

Stakeholder Input Report for

Plumas Unified School District

Quincy, California

submitted by



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EXECUTIVE RECRUITMENT & DEVELOPMENT

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Plumas Unified School District Stakeholder Input to the Search for a Superintendent

Executive Summary

Between January 13-31, 2025, Mrs. Nicole Anderson and Mr. William Spalding of McPherson and Jacobson Executive Search Firm conducted 13 sessions (one-on-one and small group meetings in-person and virtually). An online survey was also available to all stakeholders in the Plumas Unified School District community in English and Spanish. Input was collected from approximately forty-three (43) individuals via virtual sessions and sixty-seven (67) additional responses to the online survey for a total of one hundred and ten (110) responses from stakeholders.

Input was gathered regarding the selection of a new superintendent for the district using four consistent questions:

1. Tell us what is good about your community.
2. Tell us what is good about the district and the schools.
3. What are the issues a new superintendent should know about when coming to this position?
4. What are the characteristics, attributes, and skills one should have to be successful in this position?

In the executive summary are the major themes that emerged from the input and a few representative samples of raw data. The final section of the report consists of responses by individuals who completed the online survey and responded to the same four questions. These survey comments are reported unchanged, with the exception of the omission of vulgarity and individual names.

Major Themes in Responses:

1. Tell us the good things about your community.

- The beautiful natural setting of the district, situated in forested mountains with clean air and clean water, free of much of the congestion and crowding of California's cities.**
- Ample opportunities for outdoor recreation: hiking, mountain biking, canoeing, kayaking, snowshoeing, cross-country skiing, astronomy, swimming, hunting, fishing, and boating.**
- One experiences all four seasons living here.**
- Small and intimate communities where everyone knows each other, maintain small town values, and where people help each other and care about one another. Tight-knit. No one is anonymous.**
- A sense of safety and community in the towns of Plumas County.**
- Each community has its own flavor, uniqueness, heritage, and history. Each has its own points of pride. Each has a small-town feel.**
- A great place and safe place to raise children.**
- Communities that rally through hardship, are resilient, and step up to help one another and support kids.**
- A slower pace lifestyle.**
- Wonderful children. Raising "mountain kids:" polite; kind to and supportive of one another; tough and resilient; engaging; trustworthy.**
- Many multigenerational families, and many times people who move away return.**

- Many opportunities for young people: sports, clubs, 4H, playing outdoors, etc. Kids stay active.
- Parents show up and engage on behalf of their students.
- Amenities in the small communities with access (within two hours) to larger cities and shopping.

2. Tell us what is good about the district and the schools.

- Extraordinarily dedicated and committed teachers and staff who work beyond the school day to give their students a great school and extracurricular experience.
- Teachers, staff, and administrators who demonstrate great passion for their work, creativity, and resilience.
- Staff knows each student and family, and show great attention and concern for students and families.
- Staff dedicated to continuous improvement, PLCs, Strategic Plan, and the mission.
- Excellent and regionally recognized Outdoor Core outdoor education program, infused and integrated throughout the district and spanning the grades and curriculum areas. A model program.
- School gardens initiatives.
- Strong community partnerships and engagement with schools.
- High participation and numerous opportunities for students in areas that engage their interests. With smaller schools, more students are able to be involved in programs and teams (not cut).
- Improving CTE programs.
- Partnership and possibilities for increased dual enrollment with Feather River College.
- Strong, districtwide effort to improve literacy through the Science of Reading initiative, led by a skilled teacher leader.
- Excellent efforts and implementation of Social Emotional Learning and mental health support programs and personnel for students.
- Staff camaraderie.
- Strong and committed classified staff.

- **Staff and teachers who are engaged with the community and accessible.**

3. What are the issues a new superintendent should know about when coming to this position?

- **Significant fiscal challenges, particularly recently, have required major cuts. Loss of federal funding that has assisted with rural forest districts for over 100 years.**
- **The past few months have been difficult and challenging with the departure of the superintendent and seemingly sudden fiscal impacts. Staff and stakeholders need reassurance, transparency, and healing.**
- **Other challenges (Dixie Fire, declining enrollment, school closure, charter) have been hard on the districts and communities.**
- **Attendance is improving, but still an issue for the district.**
- **There is some mistrust in the district, and a perception shared by a number of people that speaking out can lead to retribution. Trust needs to be rebuilt, and accessibility, support, and care demonstrated.**
- **The district is large (area wise) and spread out. Communities are very unique and different—each needs to be approached differently.**
- **Some misunderstandings and mistrust exist between school personnel and district staff. Relationships must be improved, and greater credibility established for district staff and leadership in the eyes of school personnel. Some stakeholders at school sites feel that there is nepotism and cronyism at district level, and maybe insufficient experience and credentials to do certain jobs. There seems to be a disconnect between district office staff and school site personnel.**
- **Compensation seems to be comparatively low for the region.**
- **District management staff wear many hats. Professional development and training is important for DO staff to perform their jobs well.**
- **There is a great deal of rural poverty in the county that needs to be recognized, understood, and mitigated. Challenges in the region from the decline or other impacts on various industries (logging, milling, etc.)**

- District staff reports are not always supported and trusted by the previous administration.
- Some stakeholders report not being fully supported by the district with students and families who are disruptive and aggressive.

4. What are the characteristics, attributes, and skills the new superintendent should have to be successful in this position?

- An excellent healer, listener, communicator, motivator, and relationship-builder.
- Someone who can support, develop, and inspire people
- Transparency, honesty, integrity, and humility.
- A good “people” person and “people” manager.
- Someone who will make difficult decisions and keep everyone accountable, while still collaborating and supporting.
- A systems thinker, planner, goal-setter, and implementer. Can communicate and drive a vision.
- Someone with very strong skills and experience in school finance and challenging budgets.
- Someone with skills and aptitude with school law.
- Someone who will drive academic improvement efforts and will sustain academic initiatives over time to see improvement.
- Not a micromanager. Not top down.
- Someone who will appreciate staff.
- Someone who will be vested in all the communities, be visible, and appreciates the area, its people, and the mountain lifestyle. Someone who plans to be here for a while and invest in the district’s success.
- Someone who will get out to school sites to meet with leadership, teachers, staff, and students (and listen).
- Someone with principal and district leadership experience.
- Someone who is proactive rather than reactive and will address issues and not let them fester and grow.
- Someone who will work well with the board and develop them as well.

Stakeholder Input Meeting Responses (Virtual Sessions)

Stakeholder Group: Administrators

Number of participants: 21

- 1. Tell us what is good about your community.**
 - Small community, sense of neighborliness,
 - Recreation and environment
 - Small town attractions and attributes
 - Some small community rivalries (insular?)
 - Traditions and pride and history
 - People are committed to quality of life, improving quality of life
 - Room to be yourself, not crowded and congested
 - Hometown festivals and events
 - Sense of place and belonging
 - Amenities: movie house, forest land, mills
 - Tight knit communities; neighbors know and care about each other
 - Small town
 - Each community is unique
 - Rural , mountain community
 - Small community relationships and feel
 - Outdoor Core—very strong and respected program in outdoor ed. Students come from out of the area to experience this.
 - People who love their community and love their environment
 - Resilient community (particularly Greenville–Dixie fires)
 - Lots of support and volunteerism. Parents pick up the slack when there's a need.
 - Parents and community show up.
 - Impressive commitment from the community.
 - Close knit communities. Businesses are very supportive of schools. Want to help and donate.
 - Very talented teaching staff even being in such a remote place. Very motivated staff. Bought into the PLC model. People working consistently to improve their craft.
 - Good small town community
 - Close knit, sense of community
 - Very welcoming
 - Nice people
 - Outdoors is like heaven
 - Summers are great and lots to do. Winters are rough.
 - Never a boring moment
 - Children are free to go about the community safely
 - Everyone seems to try as best they can to be involved and support kids, even if they aren't sure what to do

- Each community very unique with their own unique views and goals
- Small size of communities are really an asset—we know each student and family
- Small size is an advantage
- A lot of pride in each community. Lots of pride for the community and each community's schools
- Relationships are build and nurtured
- Beauty of the area and recreational opportunities. Mountain biking and kayaking, lots of outdoor things to do.
- Only two stoplights in Quincy. Quieter and slower than the city. Not congested.
- Still fairly close to the necessities (2 or less hours) to Chico and Reno

2. Tell us what is good about the district and the schools.

- So much passion that our teachers and employees have for our students and our schools
- They show great attention and concern for each and every student
- District office staff clear on the mission and also passionate about student success
- Staff know the students and families well
- Staff and district focused on goals. Strategic plan. School staff clear on the mission.
- Can pivot and improve. Work consistently for improvement.
- Science of Reading
- Strong, model outdoor education program
- Need a leader as passionate as the staff
- Curriculum improving
- Amazing staff at all sites
- Much of the county and communities really connected to the students and the district
- DO staff learns so much from the passionate and amazing staff at schools
- We are ONE district, even though we are spread out. We do a good job.
- We are resilient. We deal with a lot.
- Strong skills among staff. High level of skill.
- It's really cool that we all know these kids well from being in such a small community. We see them out in every community event and get to keep those relationships going. I think that's a plus of our small community.
- Good to have an interim superintendent who brings a calm
- Great site administrative team right now. Stable and strong.
- DO good about service to sites
- "Mountain kids" –tough, resilient, love the outdoors.
- Strong parent support for kids, lots of agreement on what to do to support kids.
- You can reach the kids, develop relationships.
- Small enough schools that principals can get to all classrooms daily.
- Staff "ownership" of all kids. We see all the kids as "our kids."
- Staff knows everyone's name and the families.

- Amazing staff. Teachers and staff go above and beyond consistently, do more than what is asked.
- Lots of school pride within each community. School spirit.
- Full sports program supported by caring staff and adults. Dedication to students goes beyond contract hours. "It takes a village". We have an amazing village.
- Reading initiative (and lead teacher) are leading the way for a strong literacy program. Staff members on board.
- Expanded CTE offerings at all sites. Relevant to students.
- Schools well-maintained
- Good people to work with
- Everyone hard working, everybody cares
- Exciting advancements in the area of IT
- Transportation is required and drivers really care and are committed when they may not need the work since many have their own careers and businesses
- Potential for growth, areas where we can and want to improve
- Strong sports programs and culture, life blood of the kids since there is less to do at times
- Many of staff are from the area
- Pride in Portola, Quincy, Chester and people care a lot; sometimes a rivalry exists but in a good way as many staff grew up together
- Outstanding Outdoor Ed program that is nationally recognized
- Culture and climate has been strong at school sites.
- Strong PBIS and MTSS efforts at schools, particularly elementary
- eTherapists and other initiatives in SEL; case management for mental health of students
- Attention and improvement in special education
- Engagement of students is high, particularly at high school. Lots of extracurricular opportunities for kids. ESports, athletics, band, etc. Friday Night Live.
- Incredible prevention team. Have really dropped the absenteeism rate.
- Peer improvement group. Older students who support and mentor younger students who struggle.
- Kids lead efforts to support younger kids with rallies and assemblies.
- School gardens connected to the food service program. Taste testing.
- Big emphasis on Outdoor Ed. Solid programs k-12. High caliber. Paddle boarding, hiking, canoeing, kayaking, snowshoeing, etc. They learn about methods and history of conservation.
- Huge improvements in our alternative education programs for at risk students. Alt Ed kids who are college bound. (FRC)
- Strong partnership with Feather River College. Dual enrollment in Quincy.
- Focus on what is good for our kids.
- Attainable credit requirements at Beckwith school for graduation.
- Very good independent study program, helps students stay enrolled and work.
- Looking for ways to expand independent study.

