

Stakeholder Input Report for

***Julesburg School
District
Julesburg, Colorado***

submitted by

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Executive Summary

Search consultant Dr. Norm Ridder facilitated three meetings on Wednesday, January 8, 2025 with Julesburg School District stakeholders representing students, staff, parents and community. In total, 47 stakeholders participated among these groups.

Outlined on the following pages is an Executive Summary of major themes expressed by the participants followed by a listing of comments from each stakeholder group.

Executive Summary:

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

- Julesburg is a small community where everyone gets along
- Julesburg has traditional families centered on service and development
- Julesburg's primary economic base is supported by a rich ranch/farm culture
- Julesburg offers the amenities (hospital, grocery store, pharmacy, hotel, movie theatre, lumber yard, swimming pool, DMV and the streets are paved equal to a large community
- Julesburg is a safe, clean community
- Julesburg is a faith base community with many churches
- With two lakes close and hunting opportunities, Julesburg offers great outdoor recreation

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

- The staff is talented and understanding of student needs
- New facilities built to respond to student needs and future growth
- The schools offer the latest technology (one to one laptops and interactive e smart boards)
- The school's curriculum is supported by an online initiative to challenge student learning
- The school's offer many extracurricular activities including both athletic, speech, debate, drama and many others
- Special needs programs are excellent working both within and outside the classroom
- Students are always first in the eyes of the staff
- The school's offer a small student/teacher ratio
- The school district is in excellent financial condition
- The school district celebrates a high retention rate of its teachers and students
- The school district has a very supportive school board

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

- The Ovid-Julesburg athletic cooperative is a challenge by the adults in the community causing structure problems
- The county is experiencing high turnover of the sheriff's position
- There are many discussions around the four day/five day weeks
- The community has many low-income families
- The candidate is following a very popular/competent superintendent
- PreK through 12th grade students in one building can be a challenge
- The schools are experiencing a decrease in enrollment

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

- The person needs to be transparent and open minded
- The superintendent should be humble and yet confident
- The person must have a strong sense of community and be willing to live in a small community
- The superintendent should be able to hold themselves the staff and students accountable
- The person must have a solid work ethic with an attitude of getting things done
- The superintendent needs a strong **BACKBONE**
- This person needs to speak and write with clarity
- The superintendent must be a leader who is visible within the community
- The superintendent should be a team player who collaborates with staff
- The person needs to be personal, selfless and yet firm when a decision is made
- The superintendent must have a high level of business acuity.
- The person needs to have a moral compass
- The superintendent must build a continuous learning environment
- The person needs to be personal, visible and be a positive face of the district

Julesburg Student Stakeholder Responses (11)

Tell us the good things about your community.

- Everyone knows everyone in the community
- Community is very supportive of its families
- Very helpful community always sensitive to the needs of others
- High expectations to maintain the facility – especially the new facilities
- Anyone new to the community is received well and taken care of
- Healthy farming/ranch culture
- Very traditional families centered on service and development

Tell us the good things about your schools.

- Staff is very understanding of the needs of the students and community
- A flexible talented staff working with the individual needs of the student
- Excellent and well-maintained facilities
- Students held accountable to maintain (keep things clean) facility
- The latest in technology (lab top for each student and smart interactive boards)
- Dual enrollment with online programs to support the student's appetite for learning
- Many extracurricular activities meeting the many needs of the students
- Students are always First in the eyes of the staff
- Special needs programs are considered a strength
- Strong student and staff work ethic

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

- Some students are disrespectful of other students and staff.
- Students are assertive when things are not going well – they get things done
- Be cautious in maintaining new facilities (they are proud of their new facilities)
- The Ovid-Julesburg athletic cooperative is a challenge driven by the adults in the community causing structure processes
- A small percentage of parents have issues with the staff

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

- The superintendent needs to be able to take on new initiatives
- Superintendent needs to be collaborative
- Should be open-minded
- Need a good handle on finances
- Need to be visible in the community

- Should have high morals and values
- Needs a strong BACKBONE
- Need to speak and write with clarity
- Needs a hard work ethic
- Being selfless and go the extra mile
- Needs to be a leader with a humble personality
- A positive character (do not be a hypocrite)

Julesburg Staff Stakeholder Responses (21)

Tell us the good things about your community.

- Very supportive of schools by passing a major bond
- Small with town many amenities (Hospital, Grocery store, Pharmacy, Hottel, movie theatre, lumber yard, swimming pool, DMV, Paved
- A rich history (Pony Express, Native American)

Tell us the good things about your schools.

