

Sample Stakeholder Input Report

Stakeholder Input Report for

Eaton School District RE-2
Eaton, Colorado

submitted by

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September 2024



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EXECUTIVE RECRUITMENT & DEVELOPMENT

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**Eaton School District RE-2
Eaton, Colorado
District Stakeholders Report, September 2024**

Executive Summary

On August 27th, August 30th and September 3rd, McPherson & Jacobson's Dr. Randy Zila conducted meetings with the district stakeholders representing four different groups associated with the School District to gather input regarding the selection of the new superintendent. Dr. Zila received input from approximately 33 individuals during the meetings.

Outlined below is an Executive Summary of the major themes expressed by the participants at these sessions. Following the Executive Summary is a compilation of all the input received from these groups and individuals in response to the four questions asked of each group and participants. The final section of the report consists of responses by individuals who completed the online survey. There were 106 responses and 2 Chinese responses to the Eaton 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, Spanish and Chinese responses were received. All profanity and named references have been redacted. Graphs have added to the report showing the distribution of the online stake holders providing input, and "word clouds" emphasizing recurring themes in responses.

Name of Stakeholder Group: Eaton Administrators

8/27/24 (11)

Tell us the good things about your community

- Very involved, especially athletics
- Small town feel
- High expectations
- Conservative
- Very supportive
- Parents are involved
- Nice kids
- Strong sense of pride
- Community trusts schools
- Everyone is connected and knows each other
- Community likes to be part of decision making
- Agricultural community but growing

Tell us the good things about your schools

- People are involved
- Strong reputation of a school district
- Academics, athletics and co-curricular
- School pride
- Schools are connected K-12
- School is doing good in educating good kids
- The staff supports each other very close, K-12
- Schools are traditional
- Staff works hard and does what is right for students
- Everyone helps all kids
- Students participate in a lot of activities
- Kids grow up “red” and stay “red”
- New facilities are beautiful as well as existing are well taken care of
- Consistency between the schools with a high standard of excellence
- Success here breeds “success, academics, athletics and fine arts”
- Small school district but MIGHTY
- Has the ability to offer progressive as well as traditional programming

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

- Becoming “one” with the community
- Has to accept the community and vise-versa
- Has to balance the “new” Eaton as well as the “old” Eaton
- Be prepared to be tested
- Will need boundaries
- Be ready not to make everyone happy

- Building relationships with all groups
- Keeping new facilities and old well maintained
- District will need long range planning
- Be ready to correct things that are wrong with the buildings
- Need for strategic plans for the future
- Chain of command is fractured
- Balancing the business and the people part
- Staying visible
- Be aware it is still small town and people know each other
- Knowledge of a small town
- Be aware of a changing workforce, demanding changes, and it is a push and pull
- Be strong and intentional at building relationships and setting up boundaries
- Learning the wants and desires
- The district is very thin at central office; supports and resources
- Working with a board that doesn't understand the structure of a district
- Lack of specific K-12 alignment
- Hard for a community who will want an internal to control
- Change in board members in 1 year (2025)

What skills, qualities or characteristics should the new superintendent possess to be successful here?

- Someone who has a great personality that you can talk with and forms good relationships
- Has high expectations
- Helps people grow professionally to be better at what they do
- Someone that you can trust and they will do what they say
- Supports staff
- Clear vision
- Supports administrators and their decisions
- Authentic
- Understanding roles and boundaries
- Kids first and adults always
- Approachable
- Solution based
- Collaborative
- Understanding the total aspect of the teacher, principal and central office
- Can see the big pictures and the understanding of it
- Brings new ideas to challenge
- Has a passion, purpose and plans
- Inspiring
- Outside thinker
- Not a stepping stone to another career elsewhere
- Family first
- Experienced in teaching and at the administrative levels

Name of Stakeholder Group: Eaton Teachers

8/30/24 (7)

Tell us the good things about your community

- Tradition
- Supportive
- Hard working
- Family oriented
- Strong faith based
- Small town feel
- Still a small town
- Community events are well attended
- People participate in many activities that are related to the school
- High parent involvement
- Very conservative
- Eaton has a lot of pride

Tell us the good things about your schools

- Excels in academics and athletics
- Must be a district program about the leader in me
- Character centered and child focused
- Relationship in between staff is very strong
- Teachers know their kids
- The kids feel like they are cared for
- Tradition of excellence in everything the school does
- People know the superintendent and teacher have access to leaders
- Grown in offerings and more opportunities for kids to be involved
- Great new buildings
- Caring for families
- Many teachers live in the community with their families
- They are updating and revising curriculum
- Stay current as new ideas come in
- Financially strong
- Great kids
- Very proud of their students

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

- Attracting and retaining staff – lowest paying district in surrounding districts
- Salaries for teaching staff
- Growth vs. tradition
- Old Eaton vs. new Eaton
- Navigate all aspects of the community
- Deal with too much parental involvement

- Schools have huge common expectations and standards of its superintendent
- Consistency among the schools; grading and discipline
- Alignment issues between the elementary, middle school and high school
- Culture of letting teachers be teachers
- Being a small district limits some of the course offering to students
- Gifted and talents isn't great
- Behavioral and challenging students

What skills, qualities or characteristics should the new superintendent possess to be successful here?

- This should not be used as a springboard to other districts
- Not afraid to challenge the status quo
- Needs to have an understanding of small towns and values
- Children first but back the teachers
- Willingness to learn about Eaton
- Person should come in from the outside and not the inside
- Not micro-managing
- Empower staff to make decisions
- Fresh ideas
- Strong presence in the school and visibility servant leader
- Quickly known by staff and students
- Experienced as a teacher, principal and superintendent
- Appreciate feedback
- Seeks others for advice
- Reflective leader
- Someone with communications both written and oral

Name of Stakeholder Group: Eaton Supervisors and Classified

9/3/24 (7)

Tell us the good things about your community

- Small
- Community very engaged in school activities
- High expectations in the community around sports
- Community has ownership of its schools
- Values excellence
- Community likes transparency
- Parents care
- Strong communication amongst community
- Community will come together and rally around someone in need
- High level of volunteerism
- Has a rich history, legacy and tradition

Tell us the good things about your school

- Graduation rate is very high
- Student achievement
- Financially stable and in good financial shape
- Very budget conscience
- People care about the district
- People care about the well being of students
- Rigorous curriculum
- Staff takes ownership and cares about the future of students
- Great facilities
- Eaton pride!
- Bond touched every single school and is equitable
- Able to do more than the bond required
- Outstanding teachers
- One to one technology – CHROME books
- Great staff
- District office very supportive
- Great directors in the district
- Very good school board

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

- Maintaining our system to the level of excellence that it has
- Dealing with the high involvement of community
- Balancing staff wants with budget realities
- Teacher grapevine
- High level community wanting transparency

- Good shepherd of funds
- Modernization of our youth using technology
- No status quo
- Knowing that Eaton is consistently rural but is very close to bigger school districts and their influences
- The ability to compete with resources and teacher salaries
- Budgetary conservatism
- Knowledge of state finances and budget

What skills, qualities or characteristics should the new superintendent possess to be successful here?

- Dynamic leader
- Person with diverse skill sets to meet the needs of student, staff and parents
- A strong role model for staff and students
- Personable
- Honest
- Visible, can be seen in the schools
- A leader who is available
- Strong leadership skills
- Person who is conservative
- A relationship builder
- Someone who can show and demonstrate respect for each district employee
- Visionary
- High EQ
- Flexibility
- Should have student 1st in decision making
- Operational
- Friendly
- Strong communication skills
- Someone who can connect with staff and students
- Have a strong moral compass pointing to the north

Name of Stakeholder Group: Eaton Community

9/3/24 (6)

Tell us the good things about your community

- Great place to raise kids
- New growth is the focus
- High expectations of the community
- Still has a strong home town feel
- Community has many celebrations, Eaton Days
- A lot of history to Eaton, very friendly
- People are very personable
- Safe community to raise kids
- Welcoming
- Still has small town feel but is changing
- New housing development with 840 homes
- Education is good
- Still a very strong homey feeling
- Does not have a crazy feel to the community
- Still has a strong agricultural industry
- Oil and gas industry in the area is in partnership with the community
- “Eaton is Eaton, we own it”

Tell us the good things about your schools

- Good administration from principals to superintendent
- School board is top notch
- School board is in town with its stake holders
- A high bar of excellence has been established in athletics and academics
- Strong congruent enrollment with due credit program
- Other areas about Eaton are outstanding such as the music department band
- Current superintendent is wonderful
- Parents can hold administrators and teachers accountable
- Strong communication
- When there is an issue, people are easy to get a hold of (principals and superintendent)
- High level accountability with teachers
- School responsiveness with parents
- Academics and athletics have been a strong focus with the students for many years

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

- Growth in the area has created a division
- Maintaining buildings, especially the new ones
- Continue funding
- Recruiting and retention of staff
- Keeping the community feel of small town

- The recent overcrowding that is seen
- The transgender issues that are flowing into schools across the country
- Vaccines of students will not fly here
- Masks won't fly either
- Strong communications with the parents about things
- Decisions should be shared
- Having conservative values
- Big town, big district stuff won't work
- The pronouns issue from the state
- Middle school issues that need improving, the bullying and behavior of students
- Issue of transition of elementary into middle school
- Eaton needs to stay true and not comply with state legislation, CDE mandates and state and federal law
- Partnership with parents needs to evolve and parents need to be on every committee, not an option
- Strong opinions and strong-willed people in this community

What skills, qualities or characteristics should the new superintendent possess to be successful here?

