

Stakeholder Input Report for

Yuma School

District-1

Yuma, Colorado

submitted by

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**Yuma School District-1
Yuma, Colorado
District Stakeholders Report, October 2024**

Executive Summary

On September 30th, Dr. Randy Zila, a consultant from McPherson & Jacobson, met with various district stakeholders to gather insights for the selection of a new superintendent. Approximately 69 individuals contributed their thoughts during these meetings.

This report begins with an Executive Summary highlighting the major themes expressed by participants. Following this summary, we provide a comprehensive compilation of feedback from all groups and individuals in response to the four key questions posed. The final section includes responses from an online survey, which garnered 35 submissions from the Yuma School District Community.

Responses from the online survey are presented exactly as provided, including any grammatical errors or misspellings, to preserve the authenticity of the feedback. Both English and Spanish responses were collected, and all profanity and personal references have been redacted for clarity. Additionally, the report features graphs illustrating the distribution of input from online stakeholders, along with "word clouds" that highlight recurring themes in the responses.

Stakeholder Group Responses

Name of Stakeholder Group: Yuma Administrators 9/30/24 (11)

Tell us the good things about your community

- Tight community
- Support for kids
- Everyone knows each other
- Community supports the schools in all activities
- The connection and involvement to the schools is important
- Community works through difficulties
- It is a very resourceful community
- The community supports individual families
- The community is willing to provide funding and resources
- Can be very vocal at times
- Great place to raise a family
- Relatively safe
- Agricultural community
- A lot to offer families
- Supports most at-risk population
- Multi-cultural
- You can always find someone to connect with
- Local businesses support community and schools
- Finding housing can be difficult
- Very accepting
- Very rural and small town

Tell us the good things about your school

- Students are very accepting about outside students coming in
- High school has a low turnover rate of staff
- The students are wonderful
- The pre-school has a low turnover rate
- Strong school safety program and SRO
- Each school has a strong administrative team
- For being a small school, we offer a lot of programs and opportunities
- A lot of student support
- Schools value learning
- We meet kids where they are at
- We see a lot of growth in our students from P-K to 12
- SRO connects to kids
- Kids can find opportunities that they want to do
- Teachers and staff go beyond what is required
- The willingness by staff to jump in and help wherever
- Staff get things done the Yuma way

- Strong professional development, especially on safety
- Schools have an app to notify people to communicate

What are the challenges the new superintendent might face coming into the district

- Retention of staff
- Communication between buildings can be better
- Facility usage and acceptability
- Salary for staff
- SRO positions grant is running out
- Taking time to understand preschool roles and the roles in each of the different schools
- Understanding the bilingual community
- Half speaks Spanish
- Demographics and support don't match
- Transportation needs are not being met, not enough drivers

What do you want to see in the qualifications and skills of the new superintendent?

- Have an open-door policy
- Someone who is easy to communicate with
- Someone who can answer questions
- Have a good character
- Be a good leader and be strong and take action
- Someone who is interested in the staff
- Students first
- Someone who values and understands at-risk students
- Someone who understands the mental health needs of staff and students
- Visibility is very important in the buildings and other activities
- Someone who understands finances
- Understands how to build good relationships
- Knowledgeable of rural communities
- Should have teacher/principal experience
- Family oriented
- Is very knowledgeable about school law

Name of Stakeholder Group: Yuma Teachers/ Staff 9/30/24 (58)

Tell us the good things about your community

- Community support for the schools
- Small town rural and agricultural
- Small town/old fashion values
- Tradition
- Safe to raise a family
- Very welcoming to newcomers
- Large percentage of people who leave for college return to community to raise family
- Finding funds for students in need
- Community supports people facing tragedy “Yuma strong”
- Close knit, generous in all ways
- Resources for kids with special needs
- Culturally diverse
- Non-profit resources are great
- Faith based community
- Resourceful community