- Small student teacher ratio
- Wide variety of offerings
- Many extracurricular activities (Both athletic and clubs)
- Financially stable
- One on One technology
- High expectations and accountability for staff and students
- New school set to encourage future growth for community
- On going professional development
- Transparent of total program
- Quality Special Education Programming
- Quality student s and families
- High graduation rate
- Supportive school board
- High teacher retention

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

- The Ovid/Julesburg cooperative is a concern
- High county sheriff turnover
- Recruitment of staff
- Four-day school week compared to five day week (constant review)
- Pre/K12 system can be a challenge
- Following a reputable superintendent
- Lower income families
- Inconsistent social service support
- Some substance abuse in student's homes

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

- Strong sense of community
- Has a commonsense approach to decision-making
- Great Leadership
- Team Player
- Someone who wears many hats
- Approachable
- Hold staff and students accountable based on policy
- Has high level of financial acuity
- Builds a continuous learning environment for a Prek-12 program
- Has a moral compass
- Visible within the schools and greater community serving as a positive role model
- An advocate for the school acting as a face of the district.
- A person who writes and speaks clearly

Julesburg parents/Community Stakeholder Responses (15)

Tell us the good things about your community.

- Family friendly
- Safe community
- Opportunity for growth
- Clean town
- Strong sports following
- Close to outdoor recreation (two lakes close and hunting)
- Good hospital
- Independent of social noise
- Many Churches (Lutheran, Methodist, Catholic,
- Small community (1,400 people)
- Awesome schools
- Strong farming community

Tell us the good things about your schools.

- Private school with a public-school price
- Strong teachers and administration
- Strong board of education
- Strong academic base
- Great facilities
- Academics come first
- Great with special needs
- Many extracurricular
- Very financially sound
- Safe school no bullying
- State of the Art school facility

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

- Very high standards
- Decreasing enrollment
- Teacher replacement due to teacher retirement
- More student IEPs needed at the classroom level
- Sports Cooperative – the Julesburg must keep Julesburg as a priority
- Julesburg is always first in the mind of the superintendent
- Be cutting edge with technology
- Lack of law enforcement in the community

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

- Open minded
- High business acuity
- Tough skin
- High confident
- Willing to live in a small community
- Thinking outside of the box
- Hold Accountable
- Be willing to take the Bull by the horns
- Be willing to be present in the community
- Solid values
- Be willing to step outside
- Family oriented
- Good work ethic
- We need a good communicator

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

Answered: 9 Skipped: 0

#	RESPONSES	DATE
1	Safe, clean environment. People support and rally around those who suffer misfortune. We have a new pool, a community center which is the hub of a very strong youth sports program and offers recreation opportunities to adults and a new school with a strong academic program.	1/21/2025 8:45 AM
2	Safe community, friendly people. Quiet and peaceful every day.	1/20/2025 1:58 PM
3	Small but mighty! Looking toward the future but also rooted in traditions!	1/18/2025 5:06 PM
4	Community supports the school district extremely well	1/18/2025 4:47 PM
5	Tight knit and welcoming to newcomers	1/18/2025 3:59 PM
6	Small town, good place to raise kids, Safe place to be,	1/18/2025 3:45 PM
7	Faithful	1/18/2025 3:40 PM
8	We have the new school. We have a new public swimming pool. We have a new hotel, and we're working on many other businesses to come in.	1/18/2025 3:02 PM
9	Hippodrome has excellent programs, nice pool in Julesburg	1/18/2025 2:47 PM

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

Answered: 9 Skipped: 0

#	RESPONSES	DATE
1	Great teaching staff, brand new beautiful facility, strong sports program,	1/21/2025 8:45 AM
2	Professional, dedicated staff, that work well together.	1/20/2025 1:58 PM
3	Small town vibes, and a very caring environment.	1/18/2025 5:06 PM
4	New school, nice facilities, loyal teaching staff even with the low pay for teachers and support staff	1/18/2025 4:47 PM
5	The staff and students are very helpful and friendly to each other	1/18/2025 3:59 PM
6	Good service to special need kids, excellent staff, new facility	1/18/2025 3:45 PM
7	Staunch	1/18/2025 3:40 PM
8	Academically, we are one of the top schools in the state. We have great educators. We have a financially stable school and a very good sports program.	1/18/2025 3:02 PM
9	Nice facilities with good teachers	1/18/2025 2:47 PM