- Personable
- Humble
- Confident
- Pragmatic
- Approachable
- Not arrogant
- Credentials are not the most important
- Person that is the best fit for us
- Transparency
- Someone who can relate to parents and kids
- A very high presence and visibility in schools
- A fit for the Eaton community
- High availability to community, teachers and students
- A strong background to do the job
- No big city superintendent
- Not a big change agent
- Has open door policy
- Strong understanding of rural small towns
- Stand up for the kids
- Can follow no chain of command
- Someone who has high expectations
- Someone who has high accountability of themselves and others
- Strong leadership skills
- Preferably experience as a superintendent

- Someone who can simulate into the Eaton way and culture
- Knowledgeable of resources
- Empathic
- Prefer someone who doesn't have a doctorate
- Someone who does not support social, liberal issues

Survey Monkey Results for Eaton RE-2 School District

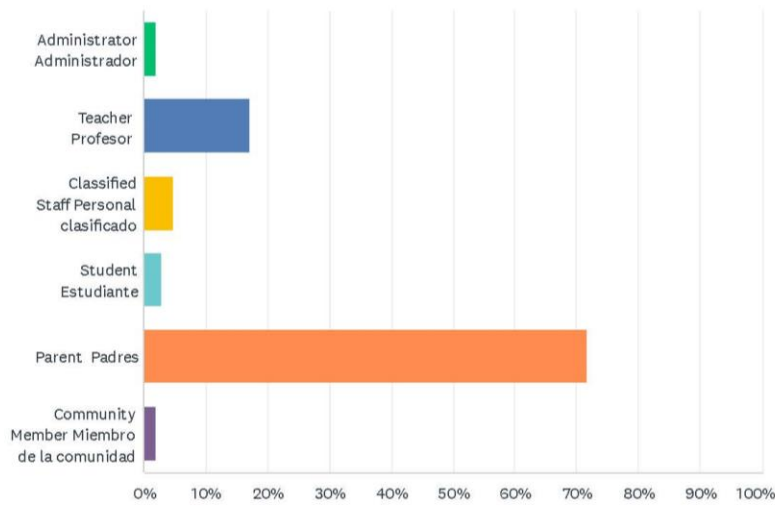
September 2024

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

106 English / Spanish Responses

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

Answered: 106 Skipped: 0



| ANSWER CHOICES | RESPONSES |
|--|------------|
| Administrator Administrador | 1.89% 2 |
| Teacher Profesor | 16.98% 18 |
| Classified Staff Personal clasificado | 4.72% 5 |
| Student Estudiante | 2.83% 3 |
| Parent Padres | 71.70% 76 |
| Community Member Miembro de la comunidad | 1.89% 2 |
| TOTAL | 106 |

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).

involved high school s small people look close knit nice great Parents love farming children
still support friendly looks areas know enough small town feel Tradition
kids live good focused people community support Small town
proud Eaton events community strong school need
small conservative values conservative town families lot
sports really supportive many values continue feel appreciate students
everyone care rallies support school agricultural safe s one another involvement close
hard working rural

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).

administration Small class sizes lot value education goes high standards provide feel welcome
Great teachers sports really involved also dedicated teachers staff want small push
district look high expectations one staff allowing children make
parents seem academics focus families high school great
Eaton schools kids buildings students administrators
schools strong teachers curriculum support safe
community work hard need high best quality care Eaton well
elementary knows work education able always way love appreciate facilities
opportunities help hours truly meets values Parent involvement Willing Quality education
amazing extracurricular activities good teachers Eaton School District every

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).

grow teachers don't behavior will help middle school EES needs activities elementary schools
go stay way safe believe happened expectations standards problems money concerned
especially coming push big Galeton challenges see new principal leave different make
live **Bullying** situations **support** don't want **town** will tolerate **children** paras
Eaton leadership **good** much **parents** aware **students** large
needs great **school** change **district** high
teachers elementary **issues** homework **kids** sports
community small town **families** agendas **will** us **people** expect also
may many thing **coaches** everyone **pay** taken one bad work curriculum feel want part
Growth keep pass moving fundraisers superintendent play provide teaching kids admin
keep kids level hold students accountable seems experience

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).

presence values small town names great leader small town values take care buildings
willing take Friendly interacts students small town run love involvement job personally
present schools teach education experience Eaton us new superintendent within
involved ability help even understand issue able feel superintendent s
make quality seen enjoy **kids** open communication **staff** personable
district always **need** role **will** bring **students** kind
schools big **community** town **teachers**
Transparency **know** make decision **parents** quality superintendent will
good approachable **strong** appreciate **work** interact **values** engaged **keep**
important going classroom listen safe Someone line Mr Tapia holds also coming
support politics **want** focused **children** people **great** find **Conservative**
communicate parents school district need someone way cool chill person big district present
seen Mr Tapia one care

Survey Monkey Results for Eaton School District

September 2024

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

106 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).

- Community support, small town ideals in a growing community
- We are a small, rural community that is proud with agriculture. Eaton is growing and diversifying over the years. We are a community that is proud of our schools and supports the schools. We have lots of traditions and history of Eaton.

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).

- Parent support
- We are proud of our schools. We value education. We support teachers and staff at schools. We value the education provided to students. The curriculum is based on needs of our students. We are a growing community. We have a sense of belonging.

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).

- Growth, lack of educational leadership at the state level for rural communities- we do not function like Denver/metro schools
- There are some community members that believe they are entitled due to their namesake. We have some teachers that need to change practices to fit our needs as a school.

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).

- Great communicator, knowledge of rural strengths and weakness, super rural infrastructure of not only the community but the schools within the community
- Communicative, proactive, listener, supports teachers, involved with the schools, community oriented, organized, planner, has core values that match Eaton.

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).

- It is a small community with a conservative view and a feeling of belonging for everyone. There is good community pride and support for the school teams. There is open communication and a feeling of safety.
- A small community with good people who generally care for and support the community and schools. Strong conservative values and hard working people.

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).

- Conservative views and small district. Staff knows everyone's names and is familiar with families. There are some really great teachers in the schools.
- Talented teachers and administrators who dedicate themselves to the kids and community. They bring great skills to education. The facilities are superb and recent new high school and renovations were managed successfully.

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).

- Concerns of the town getting too big and the schools getting too big. Differences between 2 elementary schools that are a very close distance apart but yet do things very differently. School boundaries were redone based on a neighborhood that hasn't even begun which has put a bigger burden on one school than the other.
- There seem to be a very few people who seem to yield much power in controlling decisions and have ear of superintendent. The superintendent needs to support teachers and administrators and stand up to these pockets of power who do not widely represent the community. The firing of coaches over the past from parents of kids who can't handle adversity is in my opinion the weakness of a superintendent not standing their ground. I hear faculty talk of parents issues driving decisions without that faculty side of the story.

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).

- Being able to be present in the schools and supporting the staff. Keeping Eaton small and maintaining the community feel. Eaton is not looking to be more progressive. More testing within the schools does not help teachers get better outcomes. Teachers need more time to teach, and less time spent on testing.

- Strong communication skills. Values of a small, hardworking, conservative community. A balanced approach listening to all sides of an issue and driving consensus decisions. A person who will not micromanage the staff but let principals and teachers have a strong say in running their buildings.

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).

- Supportive, small town
- Always caring for their neighbors and friends
- They care about the school's and students.
- Supportive, hard working, small town values, athletic
- We are a close knit community with small town feel. Everyone really looks out for each other and supports one another.

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).

- High expectations; teachers and all staff have children's best interests at heart. I have worked here for 21 years and our children went through Eaton schools. They were very prepared for college.
- Watching our kid grow , learning, teaching others and helping one another
- The staff is always looking out for students and including the parents.
- Committed teachers, goal oriented, supportive parents, safe
- The staff is well supported by the community. When you are inside of one of our buildings every staff members knows each kid by name and usually a family member. Multiple schools in our district has earned an award of some sort.

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

- Some families think they deserve and demand preferential treatment. This is Eaton, Colorado and they are not the Rockefellers.
- Sometimes communication is not the best
- Trying to keep an SRO at Galeton elementary.
- District is not very supportive of full time paras or paying (or training) support staff. Although Mr. Tapia has updated the pay scale for support staff, the District has yet to recognize that our school district does not provide full time positions, nor do they pay as much as other Districts. I am aware of paras who have left because they don't make enough money to live on, nor do they have health insurance for their families. Also, there is no training for the literacy paras in our elementary schools. These positions are basically teaching positions that require more training hours and more hours during the week to lesson plan and prepare class materials. Finally, I think there needs to be less of an "us vs. them" mentality between EES and BEES. We should be working together to provide a uniform education for elementary students in our district for a smoother transition to EMS. Paras

- There are issues with admin and coaches. Sports are a big thing in this community and parents get to be too involved.

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)

- Approachable, fair, innovative and open to new ideas, ability to see the big picture, willing to hop in and help when needed- no matter what the task
- Always listening to staff and students having support
- Friendly, kind, straight forward, good listener, helpful. The ability to be able to visit all the schools even in the kitchen/cafeteria.
- Team leader with the ability to bring our schools into the 21st Century, working together for the common good. Personable and willing to fight for our teachers and support staff. Optimist and forward thinker to pursue higher academic standards to compete in today's society Protector to keep our schools safe and find inventive ways to include all students in a safer, happier, and inclusive school environment. Charismatic personality to bridge our school and our community. Find creative ways to keep our community involved and invested in our schools and our students.
- The new superintendent should make an appearance at all of the schools weekly. The kids should know who they are and enjoy being around them. They should want what's best for the district as a whole, not just individual groups. They should understand what it means to be apart of a small town and small town values.

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).

