparent and an open communicator, ability to make tough decisions and have critical conversations. Being a people person and still managing the business side of things is a must. For staff and the community, should present a solid community presence and be seen as caring and involved.

Students

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).

- Community is small but family oriented.
- Good listening
- Call grandma jacob

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).

- Hagen has been amazing to us. We have not had any issues ever with them the staff is awesome. Campbell and Sterling MS have been less than great. We had a almost kidnapped due to failed protocol with front office staff but have since been fixed. Communication with the teachers isn't always good.
- Good listening
- Call grandma

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).

- Our children were almost kidnapped due to your protocol was not followed. We got lucky because a staff member we knew called to advise us and we were able to stop it. Granted our children are scared and we make sure the school staff know who we are and that this better not happen again.
- Good listening
- Call grandma

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- Understanding. Patience. Communication. Their own family located here.
- Good listening
- Call grandma jacob

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Teachers

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).

- This community supports one another and offers the help needed to solve most any need.
- It is a smaller community even though it has grown over the years. Generations upon generations have grown up here and look out for one another and their children.
- Its small and very quant little town Many wonderful people.
- Small, but mighty. Comes together when needed.
- The community cares for everyone. If you're ever in need you will be taken care of like family.
- Caliche is a great school to work for. This is my first year teaching, and I feel as though I have been very supported from my mentors, supervisors and colleagues.
- The weather can be nice.
- We have a rural, agricultural area with some diversity. Most people know their neighbors and watch out for each other. Even though we don't have all of the options a big city has, we also don't have all of the traffic and crime.
- Small, close knit community, very supportive of initiatives that benefit the schools,
- Our community is a very conservative community. We love our sports. We are good about helping others.
- Close knit, rural small town feel
- Great neighborhoods, hometown feel, NJC is an asset
- Sterling is a small, friendly, rural farming community. We take pride in our town and our community activities reflect that...from participation in our county fair, sugar beet days, summer concert series, and different holiday expos. Drive down our streets, and you will find neighbors out in their yards visiting, and in the winters helping to clean each others walks. It is also a great place to raise kids. We have lots of parks and with our indoor rec center, bowling alley, and movie theater...they can find something to do year round. Our youth sports leagues are also very active and thriving.
- This is a rural school district. We have great teachers and paras.
- Nice small town feel
- The community cares about education.
- Hard working Lots of School Pride Very Tight Knit
- Supportive, strong-willed, willing to fight for what is important.
- Beautifully maintained parks, well equipped recreation center,

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).

- Amazing teachers.
- We are a family and strive for our students to do their best. We are huge on Tiger pride. I love my fellow staff. Besides the kids, the staff are my second family.
- It is small school and are able to teach to small class size and make a difference in each and every student.
- Diverse student population, highly educated teachers who are creative & dedicated.
- We have amazing staff who do not only their jobs but admins' jobs as well.
- I feel like staff don't go under appreciated. We are rewarded frequently. **Mr. Vergilio** is a great supervisor, he will tend to your needs, give advice and do what ever he can to help you when you need it, but he also has high expectation for staff and students.
- The middle school staff are very welcoming and friendly.
- This school district has so many good teachers that truly care about the students. The staff as a whole is hard-working and diligent, with good lunches and clean buildings. The administration and office staff provide critical support and treat everyone as part of the team. I really love working in RE-1.
- Small and close knit, active in staying current, care about students and their families,
- Our schools support programs such as music, art, STEM, and physical activities that provide enrichment and community for our students of all ages.
- We want our schools to succeed. Letting individual schools do what they need to do without worrying about what the others are doing. Again, we love our spirits.
- Caliche is small enough to get to know each student and help them reach their educational goals.
- Great teachers, great staff, great principals, district allocates budget well, supportive Board of Ed.
- Our schools are amazing. We have selfless, dedicated staff members that make students their priority. We are in a lower socio economic community, but our schools strive to meet the needs of all our students academically, socially, and lend a helping hand to our families in anyway we can.
- Ayres Elementary has a great principal. She was a teacher and knows what it is like in a classroom. It is a good place to work. Everyone that works there has a love for children.
- Excellent curriculum and staff in elementary schools
- SHS has quality educators who truly care about the students. We go out of our way to ensure the Total Student is cared for.
- The teachers are loyal and stay in the district. The staffs take care of each other and truly care about students and their families.
- Safe, stable, rebuilding with strong personal.