3. What are the issues a new superintendent should know about when coming to this position?
- Some trust issues with communities. Some lack of transparency. Employees and communities need someone who can rebuild trust and relationships.
 - Significant financial issues and impacts on employees and schools
 - Sometimes it's a little hard to break in if you're new. Need to be able to listen and build relationships and trust. A lot of understanding. History.
 - Stressful last few years for all.
 - Need to have respect for those who live and work and have students in the district.
 - Trust. Trust. Trust.
 - Be ready to learn and do your homework—not make judgements immediately. Learn more about what is happening. Hear from all voices.
 - Need a more collaborative approach; less top down
 - Need to hold everyone accountable for professionalism. Improve morale and culture.
 - Seek out those who are quiet. There are some who don't speak up, but we need to hear from them. Give everyone a seat at the table.
 - There may need to be a shift in some leadership roles. Sometimes we're the "hamster on the wheel"
 - Need to approach the job and people with humility and integrity
 - How we create morale is how we treat each other when we disagree
 - Challenges of the pool of employees. Lack of available housing.
 - Small and insular can also create gossip and miscommunication
 - Need to focus more on training and professional development, and onboarding. Manuals.
 - Board and district staff relations need repairing after exit of past superintendent
 - Fiscal challenges with having to cut \$3 million; past issues included fiscal decisions included negatively certified budget with raises and purchases occurring
 - Federal funding for forest land has always been under threat but it may be going away this year
 - Fear and mistrust exists based on past experiences
 - Governance training needed for board
 - Building relationships with the district office team. Some with connections to previous administrations.
 - 1500 square miles with very distinct individual communities and needs
 - Sense of pride and rivalries
 - Needs and issues within the district office. Team building.
 - Recent changes that have split off county superintendent duties to another individual who works in the district office.
 - Rural poverty in the region.
 - Challenges with attendance and chronic absenteeism, though turning a corner.

- Embarking on Science of Reading methodology in the district. Seems to be implemented with fidelity. Would like to see it implemented with fidelity. Need to stick with it.
- Math adoption coming up. Important.
- SEL is great. Is there overinvestment in programs? Does it undermine rigor?
- Need to bolster CTE pathways
- Restoring trust between communities and DO. Greenville HS closed.
- Vastness of the district and uniqueness of communities
- Financial and leadership issues.
- PUSD and PCOE
- Employment issues. Industries shutting down.
- DO staff are largely not experienced in their positions. Wonderful people, but still learning their roles. Need a guiding hand. Some don't have the credentials. Some have not had site experience.
- Significant financial issues.
- Lack of communication around the fiscal issues. Snuck up on everyone. People did not know there was trouble until December.
- Systems and processes that don't necessarily follow LCAP and procedures.
- Confusion between PCOE and PUSD jurisdictions and programs
- Need more differentiation between PCOE and PUSD so that there is oversight
- Will inherit the fiscal situation after cuts have been made
- Sense of lack of skilled support from DO
- Getting everyone on the same page
- Financial challenges makes facilities upkeep difficult
- Communities are spread out
- Community has gotten smaller over time
- Spending freeze due to budget deficit
- Previous Supt was difficult to work with, left division in his wake
- Lack of leadership
- Departments have a divide
- Lost idea of team, each department sticking up for themselves
- Inclimate weather
- Miles spread out; makes resources difficult to provide in areas of maintenance, technology, nutrition, transportation
- District has small budget, change in thinking on how to utilize limited means
- Small community can also have negative effects; lots of people are related to each other causing challenges in working with others
- Large amount of poverty exists
- Serious budget and fiscal issues, sometimes eclipses academic focus
- "Everybody's a little bit broken" transparency and relationship issues that have emerged
- Help us improve relations between DO and sites
- Previous superintendent would make promises to school sites he couldn't keep—made the DO look bad

- Issues we struggle with have been predicted and could have been mitigated.
- Budget, student achievement, high SPED rates are big issues.
- Stronger Tier I and Tier II intervention programs.
- Need much more attention to student achievement.
- Couldn't share why the previous superintendent was released.
- Need to work hard to rebuild relations between school staff and DO. Really need someone who is welcoming, kind, collaborative, and a professional.
- Make the workplace enjoyable again. Need to be able to retain employees. High turnover.

4. What are the characteristics, attributes, and skills one should have to be successful in this position?

- Good leadership skills and can inspire team members and the community.
- Leads by example, and shows people how to lead.
- Can establish harmonious relationships with the communities and stakeholders
- Great problem-solver: can identify problems and generate solutions
- Great communicator, and a great listener
- Understand strategic planning, goal setting, and implementation
- Strong understanding of the budget, and focused on expenditures
- Well versed on laws and policies, and highly ethical
- Need an instructional and curriculum leader. Ready to stick with curricular initiatives.
- Brings knowledge to the table, but also a good collaborator. Inclusivity.
- Courageous. Makes tough decisions.
- Fiscal experience and acumen
- Able to keep goals focused and clear. Implement them.
- Able to keep others throughout the system focused.
- Slow down, be that steady train.
- Can implement and execute goals. Can communicate and collaborate around shared and focused goals. Every school site knows "what we're doing."
- Empowers people to help
- Someone who can communicate what it is we stand for
- Budget, curriculum, and managing people
- Someone humble and courageous, and knows that they don't know everything
- Will stand behind the staff and support them
- Have seen how change in leadership can roll back progress. Stay the course on what is working
- Not going to impose an external plan on the district
- Can generate a sense of team and pride and vision
- Not a micromanager. Not top down. Acknowledge the skill and ideas of the staff. Empower staff.
- Someone who gets out and about. Not office bound.
- Here for the kids first and foremost.
- Recognize that teachers and staff are worn out.

- **“Soft boxing gloves.” Support people while still moving the district forward.**
- **Able to motivate and inspire.**
- **Healing needs to be done**
- **Someone who really wants to be in this district and in this environment. Not a resume builder. Here for “us”, not here for themselves. Someone who will stick around. Embraces rural, mountain living. Appreciates the communities and environment.**
- **Passionate about kids!**
- **Look at results, and make improvements for the kids**
- **Ability to build and maintain positive relationships amongst district staff**
- **Ability to build and maintain good board relations**
- **Fiscal skill, experience, and acumen**
- **A strong, open, and transparent communicator**
- **Willing to listen and learn. Tune into the context and history.**
- **Understanding how to remake and rebuild district culture**
- **Experience in leadership at the school site.**
- **Open mindedness**
- **Be willing to make changes in the DO and at administrative level**
- **Strong and skilled manager and change agent**
- **Be involved in the work of the DO staff**
- **Integrity, transparency, transformational leadership**
- **Make changes necessary that will improve services to students and communities**
- **Will put kids first, and will see that the DO is also focused on kids first**
- **Willing to look hard at PCOE and PUSD systems and structures, make necessary changes**
- **Will carefully vet and evaluate administrative personnel. Build that into the culture.**
- **Someone who is interested in staying here. Consistency.**
- **Someone who is part of the community and not feel like an outsider**
- **Vested in all of the communities**
- **Wants to get on a personal basis with everyone**
- **Need to bring trust and bring singular process**
- **Develop common goals with team**
- **Ability to manage small town relationships where everyone knows each other**
- **Have compassion for community impacted poverty, foster, homeless kids and those who were impacted by fires**
- **Someone who won't come and make changes without getting to know the community. Can listen and learn.**
- **Strong, honest leader**
- **Not afraid to take on difficult challenges**
- **Communicates well with staff, board, and community and not leave anyone out**
- **Take ownership of their mistakes**
- **Humble individual**
- **Someone who can relate to board, students, and community**

- Good listener
- Able to communicate with community to keep things working smoothly
- Someone who won't be coming in as a stepping stone
- Be vested in being here for a while
- Be a listener and ensure that all voices are heard
- Integrity, transparency, and strength who is not afraid to say no and have difficult conversations. Trustworthy
- Strong leadership skills who can lead this team without fear
- Someone who will focus and implement the High Fives from the LCAP goals. Needs to be able to drive this work.
- Really able to organize and drive the work. Strong organizational skills.
- Someone with principal and DO admin experience
- Someone who can walk the talk
- Someone who is inspiring and can motivate the DO staff
- Someone who will push us to be better. Someone who will support us. Will trust us first.
- Not a micromanager. Not top down.
- Collaborative. Someone who will teach us and support us.
- A nurturer.
- Consistent.
- Someone who can address problems early or prevent problems. Proactive rather than reactive.