- Close knit, old school values, conservative
- Conservative values Home town focus Support for law enforcement Community actively involved and supportive of schools, students, and athletics Small town (although lots of growth over the years) Close-knit where people look out for and respect one another Low crime
- Our community has conservative values. It has a small town atmosphere where families enjoy living because of the honesty, integrity, and compassion of the people who live here. It is a rural community where people work hard to make an honest living.
- Eaton in general is a wholesome and caring community. People take care of each other. They really enjoy supporting our schools and children. Tradition is very important to most here. Change can be hard and many are resistant to it.
- Eaton is a small town with primarily traditional values and beliefs. Eaton residents, new and old, love our small community.
- Small town that looks like a typical America town. Flags fly and local business is great. Schools seem to be great place to raise kids and family.
- The community is close, traditional, and supportive. Families look out for each other and the kids in the neighborhoods. We celebrate traditional holidays (Christmas parties and community celebrations; Halloween trick-or-treating among the stores and rec center; Eaton Days; etc. It's small enough that we can have a strong voice in what is going on and contribute to the heritage that continues to be celebrated. We feel safe and know our kids can have something closer to a "traditional" upbringing as it was in the 80's and 90's with less woke influence as in the bigger towns and cities.
- We know there are only 2 sexes, male and female, and we don't trust Health Departments, or anyone who wants to stab us or our children with needles full of poison.
- Overall, I do believe the community really does want what is best for the children, even if there are disagreements, we want our kids to do well. There are some really great areas of community.
- This community is very close and I feel like majority of people look out for each other. I appreciate the small town feel and the feeling of safety here. There is a definite sense of pride here and it feels like most people strive for excellence in all areas.
- Most of the people, one town one community, sports oriented. Not very liberal at all
- Small friendly community where most people look out for others and keep an eye out for any trouble.
- The community is very involved, from the school to activities outside of the school.
- Small town feel, we look out for one another. Great resources such as the library, police, fire station.
- We are a small tight knit community. We know just about everyone! If you don't know someone personally your neighbor probably does.
- I like that we are still small yet are growing. I can still go to the hardware store or grocery store and run into people I know.

- Our community rallies together for many things such as activities, athletics and community events. They support the schools in many ways financially.
- The small town feel. The conservative beliefs of the community. The farm based community.
- Small town, supports students, good businesses and easy to get around
- Small, hometown feel. When we have town events, the kids all know each other and it makes it super special.
- Small town farming community. There has not been a lot of issues and we like it that way!
- Despite the recent growth Eaton is and hopefully always will be a friendly, small town, rural, farming community that looks out for those around us and will fight to keep our way of life the way it is,
- Small town feeling
- Rural values. Engaged families. Conservative beliefs. We love our small town feel and our agricultural roots. Most Eaton folks recognize the majority of "stuff" that comes from Denver and D.C. are junk and try to have as little to do with that as possible. Eaton's a great place to live and raise kiddos and our school system has historically been a very good reflection of these values. The community supports the school and, in turn, the school betters the community.
- Eaton is a tight-knit community with deep roots in agriculture. Many families have lived, worked and served here for multiple generations. We support local businesses and champion our children and schools. When someone has a need, the community rallies to support them.
- Family centered Mostly conservative
- We build life long relationships
- Parents are very active in the school setting.
- Ample community support, tradition, sense of pride and belonging.
- The small town vibe that we're still holding onto
- Small town, involved, competitive not only in athletics but musically, theatrically, and academically.
- I love that our community is small, conservative, and not liberal with a bunch of woke ideas floating around the school.
- The community is invested in the schools especially in the sports programs.
- I like our small community, we are hoping it stays that way and doesn't become a severance/windsor/Timnath with excessive growth and overcrowded schools. I'd say this community is fairly conservative as well and it's been nice to not have liberal ideologies pushed in our school system.
- It's a tight knit community. There is a lot of politics in sports. It's still a small town feel.
- Family and community focused.
- Eaton is a small, close-knit community. There are a lot of country and farm kids, sports is very important and it's a conservative community where good morals are important.
- Eaton is a good area to live in. A lot of good families in this town.
- Everyone is willing to help one another out, we come together in times of need and everyone is willing to be supportive of the kids of the community

- Small town, town support of school district. Beautiful views, farmland, plains, and mountains.
- We are small agricultural town who cares deeply about their children's education and quality of educators and administration.
- Small conservative community whose people care deeply about their children's wellbeing, safety, readiness for the future, and abilities to provide an atmosphere they aspire to have as future adults.
- Small town Ag leaders
- It's small and safe. We have good, down to earth people here. Good, hard-working people. There's a good sense of community. We look out for each other.
- Our community is great because we embrace traditional American values. We protect our children for "progressive" views that are dangerous to young minds. The conservative American principles that exist in our community should be reflected by our school curriculum and our district leadership.
- Community members are very passionate and vocal about sports. The community will rally around those in need, when they understand a need exists.
- We are a community rooted in agriculture and take great pride in our community
- Our tight knit community looks out for each other. Most everyone is interested in making Eaton a safe place to live, learn and grow.
- The Eaton community is full of good, hard working, conservative people who take pride in being from Eaton. The community supports the police, local churches, high school sports, and youth sports
- Small town feel with a lot of opportunities. Very student and kid focused.
- Despite being a small, conservative town, my child, who is part of the LGBTQIA community, has found friendship and support here in Eaton. We feel safe here.
- Small town Sports are showcased Community involvement Schools (high school) involved in the elementary schools Agricultural
- We love Weld RE-2, and the current leadership. We appreciate the conservative values that have enabled our community to continue to thrive through COVID, as well as really represent it's constituents, who desire excellence in academics, along with raising students and athletes of good human character, to contribute to this world in a positive way.
- Our community is safe and friendly.
- Smaller, more tied to community values, more individualized
- Small town community with traditional American values.
- We are a community rooted in agriculture and take great pride in our community
- Even though it's not as small, it still tries to maintain that feeling. Families looking out for one another, teachers taking the time to actually know your child(ren), local businesses that appreciate your business and also try to get to know you. Not small town enough to be closed minded, but not big enough to shove a lot of other things in your face. It's the perfect medium.
- It's a small republican community. We are close knit. Everyone knows everybody and we like it that way. We like when we see our teachers, superintendent, etc out and about.
- Smaller, more tied to community values, more individualized
- I like that the community is small

- The community supports the schools and all their functions. The whole town shows up to sporting events.
- Small town feel, strong values and morals, conservative
- We are strong and proud! This community is like no other. The schools and kids are the heart which brings this community together. We show up for each other and care for our neighbors. We maybe little but we are mighty! We are Eaton Strong! And Reds Proud!
- Small town, great rec department, library is awesome, great restaurants
- Small town environment. People know each other and care for each other. Parents are involved in the lives of their kids.
- It is not a liberal hell hole.
- This community is very close knit. It supports the youth of Eaton very well. It's smaller & very conservative.
- I like the small town. The community comes together when needed
- Eaton is the stereotypical small-town America. It is a conservative city in a conservative county in Colorado. Eaton stands on those morals and should continue to do so.
- The town overall cares about its families. I grew up here and attended school from k-12 and my children are in school here now because I believe it is a wonderful place to raise a family.
- Small town feel with more traditional values who protect our children. We support agriculture industries. We support many different cultures while being respectful of each other.
- The close nit small community. Everyone knows everyone.
- Nice community, good people, supportive of the kids for the most part. The town seems to be prideful, which is super nice to be a part of.
- We take pride in our small town. We are a farming community and respect our local ag producers. We are tight knit and watch out for one another. Everyone knows everyone.
- Eaton is small enough to recognize friends and neighbors. Large enough to not have everyone in your business (unless you start commenting on the Facebook Eaton Community page).

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).

- Parent involvement, high academics, nice facilities
- Conservative values Family focused—student centered and parent involvement (parents feel welcomed in the school) High expectations Quality education Pride Teamwork Community partnering
- Our schools hold our children to high standards with their learning and their character. They teach them quality values as well having high academic standards.
- My children are students at BEES and EMS. BEES is very organized and structured. The school seems to run well. Teachers care about teaching and their students. EMS has changed several processes while my son has been a student there. The staff seem to listen to feedback from the community and to respond.

- Eaton School District has always been known for our high expectations, both in terms of academics and in terms of behavioral expectations. Many teachers are drawn to Eaton because of this, in addition to the ability to have a voice in decision making within the district. Larger districts don't typically give teachers and staff this level of involvement. Families are also drawn to Eaton due to the high expectations and the small-town experience. Teachers, staff, and families are drawn to Eaton due to our traditionally small class sizes, which provides more individualized instruction for all students.
- Elementary schools are great. Caring administration at the lower elementary levels. Busing system is great for a small town. Good support financially. Jay Tapia will be missed.
- We love our schools in this district. We are one of the few districts that still say the Pledge every morning. We are one of the few that actually celebrate Christmas and not afraid to say "Christmas" I've always been able to reach out directly to the administrative staff and they have always opened their doors to me willing to talk and listen. They challenge our kids and hold a high standard for education while still providing those who need additional help the support they need without huge labels. They teach 'real' history vs made up history while informing the kids how we've changed because of it. They also have a no tolerance policy for bullying. So many schools look the other way vs handling the issue.
- We don't have transgender bathrooms or litter boxes for the mentally ill students who identify as furries.
- We have some really strong teachers at EES. We have been fortunate of having amazing experiences with teachers, from Mrs. Adam's to Mrs. Delich, we are very fortunate to have them!
- The schools truly care about the students. Even when I have had differences of opinion there have been outlets to communicate and make sure differences are resolved. The teachers and administration are always willing and able to educate me as a parent also. I'm not an educator, so some of the processes don't make sense to me and I appreciate their willingness to explain. My kids feel welcome and valued in their schools.
- Not liberal view oriented, good teachers that share most of the same views as the parents
- Strong academics, wonderful teachers and administrators for the most part.
- Great teachers, engaged parents who are active in the schools.
- We appreciate the school not getting into the woke culture. It's not something we as a family wants at our school.
- We have some of the best teachers and coaches, but also some that need to be weeded out. We finally have some decent administrators in all the schools!
- A lot of money has been spent to update our facilities
- The high expectation that the staff and faculty have for our students. Our caring teachers, coaches and activity leaders.
- The support of the students by the faculty. The relatively conservative view of tge school leadership. The fact the curriculum has stayed fairly consistent over the years and haven't fallen to the cancel history culture.
- Some very good staff and teachers and brand new upgrades and facilities
- Quality in education and values. High expectations for academics, principal knows all the kids names, high value placed on character education, politics are kept out of schools.