Tell us the good things about your school

- Amazing/seasoned teachers
- New teacher support
- People feel welcome
- Highly trained staff
- Nice facilities
- SRO program
- Amazing IT director and support
- Lots of opportunities (sports, clubs, music, art)
- Teachers go above and beyond
- The AG program
- The watch dog program at the elementary school
- People that can write grants
- Great parent support
- Willing to be involved and step in when needed
- Class size at the elementary school
- Safe

What are the challenges the new superintendent might face coming into the district

- English language learners
- School schedule/PE days
- Teacher moral
- Understaffed
- Hard to replace people
- Need for more qualified teachers

- Retention/recruitment
- Funding
- Class size
- A need for communication/transparency
- A need for communication between all the schools
- Need more social emotional support
- Transportation and finding drivers
- Allowing flexibility for all building principals to have more autonomy

What do you want to see in the qualifications and skills of the new superintendent?

- Be part of the community
- Be visible
- Teacher experience K-12
- Be visible in the buildings
- Experience an innovative pedagogy and methods
- Flexibility
- Understanding the needs of each building
- Value the opinions of the people in the schools/teachers
- Be approachable with staff, parents and community
- Visionary see big picture and future
- Open to new ideas
- Passionate about their job
- Not a steppingstone to retirement or elsewhere
- Understands the rural way of life
- Willingness to learn and have shared values
- Someone who supports the staff and advocates for the staff
- Someone who listens to understand
- Someone who collaborates
- Someone who has good references and background

Survey Monkey Results for Yuma School District-1

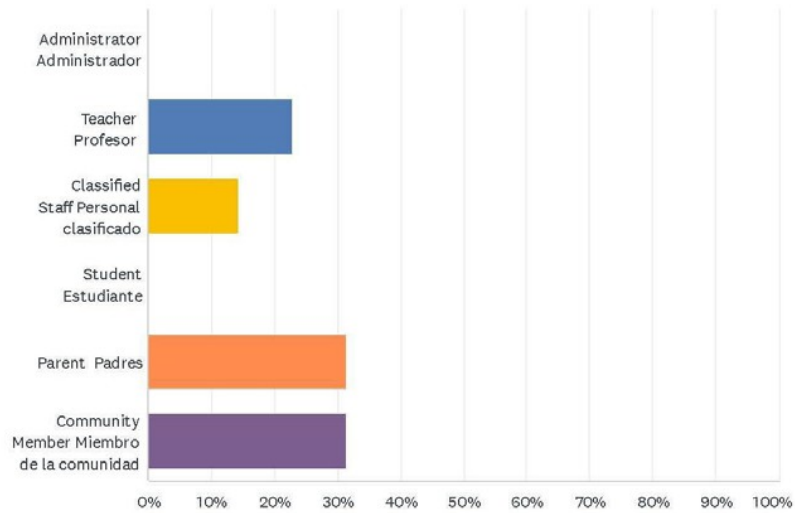
October 2024

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

35 English/Spanish Responses

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

Answered: 35 Skipped: 0



ANSWER CHOICES	RESPONSES
Administrator Administrador	0.00% 0
Teacher Profesor	22.86% 8
Classified Staff Personal clasificado	14.29% 5
Student Estudiante	0.00% 0
Parent Padres	31.43% 11
Community Member Miembro de la comunidad	31.43% 11
TOTAL	35

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).

Small close knit everyone place lot help Yuma care families Small town
school feel community students support children
great tight knit need lives supportive involved sports look activities

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).