Stakeholder Group: Parents

Number of Participants: 1

- 1. Tell us what is good about your community.**
 - **Community has really come together; resilient**
 - **Nobody going hungry in Chester**
 - **Organizations that support locals and communities**
- 2. Tell us what is good about the district and the schools.**
 - **Schools that are renovated and look nice**
 - **Putting food gardens back into the schools**
- 3. What are the issues a new superintendent should know about when coming to this position?**
 - **The status of Greenville and its schools—a concern**
 - **Bad taste that some people have about previous superintendent**
 - **Focus on finances (is it all about finances?)**
 - **Feels that finances are not transparent**
 - **Bad feelings about how COVID was handled—seemed to be driven by funding (vaccinations concerns)**
 - **Concerns that focus is less on critical thinking and more on testing**
- 4. What are the characteristics, attributes, and skills one should have to be successful in this position?**
 - **New superintendent who will follow new federal direction and initiatives**
 - **Superintendent who will emphasize education on the Constitution**
 - **Superintendent who will focus on academics over athletics**
 - **Someone who will be able to retain good teachers**
 - **Focus on quantum math. Less on Common Core. Back to basics.**
 - **Focus on history and constitutional content**
 - **More focus on CTE courses, practical arts, Ag programs. New building techniques taught in construction programs.**

Stakeholder Group: Classified

Number of Participants: 15

1. Tell us what is good about your community.
 - Families and parents come together and support each other kids (especially sports)
 - One of most beautiful places in the world
 - Mountains, rivers
 - Values we share with our kids is because of Quincy
 - We all may go away but we come back
 - Great place to raise their kids
 - Each community is small town feel, every is a family
 - Not too far away from big city experience (i.e. Reno, Chico)
 - Rich history of people amongst our community, families have been there since the turn of the century
 - Community supports; when there is a problem, people step up and help
 - Not only work, live, and play with each other
 - Kids have opportunities like clubs, sports, 4H even though we don't have programs like AP, etc. Not as much competition like larger schools. Kids can try a lot of things
 - Raise mountain kids...they still go dig in the dirt, play in the rivers, and play in the woods.
 - Safe space to explore
 - Everyone knows every one
 - People choose to live here
 - Small town; news travels fast
 - Strong sense of community (particularly after the fires)
 - Beautiful area; get all four seasons
 - We see other people as people, not as numbers. Care about all students.
 - Individualized approach to students and families.
 - Care about all students
 - We raise "mountain kids" –they are still outside playing rather than on cell phones
 - The benefits and beauty of the environment
 - Slower lifestyle–no congestion.
 - Kids are more well-rounded
 - People are honest and straightforward.
2. Tell us what is good about the district and the schools.
 - Schools are small
 - Gives kids more opportunities to play sports, make the team unlike large cities
 - Work really hard to integrate the reality of our outdoor into the curriculum
 - Properties were reserved by local partner for kids and teachers can utilize
 - Mountain kids is our identity that kids and teachers buy into
 - Community makes our schools strong

- Strong community partnerships (especially in Portola)
- Scholarship programs for kids (i.e. \$30,000)
- People give back to our schools
- Caliber of teachers at Quincy High, extremely proud, teachers stay for years despite some transitions since the pandemic and forest fires
- Graduating students who have come back and teach in schools
- Each school community has its own unique identity
- Because they are smaller, kids get individualized attention, everyone knows kids names
- We have gone through tough times, but we stick together (floors, fires, etc)
- District has supported us as staff and kids
- Communities involved with their schools and their students; high participation
- Small enough that students can play multiple sports in their schools
- Staff is very resilient. Able to make do with what they have.
- Support from principals

3. What are the issues a new superintendent should know about when coming to this position?

- In 30 years, have seen 7 superintendents with different leadership styles
- Budget-allocation and value of funding; tight constraint, shortfall of funding, every wondering if they will get a pink slip in March
- Looming budget cuts is impacting school culture and are impacted by instability
- We don't see each other as numbers, but as people.
- Perception that people are afraid to interact with district due to retaliation
- Getting people to show up and give info is a challenge because people are afraid
- Students have lots of socio-economic challenges; food, safety and basic needs
- Although we are in rural areas, we are professionals and produce successful students ; just because we are small town, we don't have small thinking
- When the budget issue came out, we felt blind sided. Been pushing for board meetings to be held later so that community and staff could be included. Current board meetings are held at 4pm.
- We really are rural and be comfortable what that looks like; different world with different issues; infrastructure-not having people to drive buses, sports transportation needed-district/county office is unique
- Something went wrong with the budget but not sure why since things were not transparent
- Each community within the district is very different. Wide breadth of economic conditions. A good deal of rural poverty.
- Kids and families who are struggling with the effects of poverty.
- Distance between different communities and schools. Long distances where people have to travel. "Frontier."
- Transportation and internet access are a challenge for many residents.
- Emerging hispanic population in the region, and learning to better serve this population.

- Perceptions that some staff have that there can be retaliation for concerns staff might raise
 - Recognize long hours that staff work, between work and commute, and the impacts of that
 - Be open to ideas that staff has, and recognize those ideas as contributions
 - Board start times make it difficult to attend and participate
4. What are the characteristics, attributes, and skills one should have to be successful in this position?
- Supt needs to know that they will be seen and want to be fully embedded into the community
 - Work to unify the school district
 - Understand that we are small, we know each other; you are joining a big family
 - Good supt who understands how address the budgets
 - Respect us as professionals
 - Treat us like people and not numbers; not a budget line item
 - Understand the financial side of our community and resources it takes to serve 4 community considering the geography
 - Willing to listen and learn and not come in thinking they will school us on how to be here
 - Transparent and honest about things that are happening and not hide things
 - Operate from a space of trust; seek to understand before seeking to be understood; not assert a dominant role
 - Grounded
 - Relationships with board and everybody, Extend respect to everyone
 - If external, don't be part time or short timer
 - See this community for what it is
 - Care about the community
 - Someone who is going be good and passionate about their job
 - Has empathy and compassion for students and all staff -this will go a long way
 - Don't come in with bravado ; new sheriff in town mentality
 - Humble; don't toot their own horn, not have an ego
 - Trustworthy with all that has happened ; if there isn't money for my job and I'm being cut I want them to look me in eyes and let me know this is best for the schools
 - Need a trusted person who is making valid decisions
 - Be here for our people; we are concerned about where our future is headed
 - Calm character but a leader to guides us and not leads us astray
 - I need to be able to trust my boss and know they have my back
 - Don't be here for a paycheck to prove a point and leave us
 - Integrity
 - Skills of listening; who are you and what do you need? Ask good questions and get to know us
 - The most amount of transparency you can provide us with.

- **Accountability. Procedure. Follow-through.**
- **Strong and regular communication**
- **Upfront, honest**
- **Supportive and present in schools**
- **Someone who can build trust and teamwork throughout the system**
- **Will value staff for what they contribute**
- **Someone who understands how departments run and knows processes and procedures**
- **Someone who will learn what each department does**
- **Someone who is humble and can share credit. Focused on students.**
- **Mission-driven**

Stakeholder Group: Certificated

Number of Participants: 6

- 1. Tell us what is good about your community.**
 - Communities engaged, but used to be more engaged. Would like to see that grow.
 - Very dedicated staff working hard and doing a lot of extra things.
 - We have very kind children here! They help each other out, support each other.
 - Heaven—beautiful outdoor environment. Hiking, fishing, astronomy, swimming, quartz-digging. Lots of fun outdoor things to do.
 - It's a safe place to live and raise kids.
 - People who move here can get a clean slate.
 - Most of the kids are really good kids.
 - Kids are really trustworthy
 - Can see the difference you are making as an educator in these small communities.
 - Each community is tight-knit and looks out for each other.
 - Sense of community. Schools are the center of each community.
 - Communities come together to keep the community strong.
 - Each community is unique, but all are tight-knit.
 - Beautiful surroundings. Peaceful. Outdoor opportunities. Clean air and water.
 - Slower pace lifestyle.
 - Many multigenerational families. People choose to live here

- 2. Tell us what is good about the district and the schools.**
 - Robust outdoor education program! Needs to be supported and expanded. Room for growth and integration.
 - Teachers who want to see academic improvement and to be competitive with other districts.
 - Really passionate educators and staff!
 - A number of really great school administrators. Supportive listeners.
 - Classified paras and librarian who do a great job
 - Mental health coordinator and support staff
 - Great classified staff.
 - Staff camaraderie
 - Staff and support staff are a cohesive unit. Work beyond job descriptions to do what the community and students need. Go above and beyond.
 - Educators in general are compassionate, intelligent, and hard-working. Strong dedication and care that teacher and staff demonstrate.
 - Incredible teachers in the district, school-to-school
 - Focus on SEL and working to meet the needs of students and their mental health in the wake of the pandemic. Putting the well-being of kids first.

- Small size of schools allows staff to get to know students well. Each student is known by name.
 - Opportunities for diverse communities.
 - Many staff members are also coaches and club advisors outside their main job. They care about the whole child. Very committed to students and the whole community.
 - Resilient and driven (grit) working every day despite challenges and setbacks.
 - Staff understand and show compassion for the challenges that families face.
 - Lots of dedication. Teachers work hard. Multiple preps for high school teachers. Inspiring.
 - Do a whole lot with not a lot.
 - Staff are very connected to kids and families. No sense of separation.
 - Working hard on literacy in the district. Prioritizing literacy and making progress.
 - Doing really amazing things in literacy—good support from DO
 - Lots of work also on UDL as an initiative district wide
 - The Outdoor Education program is beyond top-notch! (Outdoor Core science)
3. What are the issues a new superintendent should know about when coming to this position?
- Low response levels to surveys and such. People are busy, don't always get as involved as they could.
 - Teachers work hard and are stretched. Budget cuts will put even more pressure on teachers and staff.
 - Recognize the hard work and extra work the teachers do in the district.
 - Need to expand art programs, particularly in most impacted communities (Greenville)
 - Compensation and health insurance. Hard to be competitive to attract teachers and staff to such a remote place. Classified particularly underpaid. Turnover.
 - Some apathy issues and trust issues among staff.
 - Issues with HR. Proper credentialing.
 - Trust issues with the district.
 - Brewing tension between district leadership and bargaining units
 - Relations and familial relations within district staff
 - Negligence that led to the fiscal issues the district currently faces
 - Excellent school administrators, though some who aren't as strong
 - Struggles with regular attendance
 - Now a basic aid district—not a benefit for the district
 - Need to work to avoid losing teachers through staff reductions like 2008-09
 - Some of what the previous superintendent brought was positive
 - Devastation to Greenville and politics over the schools (charter)
 - Outdoor Core lead will be retiring soon. Need to keep the program growing.
 - Some good educators leaving the district the past few years feeling unsupported from district leadership with aggressive students and families
 - Sometimes it feels like there is a disconnect between DO and schools/classrooms

- Some challenges with families that are not supporting school/teachers
- Sometimes administrators won't back staff in situations where parents are aggressive. Need stronger disciplinary backup in some cases, particularly from admin and DO
- Lack cohesion between district office and school sites in a lot of ways. Disconnect.
- Sometimes there is micromanagement of school sites.
- Interim now is getting around and doing a lot of listening. Would like to see this continue in a new superintendent.
- Need to grow in our ability to address diversity. We need to be more understanding and accommodating to our diverse communities (race, gender, gender identification). We need to be better able to communicate around issues of diversity. Some bullying issues that need to be confronted.
- DO doesn't always seem to fully understand what we do.
- Need someone at DO with experience/credentials in mental health (for supervision of wellness specialists), and other areas
- Need more trust from the DO to do our jobs, and to know our work better. Acknowledge our training and experience.
- Need more educators among staff in the DO
- Need a greater willingness from DO admins to collaborate with professionals
- We need to be better at confronting issues and problems, not look away or wait for it to become a bigger problem

4. What are the characteristics, attributes, and skills one should have to be successful in this position?

- Someone who can get more people (community) more involved
- Someone who will restore confidence in staff
- Strong fiscal acumen. Also, can discern between effective and not as effective programs for cost cutting. Avoid cutting teachers.
- Understands the impact of poverty on kids and families
- Needs to be trustworthy, high integrity, relationship-builder, and a healer
- Integrity and decency.
- Approachable and straight shooter
- Really, really strong financial background and capability
- Someone who can see strengths in individuals and build on those strengths
- Willing to support and back staff with families who are challenging staff members and their decisions
- Someone who is willing to take on a challenge and improve relations and trust throughout the district
- Someone who can inspire leadership.
- Superintendent who is an educator, has an administrative credential, and experience as a teacher and principal.
- Willing to ask questions—open and humble

- **Ability to see the big picture. Bring new ideas, not just what has always been done.**
- **Make themselves known and show up in the communities. Be present. Be visible.**
- **Approachable and collaborative, but not a pushover. Someone who can make hard decisions and have hard conversations.**
- **Someone willing to make changes. We need to become more progressive.**
- **Someone willing to get into classrooms, meet kids, engage.**
- **Someone ready to be part of our community.**
- **Someone focused on students and making them productive and successful members of society.**
- **Someone dedicated to making our schools places where all our students thrive.**
- **Able to keep good teachers.**
- **Transparency and trustworthy. Able to build trust throughout the system.**
- **Ability to communicate clearly and effectively with all stakeholders**
- **Someone who will show up at not just at events, but with the community and kids**

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).