- Close knit community, kids are close and most parents are as well
- We have an outstanding set of programs and other that have greatly improved since we came here. The focus is and should always be on student growth academically, personally and professionally
- As the saying goes: "All we do is win!" Great teachers, great administrators, an outstanding school board, engaged families, a thriving community. There's a reason people want to be in this district and recognize it to be top notch in the area. We have a plethora of academic opportunities coupled with robust athletic and extra-curricular programs. Students at Eaton have every opportunity to be successful.
- Our schools have high expectations for behavior, academics and extracurricular activities. The staff truly love the students and work hard to provide for their individual needs. There is strong community support.
- Small classes Good teachers Great facilities Families are expected to partner with schools and the majority respond Families are first in values education not replaced in school
- The teachers are amazing and caring
- Hard working teachers, high expectations, history of excellence.
- The teachers! Just wish we could retain the good ones!
- Involved, children first, family feel, and meets students where they are but pushes them to be better
- Great leadership, great teachers, great education, small town, small classes, conservative ideas.
- There are some truly dedicated teachers with strong ties to Eaton. These specific teachers work hard to build relationships and use research based strategies to enhance learning.
- I like that Eaton has been able to keep most class sizes at reasonable numbers. It seems like this district has a lot of kids who 'choice in' and I hope that the district continues to be aware and keeps classes small. I've liked the curriculum so far in elementary, middle and hs. I'm not totally sold on IXL for math though. The teachers have all been really good!
- We truly do have great teachers (for the most part), takes a lot of credits to graduate from EHS so students that aren't meant for school find other avenues,
- Great education for the students in a safe environment.
- The schools perform well academically and have high standards for their students. The schools have all been updated recently with additions and modern technology.
- The much needed remodels and new high school are great environments for the kids. A large portion of the teacher and admin are great at their jobs. They teach the students and do not push their views onto them.
- Love the fun they do during the weeks and school functions and activities to make the kids enjoy school more. And the teachers really do put in effort to help accordingly
- Academics, smaller size, community support Caring staff, new or upgraded buildings
- The current superintendent goes into the schools and actually helps out. He's not there to just observe he joins in. He takes the time to listen to families.
- The parents and families of the students want to be involved in a way that helps their kids know that they care. Our community is kind which promotes kindness in our children

which gives us kind respectable kids which gives our teachers an easier and more efficient job.

- Small town Specific teachers and education for this area
- Good administrations, good teachers. Small class sizes. Conservative.
- Our schools do not propagate the leftist ideology pushed by the state. We prioritize the safety of our children and don't introduce controversial subjects to kids such as LGBTQ or gender confusion issues. Those subjects can be discussed in the home, and should be left to the parents to handle.
- Eaton schools have a well-known history of success in sports. Lesser known are the quality academics Eaton schools provide.
- Our schools always put the students first. We have maintained our conservative values in the community and our schools.
- We have outstanding teachers who look out for our kids. Our schools do their best to keep our kids safe. We have invested in great facilities.
- Eaton school district has phenomenal teachers, nice buildings and facilities. I have always loved how often I see Mr. Tapia opening doors at the elementary school in the morning, or clearing lunch tables in the cafeteria. The students all know and love him. He takes the time to listen and get to know the students and it has been very appreciated. He has been such a blessing to the Eaton School District and I hope they are able to find a replacement that is very similar to him.
- The schools work hard to meet the needs of all students and to provide opportunities for students with varying interests.
- Again, with a child who is openly in the LGBTQIA community, we've been amazed at the support this administration has given my child. From the superintendent down to their individual teachers, my child has found safety, support, and connection. I have known my son by name and he knows he can go to them for help. I need that to stay the same. I need to know he's safe at school. He needs to know he's safe at school. There is some bullying that goes on, but it hasn't been extreme.
- High quality teachers "Normal" for kids—get to celebrate holidays, normal bathrooms, no politics, allowed to have fun. Quality education Sports are showcased
- We appreciate the focus on excellent academics, hiring leadership with strong Christian values, and inspecting quality before adopting expensive curriculums that may have agendas dissimilar from the constituent base (especially with regards to literature and social studies.) We appreciate the listening ear that our leadership has to parents and teachers. We also appreciate the family atmosphere/environment of our district!
- The schools continue to challenge students. They seem to have organized curriculum.
- Smaller and unlike the majority of Colorado.
- We enjoy that our children's school experience is reminiscent of ours from years ago. From observing traditional American holidays and reciting the pledge of allegiance to the way covid was handled. We heard horror stories about other kids school experiences during covid.
- Our schools always put the students first. We have maintained our conservative values in the community and our schools.
- The principals are amazing. They truly take the time to know the students, the families, and they appear to treat their teachers/staff very well! We love that the classes aren't

overly full and kids still get the attention and help they need. The programs they offer during and outside of school are also great! The fact they actually care about the well being of students and try to nurture and guide them to be responsible and kind is something you don't hear about very often anymore.

- Great testing scores. High standards.
- Smaller and unlike the majority of Colorado.
- I like that the schools are small
- The schools support personalized growth with classic standards. The goals seem to be a well-rounded education supported by every member of the team.
- Safe school, Great leadership, strong communication, engaged staff and administrators, high level academics
- Students are held to high standards as students, athletes and community members. The thing that speaks volumes to me is, every student is met and supported with whatever needs they may have. Most teachers are willing to do whatever is needed to help a child, without the red tape, boxes needing to be checked. They see each student individually and this is amazing! The teachers and staff really do care about their students
- Small class sizes, rigorous, teachers are kind,
- Great support for extracurricular activities. Good teachers, supportive community.
- They do not push a liberal agenda.
- Good academics, great sports. Supports students, smaller, great campus's
- The school has good academics and a lot of opportunities to get involved in different ways. They are willing to help the kids succeed.
- Eaton schools are a breeding ground for success. It begins with athletics, and students carry that success into the classroom. The winning traditions of Eaton have created successful students who transform into successful adults based on the high standards upheld in athletics and the classroom.
- Focus on scholastic achievement, teachers are dedicated to their classes.
- They work really hard to focus individually on each child's needs and progress while still having the whole picture in mind - I've been really impressed so far that they can do both so well. They have options for many different extracurricular activities for the kids. They take pride in the appearance and care of the schools.
- The teachers are the best thing about the schools. Do everything you can to keep them.
- Great teachers!! Admin seems to advocate for their teachers well but could improve. We have very nice facilities and great academics and sports!
- Most of the students have been going to school together since kindergarten so they know each other very well. We have a lot of school pride, and we are big on sports. The students support one another.
- Eaton has strong schools academically but also encourages extracurricular activities. Homework loads are balanced for this culture.

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).

- Typical school challenges—bullying, mental health, substance use, students feeling connected and like they belong
- Our first priority should always continue to be to our children and their education, consisting of the pillars of education, not concerned with social agendas. Education should be a partnership between school and family, between teacher and student.
- Bullying is a huge issue at EMS. Discipline seems to be a huge part of the problem. No one (including staff) faces any real consequence.
- In the past several years, some situations have arisen that indicate a lack of accountability in terms of student behavior. I understand, as both a staff member and a parent in the district, that these situations are difficult to address. However, we need to uphold the beliefs and values that have drawn so many of us here, or kept us here for years or even generations. For the safety and security of our children, teachers, and staff members, we need to hold students accountable to appropriate school behavior. Negative behaviors also negatively influence the educational experience of all students, and negatively impact teacher and staff retention. It is unacceptable that situations like this continue to arise without appropriate consequences.
- Eaton is a town that protects its own family names that have homesteaded the town or lived here a long time 15+ years- 2nd and 3rd generations of families expect to be first in line and specially treated in jobs, decisions, athletics, academics. That causes issues when those that are being protected should not be and a different set of rules is then made. There is an expectation here that homestead families are to be treated better than any other family that moves in regardless of how long they may live here and support the community. Just look at who is hired in athletics, academics, maintenance etc etc most have an Eaton connection- which is fine however there have been more qualified applicants that were not hired that were not from Eaton. So the problems that may have been expected to leave with the last Eaton employee, are now alive again with the next Eaton person.
- I personally have not seen any issues, but we have younger kiddos.
- We will not tolerate transgender indoctrination, pronouns, furies, vaccines, pandemics, masks, pornography in our libraries, or child sex trafficking.
- While the community is great, there is some strong division. There are some voices that are heard more because they can. I do believe there is a larger percentage of people and parents feel differently than what is loud, still maybe not a majority, but a large group of people. There needs to be more chance and voice for other perspectives without fear of retribution from some community members, or fear of what it will mean for their kids. The community is changing, some people don't like that, but it is a reality. There needs to be space for the changes as well as respecting history. There has been a history of being cruel to groups of people. I'm not saying this from third party, but experienced it personally. There is room for everyone without being cruel and disrespectful. I am hopeful the students of our community can experience that in our schools.

- This superintendent should be aware that many parents appreciate a fresh perspective from an outside candidate and that there is a definite opportunity for the perception of not choosing the best candidate when we hire from within.
- Not bringing in any liberal issues to push on our kids.
- At the middle school specifically- lack of holding student accountable for their actions due to politics like when the student is the child of a teacher or coach. Principal not willing to provide specifics as to what the districts stance on bullying/harassment is. There is a big bully problem in the middle school. They are telling the kids in assemblies it will not be tolerated but aren't actually taking any action. We someone who is going to be willing to not just say they are going to do something but actually follow through with their actions.
- The school are not good about handling children with special needs. It's only when the parents advocate for their child is when you see teachers do anything for the child. Bullying is really bad. Kids vape at school. BEES and EES are very divided. I wish there were more inclusiveness. What one school is doing the other should too such as field trips. Guest speakers, spirit week.
- Bullying! Especially at the middle school. The admin there does what they can but they need help.
- I have lived here most of my life and am a 2001 graduate. While I love this town and our schools, we are very much victim to the 'its always been done this way' mentality. Our elementary schools are very unbalanced. Class sizes are too large. Years ago, there was a statement made by then superintendant that under her leadership, no elementary classroom would be larger than 22 students. My daughter (5th grade) has 27. It's too much for one teacher to give individual attention to each kid especially when we are so focused on the underperformers. We lack a solid advanced curriculum for advanced students.
- The one thing I think needs to be look at is the equity of homework. I think homework is great but if we are grading home work and some students have support at home and other do not how do we ensure that the grading is equitable for all students. I also think we need to look into how we can raise money as a district for all athletics and activities so that we are not tapping out community business financially and look in to more grants to support different programs and learning.
- Dealing with the community restrooms. This is not acceptable and is making straight students beyond uncomfortable. The furbies that want to identify as animals, someone needs to stop this. Everyone pushes the limits at some point, but that is where leaders need to lay down the law.
- Issues kids are dealing with today (online, at home, etc) not a super small town like it used to be where most families knew each other so the growing pains that come with that
- As a small, rural town we believe in quality education and keeping politics out of schools. Bullying has become an issue in the upper grades and needs to be addressed.
- Keep this a red environment! We don't want people teaching our kids stuff that needs to be left out of the schools.
- I, speaking only for my family, do NOT want any of the liberal DEI, LGBTQ+++, Common Core, entitlement or privilege programing in our schools, these are OUR children NOT the property of any governing body other than God and biological parents.
- Do not fall into the LGBTQ / DEI crowd. Do not tolerate furies.