Well schools good willing support staff kids teach work need
teachers help students good schools community
staff want cared hard

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).

also community teachers work issue think staff enough
students kids needs support school high school
parents

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).

see teachers time also make budgets know superintendent students
support staff ability school good community happening
need building go able willing community Willing district Someone

Administrators

No Responses

Community Member Miembro de la comunidad

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

- Community is very generous. And when needed step up to help each other.
- small town feel very supportive community generous with funding and volunteering
- Community involved in everything good and bad at the same time.
- Yuma is a thriving rural community who serves a wide shopping area beyond the school district's borders.
- It's a close knit community. We're there to help each other in times of need or crisis. The community ballfields are beautiful as is the walking path at the hospital.
- This is a very safe community. There is a great sense of trust between citizens.
- Small community, we care about our children.
- It is easy to get the community to support whatever initiative the school is trying to promote.
- We help each other and are concerned about our children's success. Half of our community is Latino, a great benefit.
- Look out for each other in times of need.

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).

- Students are friendly, respectful and happy. Staff is hard working, want students to excel, and work together well.
- Teachers work extremely hard to help students. Amazing dedicated staff.
- good teachers who want to be here nice buildings people who are willing to help
- Students treat others with respect. Low turn over rate for staff in most buildings
- The school has been well served by the current superintendent who is leaving a district in sound fiscal health with the schools being in good physical condition.
- The school spirit/pride is evident. The students, staff, and community are there to show Outlaw pride. Students are cared for from the moment they become an Outlaw from Pk-12th grade. The younger students look up to the older students as role models not only in the classroom, but also in extracurriculars.
- Involvement at our schools is very apparent
- Kids are well equipped for the future.
- Facilities and the current financial status of the district are exceptional.
- Our schools have life long teachers engaged in the community and who care about student success. We need more Latino teachers.
- Great students.

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).

- Yuma has a real drinking problem - students and parents. There are students who come to school drunk. Parents who attend events drunk. This is unacceptable at all levels.
- We have four different schools, while there needs to be consistency, the needs are different. What works for a elementary student is very different from a high school student.
- Good old boy setting from some admin. Security and safety of the buildings People in the community, board members, staff and admin. thinking that they can use the school anytime for whatever they want. Drugs and alcohol are an issue Parents allow under age drinking and
- Most of the Spanish speaking students are bilingual, but hardly any English-speaking parents or students know any Spanish. Conversational Spanish would help everyone here in the Yuma area who depend upon and work with Spanish employees and customers.
- Retirement of staff and the struggle that it's going to be to find qualified staff. The filling of holes in teaching positions that have been left unfilled for a long time now. Transportation!!!!!!
- In the high school, there is a great need for more intense ELL services for newcomers, as well as an RTI team. There is also a need for some sort of required tutoring for students who fall behind, even if the student is not an athlete. Funds are not as available for academics as they are for athletics.
- Continue to inspire the kids for the future
- Academic performance is lacking as well as instilling pride in being academically successful. I'd love our new superintendent to be as prideful about academics and athletics.
- Teachers do not appreciate micromanaging, and they would like support to see the community grow. The community is half Latino.
- Deep divide between races at some levels. Some parents relive their past through their children and it can get ugly.

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).

- Community minded individual who puts students first. If changes are not going to benefit the student, why is the change happening? Should it be happening? Staff who are not willing to help students be successful should not have a seat at the table. Coach the staff to help them understand the students come first. If it doesn't work, let them go. Yuma Schools need to be all inclusive - a place where every student feels welcome, wanted, valuable, and capable of success. Make things happen - don't check boxes to check

boxes. Check boxes to make great things happen. Do not let the name of a student/parent/staff member dictate how you treat them. We are all equally here to learn and names should not play a role in discipline, rewards, etc.

- Be visible in the community. Willing to support staff. Don't be here only for yourself.
- Want to be a member of the community. It would be nice to see them buy groceries, gas and do other business locally. Attend some community things outside of the school so people can get to know them. Get to know your people, be visible. Communication. I can still name my superintendent from when I was in high school. Most of our students couldn't even name our current superintendent.
- Do not be a YES man or good old boy Hold admin and staff accountable Should be someone NOT from the area or have ties with the community. To many good old boys around.
- Every superintendent is faced with difficult tasks sometime in during their tenure. Being able to communicate with the public is essential
- Clear and open communication Listen to community and STAFF!
- Optimism, inclusion, encouragement, a desire for parent involvement, and openness to listen to community members and school staff.
- Open to communication. Someone who actually is in the schools, not just in his/her office.
- The ability to mentor building leaders how to instructional coach. We have a hard time getting teachers to us but when we do, we have a unique opportunity where we can mold them to be successful educators for a long time.
- Latino would be great. They need to support teachers.
- Ability to cross cultural divides and old prejudices. Understand that reaching out Mexican community will cost money.