Answered: 67 Skipped: 0

#	RESPONSES	DATE
1	Beautiful area. Supportive community.	1/31/2025 4:52 PM
2	My school community is supportive of students and kids. Many staff members have multiple generations in the community and/or attended PUSD schools as well.	1/31/2025 4:50 PM
3	It is a small community with good connections among most of the people. People are concerned for each other and helpful.	1/31/2025 9:08 AM
4	Portola is a small town with many families going back generations. I can honestly say it has some of the kindest people who look out and care for their community.	1/31/2025 12:16 AM
5	We are a small community, like family. We get to know our students and their families well. These relationships are what makes our community unique.	1/30/2025 9:27 PM
6	Beautiful nature Less people More Access to nature	1/30/2025 8:55 PM
7	We are small communities that care about each other and have many shared values. People look out for one another and come together to support each other in difficult times. Many people love outdoor activities and cherish our local public lands.	1/30/2025 8:16 PM
8	The community is tight-knit. It is close to a lot of outdoor activities and Reno.	1/30/2025 8:06 PM
9	People care for each other here. although there is definitely a contingent of families that have deep roots here, they welcome newcomers and truly foster belonging. my wife and I are prime examples. we've only been here for three years, but are seen as valued fixtures in town and in our schools.	1/30/2025 7:58 PM
10	It is a small wonderful community where everyone knows each other, and the people tend to help everyone out. It is very quiet, when something exciting happens it is the talk of the town for weeks	1/30/2025 5:35 PM
11	If you like small town communities, then Quincy is for you. It is the mecca for hiking and skiing if you love the outdoors. We have so many fun events throughout the year that bring the community together from live theater to holiday events.	1/30/2025 3:23 PM
12	Our community is rural and small. Both of which makes us special and unique. Our mountains and rural setting are unique and form deep bonds with our environment. Our small town keeps us connected and aware of what is going on in the lives of those around us. We know the students and families that attend our schools. Therefore, a superintendent needs to be aware that we are aware of where they live, how connected they are to us and if they seem committed to us.	1/30/2025 10:21 AM
13	The community is tight-knit and supportive of our extracurricular programs. While we are always trying to increase parent involvement, the parents that are involved are invaluable. The natural features of our surroundings here provide a variety of educational opportunities that we leverage to great effect, however, there is also always room for improvement.	1/29/2025 4:51 PM
14	The community is small, and people are very friendly. It's an easy drive to get to Reno or Sacramento. Great recreation opportunities (Fishing; Camping; Hiking; etc.). There are a number of Community gatherings throughout the year in several towns close by.	1/29/2025 4:08 PM
15	My community is very supportive of our town, schools, and each other. Chester is a really great place to live. We have community dinners where everyone is invited to attend. You can make a donation or not, so people with little money don't have to pay to eat. Different	1/29/2025 3:57 PM

organizations put them on. We have a lot of arts and craft fairs throughout the summer that are amazing. Restaurants that were closed for the winter open up and give a great variety of wonderful meals. We have the most beautiful lake area in California, in my opinion. Lots of outdoor activities to do.

16	Easy to find quiet spaces in nature. Beautiful mix of evergreen and deciduous trees in a rich, hilly and mountainous terrain. Sounds of bullfrogs and foxes in the summer and fall evenings. Romantic village communities tucked away into nooks and crannies of Plumas County. Local arts and other events keep the months and seasons interesting.	1/29/2025 1:33 PM
17	Maybe provides a sense of support or safety	1/29/2025 1:04 PM
18	We have a great town our community is great for outdoor thing	1/29/2025 1:00 PM
19	I don't have nothing to say	1/29/2025 12:59 PM
20	everyone nice	1/29/2025 12:58 PM
21	I think are community needs more sports and more electives	1/29/2025 12:58 PM
22	Everyone almost knows everyone.	1/29/2025 12:58 PM
23	Lots of outdoor activities.	1/29/2025 12:58 PM
24	Very small	1/29/2025 12:57 PM
25	we can fish here	1/29/2025 12:54 PM
26	Everyone knows each other	1/29/2025 12:53 PM
27	Beautiful mountainous setting. Lots of outdoor activities in which to participate. Mostly supportive community of people.	1/28/2025 2:11 PM
28	Clean air, clean water, reasonable cost of living.	1/28/2025 12:47 PM
29	We are a tourist destination. We have a bike trail, lake, campgrounds, gift shops and nice restaurants. We are lacking in affordable housing as is Greenville where many of the workers lived because housing where available is too expensive.	1/28/2025 11:26 AM
30	Our community a small town. People really come together to support each other in our community. We have a truly beautiful area with hiking, biking, fishing, and so much more. It is truly a beautiful and peaceful place to live.	1/27/2025 8:06 PM
31	We have a very positive and supportive community of stakeholders. Our communities are resilient. Plumas county and its various communities and great places to live.	1/26/2025 1:38 PM
32	We are a small community. We live in a beautiful place.	1/26/2025 11:22 AM
33	Involved, engaged, concerned	1/25/2025 11:26 AM
34	loyal, committed, hardworking, driven	1/24/2025 11:38 AM
35	our community pulls together for any circumstance whatever it may be at that moment in time	1/24/2025 10:21 AM
36	Are schools a place to gather as a family and community. It's the light that we hold on to after the town burned around it.	1/24/2025 8:06 AM
37	The natural landscape and outdoors. So much to explore and lots of recreation opportunities. Rural community spirit.	1/23/2025 9:21 PM
38	Quincy/Plumas County is the greatest place to raise kids and be part of a small mountain community. So many kids grow up, go away to school or jobs but then end up moving back to Plumas County to raise their families in great communities!	1/23/2025 7:07 PM
39	Sense of close, caring community. Resilience.	1/23/2025 6:21 PM
40	The community is small and very close knit. It is especially nice as a teacher that you know all teachers well at your site and your grade level. Everyone wants to work hard to support the families and students in our district/at our site. Many families are in need and school is their safe place. If you want to work in a district that truly wants to enrich the lives of the students/families they serve, then this district/community is what you are looking for.	1/23/2025 3:25 PM

Educational Partners Input Form--Plumas Unified School District,
California - Formulario de aportes de socios educativos: Distrito Escolar
Unificado de Plumas, California

SurveyMonkey

41	This is a great place to raise a family and everyone cares for one another. Parents help with sports.	1/23/2025 2:54 PM
42	Quincy is a very close knit community. People take care of one another. It is beautiful!	1/23/2025 1:32 PM
43	This question is a distraction from selecting a quality candidate. Dump the consultant. They haven't picked a quality candidate in decades. Better yet, carefully examine the methods used in past selections and do the opposite. Sarcasm is a feeble tool when faced with this useless survey.	1/22/2025 1:06 PM
44	Close knit, tight community who tend to look out for one another. Small town feel, full of community events. Lots of opportunity for both professional and personal growth here. A small slice of the "small town, American dream" that was once more prominent throughout our nation. While there will be inherent challenges in terms of access to resources, those challenges are often outweighed by the unique experiences offered in Plumas County. Community leaders who chose to embrace this lifestyle and become part of our community will often be embraced back.	1/22/2025 10:49 AM
45	Great quality of life features such as a college, public schools, the arts including a community theater, all while surrounded by forest and lakes that provide endless recreational opportunities	1/19/2025 11:08 PM
46	Our small rural communities and small school populations foster good relations between school staff, parents, and students. Issues/concerns are identified swiftly and addresses in a timely manner because the staff and students are not just teachers and students, but neighbors as well.	1/19/2025 4:27 PM
47	We have a very small population in our county broken up into basically 4 even smaller communities each of which have their own individual characteristics and special interests.	1/19/2025 12:37 PM
48	Great participation and collaboration. Clean and safe environment. Enormous community resources and willingness available to support schools.	1/18/2025 6:43 PM
49	We get to avoid the stress and fast lifestyle that is prevalent in cities and we are fairly well insulated from the ultra left politics that have poisoned many other areas in California.	1/18/2025 1:11 PM
50		1/17/2025 11:51 PM
51	We are tight knit and support one another.	1/17/2025 5:58 PM
52	One of the great things about our community is its small size and close-knit nature. We truly support one another.	1/17/2025 1:57 PM
53	Beautiful nature and mountain life.	1/16/2025 7:00 PM
54	Location is beautiful with many outdoor activity opportunities. Small schools allows for close genuine connection with staff, students, families	1/16/2025 6:27 PM
55	small, close knit community	1/16/2025 4:11 PM
56	Higher percentage of people willing to work together to build community	1/16/2025 4:03 PM
57	Close knit, caring.	1/16/2025 3:44 PM
58	Tight knit community that really cares about one another. Great access to wilderness and nature. Excellent summertime recreation, as well as winter if you like the snow.	1/16/2025 3:22 PM
59	Plumas has a vibrant art and music culture with lots of opportunities for outdoor recreation. Plumas County as a whole has a small town feel while being close enough to larger cities to visit. There's very little traffic.	1/16/2025 3:16 PM
60	I like the small town vibe. It takes a village to raise kids especially now a days. Knowing so many people helps	1/16/2025 3:15 PM
61	We are a rural area with a small conservative population. There are many farmers, hunters and mill workers. Life moves slow here, in fact, you step back in time when living here.	1/16/2025 2:34 PM
62	Tight-knit community, diverse in political ideology, plentiful outdoor space and activities.	1/16/2025 2:34 PM
63	Low crime, nature.	1/16/2025 2:18 PM
64	They come together to help each other out in really hard times.	1/16/2025 1:52 PM

65	The Outdoors	1/16/2025 1:37 PM
66	We are a small community but a close community, very generational. Many of our loved ones work in the bigger communities, but we call this home.	1/16/2025 1:35 PM
67	Students believe (accurately) that staff members care about them. Everyone knows everyone. Community are supportive of the schools.	1/15/2025 7:17 PM

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).