- Eaton is fully comfortable being Eaton. We have no interest in being Windsor, district 6 or Poudre. The new supt should understand that we expect an objective mind set in evaluating what's best for this district and we have ZERO problem marching to the beat of our own drum. Parents in Eaton want nothing but success for their children both during their K-12 time and when they move on after graduation. We are not interested in dumbing down the metrics, advancing woke curriculum or nonsense items that do nothing to further their future success. The bar should be high, the classes should be relevant and the district should push back when necessary on state/federal programs that don't fully support this. Teach the kids the basics, allow them to learn HOW to think critically and set them up for success after graduation. All of that said, we are not perfect; but no district is. When issues arise, we need to be proactive in addressing them and consistent in our approach. If mistakes are made, we need leadership that owns that and makes it right going forward. No one expects perfection, just accountability.
- Eaton is a conservative community. We have a strong desire to protect our curriculum from progressive concepts. We do not adhere to outside society's views and values, such as cancel culture, critical race theory and teaching our children to question their sexual orientation.
- Small towns are special and need to a candidate that appreciates that. I do not want this town to grow too much more and lose that small town identity.
- Athletes especially the football and baseball boys do not get in trouble for bad behavior including egging houses. Special needs dept and IEPs is a mess especially in the preschool setting with BOCES. They try to minimize supports for high needs children.
- People hid behind money. We are a vanilla district. They pretend to have culture and diversity but our people of color are bullied by teachers and students. No we can't go to teachers, counselors principals because at middle and high school they part of the issue. When a child of color reports an incident they are told they are the problem and need to change their attitude. We have been higher if teachers that don't have best interest of kids as a priority. Many new teachers expect kids to teach each other without direct instruction first to become familiar with curriculum. Middle school also does. Nothing for gifted kids except to try to get them to jump a grade level or let them decide what to do themselves instead of the teachers learning their assessment program to challenge these kids. Admin does not make sure that the purchased curriculum is being used.
- Lots of growth has happened. A balance of new and old is occurring.
- Don't make us a big district feel, listen to the community but know there is a "good ole boys club", and parents are vocal and maybe not always reasonable.
- Eaton faces all of the same issues as every other school, no matter where you go in the country all schools will face some of the same challenges.
- Eaton school district has been in an academic decline for the last several years. A primary reason is that there is not retention of high quality teachers (except the specific teachers, I referred to my previous response). This is largely due to the pay scale, but also the lack of authentic communication and leadership at both the building level and the district level. Eaton has considerable challenges that they will need to face in the next few years regarding equity and I think they are woefully unprepared. The middle school has taken kids who loved learning and turn them into kids who don't want to be at school. There needs to be an overhaul of practice and procedures, particularly in that building that promotes positive choice making in students while also providing high academic rigor.

- I'd say the biggest issue is going to be growth. If the _____ family farm gets built and other neighborhoods go up, please please work with the developers and the town to have plans in place to manage growth. Windsor/severance did not do this, communication was severely lacking on all parts and it really had a negative effect on kids and parents because of the unmanaged growth. If a new bond needs to be put together, please get a good committee to put it together so that it will pass among voters.
- Lowest paying school district in the state, good teachers go somewhere else when they are getting close to retirement because other districts pay more, staff doesn't feel heard by the current superintendent. We are getting people lying on applications to get into the district because Eaton is well known for several different things
- Parents can be opinionated and post things to Facebook, but I think that might happen everywhere. Because it's a small town everyone knows each other, so word spreads like wildfire. However, people are nice and friendly, and want the best for the kids, schools and community.
- There are cliques in this town that only care about their needs. Unfortunately this affects the general student population and expectations of the students. If you are in the right group the rules/expectations are relaxed or ignored for your student
- The bullying that happens, on campus, and after school
- There are administrators that communicate terribly. Students who get to bully and nothing happens to them because their parents work for the district. Bridges math program ends at 2nd grade and we're need this aligned all the way. The two elementary buildings have different expectations. Students are given busy work for math.
- As any small town, there are a few nagging overbearing parents, troubled kids who bully, and social media obsessions. The superintendent coming in will need to be able to sternly navigate these issues. Sternly. A superintendent who is not a pushover to the school board or community and is set in their good morals with an ability to change when necessary and be humble when necessary. EES needs family activities so families can get involved and have pride in their school. Both elementary schools should have more activities and sports together. There is no reason why there cannot be more hobby clubs like every other school in the area. EES needs crossing guards. EMS needs some sort of monitoring system that keeps kids safe in the hallways, bathrooms, and locker rooms from bullying and hazing. There also needs a disciplinary system that deters such behavior. A police presence at all the schools would be greatly beneficial. Not only will it help teach kids at a young age that police are here to help and not hurt them like what the media and social media depict. It will also help keep kids safe coming home from school. Lastly, fundraisers need to be updated to things that people want. EES did a fundraiser for a 1/4 or 1/2 beef that did exceptional. More fundraisers like that and less wrapping paper &/or Heart Challenge. One night fundraisers like kids dances, festivals, American Ninja Warrior, cornhole tournaments, volleyball tournaments, Galas, parents' Galas, hunting banquets, etc. The parents only fundraisers could have a side activity area in a side gym or classrooms with volunteer HS kids (FCCLA) or parents (PTA) to watch the kids. Fundraisers will help fund the police presence budget which will help our school communities be safe and feel safe.
- For the most part we have great teachers and staff I'm sure we have issues that all schools have

- Parents are concerned about the woke agenda coming from the liberal leaders in our state capitol. We are hoping to keep Eaton conservative.
- Be aware that this community is not okay with inappropriate subjects being taught in our schools. No LGBTQ talks, no Trans talks, enabling "Furrys" is unacceptable. Teaching socialist or communist ideals is unacceptable. And this community will not tolerate those subjects being discussed in schools.
- Eaton is not inclusive or diverse. Anyone who is different, including students, receive harsh judgements and pushed away. Students are more inclusive, but the vocal adults have minimal tolerance for LGBTQIA+ and only slightly more tolerance for POC. Eaton also has a non-affluent population, which many people forget. Equity for students can be overlooked (e.g. middle school fundraiser that gave free homework passes to students/families who donated money).
- Please understand we value the conservative common sense approach our district has taken in recent times for things such as covid, sex education, and dealing with extreme social pressures. These values have maintained our schools as being a safe place for our kids and provide the parents with confidence that challenging scenarios will be handled in a way that the parents largely approve. My hope for candidates is that they take the time to get to know and understand our community and what makes it special.
- We have great facilities, and also have a lot of room to grow from a programming perspective. We can do better at offering more diverse opportunities outside of baseball and football. We could invest in fine arts, drama, music, swimming, and gifted and talented programs. We are experiencing growing pains and need guidance in making this a great school district for all. There are new families moving in, and all opinions should be considered in making decisions. We do not pay our teachers enough to stay in the current market, and we are about to lose some amazing teachers. They simply can't afford to stay, and should not need to work two and three jobs just to afford basic living expenses. We are considering moving out of district if programming doesn't improve, and we don't begin valuing our teachers.
- The town is very passionate about high school sports and the town is mostly very conservative. (In a good way)
- NA
- That this is a very diverse community, in every way, and regardless of what some parents may think, I think most of the kids recognize that diversity as a strength. The district needs leadership that will keep it moving in support of the healthy acceptance of that diversity.
- Growth in community Growth in low-income and monolingual students—need more support Lack of pay Favoritism among admin/teachers
- We should have school soccer teams. Towns smaller than ours such as Severance has school soccer. More options of clubs and after school activities to keep kids busy.
- Eaton being a farming community that holds a differing set of values than a lot of surrounding larger communities. Balancing this identity while pursuing excellence
- I believe bullying always needs to be addressed and with social media and smart phones in most children's hands it has become worse than ever. I would support a policy to keep phones out of the classroom.
- Please understand we value the conservative common sense approach our district has taken in recent times for things such as covid, sex education, and dealing with extreme

social pressures. These values have maintained our schools as being a safe place for our kids and provide the parents with confidence that challenging scenarios will be handled in a way that the parents largely approve. My hope for candidates is that they take the time to get to know and understand our community and what makes it special.

- Vaping in the schools is an issue. Additionally, there is a issue with letting some students and families have too much “control” over the sports programs. Coaches cannot actually coach anymore without fear of repercussions. Kids and families get upset about not making a certain team, the expectations to be a good teammate, and show good sportsmanship and then coaches and school personnel have to bow down to them. We personally witnessed students make up false accusations of abuse just because they were mad at the coach for not playing favorites and telling them not to be selfish on the court. The coach was investigated and even though it proved to be false, it negatively affected how the rest of the season went. Coach was very hands off and the team no longer had a good bond. We need to retain good coaches, but it is hard to do so when there is no respect and no one to hold these students accountable for poor sportsmanship. I will also mention that in the past (7-8 years ago), we did experience issues with another student being physically and verbally aggressive to our child and other students on a regular basis. As well as very disruptive in class. Meetings were had and we were always shrugged off and told that they couldn’t do anything. It wasn’t until a year or so after that that anything proactive actually happened, and only due to threats of legal action from other parents. We understand some kids have special circumstances that come into play and we tried to remain patient, but it would be nice if there could be more done to protect the emotional and physical safety of other students in these situations. Especially when there is a clear and ongoing issue. A lot of the families have grown up here, as have their parents, and grandparents. This can be great, but can sometimes lead to change being an issue with many of them. Which in turn can lead to people that are new to the area feeling unheard and unwelcome.
- Eaton being a farming community that holds a differing set of values than a lot of surrounding larger communities. Balancing this identity while pursuing excellence
- Racial issues, income disparity issues, issues with teacher pay, paraprofessional pay.
- The district does have struggles with bullying, but I imagine this is an issue nearly everywhere.
- Favoritism. Whether that is an Eaton native or a school district employee child. This seems to play a large part in the negative dynamics of the town especially when it comes to discipline, accountability and sports.
- Schools are not standards based, there are no best practices, teachers lack training on new things happening in education, schools are not on the same page, SpEd kids struggle with little support, grading is off and is not consistent
- There is certainly some nepotism in the district. And parents, while nice to have them involved, can be a bit overreaching in garnering power.
- We will not tolerate any leftist ideology.
- Being strict, conservative, great sports programs.
- None that I can think of
- The superintendent needs to understand the town of Eaton and needs to understand that change for the sake of change is not the approach that needs to be taken. The

superintendent should have a strong moral background. They should not bend to the loud voices of a small minority of people.