Classified Staff Personal clasificado

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).

- en una comunidad unida apoya a las escuelas y a los estudiantes son muy amistosos - in a close-knit community supports the schools and the students are very friendly
- I am not a member of the community, however, my spouse is a coach and we are heavily involved in the community activities. The community support of staff and students is good. We have a lot of wonderful families in the area. We also have great community resources.
- We are a small town community, traditional with conservative values. We have a caring community.
- Yuma is a community that supports one another especially at the school level. When the school is in need the community really steps up to get students and staff what is needed to be successful. The community is great at keeping up with current trends and keeping people involved. We have great stores and businesses that support everyone in the community.
- Tight knit- everybody knows everybody. I feel safer here than anywhere else I've lived in Colorado. We have a lot of pride in our town and like it to look and feel like a great place

to live. Our community is very supportive of the school district, which shows by the high numbers that attend various school events and the large sums of donations that come in for various activities and fundraisers.

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).

- tiene oportunidades para trabajos en el verano - has opportunities for summer jobs
- Outstanding leadership and support staff. Very high moral. YMS - Strong leaders, teachers that provide extra time for duties not assigned to them. Wonderful support staff. YHS - Beautiful facilities/CTE wing.
- For the most part, we have great staff (classified and certified).
- Our schools have great facilities that have been upgraded or redone and staff who take pride in their school. Our budget is healthy and staff who work hard to keep it that way.
- Caring and committed staff. The kids are pretty amazing too! We have teachers that truly care at all levels, some of the most amazing support staff that work very hard, and an SRO that helps us feel safe. The kids are very involved in everything from drama club to football.

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).

- la falta de manejadores para camiones y falta de maestros - lack of truck drivers and lack of teachers
- I am concerned with hiring someone from the community. Our current Superintendent has done a wonderful job in guiding our District into a wonderful financial situation, she has the ability to grow and advance staff by sharing her knowledge of the educational system. I'm concerned that the safety measures we have worked so hard to put in place will be disregarded or found to be less important. Safety is a huge concern. Certain staff who constantly complain and spread negativity that reaches our students is a big concern as well.
- I'm not aware of too many issues. I think the older wing of the middle school will need to be updated in the coming years. One issue that I feel needs to be looked into is IEP's for students with those needs and that accommodations are not always followed.
- The main issues are not focusing on student academics. It is always said that Yuma only cares about sports and I believe that isn't the case. The students who are involved in sports usually perform well in school and on assessments. I think the student's who do not participate in sports are falling behind because we just pass students on through each grade. I also see a problem with some administrators not actually holding a principals license. I just don't think they are being properly trained in an administrative role. So I think that things are slipping through the cracks and we just move on to the next issue.
- This town is obsessed with sports, especially basketball! It's not necessarily negative, but sometimes other activities take a back seat to athletic events. There is also a lot of negativity that tends to ignite on social media over very trivial issues.

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).

