

Stakeholder Input Report for

**Weld RE-8 School District
Fort Lupton, Colorado**

submitted by



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Weld Re-8 School District Fort Lupton, Colorado District Stakeholder Report

On January 28th, February 4th and 6th, McPherson & Jacobson's Consultant Dr. Randy Zila and Daisy Fuentes conducted meetings with the district stakeholders representing four different groups associated with the School District to gather input regarding the selection of the new superintendent. Dr. Zila received input from approximately 43 individuals during the meetings.

Outlined below is an Executive Summary of the major themes expressed by the participants at these sessions. Following the Executive Summary is a compilation of all the input received from these groups and individuals in response to the four questions asked of each group and participants. The final section of the report consists of responses by individuals who completed the online survey. There were 74 responses to the Weld RE-8 Fort Lupton School District Community Survey. Please note that responses from the online survey are printed as they are actually stated with grammatical and misspelled words so that any meaning might not interfere with the respondent answers. Both English, and Spanish responses were received. All profanity and named references have been redacted. Graphs have been added to the report showing the distribution of the online stakeholders providing input, and "word clouds" emphasizing recurring themes in responses.

Name of Stakeholder Group: Weld RE- 8 Administrators
1/28/25 (11)

1. 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).

- A tight-knit community that fosters local support, creating a strong foundation for successful fundraising efforts and the establishment of valuable scholarship opportunities for students from local agencies within the community.
- Close proximity to local police and fire departments
- Optimist club
- Strongly supported by the community, thanks to the close-knit nature of the small town.
- Tight knit community*
- Feedback is provided in a timely manner by the local community
- Rooted in tradition
- The community plays an essential role in attracting talent from within the district, showcasing the accomplishments and opportunities available. Recruiting for open district positions has proven advantageous, encouraging high school graduates to return and contribute to the growth and development of their local community
- Passion for sports and scholastics
- “Bleed Blue”
- Small town support is critical with resources available to its residents.
- The community thrives on a strong work ethic, where a balanced lifestyle is deeply valued. The dedication and hard work of its members are not only respected but also foster a sense of mutual admiration and respect throughout the community.
- A district and city brimming with untapped potential, where passion runs deep. With the unwavering support of the community, it has the opportunity to achieve greatness
- The community is rapidly growing, offering tremendous potential for further development and expansion
- The oil and gas industry along with the Weld Re-8 school district stand as the district's largest employers.

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

Díganos lo bueno de sus escuelas. (Esta información se utiliza para ayudarnos a reclutar candidatos de calidad).

- Strong administrative school level staff that uplifts with one another
- On a promising trajectory, with significant advancements underway at the administrative level in curriculum, technology, and business practices.
- Fostering a collective purpose of doing what is best for our “kid”
- Administrators highlight their “Why” as being student lead.
- Partnership with stakeholders
- Bully prevention
- Multi tiers of instruction = PIS

- Empowered with trusted autonomy, administrators are able to make informed decisions swiftly, ensuring a rapid turnaround that drives efficiency and effectiveness.
- CTE program continues to grow to support HS Students
- Aims Community College allows multiple high school students to partake in concurrent enrollment allowing them to graduate with their associates degrees.
- CSU Alliance program
- Avid Program
- AP Classes
- Multiple pathways to support students towards academic success
- A collaborative effort grounded in the latest research-based initiatives, ensuring that strategies are both innovative and informed by current best practice.
- Instruction practices are up to date
- Students are the strength of the school system
- Students are genuinely excited to attend school, fostering top-tier learners.
- Unique community
- Loyalty
- Collaboration at the administrative level is essential in supporting and guiding new staff, creating a strong foundation where teamwork within the school district is prioritized for continued success and growth.
- Strong relationships in the district, as staff members have taken the time to truly understand and support one another, fostering a collaborative and cohesive work environment.

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

¿Qué cuestiones debe tener en cuenta el superintendente al llegar al distrito? (Esta información se comparte con los candidatos finales).

- Given that it is a tight knit community often times difficult conversations have ended with “that is just the way we do things in Fort Lupton”
- Past perception of the district
- Embracing the new while upholding the old will be challenging
- Most likely to hear immediate feedback on the community’s sentiments to ensure that their concerns and perspectives are quickly heard and addressed. *
- The community will be vocal about how they feel given it is a tight knit community.
- Opinions of the community are held rather they be right or wrong and they are vocalized.
- School grades do not fully capture the true strengths and potential of the district.
- The new superintendent will need to develop strategies to enhance academic performance, ensuring that the district remains competitive in the eyes of the public. By improving grades, the district can strengthen its reputation and encourage parents to keep their children enrolled, rather than seeking alternatives in neighboring districts.
- Branding the district in a positive way
- Transparency
- Effective communication to clearly explain what is happening, why it’s being done, and bridging the gap between traditional practices and modern approaches to create a cohesive and forward-thinking environment.
- Looking back and conducting a thorough examination of past mill levy and bond initiatives to understand why they were not successful. By carefully analyzing these factors, it could ensure that future efforts lead to positive changes and greater community support.
- With the expiration of the current levy in 2026, there will be insufficient funding to update technology and address other essential needs.
- A significant challenge in attracting and retaining quality teachers is the competitive salaries offered by surrounding districts, making it difficult to maintain teachers within the district.
- There is a need for a comprehensive 10-year vision plan that is essential for long-term success. The new superintendent will need to come in with a clear strategy, engaging the right stakeholders and fostering a shared belief in the district’s future direction.
- “We have a lot of good people and they need to be pulled in the right direction”
- “Whoever comes into this district needs to come in ready to rock” - Come in ready to act right away.
- Will need to build relationships with local businesses as it has been expressed in prior community surveying.
- The new superintendent will need to focus on bridging the gaps between the community, parents, businesses, and schools, fostering collaboration and strengthening relationships.
- Mistrust is a word that floats within the community
- “Cant afford to publicly fail” with the bonds again.
- There has been success in the past with bonds; they just need to be pushed in the right direction.

- Implementing and sustaining systemic structures within the schools. The community has easy access to the superintendent while there are systems in place within the schools that will need to be followed.
- Reestablishing the systems of structures that exist could be hard.
- Efforts to move forward can be hindered by the prevailing mentality of 'this is how it's always been, and this is how it will always be,' making it challenging to embrace change and adapt to new opportunities for growth and progress.
- Clear communication about processes and procedures is essential, as it will help the community understand how these efforts will ultimately benefit them. By explaining the 'why' behind decisions and actions, it will foster transparency and build support for ongoing initiatives.
- Rooted in history, the community has faced challenges in investing in innovative solutions, creating a unique position where tradition often takes precedence over progress. Presenting a dynamic of both an opportunity and a challenge for moving forward.
- There is a current divide between schools located within Ft. Lupton and Dacono the new superintendent will need to fill the gap between the two towns so that it is considered all one school district “Weld Re-8”
- Shifting the mindset of deeply rooted community members to view Weld Re-8 as a unified district, rather than a division between towns and schools.
- Minimum 15 year plan to support a possible bond to build that transparency with the community and show that “we” (district) is thinking of the future.
- Create a vision for the district and have stakeholders involved in developing that vision.

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

- Someone who is a good politician and is a skilled communicator, capable of tailoring their message to resonate with different audiences and would be able to represent the district well.
- Charisma
- An ideal leader should bring both academic and business experience, with the ability to seamlessly bridge the two.
- Multitasks - switch from one role to another wearing multiple hats as many that work within the district do.
- Well-articulated
- Well-versed in working with low socio-economic communities, BIPOC and marginalized groups, as well as language learners, ensuring that all students receive the support and resources they need to thrive.
- Authenticity
- Hold on to values
- Strong with building relationships out in the community along with being a part of chambers.
- Strong in leadership

- Effective systems must be established to hold individuals accountable while maintaining a balanced
- Build relationships
- Actively visible within the schools and the community, and truly engaging with the people along with being a part of the community.
- An ideal leader is not only knowledgeable in education but also a visionary, with a deep understanding of both strengths and weaknesses within the system. They possess strong soft skills to build meaningful relationships, and demonstrate humility and character, which are essential for fostering trust and collaboration in the community.
- Understanding that administrators manage multiple responsibilities at various levels, an effective leader must be adaptable and willing to take on similar challenges, demonstrating flexibility and a comprehensive approach to leadership.

**Name of Stakeholder Group: Elementary focus group
February 4th, 2025**

1. 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).