- I am concerned about the current policy regarding out of district students. I know we have many in Eaton and Mr. Tapia has said before that he tries to fit them in if there is "room." I am concerned that this will create a problem in the future as classes are already filling up. Both of my children have several out of district students in their respective grades. I worry that this policy will not be sound going into the future if Eaton adds any new home developments and I don't think the community is ready for a new school bond in the near future to cover overcrowded schools yet again. I would encourage the board and new superintendent to review the number of out of district students and the policy moving forward.
- The large percentage of weld county is anti-gender-agenda. We don't want it in our schools and the parents will not tolerate it.
- The classes are too big. You need to decrease the work load of the teachers. You need to pay the teachers so the good teachers we have don't leave and go to other districts where they have less to do and earn more emoney.
- Stay away from the good old boys club. Unfortunately we've had great coaches and teachers leave our District or be released from their duties because they don't play the "do you know who I am?" game. Money talks in this town and instead of administration, backing teachers and their coaches, they let people who have money, runoff coaches and teachers. Stay away from the big names with big money in this town and you'll do great. Put your foot down and do what's morally right and this district will flourish under you. Be an advocate for the teachers and don't put up with bad parents and entitled children. Nobody should care who the parent is or who the child is or how good of an athlete or student they are, the standard needs to be across-the-board for all kids and be equal.
- We will not tolerate progressive ideologies being pushed on to our children. We will not tolerate inappropriate books, or material in the schools/classrooms. We are not ok with boys in girls' restrooms.
- County and District are conservative but seem to be working on being more inclusive and discouraging bullying. I have seen a noticeable effort to celebrate and support all student activities, clubs, and interests beyond sports.

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).

- Must be present in all schools and all levels of athletic competition, students & parents enjoy that our superintendent knows students names. Be approachable Friendly, easy going
- Can we clone Mr. Tapia?! If the consultants could spend one day shadowing Mr. Tapia they would understand the skills, qualities and characteristics we would like the new superintendent to possess! An individual who is a servant leader and desires the best for the students, staff, and schools. We appreciate Mr. Tapia's presence at the schools and the way he interacts with the students so they feel seen, heard and valued!

- Compassionate, caring, kind, engaged in our schools, with our children as their first priority because they are our future.
- He/She should be very engaged in our community and our schools. They should communicate with parents, students and staff regularly and be ready to address issues that are brought to their attention. They will have big shoes to fill, as Mr Tapia has worked hard to be very present in his role and in our community.
- Skills, qualities, and characteristics that are important for a superintendent to have include: -honest and upholding truth -problem-solving -interpersonal skills - professionalism -strategic planning -hard working -being a good listener -being willing to take action, even when it's challenging -being able to see the big picture, but also not forgetting the realities of the classroom/school environment
- Should not have any ties to Eaton. May not be successful long term but will be able to fairly assess the issues openly and be able to address any structure and discipline without bias. Should possess the ability to listen first, process the compliment/complaint, address the situation with good policy backing and support. The rules should be the same for everyone. Should be able to make a decision supported by good policy and judgement. Should not be swayed by Town names or threats.
- I wish we could clone Mr. Tapia. He is the perfect mold of how a superintendent should be. Traditional in the fact that schools will say the pledge, they will celebrate our holidays as they should be, they will feel safe from not only outside possible threats but also from within (no bullying allowed or tolerated via physical or via social media). We need to get a handle on the social media bullying going on and have a zero tolerance for it. We need someone who is present and known to the students (Mr. Tapia is always around the kids...everyone knows who he is). We need someone who is involved and present in the schools to know exactly what is going on vs what they read or hear about. Be in the know. Keep the woke ideology out of the schools. Provide strong mental health support for those who need it vs tolerating Furries or other woke ideologies. Listen and really hear what students and parents are saying and bringing to your attention. Sometimes, the best resources for information are the kids. Keep the lines of communication open and always put the best interest of the kids first. Mr. Tapia and his staff did a phenomenal job of dealing with COVID. All other districts should have taken their lead. These will be some very BIG shoes to fill once Mr. Tapia leaves us. We are super blessed to have had him lead this district and our schools. It's because of him, this staff, the teachers, and what this district stands for, is why we are here.
- The ability to stand up to nonsense.
- Strong belief in education and the opportunities education brings to all. Ability to hold various perspectives with integrity and compassion. Ability to have strong boundaries.
- The new superintendent should be connected to kids in the same way that Mr. Tapia has strived to connect. They know him, they see him and he knows them. They appreciate attention from the very top. They should also be very driven to achieve excellence in all aspects of the system.
- Able to listen, know the community and serve to appease the community. Keep it the small town of Eaton with old fashioned values
- Strong and willing to speak up for the best interest of all of our students. Willing to hold administrators accountable. Positive presence with students of all ages.

- Hands on and willing to interact with the students. I've seen Mr. Tapia at the Elementary school multiple times and he is always helping out and interacting with the students. The students know who he is which is very important.
- Be up to date on special education research. Be present at the schools. Great open communication with parents. Willing to work with community resources like the Library. Willing to help bring the schools together.
- They should be compassionate, caring, and available and ready to jump in and help where needed. I want to know that if I have an issue that goes all the way to the superintendent, that it will be taken care of. I want to see their face in the community. At sport events. At band and choir events. They need to be involved in the community.
- We need fresh blood and new viewpoints from our next superintendent, not another hire from within. We need someone who has experience in a growing community and growing district who knows how to handle new issues coming our way. Additionally, we need someone who can think outside the box and raise salaries across the board. I worked here for 3 years and was still at minimum wage. It's not a survivable salary.
- Student centered, care about the community and their beliefs and want to move the district forward both academically and financially.
- A true leader that values what this community was built upon. Someone that isn't afraid to stand up for what is right and what is wrong. Someone that holds family values in the highest regard.
- Friendly, supportive (shows up at extra curricular and community events) practical and will budget funds
- Same, small town values. Able to communicate with parents, schools, and town regularly, transparently, and frequently. Be aggressive in keeping politics out of schools and addressing any internal issues, such as bullying, drugs, etc. We need to trust that our kids will be safe going to school each day.
- By liberal by any means or keep your opinions to yourself.
- Politically neutral regardless of ideology personally held and make any decisions for this school district and the children in it from a purely centralist position in ALL matters.
 1. Transparency: The district is a delicate mix of students, administrators, teaching staff, support personnel and parents. When we are transparent to all stakeholders, the district functions best. This should be a top priority for any future leader.
 2. Focused on parent involvement: Parents should be involved in every aspect of the district, full stop. Any committee, any project, any fundraiser, etc. Informed parents are not a luxury, they are a necessity and a priority. With parents involved, the district functions more cohesively and effectively. There is no greater fan of a solid, focused district than a parent who sees it first-hand.
 3. Leadership courage: As a parent in the district, I've personally seen Mr. Tapia hold the line when it wasn't easy. I've seen him advocate for parents when it would've been easier to keep parents out of the loop or uninvolved. I've also seen him advocate for teachers even when parents preferred a different outcome. Being a successful, respected superintendent in this district will involve making tough decisions and owning them.
 4. Engaged with students: The superintendent should make themselves known to the students whenever possible. Whether interacting at recess or lunch, serving in the cafeteria, helping in a classroom, etc, their presence should be the rule, not the exception. The superintendent should be seen by the district students as personable and an advocate for their success. A superintendent who spends more time in their office than out among the students and

teachers is a non-starter. 5. Excited to embrace Eaton culture: While adjusting to the role, the new supt (if coming from outside the district) should take time to settle in and get to know the district and the community. Embracing what makes Eaton successful is paramount - the new supt is following in big foot steps and should take time to settle in before embarking on any significant undertakings. 6. Humble confidence: It's not uncommon, in many lines of work, to see individuals with alphabet soup qualifications that have no idea how to manage effectively. This district will fare best with someone at the helm who is an outstanding, not boistrous, leader that knows how to interact with all stakeholders and genuinely engage with people. This was a strong attribute of Mr. Tapia's that I would love to see carry forward.

- The new superintendent should be visible to the community and schools (i.e. students should recognize them because they've been in the building often). They should be a leader who is approachable, personable and willing to guard against radical philosophies seeping into our curriculum and impacting the emotional wellbeing of our children.
- Be present in schools Student centered Good communicator
- To make changes in the school, treat all depts and teachers equally, not just favor the athletic dept
- We have high academic scores when teachers follow the purchased curriculum yet given autonomy in their lessons to increase engagement.
- Listen, but also take action when needed to keep our schools great. Uphold our traditions and not try to change our culture or way of living to match where they came from. Small town values must remain our vision.
- 4 day school weeks
- Family first, seen out and approachable to have conversations with, empathetic, strong decision maker, supportive
- The new superintendent needs to have the same conservative ideals as the town. We don't need a crazy liberal superintendent forcing weird ideology on our students and teachers. Our superintendent needs to support our teachers and community ideals.
- Someone who - is Honest and authentic in their communication -Makes the right decision even in the face of pressure from long-standing community members -Has student learning and growth at heart and makes decisions based on that -Has the skills to truly dive into practices and look for research based supports to enhance student learning and provide quality professional development to teachers and staff -Can look at student data, both aggregated and disaggregated to look for trends so that interventions and support can be put into place -Is not associated with political organizations, such as Chiefs for a change or others that are looking to dismantle public education. This person needs to be a champion of public education.
- I think Mr Tapia has done a great job! Someone like him. Someone needs to understand small towns and those dynamics, please don't bring in anyone like _____ school district did!!
- Open minded, Listens to all sides, doesn't side with whoever will make him/her look good, truly cares about the students and staff, is willing to pay the staff what they are worth
- Family focused and education priorities are to educate the students in the things they will need to be successful in life not a bunch of idealistic nonsense that has nothing to do with making them capable of making it in society and able to take care of themselves.