Answered: 64 Skipped: 3

#	RESPONSES	DATE
1	Small size schools. A lot of learning opportunities.	1/31/2025 4:52 PM
2	The Portola schools provide a lot of community outreach programs to give students and families a supportive network both in school and out of school.	1/31/2025 4:50 PM
3	The students overall are kind and respectful. The school is committed to quality education despite the trials of being a small school. The community wants to be involved in what is happening at school.	1/31/2025 9:08 AM
4	The schools truly care about the students as individuals and "falling through the car " is not something you see here.	1/31/2025 12:16 AM
5	Our school in Greenville is the smallest in the district. We have the most amazing team of educators in our district. We all wear multiple hats to make sure the needs of our students are met. We do not have enough staff to spread out the extra curricular jobs so we, the teachers gladly take it on so our students can benefit. Most of us have had our own children in our school. Again we are like a large family in a small community.	1/30/2025 9:27 PM
6	Smaller class sizes More support Creativity is promoted We teach about nature and specifically the nature that surrounds us. We get our students out into nature. We interact with our community. We embrace where we live .	1/30/2025 8:55 PM
7	The school staff know and care for the individual students. There is a small school connection and spirit, especially in sports. The schools are well maintained and create a sense of pride for the students. Students have access to a variety of enrichment activities and electives that keep them inspired. Many graduates successfully attend colleges and universities and there are many scholarship opportunities. Finally, we are so proud of our unique Outdoor Core program and Outdoor Classrooms. It connects us and builds a strong sense of belonging and opens doors for children to build confidence, leadership, and relationships.	1/30/2025 8:16 PM
8	The school is well-maintained with a supportive faculty, staff, and administration. The students are nice, and we have a variety of activities and clubs.	1/30/2025 8:06 PM
9	the best sign is the number of classrooms that have teachers and students in them before and after school. our teachers are incredibly dedicated and eager to improve educational skills and outcomes.	1/30/2025 7:58 PM
10	I love this school, a lot has to do with the atmosphere, much like out community, everybody gets along, and tries to help each other out as much as possible	1/30/2025 5:35 PM
11	Our schools district wide have wonderful leadership at each site. The teachers work hard to make learning meaningful along with creating a safe space for students.	1/30/2025 3:23 PM
12	Our schools make up the greatest connection to our young people. Our schools, beyond the family, are the number one way we grow and encourage our young people onto adulthood.	1/30/2025 10:21 AM
13	All of the schools have strengths and fantastic educators. Chester specifically has a robust sports programs and we are expanding our extracurricular programs always. This last year we added a Dungeons & Dragons Club, reintroduced the Drama Program and Club, and this year we also reintroduced a School Newspaper.	1/29/2025 4:51 PM
14	Small classes; good participation by the student body; excellent instructors and staff.	1/29/2025 4:08 PM
15	We have teachers who want to be supportive of the students here. [REDACTED] is a good	1/29/2025 3:57 PM

addition to our school. I appreciate his support of staff. [REDACTED], our VP/counselor, works so hard, in everyone's behalf. We have very dedicated staff, many of whom are available to students even after hours if needed.

16	The staff care about being professional. The staff are eager to care for and support all students. Staff are willing to participate in ongoing training and professional development opportunities. The staff are creative, and think outside the box. The schools are cute, large, established, and well-kept.	1/29/2025 1:33 PM
17	softball and baseball fields.	1/29/2025 1:04 PM
18	The teachers	1/29/2025 1:00 PM
19	the teachers are nice to students and the students are nice basketball court	1/29/2025 12:59 PM
20	since we are so small it shouldn't take a lot of people to help students with graduating and just help in class.	1/29/2025 12:58 PM
21	Are school is good and we have good teachers	1/29/2025 12:58 PM
22	I don't know.	1/29/2025 12:58 PM
23	There is really great teachers and staff.	1/29/2025 12:58 PM
24	Good Teachers that care	1/29/2025 12:57 PM
25	football	1/29/2025 12:54 PM
26	Very communicative to students	1/29/2025 12:53 PM
27	Wonderful and dedicated teachers and staff. Great leadership. Good kids. Accountability. Enrichment, garden, music and outdoor programs.	1/28/2025 2:11 PM
28	Charter school in Greenville at the cutting edge of preparing students for their future.	1/28/2025 12:47 PM
29	Chester Elementary has the only stage in the community. They allow (I don't know if they charge) for public performances. I understand the high school will be getting one someday. Chester Elementary has a food garden.	1/28/2025 11:26 AM
30	We have a lot of great teachers who genuinely work hard to provide quality education to our students. We have supportive families and students who want school to be fun and engaging. We have supportive leadership on our school sites. We have learning landscapes on our campuses to enhance outdoor learning for kids.	1/27/2025 8:06 PM
31	We have a great students, teachers, and communities.	1/26/2025 1:38 PM
32	We have teachers who care about students. We want what is best for our students and their growth.	1/26/2025 11:22 AM
33	Finally great principals	1/25/2025 11:26 AM
34	Most if not all staff are here for the students. Through the good, and the bad. We all have our inspirations, and we all have our bad days. We are here for our students!	1/24/2025 11:38 AM
35	we support each other and come together as a group. we have great pride and spirt for our school	1/24/2025 10:21 AM
36	We are finally feeling positive after our town burned down. Kids are starting to thrive.	1/24/2025 8:06 AM
37	Hardworking teachers and staff. Resilient in the face of challenges.	1/23/2025 9:21 PM
38	Skilled and dedicated teaching staff!	1/23/2025 7:07 PM
39	Our schools are the meaningful centerpiece of each community--sports, culture, academic pursuits, all revolve around our schools.	1/23/2025 6:21 PM
40	We have a site staff is very supportive of one another and supportive of the families. We work hard to provide a safe place for our students where they can look to ANY adult for support. Our PBIS model allows for a well-structured and monitored learning cycle. We care about each other.	1/23/2025 3:25 PM
41	I feel like we have a base of employees that care and want better for our district. Our site are	1/23/2025 2:54 PM

42	We have very committed teachers and staff who make the most with limited resources. If feel we do our best to meet the needs of our students and put them first.	1/23/2025 1:32 PM
43	Our schools remain open despite mediocre performance. School Board Members are re-elected despite their sad record. In the past 60 or so years there has only been two remarkable endeavors, Greenville's 100+ marching band and Greenville's cooking school. Neither exist today.	1/22/2025 1:06 PM
44	Small size campuses, which allow teachers to really know their students and develop meaningful relationships. Above average curriculum(s), given the small nature of our district(s) and limited resources. Accessible administrators and educational leaders, as they are members of our small community and take ownership for their actions. Great resources for children outside of the classrooms; volunteer-led fundraisers, after school programs, athletics, arts programs, etc.	1/22/2025 10:49 AM
45	There are some excellent teachers in the system. The school facilities have had significant improvements through a voter approved bond issue. There is the opportunity for a dedicated and knowledgeable school leader to improve student achievement. There is a supportive Board of Education.	1/19/2025 11:08 PM
46	In small schools such as ours, the school staff/student/parent relationship is strong because we are also neighbors with each other. Local clubs, businesses, and organizations are supportive of the schools.	1/19/2025 4:27 PM
47	Most all of our school teachers, parents and students seem to have more than just professional relationships as the population of communities we live in are so small there's a lot of personal relationships that goes along with the "small town" environment	1/19/2025 12:37 PM
48	Great engagement from staff with parents and community. Legacy of being source of community pride.	1/18/2025 6:43 PM
49	Our schools have many good teachers that do not have interest in indoctrinating the children, but in teaching appropriate curriculum. A majority of families (parents and/or children) are involved in multiple extra curricular activities which fosters the "close community" feel. For a small, rural area I believe we have a lot of young families and, in turn, plenty of options to stay busy (music, dance, sports, community events).	1/18/2025 1:11 PM
50	We have several good teachers, but the quality drops off FAST.	1/17/2025 5:58 PM
51	The schools are pivotal to the community, with teachers and staff who care deeply for all students, treating them as if they were their own children. They go the extra mile to ensure every student feels valued, supported and has the resources they need to succeed academically and personally.	1/17/2025 1:57 PM
52	Caring staff, nice campus so far.	1/16/2025 7:00 PM
53	small schools where every one knows every one	1/16/2025 4:11 PM
54	Quality staff, caring teachers	1/16/2025 3:44 PM
55	Our schools have incredible teachers who give their whole hearts to their students and sites. Our schools are like families because they are small. Our afterschool programs create a safe space that students love to attend, and really helps families who can't be home for their students in the afternoon. At the high school level, some really great changes are happening at CHS, they are really working on positive school culture, and as a parent, I can see it happening.	1/16/2025 3:22 PM
56	The schools are small with small class sizes. Plumas County's Outdoor Education program is exemplary.	1/16/2025 3:16 PM
57	The caring staff.	1/16/2025 3:15 PM
58	The schools are small and kids to teacher ratio is small. We have a strong support for sports and community.	1/16/2025 2:34 PM
59	Teachers care deeply about students -- personally and academically. Schools are generally in good condition.	1/16/2025 2:34 PM

60	Not a lot, having nature at our fingertips and using it in curriculum is nice.	1/16/2025 2:18 PM
61	I love that they have a decent library and the teachers are great	1/16/2025 1:52 PM
62	Caring Teachers and Staff	1/16/2025 1:37 PM
63	We are a small school with a sufficient staff, but always put the good of the students first and foremost. If it works for the students and they are moving forward in their learning we call that a success.	1/16/2025 1:35 PM
64	Students believe (accurately) that staff members care about them. Everyone knows everyone. Community are supportive of the schools.	1/15/2025 7:17 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.)¿Qué problemas debe tener en cuenta el superintendente cuando ingresa al distrito? (Esta información se comparte con los candidatos finales).