- Students
- Tight-knit families
- Community that rallies in a time of crisis
- A small community where people help each other out
- Students who graduate from the district often return
- Staff truly wants to be in the district
- Diversity
- Growing community
- There are many resources available to families, provided by knowledgeable individuals who are ready to help
- Strong community support for the schools in town
- Numerous opportunities to get involved and make a difference in the community
- Small enough to preserve local traditions, which remain a vital part of what it means to be involved in the community.
- Everybody knows everybody
- Welcoming place
- The staff that works within the district
- The majority of parents are incredibly supportive and play an amazing role in the community

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

- Students
- Traditions within the district
- Diverse teachers, with some living in the community and others commuting because they love being a part of it.
- Dedicated teachers
- Lifetime careers for professionals with the district that dedicate themselves to one place.
- There's a strong sense of family within the school, with teachers embracing new staff members, willingly sharing resources, and always offering support.
- The district provides coaches for areas like GT, Literacy, Math, and ELD, offering a wealth of resources for staff to tap into whenever needed.
- Strong ELD teams and growing GT Program
- Teachers support a lot of extracurricular activities
- In the best interest of the community, teachers continue to move forward and adapt to meet the needs of their students.
- Schools unite and stand together, even when they don't have the voice they feel they deserve
- Negotiations represent a significant compromise between the district and the union, with the district providing crucial support for union-related matters. The process is a cordial and supportive atmosphere, fostering productivity and ensuring effective collaboration. This approach has proven to be highly successful.
- Collaboration between buildings and collaboration amongst administrators
- Teachers have consistently had a voice within the district, ensuring that their needs are heard and addressed. It has never been limited to a select few; all educators have had the opportunity to express their concerns and contribute. They have always had a voice.
- The district is small enough that administrators are familiar with one another and can easily reach out to ask questions or seek guidance.
- Administrators/ school leaders know the people in the buildings.
- Feeling validated
- There is a strong culture of collaboration across the district, with teachers regularly visiting each other's classrooms to observe and learn from different teaching methods and practices.
- Diversity including different socio economic classes

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

- The small town is growing too fast and the small town feeling of everyone knowing each other is going away.
- Few outspoken parents that are creating issues
- As educators we often feel like we can't do anything and would really like to have someone that could come in and put their foot down.
- Experiencing Financial hardship
- The district continues to expand, which has led to a loosening of the previously tight-knit community. This rapid expansion has resulted in new members of the community being less informed about ongoing developments, leading to diminished community involvement.
- It will be difficult to get the new people in the community to engage

- Communication is a significant area of struggle within the district. The insufficient and ineffective communication with the community has resulted in a lack of support from its members.
- The district's boundaries are currently uneven, with some areas experiencing a decline in population while others are seeing an increase. A reassessment and adjustment of these boundaries is necessary to achieve a more balanced distribution of students across the schools.
- Hot topic: Collaboration across the district
- Staff retention is a critical issue, as turnover rates are exceptionally high.
- Maintaining a high level of training for staff during the onboarding process becomes increasingly challenging with a high turnover rate and the constant influx of new staff members.
- The shortage of qualified teachers has led to the hiring of individuals who are not licensed educators, which is an unfortunate consequence of the current staffing challenges.
- The district lacks the necessary specialized staff to effectively support students with special education needs.
- The district is facing a significant shortage of professional staff, making recruitment efforts increasingly difficult.
- There is a noticeable lack of respect for Early Childhood Education (ECE) and foundational programs, which undermines their importance.
- The failure of bonds and mill levies to pass has resulted in unsafe equipment and facilities for students. Urgent updates are necessary to ensure student safety before the situation escalates into a crisis.
- Teacher compensation is significantly lower compared to neighboring school districts, which contributes to a diminished sense of value and increases turnover rates. Many teachers are relocating closer to retirement to secure a more stable salary base, while early-career educators are leaving the district, using it as a stepping stone for better opportunities elsewhere.
- There is a need for additional programs to support high-achieving students, as well as an expansion of after-school programs.
- CTE program has significantly deteriorated, largely due to teachers leaving due to payment and other factors. As a result, the program's facilities remain empty and underutilized at the high school level.
- The high school needs new clubs
- There is a need for additional classes aimed at preparing students for college, particularly in areas such as foreign languages. Currently, the district offers only a single foreign language, and expanding this offering is essential to better support college-bound students.
- High school students are leaving the district because it lacks the necessary resources and support to adequately prepare them as collegebound students. As a result, they are transferring to more competitive districts.
- Lack of staff
- A lot of struggle with the school board with no mutual respect
- Getting trust from the community back
- Some members of the board appear to have personal agendas, which can influence decision-making.
- A current challenge is clearly establishing guidelines for the community regarding what information can be shared and what must remain confidential.
- It is important to communicate to the community that implementing change will require time and that there will be a learning curve as we work toward improvement.
- Gaining community trust to receive a bond
- Historically inherited drama between buildings and perceptions of schools.
- The younger grades often receive less attention, resulting in a weaker foundational education. This is due to the disproportionate focus on secondary education and preparing students for college.

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

- Someone willing to work with the negotiation teams and keep the trust agreement.
- Pro Union
- Open door policy
- Willing to work as a team to keep things running.
- Recognize their support staff and that they need to have a voice
- Someone that creates relationships and knows that we aren't just a number in the system.
- Someone that takes me in consideration and sees the value the staff bring to the district.
- They are willing to stand up to the individuals and groups that require accountability.
- They are able to effectively switch between different roles and responsibilities as needed, adapting to the situation to ensure the best outcomes.
- They establish a vision that respects the existing foundations, building upon them while preserving important traditions. This vision maintains a clear focus on growth and progress, ensuring that the core values of the community are upheld.
- Respect
- Effective communication and carefully chosen verbiage
- Collective and consistent communication throughout the district
- Maintaining autonomy within the district, though it can sometimes backfire. It is important to establish clear boundaries and expectations from the district, allowing staff to understand their roles and perform their work effectively within those guidelines.
- Creates an operational flow chart
- Building mutual respect between the board and the new superintendent is crucial for advancing the district.
- A leader who prioritizes students above all else, serving as a guiding force to ensure that every decision made is in the best interest of the students.
- Providing robust support for staff in their roles is essential, which includes offering appropriate resources, access to coaches, and ensuring that staff members are aware of who can assist them in achieving their goals and overcoming challenges.
- Engage in dialogue
- The person in this role should possess a strong understanding of elementary education, as the expertise in this area is often underappreciated. Frequently, the focus tends to be on secondary education due to the leadership's background.
- A top-down approach can be challenging; it's crucial for leadership to be receptive and actively listen to staff at all levels.
- Someone that understands second language learners and their families K-12
- Establish clear strategies for supporting the individuals who are responsible for implementing various programs within the buildings.
- A leader should be able to lean into the expertise of others, seeking support and surrounding themselves with individuals who possess specialized knowledge in key areas.
- A leader should be transparent, clearly communicating the reasons behind decisions.
- The loss of trust from the community can be attributed to a lack of transparency and communication regarding key decisions.
- A leader who is willing to listen and adapt as the district evolves, fostering growth without imposing control.
- A leader who embodies a servant leadership approach, actively engaging with staff and stepping in to provide support whenever needed. They are "in the trenches" with their team, stepping up whenever possible, and leading with a clear focus on guiding the district in the right direction.
- The new superintendent must not forget where they came from.

Name of Group: Secondary Focus Group
February 4th, 2025

1. 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).

- Diversity is a strength
- Tight-knit friendly community
- Hardworking community
- A community with a rich history and diverse levels of involvement within the school district.
- A smaller district that allows for a more personal touch
- Siblings will go to great lengths for each other, and that can be a strength and a positive quality.
- Passionate community
- Local community events that bring everyone together
- A dynamic city council that has achieved many great things for the community
- A tight-knit, small-town environment, while still offering convenient access to surrounding cities and their resources, blending the benefits of both settings.
- Locally-owned family businesses that students take pride in.
- The small-town atmosphere unites everyone, including the Hispanic community, fostering a strong sense of belonging.
- From a student's perspective, strong relationships are formed that provide unwavering support. Students will support you until the end if they feel supported and will reciprocate that.
- Pride
- Students build strong relationships with key staff members, and they will stand by and defend you when needed

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

Díganos lo bueno de sus escuelas. (Esta información se utiliza para ayudarnos a reclutar candidatos de calidad).

- A strong wrestling program that supports athletes from a young age all the way through to young adults. State qualifiers.
- A middle school STEM club that collaborates with the school of mines also known as the Rocky mountain stem program.
- Inclusive classes for SPED Programs
- CTE Programs
- Teachers who are genuinely dedicated to the well-being and success of their students
- Staff volunteer for students to get the best offerings
- "Amazing what we are able to do with the little that we have"
- "We have a larger-than-average SPED population, along with a significant number of ELL students, and despite limited resources, we are able to effectively support and serve them."
- AIMS Community College offers career academy and concurrent enrollment
- CSU Alliance program
- Twombly Elementary school offers SMART LAB
- The high school is a student first institution
- Strong unified administrators at the high school
- Strong vibrant arts program for a small district
- A state-recognized band teacher and recipient of the Young Band Director of the Year award.