- escuchar las necesidades de los maestros y la comunidad - listen to the needs of teachers and the community
- This one is hard for me. Mrs. Chrisman has been a mentor. She has taught me the importance of being consistent and how to use my voice. I think voice of reason is needed in this position. Giving us the support and confidence to be good leaders within our own field. Hold true to your word and not be a fence rider. Being strong enough to stand your ground when things get rough.
- Would like to see a superintendent that is involved in the community and transparent with the community and staff. Needs to be supportive of all staff (including classified). It takes everyone to have a successful district.
- Knowledge of a smaller school district, knowledge of school budgets, knowledge of curriculum, knowledge of school law. I would also like to see someone who is involved in the community and makes Yuma their home. Someone who goes to restaurants, shops at our stores and attends events outside of school. Someone who actually knows our students and staff on a personal level and doesn't just know students/staff because of discipline issues. Someone who visits the schools on a regular basis so see what is actually going on during the day.
- They need to be a leader that is positive and leads by example and is willing to coach admin on how to be effective in their roles. They also need to be assertive when necessary with both staff and the community, but be willing to compromise when it's appropriate. Good budgeting and financial skills. Trusts staff to do their jobs and support them (does not micromanage), but steps in when there's an issue or they need guidance. Attends functions that the school puts on and has a presence in the community. "Thick skinned" to handle the negative social media comments that tend to come up from time to time.

Parent Padres

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 is very invested and supportive of our kids and our schools. The superintendent must be a fully vested member of the community who can show that they care about how much the schools are integrated into the whole fabric of everyone's lives.
- Agricultural based, comes together for people in need in the community, rallies behind sports teams and school functions
- Small town friendliness.
- Small town laid back atmosphere.
- The community is small and needs a superintendent who works with the families and not against. We need a superintendent who will advocate for our children instead of going on a witch hunt and using them as examples!
- Is a very close and tight community.
- The community is extremely supportive of all youth activities. From school sports, to church groups, to Girl Scouts and dance, there is never a doubt that any will be successful.
- We have a very tight knit community where everyone knows everyone. It feels like a family.
- It's a small community that is close knit. Very agricultural oriented.
- Yuma is a very tight knit community that comes together and supports each other through all aspects of life. Yuma is a place to settle down and raise children. It is a place where if you need a lending hand or a cheerleader on the sidelines you don't have to look very far.

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 schools are inter-connected. Families have kids in all schools. The high school kids enjoy volunteer work, mentoring the elementary kids.
- Some of the teachers work really hard for the students. Everyone is caring and willing to work with the students to get them the help that is needed.
- Excellent teachers
- Teachers are awesome! Students are exceptional!
- The schools are in good condition, I feel, with a strong teaching base of experienced teachers. W
- Currently nothing. The teachers are under paid, not appreciated or supported
- They are safe from shooters.
- The teacher retention is good. It is nice to have that consistency and stability.
- It's a safe place where we can send our kids to learn and be loved. As stated above, we are a very close, tight knit community.
- Smaller school which is good for our kids. More one on one with teachers and students.

- Yuma schools are always looking for better ways to serve students across all criteria. Within the Yuma school the teachers and staff together create a safe place for students to learn, feel cared for, and be successful in multiple areas!

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).

- Communication from the school to parents is not always consistent. The tools are all available, but parents often have to search things out or ask about them, rather than the school keeping up with regular information (like a more helpful school calendar for everyone).
- High staff turnover/not enough teachers to teach the students that there are. Slow process of getting students recognized as needing extra help.
- Be prepared to spend an enormous amount of precious funds on ELL and. Send everything home in 2 languages too. More ink, toner and paper. And remember that the Superintendent works for the Board of Education, not the other way around. The position is not Dictator.
- Inflation has made budgeting difficult over the past few years. Also being able to advertise and keep students is also an ongoing problem with rural schools.
- All of our kids learn differently, they should be aware of small communities and know they are here to better the school district and not put it down and make it a lighting stock or surrounding school districts. Our teachers need to be supported and not continually told they are not doing enough. They don't get paid enough to do more. Remember our kids are all different and special needs are ok and not to make a big deal to have those kids shipped off. Instead get with the times and make accommodations and support families.
- Bulling.
- A few of the tenured teachers (one in particular) at the middle school are doing more harm than good. I truly believe they are there to catch a paycheck. Their unorganized ways are discouraging not only to the parents, but absolutely to the students.
- Vaping is a big issue with middle and high school kids getting them. The local Police Dpartment has done a really good job with trying to combat the issue but it is still an issue.
- Teacher retention and staff morale. Also it's important to always be aware of our Yuma hometown values.