Answered: 66 Skipped: 1

#	RESPONSES	DATE
1	There are a couple of problems at the District Office I would like to bring to your attention that have an effect on the whole community. 1. Cliques that are counterproductive in the workplace. Example: "I want the workplace to feel like eighth grade all over again," said nobody, ever. So, when it does feel like you're back in a middle school cafeteria, it can be pretty deflating. We all know what a clique looks like. It's the group of people—whether at work or at school—that sticks together, grabs each other coffee, laughs at inside jokes (of which they somehow have roughly one million), and generally excludes anyone outside of their tight-knit ring. a. Here are a few warning signs employees are feeling: b. Constant feeling of exclusion from a group of people c. A particular group of toxic employees that lunches, grabs coffee, and organizes happy hours together d. Projects often are offered to a particular group, regardless of talent or experience e. Large parts of the workday are spent whispering or chatting on messaging platforms f. General outward disinterest from the group in anyone else—unless it involves gossip or "drama" 2. Nepotism in the workplace that can lead to dissatisfied employees and opens employers up to accusations of unethical conduct. Examples: a. The related employee is under-qualified. b. Family members receive promotions when someone else is more qualified. c. A relative or best friend always receives the best job assignments. d. The hired family member or best friend earns more than others in similar positions. e. Other employees have complained to me.	1/31/2025 4:52 PM
2	In recent years, we've had multiple quality, experienced educators resign because they didn't feel supported by administration in regards to abusive, assaultive students and their parents. The schools don't feel safe for staff or students because there are no boundaries or repercussions for unacceptable behavior.	1/31/2025 4:50 PM
3	Because we are a small community, we struggle with providing all the various requirements of a public school. School staff therefore is stretched and asked to do an abundance of tasks with little compensation for the effort other than the sense that we are making it "work" in spite of the challenges. Administrative support is essential. There has been much negativity lately and the feeling that we are not supported but instead underappreciated by our district staff.	1/31/2025 9:08 AM
4	Many families are living on the edge. Our community struggles with poverty, addiction, and instability. The children are understandably impacted by these issues.	1/31/2025 12:16 AM
5	Greenville never feels heard. We are not seen as equals within our own district. We feel the district office does not pay attention to our needs.	1/30/2025 9:27 PM
6	Small community with a lot of nepotism. There are preferred families and it is very obvious who they are. This is a very toxic trait amongst our students and even our staff . We have high poverty rates I'm plumas county. This comes with a lot of challenges. Families are truly struggling just to get by.	1/30/2025 8:55 PM
7	Small schools often have to shift teachers into positions that are not their preference or strength, which affects teacher morale and student success. Many children have challenges in their home life that make learning difficult and we need broad interventions and support services to help them. Other students need inspiration and opportunities for accelerated learning.	1/30/2025 8:16 PM
8	The district is full of small towns with people who have long-standing relationships which can be difficult to navigate.	1/30/2025 8:06 PM
9	past, and current nepotism and double standards at the district office. there are a significant number of employees that are under qualified and incompetent. a serious housecleaning is in	1/30/2025 7:58 PM

10	It is a small town, so if something gets going, it gets around real quick. and it is not always true, sometimes it is not true at all.	1/30/2025 5:35 PM
11	There are particular individuals employed at the district office level that lack leadership and credentials necessary to do their jobs effectively. These individuals have negatively impacted the principals, vice principals, and teachers with their micromanagement techniques, lack of professionalism, bias, and lack of support. It has become such a toxic relationship that many people are afraid to come forward because they fear retaliation. My hope is that the new superintendent will be able to bring in a district level staff that has the necessary credentials needed to perform their jobs effectively so our schools district wide can get the support they need.	1/30/2025 3:23 PM
12	As a parent of 3 children that graduated from our high school, and all went on to higher education and master degrees, the importance of our libraries and tech centers is extremely important. I do not see our libraries as being supported and invested in as they should be. Our reliance on technology and the money put into computers in every child's reach is monumental. Our kids each carry another computer in their pocket every day in their cell phones. However, I don't see the bridge being made to our learning centers and libraries. I feel we need to invest and set aside funding to grow our students experience with navigating libraries, encouraging a wide range of reading materials, exposing them to ways to research and teaching them how to be life long learners. We must do more to make sure our libraries are supported and growing and up to date.	1/30/2025 10:21 AM
13	Obviously we are amidst budget problems, but I cannot emphasize enough the need that these problems not impact staffing levels or pay. We are currently not competitive with the rest of the state in wages and our schools are small, none of our staff are disposable. While we have been laboring to emphasize the arts over the last few years there is still plenty of room for growth in that area.	1/29/2025 4:51 PM
14	The district office has a number of issues. Primarily they are related to some unqualified staff in key roles; They do not make students and teachers our primary customers; to many close friends who are in key roles which look out of each other. To much intervention into activities at the school level from [REDACTED]	1/29/2025 4:08 PM
15	This next superintendent should be aware that there's a lot of nepotism and best friends hired at the district office. If those people are qualified, great. But there were qualified people who had applied for some jobs at the D.O. who didn't even get interviews. More unqualified people got the jobs. That isn't looking out for the best interests of our school district. When staff members avoid talking with district office personnel because they are afraid of how they will be treated, that's a big problem. There are others there who are great and help out however possible. Please no new superintendent who has worked for our school district. We need new personalities, not someone who will join the D.O. clique. Our schools need someone who doesn't feel that	1/29/2025 3:57 PM
16	I have heard people question whether some employees who have relatively higher salaries than some people believe is equitable, asking whether they have earned their positions and salaries. There has been a lot of changing of the guard, and now is a time for a leader to step in and rally the team to greatness. There are a lot of talented and caring people here.	1/29/2025 1:33 PM
17	The softball field is not finished yet	1/29/2025 1:04 PM
18	That we broke asf	1/29/2025 1:00 PM
19	i don't know what to say	1/29/2025 12:59 PM
20	The bathrooms.	1/29/2025 12:58 PM
21	no	1/29/2025 12:58 PM
22	Getting reports on the boys bathroom.	1/29/2025 12:58 PM
23	That we are a very small community and there are not a lot of things that can be changed because as a small community we do what we can to get more people involved.	1/29/2025 12:58 PM
24	Not sure	1/29/2025 12:57 PM
25	y'all need to pay people right and get out of debt. we poverty	1/29/2025 12:54 PM

26	Bathrooms being out of order for no reason	1/29/2025 12:53 PM
27	Budget deficit. At times, small community misguided expectations. Long travel to sports games with needed parental support.	1/28/2025 2:11 PM
28	Animosity between District, County, and Charter school administrations and PUSD Board of Trustee's. Superintendent needs to represent all the students in the county, not just ones that are enrolled in certain schools.	1/28/2025 12:47 PM
29	We need gender confusion and DEI policies and teachers removed that promote these policies. Teachers need to be retrained and not on students time. I'm referring to all the in-service days. These days completely disrupt the families that need to work and count on school for their daycare. Mandatory vaccinations to get an education is wrong. My grandson was not allowed to graduate without all his vaccines. This directive has come from the State school board which was not elected.	1/28/2025 11:26 AM
30	The curriculum MATH AND ELA is outdated. It is not common core aligned. Teachers supplement in order to find quality lessons. There is no technology embedded in our curriculum to enhance learning. We have some extreme behavior issues. We have a lot of students in need of academic and Social Emotional support. The highschool is in need of some team building for students and re- direction to foster 21st century skills . We need support for our struggling teens in the high school as well as character building in the 7/8 grade. These kids need a superintendent committed to enhancing the middle school program rather than having them meet expectations of a high school students. Socially and Emotionally they are not developed and need someone to come in and support this as a separate entity. Prepare them for high school. We need someone who looks at all students in this community and strives to do what's best for them (at their developmental age)ensuring they become positive members of our schools and community.	1/27/2025 8:06 PM
31	1. PCOE/PUSD's systems and processes do not support our LCAP goals, support student success, or follow best practices. 2. PCOE/PUSD is not transparent with decision making. 3. PCOE/PUSD leaders (including our school board) need additional support and training in order to successfully support and lead our district. 4. Communities in our district are not being represented by the PCOE/PUSD school board. 5. We need to evaluate the effectiveness of the relationship and oversight responsibilities between PCOE and PUSD to ensure we are following best practices. 6. Evaluate PCOE/PUSD SELPA to ensure that it is following best practices. 7. PCOE/PUSD is implementing severe budget cuts but the core issues that have led us to this point are not being addressed.	1/26/2025 1:38 PM
32	As we are made up of many small towns, it is a complex district. We all have different populations and needs. Small towns are also very protective. Our communities are rural.	1/26/2025 11:22 AM
33	Nepotism, entrenched unqualified staff at the DO, fearmongering,	1/25/2025 11:26 AM
34	The people who are hired due to who they know not what they know! I believe people can learn and grow in different positions. I also believe not everyone is cut out for the jobs we do. [REDACTED] staff rely on [REDACTED] staff to do all the work in some sites. Ignorant staff don't look at details when small things matter most. We can find excuses anywhere we go, and pull the wool over our heads until we are blind. The truth is the children will always suffer until we put our foot down and demand a change!!!	1/24/2025 11:38 AM
35	Need a strong person that believes in community, also knows what they are doing. that can lead the people he is over seeing.	1/24/2025 8:06 AM
36	Budget!	1/23/2025 9:21 PM
37	TOP ISSUE: Our district is in a catastrophic fiscal crisis that will be felt by families and staff for years to come. We have received a negative rating by the state, and we are working with the state. The new CEO should know about all the details surrounding this, pending layoffs, significant cuts, spending freeze, etc--all of the ugliness this involves and seriously impacts our students, families, and staff of Plumas County. Our current fiscal situation could literally wipe-out our communities if families end up leaving Plumas County communities due cuts at school sites, lack of monies for students, layoffs etc. PUSD is one of the main employers of Plumas County!	1/23/2025 7:07 PM
38	Our communities have been through cycles of crisis with school funding and don't trust the district to have wise, long-term budgetary plans to avoid crisis. The community also views district staff as not being transparent with budgetary priorities, and feels that a disproportionate	1/23/2025 6:21 PM

amount of funding is paying for increasing numbers of staff at the district level, rather than in the classroom and paying for teacher salaries, where the funds would be of greatest benefit to students and families. Whether or not these fears and biases are true or not really doesn't matter. This is the perception, and perception is reality. Our schools, teachers, and communities are EXHAUSTED by the regular cycles of funding chaos. We deserve better. Plumas' reputation for having one of the lowest teacher salaries in the state, and cycling through funding crises about every 3 - 5 years, complete with layoff notices, are two major reasons why it is so difficult to recruit and retain high quality teachers.