- A strong theater program at both the middle school and high school levels.
- Sports
- Numerous options for students, with teachers dedicated to supporting their exploration of interests, including programs like Folklórico, Spanish, and more. These opportunities help students explore their passions and prepare for life after high school.
- Student Government plays an active role in community events, encouraging student participation and fostering a sense of involvement.
- Welcoming presence from the schools and community
- Strong and positive relationships with the Ft. Lupton Police Department, where School Resource Officers (SROs) actively build connections with students, serving as a positive influence
- Improvements in test scores
- Schools serve as resource hubs for the community, offering support and assistance whenever it's needed
- Strong community partnerships, such as with the Ft. Lupton Public Library, provides students with access to tutoring and snacks, making community support a key strength of the district.
- Students receive a bag of food for the weekend through the 'Blessings in a Bag' program, discreetly provided to support them during the school week
- Dedicated librarians who work closely with students across both public and school libraries, always available to assist and support them, contributing to a strong and effective library system.

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

(This information is shared with the final candidates.)

¿Qué cuestiones debe tener en cuenta el superintendente al llegar al distrito? (Esta información se comparte con los candidatos finales).

- Older siblings often make sacrifices, including their own education, to support their younger siblings. Impacting overall attendance.
- Attendance problem in the district
- Students often sacrifice their own needs for the well-being of their families, reflecting the strong family connections. However, this sometimes leads to missed school days.
- Significant issue of trust with the community with the district
- The bond proposal was not passed, with feedback from the community reflecting a lack of trust in the board and superintendent.
- The staff turnover rate is 30% annually.
- Ft. Lupton is a generational town, which presents challenges as change is not easily embraced within the community, making progress difficult.
- The high school has been facing ongoing issues since 2009, including a broken auditorium and a planetarium that can no longer be used. Unfortunately, there are insufficient funds to address these problems.
- If we are unable to pass the bonds, we won't have the resources to fix issues.
- There is a strong need for a cohesive and unified school board, where every voice contributes positively to the conversation.
- There is a need for a strong communications director to effectively share the positive developments within the school with the community. In smaller districts, this can be challenging, but it is essential for fostering unity and promoting the district's achievements.
- Communication from the schools and district tends to focus more on the negative than the positive, creating a gap between the board and the community.
- Many people within the district wear multiple hats, which leads to issues and miscommunication. 'Other duties as assigned' has become the norm, even though it shouldn't be. Tasks often remain unorganized, such as how an elementary secretary is responsible for managing the district website.

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

¿Qué aptitudes, cualidades o características debe poseer el nuevo superintendente para tener éxito aquí? (Esta información se utiliza para seleccionar a los posibles candidatos).

- Someone who can act as a bridge builder
- Clear and effective communication
- A warm demander, able to show compassion while standing firm when necessary
- Highly knowledgeable about current teaching practices and trends today.
- Well-versed in the latest developments in education
- Grants autonomy to administrators, empowering them to make decisions and lead effectively.
- Open to new ideas
- It's acceptable for them to fail, as long as they learn and grow from the experience
- Strong relationship-building skills, able to meet people where they are and guide them to the next level of growth
- People person
- Community wide person
- Ability to collaborate with special service providers, recognizing the unique expertise they bring to the district, ensuring their voices are heard and valued.
- Be an advocate for students and teachers, standing up for their needs while supporting the community as a whole.
- Task Manager
- Provide clear district calendars
- The future superintendent should be able to spend more than 15 mins in the classroom to truly understand the experience.
- Balance between classroom and administrative experience.
- Willing to spend a day in a classroom to understand what is happening and be a better voice for the community and the staff.
- Visiting classrooms and engaging with support staff, being an all-inclusive individual who truly understands and connects with the district's team.
- Future superintendent should have an open door policy given the size of the district.
- They should recognize that many new people have stepped into important roles and ensure they receive the support they need.
- Teachers on alternative teacher licenses need more support.
- Well versed in grants to find alternative funding. It would be important for this district.
- Bilingual would be a plus
- The new superintendent should be able to identify areas that require dedicated focus, and reorganize roles and responsibilities to ensure clarity and efficiency.
- Support should come from the top down. While it's always about the kids, it's difficult to take care of them when support is inconsistent.

**Name of Focus Group: Community Focus Groups
February 4th and 6th 2025**

1. 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).

- Family oriented community
- Located near major cities, yet maintaining a small-town atmosphere
- An emerging city with ample room for growth
- Welcoming community
- The community is eager to expand, with a strong interest in developing new facilities
- Strong community unity
- Diversity
- Multigenerational families attending the district
- Good students
- Opportunities for students at Aims Community College
- Opportunity to grow at the high school level
- Sports
- Wrestling
- Local businesses in the community come together to support and rally behind the schools.
- Traditional town
- While it's growing, the area still offers plenty of feasible opportunities

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

- Smaller class sizes with family like cohorts
- High School Events are well attended
- Focus community oriented from the schools
- The schools are closely connected, fostering a strong sense of community especially during homecoming.
- An opportunity to build strong connections within the community, supported by its members. Support is mutual, with schools and the community backing each other.
- In a small community, you have the opportunity to connect with everyone, from the administration to the school board, fostering the strength and unity of the district.
- A multi-generational community, like one big extended family.
- Teachers within the district who are deeply loyal to the community.
- Good students
- Students receive support from people that care
- There are plenty of opportunities for students to get involved in various activities.
- Students often compete at the state level for wrestling
- Choir has international opera opportunities
- Softball team
- Soccer
- A variety of clubs with an openness to continuous development and growth.
- Respectful students
- SPED bowling team

- Catering program
- FBLA and DECA
- Robotics
- Stucco
- At the younger levels, clubs are being developed based on students' interests, and the schools are supportive of this growth.
- Elementary school has crochet club
- Staff gets tuition reimbursement
- Professional development opportunities are offered to staff monthly, allowing them to take advantage if they choose.
- The students, both younger and older, show appreciation and reciprocate the care and love their teachers provide.

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

- Understanding the opportunity to either positively support relationships or risk backtracking ultimately determining whether they become a strength or a liability.
- Transparency
- SPED Training is needed
- Moving from a policy board to a governing board
- Internal fighting from different entities such as school board, administration, teachers and parents.
- Climate is negative
- Negative decision making that has affected district climate causing teacher turnover.
- Systemic issues
- Test scores have plummeted
- Rather than trying to do everything alone, it's important to delegate tasks and build a team to support the new superintendent.
- Student achievement
- Previous schools have been nationally recognized and they are not now.
- Socioeconomic factors should not be used as an excuse
- With a \$3 million deficit in school finances, it's crucial to prioritize funding in a way that puts students first, rather than focusing solely on staff.
- There's a learning curve with the new Board of Education, which will shift with the upcoming elections. The current board's tenure is nearing its end."
- Bullying issues
- Sports will sway the ideas and perspectives of the schools
- IEPs are often overlooked, and there is a lack of experience in addressing them, leading to gaps in their implementation.
- Accountability
- The future superintendent should be made aware of the need for professional development and education in special education (SPED).
- Asking for a SEAC committee that is not reflective of what parents want.
- Communication
- It's essential to know the laws that govern particularly when it comes to special education (SPED) and the legal requirements involved.
- Leadership is equipped to bridge a gap between community and the district
- Bridging the gap between Fort Lupton and Dacono to pass any potential bonds

- Rebuilding trust
- Healing and moving forward
- Learning from the past
- Creative with the budget
- Understanding the working class
- With a 72% Hispanic population, it's important to understand the work culture and the community they are coming in to serve.
- There are deep-rooted community members
- Losing teachers because of people in power that are chasing them out of the district
- Interstaffing
- There's too much power concentrated in the buildings and administration, with the final decisions made at that level. The district-level leadership is often unaware of how things are being handled within the district.
- Training is important
- Evaluators should be trained in specific areas relevant to their assessments, not just because they hold administrative positions.
- Proper training
- Proper hiring
- Special Education Director without a background in SPED can be problematic, as merit and qualifications should take precedence over personal relationships.
- Training is not provided at all grade levels to ensure consistency and effectiveness across the board.
- Special education is incredibly diverse, yet teachers often aren't adequately trained to handle the various levels of SPED needs.