Teaching reading, writing, science and math is the priority of the school and communicating with the parents is key as well.

- Someone exactly like Mr. Tapia. A person who is willing to attend school events, travel between the schools, greet kids in the morning and say goodbye in the afternoon, get to know the kids by name or at least by face, be welcoming to students and parents alike, communicate through monthly newsletters, send notifications when something big happens at the school.
- Solid background in K-12 teaching and administration. Not 15 years of college to get a degree. Prefer a person from a small town and appreciates a small town. Not liberal leaning at all willing to stand up to state when being directed to do idiotic woke curriculum.
- Some one who's friendly, takes pride in the community and takes the time to be around the kids and parents to build a trusting rapport
- Involvement with all schools and all students, personally. Understanding of rural roads and safety of them. Future thinking.
- Needs to be about the students and learning first before business. Will back educators but also know that if they are working out to let them go. Know students needs snacks and brain breaks no matter their age. We are a fairly educated community and we want quality leadership so we can have quality teachers. Be reachable and will sit down and listen to parents when problem arise. Winning to help out in schools and be visible. Be in the buildings to know what is going on in the schools.
- Conservative.
- Passion for our future with these young kids, love their job, great leader
- Candidate should be a moral and ethical person with standards and values that reflect the ideals of God, country, family, and freedom.
- The new superintendent should have good American values. Conservative American values. He or she should have the courage to stand up to the progressive mob. And not allow them into our schools. Promote free market values. Promote STEM curriculum and leave politics out of education.
- A quality superintendent will take the time to listen to stakeholders, understand what they say, and find consensus. A quality superintendent will build a positive, forward-thinking, academic-driven culture among staff that holds students accountable in a loving way. A quality superintendent will help Eaton become known as "the place to be" again for teachers and will revive a district that attracts a strong talent pool. Focusing on staff will in turn create a focus on students. A quality superintendent will have previous experience with student achievement, HR, strategic planning, and fiscal management. A superintendent who is a good fit for Eaton will understand that, in a small district, each person needs to pitch in and be a team player to make the district the best it can be. A quality candidate will be likeable and will enjoy working with people (adults and students!).
- Mr. Tapia has been phenomenal at forging bonds with the students. His presence is noticed by all in the schools. I want to see these relationships maintained with the kids and the community. In addition they need to be invested and present in the community as a whole.
- We need a superintendent with experience growing a school district. A superintendent who has a diverse background would be welcome. Qualities to consider: down to earth,

honest, solution focused, collaborative, hard working, and compassionate & concerned for the wellbeing and education of our kids and teacher is crucial. Resilient, open to change- also would be welcomed.

- CONSERVATIVE. We need another leader like Mr. Tapia who does not force the liberal agenda into the schools and our young children. A good listener who will be actively involved in all of the schools.
- Student focused, open communication with all stakeholders and willingness to be present in buildings.
- They should love kids. They should aspire to be a light kids can feel safe following on the path to completing their education and moving into the next phase of their lives, whether that's a valuable trade or pursuing a degree. We see Mr. Tapia almost every day - I see him interacting with the kids, as a parent who rarely enters the school. He knows the kids, and the kids know him. They know they're safe with him, and that he's working to make their lives better.
- Should have taught in the classroom before Interacts with staff and students Continues to value small town and sports Allows for more to have leadership roles or expand HR for more roles
- Good logical thinking ability, strong conservative Christian values, strong leadership skills that listen to the needs of the community. Thank you!!!
- A love of our community, children, strong personality, kind, smart and hardworking.
- High visibility, ability to listen beyond the generic arguments, keeping the status quo of great education that parents actually feeling comfortable sending their kids to
- I would like a superintendent that shares my America first values and is strong enough to stand up to the state and federal governments pushing a woke ideology onto our children.
- Mr. Tapia has been phenomenal at forging bonds with the students. His presence is noticed by all in the schools. I want to see these relationships maintained with the kids and the community. In addition they need to be invested and present in the community as a whole.
- Listening to the community and understanding the needs and wants being shared. Strong communication with the teachers, parents, students, and community. Having a physical presence. We are not a big town and do not want to be treated the same as big town schools. However, we aren't entirely unprogressive either. So understanding the culture of Eaton would be nice. Team building and making sure the schools and staff all work well together. Good at problem solving. Being flexible, but also being a strong leader.
- Honest, conservative, Christian, high standards of morals and values, down to earth, someone relatable
- High visibility, ability to listen beyond the generic arguments, keeping the status quo of great education that parents actually feeling comfortable sending their kids to
- Willingness to listen to people and willingness to directly address issues
- They should be open minded to societal shifts, but grounded in maintaining the small town values.
- Honest, hard working, strong communication skills, personable, involvement in every day activities, strong leadership qualities, open to feedback, takes action when problems arise, strong problem solving skills, love for children

- We are growing! The foundation and heart of this town is amazing and like no other I have seen. We are strong and proud! We need to keep the small town heart and vibe going, all while growth is happening. I would like to know, meet and see the superintendent. See them active within the community and school events. Skills of money management, safety for the kids, transparency of issues. Finding teachers is a struggle but we need to find the right ones not just teachers to fill the hole. Many new teachers are straight out of school, which is great but I would like to see more accountability in overseeing these teachers. It feels as a parent they are placed into a classroom and not much oversight/ mentoring happens. The accountability in these teachers need to be just as much as the accountability to the students to get things done. If they can't keep up with homework and grades but expect the students to, then maybe the work load needs to be reconsidered or their classroom management.
- Kind, embrace the small town, be able to think outside the box,
- Present among the community. Knowledgeable about state-wide education issues. Aware of the kind of community Eaton is. Meaning conservative and ag based.
- Here to maintain a healthy learning environment for our children.
- Conservative, be a great leader, care about the district
- Friendly, willing to be involved, be open to communication
- A confident, competent leader who understands the town of Eaton and our history. They should be a person who has a vision that keeps in mind the past, present, and future of our community and does not wish to make a change to bring in a new, unproven system.
- Open communication with the community seems to be key, both for superintendent and principals and other administrators.
- Open to hearing people's struggles and opinions with patience and understanding. Clear communication across the board.
- Someone who thinks outside the box to find grants to help the school district succeed. Companionate, caring, not afraid to stand up for the teachers, which make the district run.
- First and foremost, they should be an advocate for the children. Second, they should be an advocate for their teachers and their staff. They need to be kind and compassionate, but also stern. You can't be everybody's friend and unfortunately this community needs a great leader in the school district; one that advocates for not only Their teachers and their students but for their coaches. The superintendent should be morally sound. We don't need big city junk in our town.
- Empathy but also the backbone to enforce policies and procedures. Courage to stand up to parents who are out of line. The same values and morals that the vast majority of this town possesses.
- Good listener. Decisive. Involved in the community. We are spoiled to a superintendent who is out in the schools vs. sitting behind a desk.

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).

- Football
- Football
- Student activities in schools and sports

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).

- Off hours
- Off hours
- Off hours

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).

- Homework
- Homework
- Hats and

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).

- Be cool and chill
- Be cool and chill
- Be cool and chill

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).

- Our community supports our students and schools. They also strive for excellence in all they do and expect the best from all constituents.
- I love the small, close community that continues to hold and value traditions, as well as supports agriculture.
- Our community supports our students and schools. They also strive for excellence in all they do and expect the best from all constituents.
- The Eaton community is supportive of both school and extra curricular activities.
- We are a family. We are all Eaton Reds and all kids are our kids!
- Eaton is a supportive community who values the traditions and high expectations that Eaton is known for.
- Close knit Involved Fun events School is major part of community
- 1) Passionate Stakeholders 2) Established traditions 3) High expectations
- Eaton is such a great community. My parents were raised here and went to Eaton, as well as my sister and I, and my daughter will soon attend Eaton schools. I love the tight-knit and supportive community we have, and I really feel like children are a priority in our community.
- Community Involvement. Supportive of school's efforts. High expectations academic / athletic / extra circullars.
- There is a reasonable amount of community support towards our school. Though this has gone down in recent years, it still is there. The town is small and generally quiet.
- We have a very involved community that wants to continue to see Eaton succeed in all faucets. We strive for excellence in all aspects. We are connected to so many people in so many different ways and are about connections.
- It's a small community that educators and community members know one another. Eaton has a sports community as well as offer opportunities for elementary students to visit the high school students for events. It's a wonderful small town feel.
- Small town Family values
- I love that even though our town is growing we still hold true to our small town beliefs and traditions. We help one another when in need and we still know most of our community by their first name.
- Hardworking, focused on excellence
- Parent involvement is high. Local business supports the school.

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 school ensures that students get a variety of skills from traditional academics to career readiness. Having a hands on learning in middle school and high school allowing students to find their talents.