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).

- People person, organization, care for the community, responsiveness to concerns, and awareness/recognition of the fact that the public cares about our kids learning and wants to know what is happening.
- Leadership, financial background/budgeting, be personable, willing to work with the school board on any number of items to better the school.
- Should be approachable, visible and available. Should spend time in every building during school hours. Should welcome input and ideas from all staff and students. Should be part of the community. Should always have best interest of STUDENTS as the focus.
- Being able to get the most out of limited budgets. Being a good people person as the superintendent would be able to get to know all of the employees in a smaller school district.
- Be a parent, know hat they will never be with what they are being paid and that this job is not about the numbers and scores but rather the children and the support of them and the schools.
- Love kids.
- Willingness to listen, transparency, present in the community, put students first, supportive of staff, make staff and students excited to go to school
- Be able to make connections with the students and parents to build trust and respect, bring the school together even more and start doing more as a whole k-12, loosen up a bit and have more fun, make learning fun again - not like a job!
- Needs to be small town mindful.
- Honesty, charisma, strong character, community driven, knowledgeable in the ever changing world of education including the science of reading!

Students

No Responses

Teacher Profesor

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 tends to be pretty tight knit.
- Community is very into high school sports
- Yuma is a progressive agriculture community. Lots of families have been here for generations. A lot of former students go off to college and return to work and raise their family in Yuma
- There is a lot of positive support from teachers and students.
- Sports and agriculture are important.
- Family support and activities, many volunteer opportunities, community rallies together to support causes and schools
- Small, reasonably close knit, more comfortable is fashioned values as compared to the front range

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).

- I enjoy the people I work with.
- The three schools seem to work well together
- The best thing about our schools is our Teachers and support staff. They give a lot to the students.
- Many of the teachers work hard to teach students and many are willing to go above and beyond to help students and their families.
- Room to grow. Teachers want a leader that is honest and willing to listen to concerns. That communicates well and efficiently with staff.
- Teachers have passion for what they teach and can teach their passions, teachers support students and families, teachers are willing to try new things to meet the needs of students, students are willing to learn
- Small, close knit. Teachers are able to catch problems (academic or social) early many times.

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).

- Challenges for the new superintendent may be - retention of paras (difficult work and low pay) -low numbers of substitutes (staff feel they can't be absent even if they are sick because there may not be a substitute available) - low number bus drivers
- We have some parents that think they can push their way to telling teachers or principals what to do.

- Very small community with limited entertainment
- There aren't enough resources for teachers to use in their classrooms. Materials in the classrooms are not of high quality.
- Communication and common sense!
- Nepotism has been an issue, unfair treatment of staff/teachers, teachers have been given a lot of jobs beyond the classroom as a default, transparency needs to be transparent, large class sizes, not enough support staff and not enough training for support staff, additional staff often goes unchecked which causes issues for the district and property
- A need for teachers. This community is growing, and the current administration seems apathetic in addressing teacher needs.

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).

- They are good with a budget. They need to be decisive and not back down.
- Someone that looks out for the students above all else
- The new superintendent should be able to connect with the students and staff. They need to be a visionary to see what is coming and how it will effect our school & community. They need to have at least 7-10 years of teaching experience and 7-10 years admin experience.
- Understand and support all teachers and all students. Be present in the schools and the community.
- Talk and be visual at all buildings. Open to suggestions and really look at them honestly.
- Allow teachers to focus on teaching, monitor, maintain and enforce rules and policies for admin and office staff , be present in the schools and the community, understand and regulate the money in the district, look into matters yourself and cross check those making decisions, be honest and make decisions
- An ability to stay active in the recruitment of skilled teachers. Also, an ability to embrace change, but an added ability to go about it gently.