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

- Should be located close to the school district to better understand the community they serve and build relationships with parents and students
- Student focused
- Being visible in the community and in the schools
- Personable approachable
- Recognize, embrace, and adapt to the socioeconomic status of the community and the diverse needs of the students enrolled in the schools.
- Experience with grants and budgets
- Here's a refined version:
- A strong understanding of fiscal management paired with an awareness of the community's needs.
- An understanding of Hispanic culture as well as the various socioeconomic dynamics within the community
- SPED background
- Experience in education and administration, with a deep understanding of the challenges teachers face, including classroom size. Ideally, someone who has hands-on experience working in the classroom.
- Outside candidate
- Transparency
- Communication
- Engagement

- Someone willing to go into the community
- Hold town hall meetings
- Someone that the community trusts
- Be open to bringing in new people with fresh ideas to help build trust within the community.
- Being unafraid to make changes that benefit the students is a true strength.
- Interpersonal skills
- Prepare to deal with dynamics of community and staff to bridge the gap between both to work together.
- Open minded and ability to listen
- Including everyone's voice
- A non-traditional business approach
- Responsible for their own of travel to the district
- Should reside in the district
- An educational background to understand the field
- Create a vision for the district
- Effectively communicate at administrative level and community level
- Listener
- Demonstrate strong follow-through and effectively facilitate change.
- Past experience in rebuilding a community and trust
- ability to introduce programs that will make students more competitive and better prepared for the future.

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).

tight knit community supportive many education help work people good things
growing welcoming Fort Lupton strong small big
families small town feel community involved
schools really students together live ways Small town
members good supported go children feel

Q2 Tell us the good things about your schools. (This information is used to help us recruit quality candidates.) Cuéntenos las cosas buenas de sus escuelas. (Esta información se utiliza para ayudarnos a reclutar candidatos de calidad).

amazing staff members want relationships care safe middle school create go really
children strong learning son support lot parents dedicated kids
great teachers good attend students people school
help students staff care students teachers families years
principal make first building love needs job Homyak little work many
district growing great schools town high school

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 entre al distrito? (Esta información se comparte con los
candidatos finales).

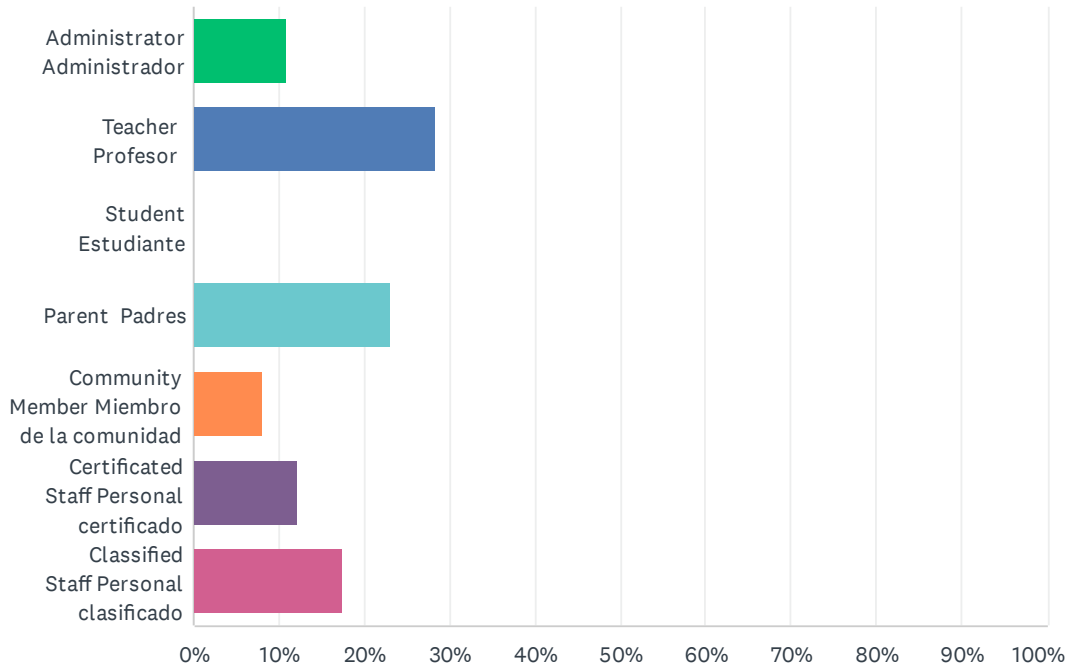
retention school board superintendent help failed better way make communication kids families
take heard given struggles attend leadership leaving hard Fort Lupton
community members high school supporting schools board member pay
building also years change new meeting parents lot
students right need school board school bus staff
high district principals community even teachers admin
feel going many funding bullying staff members superintendent
leaving district school district trust support causing administration hold
happens without people come will time program children understand leaders things
special education ONES special education department SEEMS

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).

someone will good communication skills one also needs children equally lot kids classroom job
live population people ability Experience wants help kind families personable parents
balancing understanding sped students Strong good hold
need many district new superintendent needs schools
staff students community see will problem teachers leader
staff Knowledge someone changes know support listen means work
think make keep communication represent education bilingual able say also budget
Caring families students involved superintendent needs able important go

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

Answered: 74 Skipped: 0



ANSWER CHOICES	RESPONSES
Administrator Administrador	10.81% 8
Teacher Profesor	28.38% 21
Student Estudiante	0.00% 0
Parent Padres	22.97% 17
Community Member Miembro de la comunidad	8.11% 6
Certificated Staff Personal certificado	12.16% 9
Classified Staff Personal clasificado	17.57% 13
TOTAL	74

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: 69 Skipped: 5

#	RESPONSES	DATE
1	This is a tight knit community that is very friendly, passionate and proud of Fort Lupton and Dacono. This community goes back generations with the residents who have navigated their way through the Weld Re-8 School District. It is a very proud community and is a great place to be.	2/7/2025 4:20 PM
2	Small community with big potential, amazing sports including wrestling, multi generational families, close knit community, big room for growth, proximity to big destination areas in Colorado with small town living opportunities, THE KIDS, our students are kind and have respect.	2/7/2025 1:29 PM
3	I like the diversity of our community. It teaches tolerance and exposes all of us to different languages and things that are important to all of us. I like working in a smaller community.	2/6/2025 9:59 AM
4	- Families that are involved are very involved and connected. - Strong family ties (positive & negative) - Businesses and involvement with each other and the community -	2/5/2025 8:41 PM
5	This community has more of a small town feel. People in the district tend to be more generational where parents, grandparents, family members have gone to our schools.	2/5/2025 2:19 PM
6	Celebrations and small town festivals. Lots of family / generational owned business remarkable history	2/4/2025 9:58 PM
7	The community looks out for each other.	2/4/2025 4:14 PM
8	I do not live in Ft. Lupton, so I am unsure of what I can say of the community there. But I would say that the community of Ft. Lupton schools is centered around selflessness, kindness and understanding.	2/4/2025 3:47 PM
9	culture and diversity	2/4/2025 12:04 PM
10	It is a small community that, and in general the people really care for each other.	2/4/2025 10:33 AM
11	Kenneth Homyak is a great school. I don't have good things to say personally about the other school in fact I have bad things to say about Butler. My daughter had a horrible year when she attended Butler from other student, staff was dismissive and offensive. My daughter did NOT want to go to school and would lie and say she was sick in order to not go when previously she would wake up and get ready and be so enthusiastic every single day until she attended Butler things changed. SRO never returned my voicemails regarding issues. My objective is that we are able to find the ideal candidate that helps our school district be better.	2/4/2025 10:11 AM
12	The diverse population and the loyalty many have for the city.	2/3/2025 7:48 PM
13	Small tight knit community.	2/3/2025 2:22 PM
14	Family oriented, tight knit. Community really rallies around and participates in school events and activities.	2/3/2025 1:08 PM
15	I love the small town feel of our community.	2/3/2025 11:37 AM
16	The Fort Lupton Community values education with family involvement and strong community partnerships. It is a growing community with a more affordable housing than other areas. The Weld Re-8 School District has amazing students and dedicated staff.	2/3/2025 10:40 AM
17	This community looks out for each other. The people that live in the town have either lived here	2/3/2025 9:00 AM

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their entire lives or have moved here, bringing their entire family with them.