39	The financial troubles are of utmost importance. I think it is also imperative that he understands the on-going problem with recruiting and keeping high quality staff.	1/23/2025 3:25 PM
40	There is a lot of mistrust for management and the incoming superintendent. Employees feel not heard and taken advantage of. We need a strong leader with a plan that everyone can buy into.	1/23/2025 2:54 PM
41	A lot of changes are needed to make this district all that it can be. We have a lot good things going that can be improved on.	1/23/2025 1:32 PM
42	The School Board is ineffectual and can/should be ignored. This is a land where appearance is more important than performance. Innovation is burdensome and frightening. Just keep a ready supply of grease for the wheels. Your dirty secrets are safe as Plumas Unified is not interested in looking into your past inadequacies and failures. Always blame the consultant when things go awry.	1/22/2025 1:06 PM
43	Small-scale educational operations are great for flexibility and scalable growth, but are often met with challenges surrounding access to resources. While you may be able to feel the tangible impacts of your tenure here, you will also feel every challenge or obstacle twice as much. This is a rewarding position in a small town, as long as you embrace the community and become part of it. If you choose to manage it at arms length like previous leaders, you will feel arms lengths away from the true feelings of your community.	1/22/2025 10:49 AM
44	Attracting and retaining qualified staff Budget challenges The need for the superintendent to connect with patrons in all the communities that are part of PUSD Visibility	1/19/2025 11:08 PM
45	Winters can be hard in terms of weather. News/rumors spread quickly. While folks are generally welcoming to people from out of the area, there are still some reservations because in our school district's history, out-of-towner superintendents don't stay very long. The longest-lasting superintendents have been those who were hired from within the school district.	1/19/2025 4:27 PM
46	Understanding the emphasis on good education should always prioritize our students, there seems to be little to no understanding that a large portion of our students will "NOT" be seeking higher education "college" with little to no offerings of other skills, trades, electrical, carpentry, auto mechanics, etc.	1/19/2025 12:37 PM
47	Need to balance the budget and cut expenses. District has obligated ongoing expenses with one-time monies. Poor history of execution and oversight of large general obligation bond projects. Many projects have begun to deteriorate after only a couple of years. Perception of lack of support at school sites by district office staff. Increase transparency of district operations with the community.	1/18/2025 6:43 PM
48	In general, the Lake Almanor basin feels ignored and forgotten by Plumas County government. Even though we bring in a significant portion of the County's tax revenue, it takes years to get attention to any of our needs - ie, Chester Park revamp, downtown Square.	1/18/2025 1:11 PM
49	Nepotism in Portola	1/17/2025 11:51 PM
50	That the school board is not accountable to the public. The last superintendent was an unmitigated disaster and the whole board should resign for voting unanimously for that [REDACTED] [REDACTED] was either beloved or respected. Not everyone liked her, but everyone trusted her because she did what she said she'd do. Shame on the school board.	1/17/2025 5:58 PM
51	Student behavior is a growing concern that I believe the superintendent should be aware of. It is progressively getting worse, and it's clear that something needs to be addressed and changed.	1/17/2025 1:57 PM
52	Lack of funding, and previous lack of communication with the public will have to be remedied.	1/16/2025 7:00 PM
53	District office disfunction, entangled relationships amongst employees and families. Low test	1/16/2025 6:27 PM

54	That it is a small community, there's always tons of gossip	1/16/2025 4:11 PM
55	Transparency issues, sweeping things under the rug issues, good ol boys club issues	1/16/2025 4:03 PM
56	Bullying issues. Hit or miss communication with teachers.	1/16/2025 3:44 PM
57	Rural mountain living isn't for everyone. Coming into our community from somewhere else is not always a welcoming feeling (Speaking from my own experience moving here 20 years ago). Trust must be built. Our district is unique in that it is small, but still carries all the usual challenges of any education system.	1/16/2025 3:22 PM
58	PUSD faces enrollment challenges because of Charter and an unwillingness to adapt to changing preferences of families and students. It lags far behind Charter in dual enrollment opportunities, career pathways, and vocational opportunities. Despite a recent facilities bond, schools remain in need of repair and expensive maintenance. The geography requires more school campuses than enrollment numbers alone would justify.	1/16/2025 3:16 PM
59	I wish there was more to offer the students classroom elective wise.	1/16/2025 3:15 PM
60	There is a massive amount of bullying that needs to be addressed in our schools. While parents are told it is a priority, nothing changes, especially for the kids being bullied. My Grandson is one of many.	1/16/2025 2:34 PM
61	Difficulty hiring/retaining excellent teachers, comparably low salary schedule, fiscal mismanagement.	1/16/2025 2:34 PM
62	Small town toxic relationships, extreme cases of nepotism. School sports that are ran by bias parents. Fiscal responsibility, hold staff accountable. I would recommend [REDACTED]. Better accommodations for IEP students. Crack down on drugs, alcohol, tobacco, and vaping. The district needs a strong masculine leader to get it back on track. [REDACTED] would also be a great candidate if he isn't retired.	1/16/2025 2:18 PM
63	Bullying.. (kids who bully should have "punishment".. And Himework, my kiddos have no time for anything after school. Reading and homework take up the after school free time .	1/16/2025 1:52 PM
64	The schools are not intruder safe. That there is a mental health crisis in our schools. Not enough electives/not equal between schools. With budget issues-- please do not take away staff or programs that are important for kids.	1/16/2025 1:37 PM
65	It can be a challenge to govern in our district as we are 4 distinct communities. We are diverse in many ways. What is important for one school is not so important for the others.	1/16/2025 1:35 PM
66	There are a number of naysayers who spread inaccurate information about the schools and the district.	1/15/2025 7:17 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.)¿Qué habilidades, cualidades o características debe poseer el nuevo superintendente para tener éxito aquí? (Esta información se utiliza cuando seleccionamos candidatos potenciales).

Answered: 66 Skipped: 1


#	RESPONSES	DATE
1	The skills to deal with Cliques and Nepotism in the workplace without falling into it themselves.	1/31/2025 4:52 PM
2	I want a candidate that has the educational qualifications for the position. That has been an administrator and knows how to manage a district. I want transparency, and someone willing to have the hard conversations. Someone that supports what is best for students, and fights to support the staff that serve our students. The best thing for students is an effective governing office and quality educators and staff.	1/31/2025 4:50 PM
3	Adaptability, good communication, being a "team player" with all of us not just district staff, friendly, kind.	1/31/2025 9:08 AM
4	The new superintendent should be direct, transparent, and effective. The new superintendent should be committed to bringing out what makes Plumas County great while still acknowledging our very real challenges. Mostly the new superintendent will need to have the fortitude to address the mismanagement and incompetence that has occurred in the District Office. Retaining unqualified personnel in upper management is not in the best interests of our community and children.	1/31/2025 12:16 AM
5	Compassion, understanding, open mind, fair, smart business sense, can run the district office in a much more cost effective way, someone who looks for ways to save money and not spend it all on Quincy High School	1/30/2025 9:27 PM
6	Kind but strong. Empathetic. Creative . Thoughtful. Dedicated. High integrity.	1/30/2025 8:55 PM
7	Leadership Listening Communication, including visiting campuses Care and engagement with community Appreciation for diversity Advocate for teacher and students Resiliency Problem solver	1/30/2025 8:16 PM
8	Quality communicator, strong law and budgeting skills, compassionate and willing to make changes and improve the overall culture and effectiveness of education.	1/30/2025 8:06 PM
9	honesty, straightforwardness, empathy, discipline, and grit. the task will not be quick or easy	1/30/2025 7:58 PM
10	Being well versed in the education system, not relying just on academics. Sports, clubs, CTE, are all very important to a thriving and inviting school system	1/30/2025 5:35 PM
11	Our new superintendent should possess open communication, team building, operational flexibility, instructional knowledge, and problem-solving skills.	1/30/2025 3:23 PM
12	Skills: Know how to listen well. Know how to ask good questions. Qualities: Inquisitive, humble, a lifelong learner, experienced educator, love of education.	1/30/2025 10:21 AM
13	I would suggest that a superintendent for this district be first and foremost a strong critical thinker and analyst. We need systemic analysis and streamlined procedures in this district. Right now there is a lack of procedural knowledge that has made certain activities excessively difficult and time consuming to arrange such as field trips and accessing of club funds.	1/29/2025 4:51 PM
14	He or she must need abilities to identify he above issues and either reassign or release individuals who do not fit. This should be done rather quickly to get us back on track.	1/29/2025 4:08 PM
15	We need a superintendent who has a clear vision for our district and is willing to make that vision happen. The Board needs to listen to the superintendent, because he/she has a better	1/29/2025 3:57 PM

feel for what goes on than the Board, I think. With the superintendent who was fired, I thought he was doing a good job and related to those who work for the district. We need a superintendent who goes out to the individual communities and actually knows what's going on in the schools. Talk to staff and students often to get a real feel for what's going on. Sit in classrooms for more than a couple of minutes. Actually be interested in what goes on outside of the island of the district office. There is an overall feel in the whole district that, for the most part, those leaders at the D.O. really don't care how their workers are doing professionally or personally. People need to be better trained for their jobs when they get promotions or new hires by those in charge at the D.O., not others in the district who do the same job; unless of course we can be paid to do so. But that's not what ever happens. As the superintendent, know your workers in your building and know if they are meeting up to expectations. If they aren't either train them better or replace them, please.

16	I would hope that the new Superintendent would be able to see big picture, is able to listen between the lines, has dealt with their own ego so that they can say what they mean, and mean what they say. They need to understand trauma informed care, SEL, the need for continual improvement, see where personnel needs adjustments, the ability to communicate in a calm, non-urgent fashion, and holds common values for the future of public education as the teachers, families, and other stakeholders find essential.	1/29/2025 1:33 PM
17	communication and problem solving	1/29/2025 1:04 PM
18	He needs to be able to understand what kids need	1/29/2025 1:00 PM
19	I don't know	1/29/2025 12:59 PM
20	He should be good with kids and come to compromises instead of fighting things the students want.	1/29/2025 12:58 PM
21	Understand that gose on in classroom and see what the teacher teaches	1/29/2025 12:58 PM
22	I don't know.	1/29/2025 12:58 PM
23	To understand what goes on in classrooms and how teachers are teaching.	1/29/2025 12:58 PM
24	Not sure	1/29/2025 12:57 PM
25	we need to upgrade everything cause we poverty	1/29/2025 12:54 PM
26	Good people	1/29/2025 12:53 PM
27	Strong leadership skills. Willingness to be present on campuses and address issues in timely/effective manner. Support principals and staff. Have answers to questions because has had experience in the field of teaching and leading. Make hard decisions. Have integrity. Seek truths. Respectful.	1/28/2025 2:11 PM
28	Passion for educating kids, leadership skills in dealing with community members on the Board of Trustees, and District, County staff. Experience in evaluating staff knowledge and ability in performing their assigned duties.	1/28/2025 12:47 PM
29	He/She will need an open mind and be willing to put students ahead of unelected officials.	1/28/2025 11:26 AM
30	We need someone who is friendly and is willing to visit school sites. We need someone who is willing to invest in our students by doing what is best for them. We need a leader who finds solutions, and one who is present in the high schools too. (THIS IS IMPORTANT) We need you there in order to help build relationships and keep this an environment in which kids are safe, respectful , and assuring that students are provided a great education. We need someone who can build trust in the community, be transparent, and be there for our students and teachers. We need someone who makes curriculum a priority and can help get our teachers curriculum that is rigorous and aligns with core standards. Curriculum that is consistent and can be used across the grade levels is pertinent while also embedding curriculum with technology components keeping up with the current times in education. We need a leader who provides professional development for new teachers. Someone who fosters 21st century skills to cultivate relevant learning to our changing times and students. We need a leader who does what is best for kids and supports teachers and families of this community.	1/27/2025 8:06 PM
31	1. Integrity 2. Transparency 3. Transformational leadership 4. Willingness to evaluate/audit PCOE/PUSD systems and processes and to make the changes that are necessary to improve the service to our students and communities.	1/26/2025 1:38 PM