- Galeton has an incredible system in place through Leader in Me that has proven to increase academic performance, as well as decrease behaviors. Furthermore we strive to achieve push in education, rather than pull out for small group, and focus on our data.
- Our school ensures that students get a variety of skills from traditional academics to career readiness. Having a hands on learning in middle school and high school allowing students to find their talents.
- Our schools strive to provide a top-notch education for all students. Teachers and staff truly want the best for our students.
- Teachers, parents and kids are all stakeholders. Our voices are heard. We have high expectations and love our kids.
- We have wonderful teachers and support staff that strive to always reach the needs of every learner.
- Great sense of community Strong connections between schools since we are so small
Pride in our schools Parent involvement and support
- 1) Many high-level teachers willing to go above and beyond their contractual agreements
2) Students willing to be excellent 3) New facilities
- I work at several different schools and each have their strengths, but overall, I feel like all the staff members at each school work as a team with the students as their number one priority. I believe everyone works hard to make students feel welcome, safe, and cared for while they are at school.
- Quality teachers committed to students success. Good mix of newer educators and veterans.
- The administration in our schools is strong and allows for employees to be free and supported.
- We believe in connections and relationships. We strive for excellence within each student (it doesn't have to be academics based). We do what is best for students. We work as a team/family to help all students succeed.
- Schools offer rigorous efforts for all students and encourage students to be athletes. Schools trust teachers and do not micromanage the classrooms.
- We care about the person as an individual and are willing to step up when they are in need. We are intentional at keeping our schools personal and not corporate feeling.
- High expectations, Leader In Me, focus on education and not politics
- There is a lot of pride in the schools. There is a lot of support for the sports programs and CTE programs

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).

- Families are very supportive of their children but can also not see the big picture and need help seeing how education in our schools help all students learn and grow.
- Sometimes there is no equality between Eaton and Galeton. In the past Galeton has been left out of several events that took place in town. We need someone who continues to see Galeton and advocates for them.

- Families are very supportive of their children but can also not see the big picture and need help seeing how education in our schools help all students learn and grow.
- There is no way to please everyone. With high expectations from schools, there are also high expectations from parents.
- The biggest issue I see as a member of this district is that we are moving further away from those high standards and expectations that have helped Eaton succeed in the past. I feel like we are leaving behind what has worked and have started to shift our focus to what is trendy. There are certain administrators who are making changes to curriculum based on current trends and not listening to the needs of teachers, students, and parents.
- Large class sizes at elementary level Low pay compared to other districts for teachers and employees Desperate need for more para support in schools
- 1) Way too many personal agendas at the administrative level 2) New families in the district bringing in problems that the school is unprepared to handle 3) Turnover/burnout- there are teachers that the district would struggle to replace
- While being a tight-knit community is great, sometimes it can lead to its own challenges. Being aware of these challenges and being able to be good at speaking with people and de-escalating situations I feel is very important.
- Community / parents can be demanding, and they want visibility. At times, the chain of command is a challenge as many parents go straight to admin when problems arise. Politically mainly conservative.
- The staff pay is low. Teachers don't want to stay unless they live here or are from here. 4 day work weeks is a regular conversation amongst staff.
- Sometimes we are unable to change and grow because we don't see the other things that are out there. Sometimes I believe there are hidden agendas when hiring candidates (they have personal motives for hiring instead of looking at the pool and really who would be best for the job).
- Pay needs to be looked at. This is a continuous problem among surrounding districts and we often lose good teachers because of this.
- We need to get class sizes down We need to keep the teachers who are doing their jobs and try to get them to stay
- There has been some lost trust between the district office and the staff when it comes to chain of command and parent/teacher support. There has also been conflict around how the bond money was spent after teachers were recruited, they went door to door to personally recommend the bond based on what they were told by the DO the funds were going towards only for the bond to pass and the money to not go where it was said to be going. It humiliated the teachers and put a wedge between them and the DO.
- There are a lot of internal politics that are more focused on the "who's who" of Eaton instead of what is best for kids.
- It may be hard at first to be accept into the tight knit community. It takes time to become one with the community. The community can be a little judgmental.

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 ability to be honest and direct for the best interest of the school not the squeakiest complainer. They need to trust the professionals that are employed in the district and support the academic and social growth of students.
- Must hold strong, traditional values of a small town. However, with sports being so big in Eaton, they must hold athletes and coaches accountable.
- The ability to be honest and direct for the best interest of the school not the squeakiest complainer. They need to trust the professionals that are employed in the district and support the academic and social growth of students.
- The new superintendent should be a team player, visit all schools as much as possible, and make themselves visible in the community.
- Caring, willing to do the work and be present in the schools. To give kids high fives and know their names. To listen and to understand that this job (teachers and students) is hard and it takes a million parts to make it work.
- It would be good if the new superintendent came from a bigger school district to help Eaton as they continue to grow, to put things in place to help ease the growing transition.
- Someone who is honest and straight forward. Who isn't going to come in and revamp everything, but instead build upon and help improve the strong foundation of tradition and high expectations that Eaton is known for. Someone who is approachable but will also stand their ground when needed. Someone who values the input of teachers, parents and the community.
- Empathy for teachers and staff. It is so vital that a superintendent understands that the better they take care of us, the better we can do for students. Things that were in place with our previous superintendent that were great for morale was: Sending messages at the end of particularly long weeks or times of the year/ teacher workdays letting us leave early/ ASAP. Doing everything within their power to get us raises to keep up with inflation and other district's pay scales. Coming in and physically helping at the schools. Flexible dress code so we can express ourselves. Positive attitude and kindness.
- 1) Align their goals with the administrative team. Hold administrators accountable. 2) Have an action plan from day 1. 3) Separate personal relationships from the job.
- I think someone who sees the value in all the different positions and teams there are in education is really important. We all play an important role in a student's education and we are all needed to help students be successful at school. I also think someone who leads by doing is important. Jumping in where help is needed, even if it isn't their job, shows a great deal of leadership.
- Personable, outgoing, supportive of all programs in school and out of school, visibility, commitment.
- Communication, transparency, being seen (be present at the schools)
- Communication with all staff and community, seen in the buildings, understanding of how elementary schools work and operate (because they are very different than secondary education), keep a small district in mind when making decisions (we don't want to be a big district).

- Come from a small town and values the small town community. Allow for teachers to voice opinions. Be in the community and in the schools and celebrate your teachers.
- Listen and not just go off what parents say get the whole story. Be open to a 4 day work week Let teachers teach please do not let parents run this district
- Transparency, good communication skills, small town living experience, kindness towards others, understands the importance of chain of command
- They should be skilled in handling small town politics while experienced enough with bigger districts to prepare for where our district is headed. Having someone with experience from a bigger district will help us know what systems we need to put in place.
- Its a small district, they should be able to learn the first name of all the teachers. They need to be supportive of CTE programs and want to envision expanding the programs and ideas for improvement and growth.

Survey Monkey Results for Eaton School District

September 2024

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

2 Traditional Chinese Responses

Administrators

No Responses

Community Members

No Responses

Classified Staff

No responses

Parents

Tell us the good things about your community. (This information is used to help us recruit quality candidates.)告訴我們您所在社區的優點。

(此資訊用於幫助我們招募優質候選人。) Gào sù wǒ men nín suǒ zài shè qū de yōu diǎn.
(Cǐ zī xùn yòng yú bāng zhù wǒ men zhāo mù yōu zhì hòu xuǎn rén.)

- It is very family focused. Conveniently located to all necessities but still has a small-town feel. Everyone comes together in times of need and looks after their neighbor. It feels very safe.

Tell us the good things about your schools. (This information is used to help us recruit quality candidates.)告訴我們你們學校的優點。

(此資訊用於幫助我們招募優質候選人。) Gào sù wǒ men nǐ men xué xiào de yōu diǎn. (Cǐ zī xùn yòng yú bāng zhù wǒ men zhāo mù yōu zhì hòu xuǎn rén.)

- Very friendly staff and highly educated teachers. Great communication and very organized.

What issues should the superintendent be aware of as he/she comes into the district? (This information is shared with the final candidates.) 區長進入轄區時應注意哪些問題？（此資訊將與最終候選人共享。） Qū zhǎng jìnrù xiáqū shí yīng zhùyì nǎxiē wèntí? (Cǐ zīxùn jiāng yǔ zuìzhōng hòuxuǎn rén gòngxiǎng.)

What skills, qualities or characteristics should the new superintendent possess to be successful here? (This information is used as we screen potential candidates.) 新主管應該具備哪些技能、特質或特質才能在這裡成功？（此資訊用於我們篩選潛在候選人。） Xīn zhǔguǎn yīnggāi jùbèi nǎxiē jìnég, tèzhì huò tèzhì cáinéng zài zhèlǐ chénggōng? (Cǐ zīxùn yòng yú wǒmen shāixuǎn qiánzài hòuxuǎn rén.)

- They should be driven and remember that Eaton strives to be the best they can be at everything they do. Expectations are very high in the community for greatness.

Students

Tell us the good things about your community. (This information is used to help us recruit quality candidates.)告訴我們您所在社區的優點。

(此資訊用於幫助我們招募優質候選人。) Gàosù wǒmen nín suǒzài shèqū de yōudiǎn.
(Cǐ zīxùn yòng yú bāngzhù wǒmen zhāomù yōuzhì hòuxuǎn rén.)

- Football

Tell us the good things about your schools. (This information is used to help us recruit quality candidates.)告訴我們你們學校的優點。

(此資訊用於幫助我們招募優質候選人。) Gàosù wǒmen nǐmen xuéxiào de yōudiǎn. (Cǐ zīxùn yòng yú bāngzhù wǒmen zhāomù yōuzhì hòuxuǎn rén.)

- Off hours

What issues should the superintendent be aware of as he/she comes into the district? (This information is shared with the final candidates.)區長進入轄區時應注意哪些問題？ (此資訊將與最終候選人共享。) Qū zhǎng jìn rù xiáqū shí yīng zhùyì nǎxiē wèntí? (Cǐ zīxùn jiāng yǔ zuìzhōng hòuxuǎn rén gòngxiǎng.)

- The large amount of homework that needs to be cut back

What skills, qualities or characteristics should the new superintendent possess to be successful here? (This information is used as we screen potential candidates.)新主管應該具備哪些技能、特質或特質才能在這裡成功？ (此資訊用於我們篩選潛在候選人。) Xīn zhǔguǎn yīnggāi jùbèi nǎxiē jìnéng, tèzhì huò tèzhì cáinéng zài zhèlǐ chénggōng? (Cǐ zīxùn yòng yú wǒmen shāixuǎn qiánzài hòuxuǎn rén.)

- Cool and chill