18	We are finally growing.	2/3/2025 8:52 AM
19	Families are very close. School is a good social outlet for many of them.	2/2/2025 8:22 PM
20	Our community is made of a variety of people from many different cultural backgrounds. There are a lot of families that have lived in this community for many generations and also many new families come to Fort Lupton because it is a small (yet growing) community that is welcoming to all.	2/2/2025 5:10 PM
21	Support for each other and strong work ethic.	2/2/2025 3:01 PM
22	We work really hard to ensure our students feel supported both in the classroom and outside of school.	2/1/2025 1:04 PM
23	Hard working men and women	2/1/2025 12:14 PM
24	We are striving to make Fort Lupton a better place. We have some solid businesses, and are growing very quickly.	2/1/2025 8:54 AM
25	Fort Lupton community members are dedicated to the town and want to see it prosper	1/31/2025 10:24 PM
26	The community has a large Spanish-speaking population, and all of the good things that go with that- vibrancy and variety of language, culture, traditions, and outlooks on life. We also have many families whose parents and grandparents have grown up in the area and have long ties to the schools and businesses.	1/31/2025 8:22 PM
27	Our community is supportive and involved.	1/31/2025 7:49 PM
28	In all it's family oriented, and as a whole the community has the best interests in mind for all of the students no matter their age.	1/31/2025 6:36 PM
29	Small towns like Fort Lupton value people that make them feel like they belong and people that celebrate all of the good things that are happening.	1/31/2025 5:03 PM
30	Community businesses support our schools when asked. They have supported our NJHS service projects for over a decade. We love FL businesses!	1/31/2025 4:58 PM
31	I like how families are willing to help other families in need.	1/31/2025 4:19 PM
32	I really like the small town feeling, sports, food. The community we build with the people we get to know.	1/31/2025 4:15 PM
33	We have a strong family bond in this community. There are multiple generations of families here that have intertwined and grown together. We are welcoming to others who come here, and who generally plant roots here as well.	1/31/2025 4:07 PM
34	small community	1/31/2025 4:02 PM
35	It is a small tight knit community that helps each other when anyone is in need	1/31/2025 3:32 PM
36	We are a small but deep rooted community. Traditions are key in this community and our kids are wonderful. We are steadily growing but still have the small time feel in our community.	1/31/2025 3:30 PM
37	The school district is very invested in providing a good education for all students.	1/31/2025 3:26 PM
38	Families are proud of their children.	1/31/2025 3:19 PM
39	I feel that this community is filled with tight-knit community members. It has a town feel where everyone knows everything. I feel that this community is one big family, taking care of each other.	1/31/2025 2:37 PM
40	Very tight knit community and families look out for each other.	1/29/2025 4:12 PM
41	It has a smaller town feel. A good escape from the big city. It has a decent amount of restaurants, but would love to see more sit down restaurants than fast food. We love being in wild county, where we feel like our voices are heard.	1/29/2025 1:55 PM
42	Our community sticks together and helps each other in so many ways.	1/29/2025 12:53 PM
43	The community is mostly friendly and welcoming.	1/29/2025 12:48 PM

Stakeholder Input Form--Weld RE-8 Fort Lupton School District; Formulario de aportes de las partes interesadas: Distrito escolar de Fort Lupton, Weld RE-8

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44	Diversity (slightly majority Hispanic, minority Caucasian population in town and schools) Small town values Enrollment in schools holding it's own due to new construction and relatively affordable housing Proximity to Denver, Boulder, Longmont, Greeley (all about 20-30 miles away) Higher education opportunities Supportive community (previous bond issues and mill levy overrides)	1/29/2025 11:04 AM
45	Fort Lupton is a small and diverse community.	1/29/2025 10:32 AM
46	The community has the small town feel.	1/29/2025 9:24 AM
47	1. I love the small town vibe - we all seem to have the same goal when it comes to our children's education. We want them to learn and be safe while doing it. I love seeing some teachers stick around for the long run and want them to continue to do so!	1/28/2025 5:12 PM
48	Small town, people rally around the HS for homecoming.	1/28/2025 1:21 PM
49	The size is small, but it has a good hometown feeling. Everyone knows each other to take care of one another. The school is a good size.	1/28/2025 10:46 AM
50	That is still a small town	1/28/2025 9:05 AM
51	Small rural community with a very diverse population.	1/28/2025 8:20 AM
52	It's a smaller town which is very nice., because your not over whelmed with the crazy big city pace. The community rallies together.	1/28/2025 4:29 AM
53	Fire/ police department, small town feel, rec center, location in relation to bigger cities	1/27/2025 8:51 PM
54	I feel as if so many parents are welcoming and work as a team to help with the Fort Lupton rec center sports. Coach Jasmine Shaffer got all the kids goodie bags for volleyball using her own money and went above and beyond finding ways to coach each child new skills. She's also helped the girls rec basketball team back to back. Stacy K does well scheduling sports and making sure they keep them going within the community.	1/27/2025 8:18 PM
55	Small town community unity/support is one of the best things. Lots of natives/generations of families. Community events like Trappers Day, Spaghetti Dinner and Trick or Treat Street bring the community together.	1/27/2025 7:33 PM
56	The Fort Lupton community is small enough to be a great hometown, but growing in ways that it needs to. It also encompasses rural country living with ranches, farms, the Aristocrat Acres and Wattenberg communities.	1/27/2025 6:49 PM
57	Conservative rural community. Very involved community	1/27/2025 4:37 PM
58	The Community is connected to the schools. It is diverse racially and economically. Some live on farms, some are in town, some live on the edge of a golf course. Community activities are provided (beyond conferences). There is lots of support for school sports and I wish there was MORE for the Arts, but we are holding our own and it IS growing. The high school students are capable (but don't always apply themselves). And we have some really nice families that care about their kids. The Police Dept. takes school safety very seriously and is a great help. The Mayor takes an interest in our schools, too.	1/27/2025 4:02 PM
59	Small town	1/27/2025 3:26 PM
60	People that know and help each other.	1/27/2025 3:21 PM
61	Na	1/27/2025 2:50 PM
62	Safe	1/27/2025 2:37 PM
63	Fort Lupton is a tight knit community. Genuinely gives off the small town vibe where everyone knows everyone. In being in this district for 15+ years now, I can honestly say that all of our stakeholders have a genuine care about our students and wanting to see them be successful.	1/27/2025 2:21 PM
64	It's a tight nit community. We a lot of support for one another.	1/27/2025 2:17 PM
65	Our community is small so it's easy to be acquainted with many others in the community.	1/27/2025 2:13 PM
66	We have a great group of neighbors and kids get to play outside with lots of friends. People largely look out for eachother.	1/27/2025 2:09 PM
67	The community wants the students to be successful and have a passion about student	1/27/2025 2:02 PM

68	We are a community that comes together in crisis.	1/27/2025 2:00 PM
69	The families in Weld 8 are so supportive. They value quality education!	1/27/2025 1:56 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: 70 Skipped: 4

#	RESPONSES	DATE
1	The District has an excellent Special Education Department that has been built over the past three years. It is not only fully staffed for the first time in over six years, it is staffed with highly qualified staff that includes superior School Psychologists, Special Education Teachers, Significant Support Needs Teachers, Occupational Therapists, Behavior Specialists, School Nurses and Paraprofessionals. With our large Hispanic majority population the District has a great English Language Learners program that is producing positive results. The High School and Middle School have excellent administrative leadership and fantastic overall general education teachers. The leadership of the middle school was able to purr the middle school out of "turnaround status" to "Improvement" in one year! All the staff in the district is dedicated to doing what is best for the Weld Re-8 students.	2/7/2025 4:20 PM
2	Amazing wrestling program, teachers that want to be here are here because of students and truly will be very receptive	2/7/2025 1:29 PM
3	I like the support that is added to the classrooms to boost learning for all. We have GT groups, literacy groups, special Ed, and math groups that are tailored for all the needs in the school.	2/6/2025 9:59 AM
4	- Grade level teams are strong. - Most people love and really care about their jobs and the students. - Some staff members have been here for a long time (10+ years). - Small town, easier to make connections with families over the years. - Tuition reimbursement for staff - The opportunity to change paths within your building.	2/5/2025 8:41 PM
5	District-wide, I feel that our building admins try their best to support both staff and students. Most buildings create a welcoming and inclusive atmosphere that is centered around why we're here...the students/children.	2/5/2025 2:19 PM
6	Helpful, knowing the kids, good communication (Homyak)	2/5/2025 11:56 AM
7	School hosted events- Thanksgiving dinner at the Middle school for our lower income families; Middle School Science Fair; Middle School Fall Festival; RISE- Students and Staff of the month; Rocky Mountain STEM Club with Colorado School of Mines; Integrated PE and Science classes at middle school supporting our special education students. The middle and high schools have outstanding administration teams. Most parents support our schools and have positive interactions and even send in messages and emails to staff thanking them for all they do and how amazing it is that you taught that lesson because their child came home and was so excited to share what they had learned! The schools do amazing things with little to no resources!	2/4/2025 9:58 PM
8	The special needs program is very well put together.	2/4/2025 4:14 PM
9	Our schools have teachers that are always trying to find new solutions, and avenues to help students. They are always willing to help and are very kind and considerate people. The schools do a good job of preparing students for life outside of school, although I do think they could offer more programs and more information to students so they feel they are fully prepared.	2/4/2025 3:47 PM
10	they genuinely care about every student	2/4/2025 12:04 PM
11	Kenneth Homyak they have a higher standard when it comes to education. Including how to properly address problems. My daughter now is happy to go to school and learn its a safe healthy environment. Ideally I would have rather had her go to school in town but like most parents choose to make the effort to transport our children to the only good school we have in	2/4/2025 10:11 AM

Stakeholder Input Form--Weld RE-8 Fort Lupton School District; Formulario de aportes de las partes interesadas: Distrito escolar de Fort Lupton, Weld RE-8

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WELDRE8. There is many upset, frustrated parents for good reason. I hope the person that's chosen takes parents issues seriously.