Educational Partners Input Form--Plumas Unified School District,
California - Formulario de aportes de socios educativos: Distrito Escolar
Unificado de Plumas, California

SurveyMonkey

32	Perspective- Communication skills- Many different populations- important to communicate to the community without alienating them. Foresight- to see what our district needs for the future. It will be a balance between the needs and opinions of stakeholders.	1/26/2025 11:22 AM
33	Diplomacy, vision, fiscal responsibility, bravery- enuf to make unpopular decisions	1/25/2025 11:26 AM
34	Open minded, flexible, HONEST even when it is hurtful!!!	1/24/2025 11:38 AM
35	communication a cross the board, be fair, subject to change if need be.	1/24/2025 10:21 AM
36	Skills in the teaching ,kids, finances and leadership.	1/24/2025 8:06 AM
37	Integrity, Grit, Listening Skills, Capacity Building, Builds connections and community across county	1/23/2025 9:21 PM
38	Any administrator must have a very unique skill set and wear many different hats. If possible a person invested in pulling our district out of the catastrophic fiscal crisis that we are currently in. A person who looks at the state being involved as a god-send, not a detriment. A person who is in it for the duration; not a short-timer. An individual who has had experience working with and overseeing many departments. I don't think we can risk at this crucial time a "new person" to the profession; we have serious issues. Can he/she make hard decisions?--layoffs, let go of staff if not competent, knows laws and Ed code., is cool under pressure, knows how to/when to/timelines/what stakeholders must be involved to make decisions when operating a school district. There are so many more I can't list all. As I said earlier, an Administrator takes a very unique skill set and the individual chosen MUST have as many professional skills to run a district as possible.	1/23/2025 7:07 PM
39	Someone who appears to listen to all stakeholders, weigh all information, and then recommend well-informed decisions to the board. Someone who works on achieving consensus and who is sensitive to the dynamics of a small, rural district. NOT someone with a briefcase and a convincing "agenda" that is going to "save our schools" or is going to raise whatever statistics seem the most compelling at the time. We need someone who cares, who wants to live here, long-term and invest in the long-term success our communities and schools. Not just someone with a briefcase from out of town who sounds confident, like an expert. Someone who listens to educators and values their professional opinions and needs for TIME to do our jobs, rather than someone who schedules endless meetings and piles endless requirements on our administrative and teaching staff.	1/23/2025 6:21 PM
40	We need a superintendent that is fiscally minded. Being a rural district, our funds are sometimes tight and we need to be creative to meet the needs of our students. We need someone that is approachable and has experience in a rural school district. We need someone that wants to be visible on campuses throughout the district on a consistent basis.	1/23/2025 3:25 PM
41	A local would be preferred because they have vested interest. But fair honest and understanding of all departments.	1/23/2025 2:54 PM
42	EXPERIENCE - we need somone who is qualified. It would be best if they have experience as a teacher, administrator and within a district. We need someone who is able to see the big picture and is innovative. We need a problem solver because we have a lot of problems and challenges.	1/23/2025 1:32 PM
43	If you are successful, it will be by accident, as the process of selection has been uniformly unsuccessful over the past 40 years. Actually we don't know what it takes to be successful here as the last truly successful superintendent was so long ago few people remember him. However, we are an expert at being unsuccessful.	1/22/2025 1:06 PM
44	Diplomatic, bipartisan, community-centered, open minded, scalable-growth mindset, energetic, and excited about the opportunities presented in a small sized district such as Plumas.	1/22/2025 10:49 AM
45	Personable Honest Strong understanding of school finance School improvement leader Take  out for coffee	1/19/2025 11:08 PM
46	The ability to be personable, transparent, and open minded. He/she must have the ability to relate to a variety of parents, students and teachers. He/she must also commit to staying for at least five years.	1/19/2025 4:27 PM
47	The willingness to get out and actually meet with staff and students outside the internal district office and other leadership to better understand the physical needs of students and staff.	1/19/2025 12:37 PM

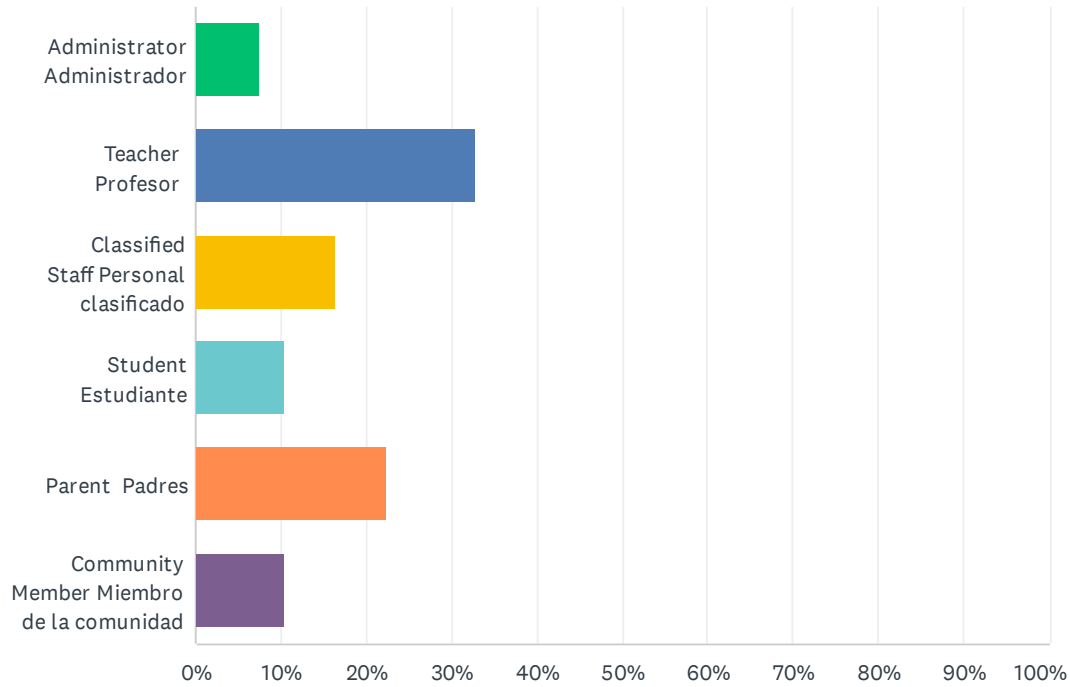
Educational Partners Input Form--Plumas Unified School District,
California - Formulario de aportes de socios educativos: Distrito Escolar
Unificado de Plumas, California

SurveyMonkey

48	Strong leadership and interpersonal skills. Strong moral character. Excellent track record of community involvement. Creative and innovative mindset. Ability to hold staff accountable. Ability to set clear strategic vision with tangible goals to achieve success.	1/18/2025 6:43 PM
49	Most people in our area are very conservative people who do not want or need a lot of government interference in their lives. Most young families I know would prefer someone who will resist the woke agenda of California's public schools and teachers unions to the extent possible.	1/18/2025 1:11 PM
50	All of our successful superintendents came LOCALLY! Outsiders make a mess of things. Again, how could they NOT have chosen [REDACTED] a few years ago. You gotta be tough as nails because the board is made of self-serving [REDACTED].	1/17/2025 5:58 PM
51	The new superintendent should possess strong leadership and communication skills, with a student-centered focus and a commitment to fostering collaboration among staff, parents, and the community. They should be adept at crisis management, problem-solving, and addressing student behavior issues, while maintaining high standards of accountability and integrity.	1/17/2025 1:57 PM
52	Great budgeting skills, and great at allocating funds. Communication and outreach to staff should be one of their priorities. Great ability to maintain a solid oversight so that we meet our goals. A large background in instructional skills to be used for curriculum and policy development. Someone interested in developing policies and procedures to keep children safe, while also keeping parents informed as to situations transpiring on campus.	1/16/2025 7:00 PM
53	Experienced and a strong understanding of ed code, financial law and norms, and an agent of change. Someone who is not afraid to make difficult decisions.	1/16/2025 6:27 PM
54	Friendly, outgoing, doesn't act high and mighty, transparent in their actions.	1/16/2025 4:11 PM
55	Integrity, honesty, compassion, putting the kids first,	1/16/2025 4:03 PM
56	Organized, efficient, strong, caring	1/16/2025 3:44 PM
57	Transparency, team player, approachable, empathetic	1/16/2025 3:22 PM
58	A new superintendent should not be hired from within PUSD ranks as public perception remains that the district office is affected by cronyism. A successful candidate would have good networking skills and contacts in Sacramento to advocate for special funding for frontier schools. She or he would also be familiar with the challenges of rural education.	1/16/2025 3:16 PM
59	Small town knowledge. Being positive with staff, students and parents. Try to make the schools a better place for everyone to learn.	1/16/2025 3:15 PM
60	A dedicated, strong personality. One who will stand up for the children and not be one who does what the school board or principal want. Put the children's needs first and lead the District, not follow along.	1/16/2025 2:34 PM
61	Experienced, ethical, communicative, direct, unbiased, courageous.	1/16/2025 2:34 PM
62	Not be related to other people in the school district. Integrity, ethically sound. Not a social activist, prioritize education over identity politics like DEI.	1/16/2025 2:18 PM
63	Patience. Understanding. Fun.	1/16/2025 1:52 PM
64	To come, loving this area and wanting to stay and do their best for others.	1/16/2025 1:37 PM
65	Being able to lead with the knowledge that we are diverse. Keeping in mind that we need to reach all of our students instead of just a few.	1/16/2025 1:35 PM
66	Empathy. Integrity. Intelligence.	1/15/2025 7:17 PM

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

Answered: 67 Skipped: 0



ANSWER CHOICES	RESPONSES	
Administrator Administrador	7.46%	5
Teacher Profesor	32.84%	22
Classified Staff Personal clasificado	16.42%	11
Student Estudiante	10.45%	7
Parent Padres	22.39%	15
Community Member Miembro de la comunidad	10.45%	7
TOTAL		67