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

Answered: 8 Skipped: 1

#	RESPONSES	DATE
1	Number of students and need to get students in our school district to go to school here and not go to other schools. Need for retention of good teachers.	1/21/2025 8:45 AM
2	Teacher turnover is high.	1/20/2025 1:58 PM
3	The co-op, and the difficulties it brings.	1/18/2025 5:06 PM
4	Sports takes precedence at times over academics especially by coaches	1/18/2025 4:47 PM
5	Sports co-op is a pain in the butt, need to quit hiding money in the bank and use it for what it is intended for the kids.	1/18/2025 3:45 PM
6	Nepotism and Co-op	1/18/2025 3:40 PM
7	The area economy is poor.	1/18/2025 3:02 PM
8	Huge discord between Julesburg and Ovid/Sedgwick people. Silly but generational. Unfortunately this creates unneeded issues and challenges. Sports is the only community unity I have witnessed and still presents issues	1/18/2025 2:47 PM

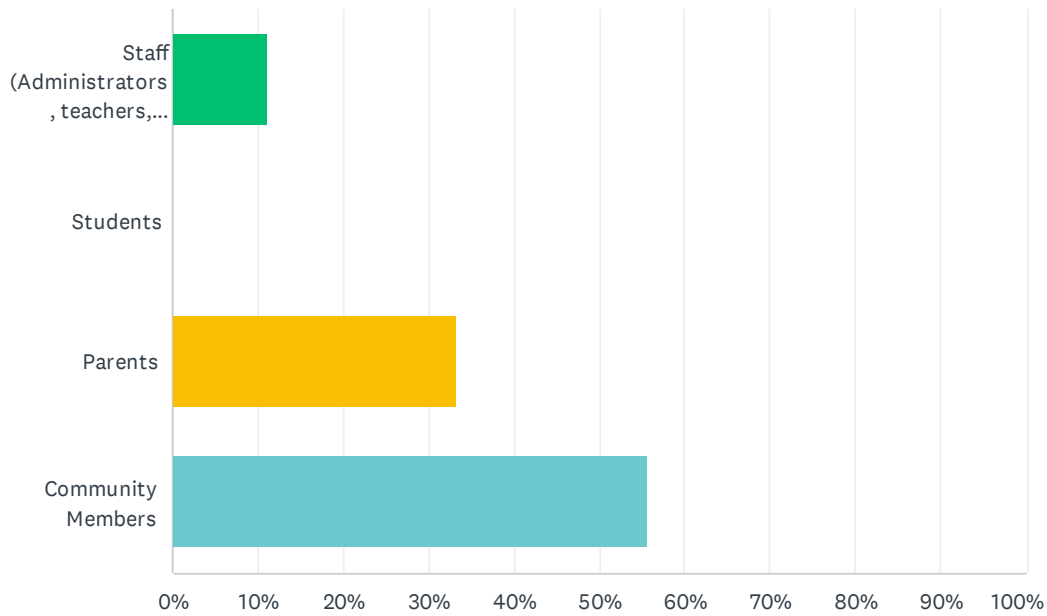
Q4 What skills, qualities or characteristics should the new superintendent possess to be successful here? (This information is used as we screen potential candidates.)

Answered: 9 Skipped: 0

#	RESPONSES	DATE
1	Professionalism , forward thinking progressive thought process, thick skin and ability to listen to criticism and then have the ability to take legitimate concerns to heart and disregard negative rhetoric .	1/21/2025 8:45 AM
2	Teaching background, flexible, open minded, easy to talk to.	1/20/2025 1:58 PM
3	They should be able to stand firm in their convictions.	1/18/2025 5:06 PM
4	Dedicated to academics before sports; best interest of the students while respecting the parents and their views on what should be taught and their children exposed to and respecting the fact this is rural America which is totally different from the cities and the urban areas of Colorado	1/18/2025 4:47 PM
5	Open minded and flexible. Take care of your staff and they will take care of you	1/18/2025 3:59 PM
6	Good Communication skills willing to defuse tense situations. Take control of all controversial events personally.	1/18/2025 3:45 PM
7	To be an outsider with no ties to the communities within the two districts	1/18/2025 3:40 PM
8	The new superintendent should be respected and should also be approachable for students, faculty and parents.	1/18/2025 3:02 PM
9	Straight forward, have a backbone with finesse, strong but humble	1/18/2025 2:47 PM

Q5 Please indicate the stakeholder group you represent:

Answered: 9 Skipped: 0



ANSWER CHOICES	RESPONSES	
Staff (Administrators, teachers, non-classified)	11.11%	1
Students	0.00%	0
Parents	33.33%	3
Community Members	55.56%	5
TOTAL		9