12	The kids are so sweet and looking for good role models.	2/3/2025 7:48 PM
13	Our schools are filled with hard working professionals trying their best to educate a neglected population with diminishing resources.	2/3/2025 2:22 PM
14	Students and staff and families. Our student seek out the connections they need to be successful.	2/3/2025 1:08 PM
15	I like how the staff and admin all know who your kid is and they keep up with them throughout their academic career.	2/3/2025 11:37 AM
16	Our schools have talented and passionate leaders committed to each students' growth and achievement. Each school offers a variety of opportunities to engage students academically as well as socially.	2/3/2025 10:40 AM
17	The schools have very kind/caring staff that usually has the best interest of the students in mind.	2/3/2025 9:00 AM
18	FLMS, We have great teachers and Para's. We need more support.	2/3/2025 8:52 AM
19	The schools try to bring families together, creating a place of safety and support. The schools have a goal of building relationships and caring for the students and families.	2/2/2025 8:22 PM
20	Our schools are made up of a variety of cultures as well. Many teachers come from all over to teach in our schools. Some live in the community and others travel just so they can be part of a school that is there for all students. We care about all of our students and make sure they are successful when it comes to their education and future learning/careers. We have a teachers' union and a trust agreement so that things go well in our district for all. Having a negotiations team that works for the best interest for all staff and students.	2/2/2025 5:10 PM
21	Parent support and belief in the teachers of the district that they want the best for our kids.	2/2/2025 3:01 PM
22	The high school and its staff are working to help address gaps in learning we find in our students. We work as a team to help each other. We are constantly trying new (or retrying old) tricks to help our students.	2/1/2025 1:04 PM
23	Homyak is the only school that is actually improving every year to date. When they have a inappropriate behavior or Bullying those in charge take care of problems quickly and keeping the parents informed.	2/1/2025 12:14 PM
24	Our schools are amazing! We don't have a lot of the same issues as big cities. We actually are trying to give students more options than is required. We have some great programs- School to Work Alliance Program (SWAP), LINK crew (Freshman support), BUENO Center (first generation support).	2/1/2025 8:54 AM
25	Our schools have many dedicated and valuable staff members that care about the education of Fort Lupton students	1/31/2025 10:24 PM
26	Our schools have incredibly hard-working staff. Our student population is largely second language learners and low socioeconomic status, so they come in at a sizable disadvantage. The staff at our schools work incredibly hard to help the students close the gap and be successfu in their learning despite their challenges.	1/31/2025 8:22 PM
27	People are happy that their students attend our school.	1/31/2025 7:49 PM
28	The teachers at Twombly do their best to give the students a safe learning environment. Staff gets to know every child no matter the grade.	1/31/2025 6:36 PM
29	FLMS has wonderful staff members that work very hard for the students. Students show ownership over their behavior and academic progress everyday!	1/31/2025 5:03 PM
30	FLMS builds healthy relationships with our students, parents, and staff. Our goal is to have open and friendly communications within our school.	1/31/2025 4:58 PM
31	My school has a family atmosphere.	1/31/2025 4:19 PM
32	I love that my kids love it. The school spirit and how it ties into the community during events, trapper days, homecoming parade and other special days.	1/31/2025 4:15 PM

33	A large majority of the staff are people who are from here. There is a sense of pride within the dedicated staff who may have attended school here, and their children may have attended school here. The schools have a network of families who are here for what is best for ALL students, regardless of ethnicity, gender, or economic status.	1/31/2025 4:07 PM
34	small school district that makes kids first	1/31/2025 4:02 PM
35	The school is a lot like the community they all care about each other and take care of everyone.	1/31/2025 3:32 PM
36	Great students, great teachers and staff. We have strong community support and dedicated employees who go above and beyond for our community. Some of our athletic programs have been noticed state wide and we have great athletes who compete at the next level. We have a beautiful campus and schools.	1/31/2025 3:30 PM
37	Buildings have been upgraded in recent years and the district works hard to recruit and retain quality staff.	1/31/2025 3:26 PM
38	Staff is committed to the learning of every child. Our ELD population is learning and growing.	1/31/2025 3:19 PM
39	Our school are filled with amazing students that despite trauma and hardships, still show growth on their assessments. Every year we grow tremendously. When we have outside visitors or we go out and represent our schools, we are complimented on our behavior.	1/31/2025 2:37 PM
40	We have some really good teachers.	1/29/2025 4:12 PM
41	We choose choice are three children in at Homyak and absolutely love it there. Our principal is very attentive and listens to the parents needs. She treats every student as her own Providing them with what they need within her means. All of the teachers that we have come across over the years have been delightful. The only thing we wish is for a busing system from Fort Lupton to Homyak.	1/29/2025 1:55 PM
42	My kids currently go to Homyak. My son is currently in sixth grade and my daughter is in first grade. My son has been going there since kindergarten so it's been several years now and we absolutely love the school, the principal and the staff. The only issue we have is the transportation to and from Homyak from Fort Lupton. I made the choice to send my son there many many years ago because at the time they were busing children from Fort Lupton to Dacono. They stopped the bus the year. My son started kindergarten, and that was a huge hardship for us, but because the elementary schools here in town are not up to the same standard I made the decision to still send my kids there however getting them to and from school is very difficult.	1/29/2025 12:53 PM
43	Good climate and culture Cooperative Make data driven decisions	1/29/2025 12:48 PM
44	Diversity Students generally polite, well behaved English Language Learners making good progress on testing and grad rates Mill levy override for technology and instructional materials Attractive campuses and well maintained buildings Staff generally friendly and hard working	1/29/2025 11:04 AM
45	I like that the buildings are in close proximity to each other. The elementary school that my kids attend has teachers that have been there for years.	1/29/2025 10:32 AM
46	Staff truly care about the students. People who work here WANT to be here.	1/29/2025 9:24 AM
47	1. My kids have attended Little Trappers & Twombly so far - I don't have complaints about either school. My kids are learning and growing and have been lucky to have good teachers along the way. 2. Safety - although I do believe there's room for improvements they currently do a great job at keeping our kids safe during school hours. 3. Twombly's principal is good with communicating with the parents!	1/28/2025 5:12 PM
48	The people in the schools are doing the best they can with very little money and resources. Our staff makes it so the kids want to be here.	1/28/2025 1:21 PM
49	Tradition- Bluedevils Community-based surrounding- Bluedevils take care of Bluedevils! Classes are smaller and teachers work with students.	1/28/2025 10:46 AM
50	They are trying to get better	1/28/2025 9:05 AM
51	A lot of people with good intentions that struggle with the lack of support from admin and parents.	1/28/2025 8:20 AM

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SurveyMonkey

52	They are growing and staff seems very nice and students are pretty respectful	1/28/2025 4:29 AM
53	Homyak school, new principal at high school,	1/27/2025 8:51 PM
54	My child recently cycled with the same teacher from 3rd to 4th grade at Butler Elementary. I have watched my student grow academically and I truly believe it was because of what a great teacher she was given for going on two years now. I believe her teacher has kept her on task and I know my child is one that thrives off good structure. I also believe this specific teacher has delivered the material to each student in a way that suits them the best.	1/27/2025 8:18 PM
55	The school my children attend have good qualities like low turn over rate, teacher retention and the staff know the kids. The principal is in tune to the demographics and needs of her students and adjusts staff teaching levels accordingly. Parent participation in school activities is well attended. Parents always willing to volunteer or provide anything that may be needed/wanted.	1/27/2025 7:33 PM
56	I believe that the High School is on the right path. Ways are beginning to be paved to get staff, students and parents on the same walk. Expectations are being set and standards being raised. I truly believe that the right staff is coming into focus and this staff is here as a genuine care for the students and their success. We have CTE that is growing creating more pathways for students. New clubs grown from a students passion are started up each year.	1/27/2025 6:43 PM
57	The elementary isn't bad I'm assuming the high school isn't either the middle school is terrible	1/27/2025 5:25 PM
58	Schools are working hard. Improved CTE offerings.	1/27/2025 4:37 PM
59	The high school has some really amazing students. If you make strong relationships with them and create a classroom of positive culture and a true climate of learning with consistent expectations, they will comply and take part in their learning. What I like about it is although kids may have their own "groups" they belong to, they all know each other and there isn't as much bullying over what group they hang with, or clothes they have/don't have. And they are much more accepting of each other vs. some fully affluent high schools I have worked in where kids picked on kids for anything and everything (race, language, economic status, clothes, etc.). And, based on some data, our scores in reading and math are showing some improvement.	1/27/2025 4:02 PM
60	Caring employees	1/27/2025 3:26 PM
61	Some good and kind teachers.	1/27/2025 3:21 PM
62	Na	1/27/2025 2:50 PM
63	Great teachers and principal	1/27/2025 2:37 PM
64	The schools in this town are great! I always mention that when I go home at the end of the night; I never question the impact that I get to make on our students.	1/27/2025 2:21 PM
65	Very few great teachers.	1/27/2025 2:17 PM
66	Our schools are diverse and are comprised of multilingual students. Some of our students are immigrants or their parents are immigrants.	1/27/2025 2:13 PM
67	Homyak is an amazing place with teachers who give their entire hearts to what they do. Class sizes are small and personalized and the leadership at the school has created a culture that retains teachers who could make lots more money elsewhere.	1/27/2025 2:09 PM
68	Our schools truly want what's best for kids. We have caring educators who devote lots of time into helping students succeed.	1/27/2025 2:02 PM
69	Being able to walk into a school and have long term staff that have been in the district for years. Who are committed to the community. I also like the added security in every building.	1/27/2025 2:00 PM
70	The teachers at Twombly are SO dedicated. They work above and beyond to help students. They care about their students and work above and beyond to help them.	1/27/2025 1:56 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 entre al distrito? (Esta información se comparte con los candidatos finales).