- Excellent and dedicated staff with deep ties to the community,

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).

- The high amount of turn over is of concern.
- New staff come and go. Not very many want to stick around and I'm not to sure why. When I first started here many of the staff had been here well over five years. Now I can probably count on my two hands how many veteran teachers there are and it's sad.
- Small but we are a close town to the front range only a couple of hours so can do have dinner, watch a sport event, or attend a concert.
- Mill levies are hard to pass in this county. Be open minded & change things gradually.
- This district believes in rewarding bad behavior and allowing kids to be violent towards students and staff with little to no reprimanding, or consequences. No one is willing to intervene in these kids lives who show such aggressive behaviors, and those who are able to intervene so not have the necessary tools, and time in their belt to help these kids. Teachers are forced to be a parent, guidance counselor, teacher, nurse, or whatever you need them to be. They are over worked and tired.
- Staffing shortages, community input.
- Sterling is tough community to get the approval of.
- The buildings are getting older, so there are some issues there. It isn't always easy to get teachers to come to rural Colorado. Our internet goes in and out, which can be frustrating.
- Older Facilities, Hard to recruit and retain staff, curriculum needs reviewed, truency, mental health.
- Being able to plow through nonsense (people) to get to what needs are. We need to upgrade our facilities horribly bad!!
- That we are a small community, with small town values.
- We need a strong leader willing to make decisions, especially the tough decisions.
- Our buildings are old, and our classrooms need a facelift. The community is not always supportive of our district, and we need to work on improving our image in the community. Our curriculums are old and in some areas we lack curriculum. We need to be updating curriculums and training people how to use them.
- Parents need to be more involved with their children's education.
- Building structure and maintenance- behavior issues
- We are a touch "gun-shy" so require tons of communication. We do not appreciate a dictator style in which we get no input into district decisions.
- The buildings are in poor repair and our community needs to be approached about replacing building sooner rather than later.

- As with most rural districts, finding qualified teachers is a challenge. You must be willing to work hard to find quality educators and treat these teachers in a manner that makes us want to be here. Prioritize the educators and you prioritize the students.
- Large special education population, significant number of students from low socioeconomic background, lack of highly qualified teachers throughout the district

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- Having a wide variety of experience including a classroom teacher. Conservative values and a Christian faith.
- It would be nice to have someone who has the best intentions for the staff. Previously we had a superintendent who claimed to be transparent and in the end they were completely the opposite. They literally ripped apart what had been built for years.
- Be an example and leader. Have been in education for a while. Has been a teacher and understands the struggles that we are facing.
- Transparent, trustworthy, genuine, flexible, friendly, congenial.
- You should be able to lead with a clear head, without politics, and an understanding that the world is going down but our kids should be lifted up, not left behind.
- Proficient communication skills, leadership
- friendly, kind, patient, and knowledgeable
- Appreciate the simple life and embrace the culture of the area.
- Fiscally sound. Balance the need to pay staff and maintaining buildings. Creative thinker looking to bring students into our district.
- Self-discipline, open-mindedness and care for all employees and students.
- Cooperative/Involved/Knowledge of laws, etc to be able to stand up to parents/ Loved for Sports & Activities
- Recognize the traditions and values held by the community and be respectful of small town rural lifestyle.
- People oriented, community oriented,
- They need to be community oriented. They should live in, contribute and be a face in the community. They should be knowledgeable in school finance. They should be good at building relationships with the staff, the community, and the board.
- The new superintendent needs to live in Sterling.
- Able to budget, multi-task, run multiple schools and district office, hold staff accountable, hold parents accountable

- Communication, listening, a people- person. Someone willing to be here and actually work where people can reach them.
- Good Listener Decision Maker who takes in the whole picture Someone who is invested in the community, not just lives in the community.
- Willing to listen and not be a dictator. Willing to roll up your sleeves and do the hard work. Willing to step up and step out for the staff. In a small town everyone wants to be heard and it is your job to listen without an agenda.
- Available and capable of communicating with relevant stakeholders including instructional staff, classified staff, parents and community members. Deep understanding of special education and special education law.