Answered: 74 Skipped: 0

#	RESPONSES	DATE
1	<p>At the session for the Secondary Staff Superintendent Search an example of what is wrong with the district appeared by the unwanted, unnecessary presence of a school board member shortly after the start of the session. This board member's presence shut down many of the staff members who feel intimidated by this board member. The presence of this board member is an example of the reason why there is such distrust between the school board and the school district staff and Weld Re-8 community. The turnout for the superintendent feedback was lower than expected. Many staff members commented that this is the reason why they did not attend in the first place because the school board cannot be trusted. There is overall frustration with the school board and the superintendent (by some people, as is to be expected in such a high profile position) and this translates into a widespread dissatisfaction with the lack of support given to staff by the school board and the superintendent. This distrust has been growing over the years and has exploded in the past two years. Staff that are doing their jobs and working hard only to see the district cater to staff who are not doing their jobs and having to do extra work to cover for those who do not do their jobs. Frustration grows when staff bring their concerns to administration and nothing is done. This frustration grows when staff are bullied by outside forces and the board and district remain silent. The lack of support by the school board and the district has caused many quality staff to leave during the past two years. The district has a 30% turnover and could be higher this year if confidence is not restored in the district leadership and school board. This is a huge issue that will require the strong leadership of a superintendent who will back staff when they are in the right and hold staff accountable when they need to be. Many staff now are suffering severe mental health issues because of this indifference to the staff struggles by district staff and some building administration staff. A building principal had to take a leave of absence for six weeks due to the lack of support from the school board and district administration which is causing disgust and low morale in not just this building, but in buildings across the district.</p>	2/7/2025 4:20 PM
2	<p>SPED program in the it does not follow laws on state pr federal that are fundamental rights to those students and refuses to educattle parents on their rights, a lot of administrative problems where people were hired without the correct creditionals but rather who you know not what you know, interstaff bullying, toxic work environment, has become staff oriented and not kid oriented, power dynamic match, lack of oversite with administration leading to the public not being heard about legitimate concerns, lack of transperancy with community leading to huge mistrust problems, lack of accountability, even parents coming to DAC are disregarded. Millions of dollars deficit due to lack of fysical responsibility, huge turnover rate, brand new board of education next year after election as two members will be terming out and this is only year 2 for 3 members.</p>	2/7/2025 1:29 PM
3	<p>The importance of connecting with the families who are non-english speaking. I feel they are not confident entering the school for conferences and activities their language barrier.</p>	2/6/2025 9:59 AM
4	<p>-Negative parents that will fight, argue, and bully the district into pushing their agenda. We have parents who have no business being this involved or overbearing in the district when they truly do not understand what actually happens within a school day. - Overbearing leadership within the buildings. Some principals struggle with delegating tasks to the people they hired to do these jobs. Micromanaging is a serious issue and has made the environment toxic. (the bullying & IEP comments from parents at the 6:00 meeting last night). - Low attendance/accountability from families. - teacher turnover rates (due to toxic work environment from admin) - Staff not knowledgeable enough about IEPs nor is there enough time given for teams to discuss this with general ed teachers (time wasted on other things sometimes). - Too many PLCs that are not actually helpful to the teachers. Many feel like their</p>	2/5/2025 8:41 PM

time is being wasted by book studies and dictated lectures rather than being given the time to prepare for their jobs AT work during work hours. - Not a lot of opportunities to grow outside of your classroom or to change positions between years.

5	Problems include some very vocal parent groups that tend to air their issues in a public forum rather than go to the source. They should be able to listen to all groups and then make informed decisions based on all facts rather than whatever gets posted on social media or the court of public opinion.	2/5/2025 2:19 PM
6	Teachers/staff to be better with communication	2/5/2025 11:56 AM
7	Central administration and the board not supporting their own schools or staff. Board members intimidating and causing hostile work environment causing staff to not volunteer or remove themselves from committees because they are attacked by board members during meetings by slamming their hands and items down on a table stopping out of the room to only come back in and tell the staff member their disrespect will not be forgotten just because they simply make a statement the board member disagrees with. Board members working against the district on bond and mill levy- even being over heard on open mics stating its like shooting yourself in on foot then the other and turning around and should you in the foot. Then leaving a meeting and having one of our high school seniors tell the board member they should be more professional for that board member to turn and yell at a student. A small group of parents attacking the school district and staff over special education and bullying without ever attempting to understand their were staffing shortages in the special education department and bullying is a nation wide problem that all schools are trying to get under control or the fact their child is also provoking other students with comments and gestures. There are a lot of new first year teachers and alternative license teachers with no experience or proper support. The district support is extremely limited. This also has new inexperienced teachers taking on way to much and on leadership teams with no experience.	2/4/2025 9:58 PM
8	This school district needs a facelift. The dated ways of handling in school politics are laughable. Relying strictly on seniority allows the staff to make their own rules and their aren't any policies and procedures that are handled consistently.	2/4/2025 4:14 PM
9	The attendance problem at the high school (amount of chronically absent students, and the amount of students that are at school but do not attend classes), and the lack of program offerings in CE to help prepare non-traditional (not college bound) students.	2/4/2025 3:47 PM
10	SRO's need to be more visibly at their assigned school location.	2/4/2025 12:04 PM
11	There is division among the schools in Ft. Lupton and Homyak in Dacono. There needs to be more unity across the district, and support for all schools. There are low expectations by teachers for students to be able to do hard things, creating apathy among students and teachers both.	2/4/2025 10:33 AM
12	There is no accountability. There is no action taken to fix problems. Lack of leaders that do the right thing. He needs to earn the trust of the community in order to get funding to build new schools. Fort Lupton is growing yet there is no growth.	2/4/2025 10:11 AM
13	El problema que hay de bullying en la middle school.	2/4/2025 7:36 AM
14	It seems the staff and administration are overwhelmed by the problems of the district and, because of this, nothing is done. There is an intense culture of bullying that happens as early as elementary school and worsens at the middle school level. When these issues are brought to the proper channels, parents are left feeling helpless because their concerns are not addressed in a meaningful way.	2/3/2025 7:48 PM
15	Community has lost faith in the School Board and Superintendent and are not supporting our schools appropriately. They are using political disagreements to punish students and teachers.	2/3/2025 2:22 PM
16	Dynamics between he community and the district office. Perception or not, there needs to be some trust building.	2/3/2025 1:08 PM
17	There are quite a few people in the community who seem to have nothing better to do than complain about things they deem "wrong" but will not help in coming up with solutions. There are also a select few families who feel that they own/run this town and will not allow any forward progress.	2/3/2025 11:37 AM
18	The incoming Superintendent should be aware of the talented and committed leadership at each building. Our Building Leaders are not only focused on student growth and achievement,	2/3/2025 10:40 AM

but also building relationships with students, families and the community. In 25-26, it will be year 2 of the implementation for ELA curriculum K-12. Recruiting and retaining qualified passionate educators. With the growth comes needs for additional resources and continued maintenance. There is a need for regular ongoing 2-way communication with the community to share all of the amazing things that are happening at each of the schools as well as to provide consistent messaging with regards to Districtwide practices (attendance, behavior/discipline, grading, curricula, etc.).

19	There are loose policies and procedures. Not many people follow the ones that are currently in place. Most of the staff has grown up in this town and feel entitled. This school district needs to update their policies to reflect the current year.	2/3/2025 9:00 AM
20	That we need change. Students come first. Not individuals.	2/3/2025 8:52 AM
21	It's not always about the grades and scores, but the relationships we build to support students in whatever they need. Teachers work very hard in this district to support families.	2/2/2025 8:22 PM
22	Teachers and other staff members work hard for our district. We care about our community and want everyone to be successful. There is a lot of pressure for teachers to do things and sometimes with little resources. We even use our own money so that we have what we need in our classrooms. Some things need to be taken off of our plates so that we do not feel or get burnt out.	2/2/2025 5:10 PM
23	Allowing individual teachers and/or support staff to circumvent the "chain of command" and go directly to the superintendent, undercutting school administrators. In addition, the difficulty the district has passing necessary bonds and MLO's.	2/2/2025 3:01 PM
24	Our district seems to be divided between the "old school" Fort Lupton residents and the newer residents. That hurts our district as we need to focus on the students and their needs but sometimes it seems like the adults get in the way.	2/1/2025 1:04 PM
25	They need to regain the trust of the community. If they ever what to get a new tax leby or bond for a new school. As it is now that is not going to happen.	2/1/2025 12:14 PM
26	We have a huge attendance problem at the high school (as nationally). We struggle with staff retention. We haven't passed a bond that was on the ballot 2 years in a row	2/1/2025 8:54 AM
27	Fort Lupton can take awhile to warm up to new things, whether that is ideas or people.	1/31/2025 10:24 PM
28	The special education department had been chronically understaffed, and it is getting harder every year to find new folks when the old ones burn out or go elsewhere. Staff recruitment and retention in this area desperately need more attention.	1/31/2025 8:22 PM
29	Many parent complaints about special education.	1/31/2025 7:49 PM
30	Bullying is rampant! No a day goes by that I hear about a child being bullied. The principal does her best, but there's not enough time in the day to oversee all the complaints. Funding for school necessities needs to be looked at, and allocated appropriately.	1/31/2025 6:36 PM
31	ICE raids should not be allowed in schools no matter what. A child should not be pulled in to the principals office without a parent or guardian present, especially if there is more than 1 adult speaking to the student. Teachers or staff shouldn't biased towards their own beliefs or opinions and shove them onto the students. Teachers are there to teach the appropriate materials and protect students.	1/31/2025 5:05 PM
32	Change can be scary to people in our district but it very obviously needs to happen. People can take change in negative ways. It is important to be sensitive to people's feelings about how things have been going while sticking true to what we need. From teacher/student retention to broken down walls in our buildings, a good superintendent will be there to address them. As long as that person has the best interest of students in mind, they will be just fine. There is not a day that goes by that I don't hear a colleague say something about leaving the district entirely. It is sad to see but very rational. High expectations of our students while maintaining a lens of growth is very important.	1/31/2025 5:03 PM
33	As a superintendent, we hope to see you more at our school, not just know your name.	1/31/2025 4:58 PM
34	Where are the funds going.	1/31/2025 4:19 PM
35	Community sensibility to communication, we need transparency with communication, good news, bad new, clear news.	1/31/2025 4:15 PM

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36	1. The negative climate in some buildings that is adding to the turnover of qualified teachers. This is also causing parents in the community to question how this district is being managed. 2. Is the payroll in this district being spent on personnel that has DIRECT student contact?	1/31/2025 4:07 PM
37	The community doesn't trust us.	1/31/2025 4:02 PM
38	A lot of the community is affected by the new political administration	1/31/2025 3:32 PM
39	We need a superintendent who can build relationships with all stakeholders (students, parents, community and businesses). Create systems for administrative staff, hold people accountable and make the best decisions for our district even if all parties do not agree.	1/31/2025 3:30 PM
40	One area of need is for vocational/alternative programs for high school students who can't be successful at the high school. We have a high percentage of non-english speaking students also.	1/31/2025 3:26 PM
41	Community does not believe in the school district. Community has trust issues with the district. Teachers are leaving due to low pay.	1/31/2025 3:19 PM
42	We have not passed a bond in the last two attempts. We are in a deficit in our budget. Our elementary schools and our two middle schools are run very differently and there is very little consistency on what admin, teachers, and students are doing. Our district struggles with communication and consistency.	1/31/2025 2:37 PM
43	I feel we need some new people from outside of the community and the school itself. I have observed over the years of staff members that don't work together as far as school to school. I feel the district as a whole should be on the same page. When choosing a new Superintendent it should be someone with fresh set of eyes and to also listen to what others may feel that are on the hiring process. I have personally been on a hiring panel and they end up going with someone else. I understand some staff members from this district are thinking about applying. However, I hope that we keep an open mind to others. This school district really needs a leader and someone that people respect. We hear people leave this district because of the money but that simply is not true. It is the atmosphere and how some treat others.	1/29/2025 4:12 PM
44	The improper support for children on IEP's, 504 plans. Lack of officers in all school buildings.. A handful of years ago the busing system from Fort Lupton to Homyak was cut off... There are many students from the Fort Lupton community that go to Homyak and it would be awesome to see the busing back. He would be nice to see higher, qualified, educators, and better support in our schools to give them a better reputation.	1/29/2025 1:55 PM
45	As a community, we really need to look at improving the schools in town and getting them up to the standards that are acceptable. Until that happens, I would ask that the superintendent help to get us a bus for our Fort Lupton kids and take them out to Dacono. I do believe that parents would be willing to pay to help fund the bus, but it would help tremendously. If that is not up for debate, I would ask that an after school program be established at this school picking up your children at 2:30 for a house of working parents is not feasible.	1/29/2025 12:53 PM
46	Misinformation spreads quickly.	1/29/2025 12:48 PM
47	Academic achievement is always at the forefront due to number of English Language Learners and students in poverty 800-900 students leave the community to attend out of district schools or online learning (Colorado has allowed school choice since the early 1990s) More of those students are white and affluent (white flight?) Staff turnover is always high (25+%) due to salaries and number of staff who commute Staff/teacher shortages Colorado School Financing	1/29/2025 11:04 AM
48	There are many members of the community upset and feel that they are not being heard about bullying taking place in schools.	1/29/2025 10:32 AM
49	There is a toxic feel to the BOE meetings and an "us vs. them" feel with the community members that attend those meetings. It feels like a few community members are speaking for all community members, so it is hard to get a feel for what the community truly thinks. Another issue is student transience. Most of our students have not been in our system for their entire PK-12 schooling which creates gaps in their learning. Another issue is teacher retention and licensing. The turnover rate is greater than 25% (you can look up the actual number). It is hard to have consistency in teaching (philosophy, pedagogy, etc.) when we have to onboard 25%+ of the staff every year.	1/29/2025 9:24 AM
50	1. Bullying Have heard horror stories mainly from the Middle School. As of right now,	1/28/2025 5:12 PM

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considering looking for a different school once my kids are done with Elementary unless something changes. 2. Safety/Communication Open communication has been a big issue. Although I understand why vague statements are made, it leaves room for speculation and lots of unanswered questions. Be up front with the community about what's going on and how it's been handled. 3. Retaining Teachers (Provide competitive pay, provide them the support they need/deserve).

51	Parents that do not understand how the schools work and refuse to ask questions before blasting the district, while never being engaged in the child's school. Some staff not heard by all parties in the district admin building. The HS needs more programming around foreign language, and post HS college needs. The counseling office at the HS needs to understand not every student wants to go to CSU, and they need to be able to assist students with any college/university they want to try to get into. Classes needed/required, extracurriculars, scores, financial, etc. And the counseling office needs to remove the quote from Stalin from the counseling website, it is an embarrassment.	1/28/2025 1:21 PM
52	Some groups can be very opinionated and the superintendent needs to stay focused on the school's mission instead of the loud minority voices or we will not get anywhere.	1/28/2025 10:46 AM
53	More materials for the teachers to teach	1/28/2025 9:05 AM
54	School board and some parents are involved in a bullying campaign that has a lot of staff wanting to leave the district.	1/28/2025 8:20 AM
55	Buildings need upgraded as they are old Athletics I really think that we could do more to help our student athletes to be able to compete and win championships Also buses we could use and upgrade on some of our buses	1/28/2025 4:29 AM
56	Drugs in high school, vaping, staff retention, some teachers who have been here are making less than a new hire, staff from one school talking negatively about other schools/ staff, way to many in district kids going to neighboring districts, to many sports offered to be serious contenders in our classification, district struggles to pass bond/ tax increases because of the lack of oversight and perceived misuse of funds, district has lost the support of a majority of the community that once held the district in high regard	1/27/2025 8:51 PM
57	I strongly believe Dr. Rosasco fails to relate to the community she works in compared to other teachers/admin/ staff. The diversity of the Fort Lupton community that shows within the children ethically, financially, academically and ect...does not seem to be supported in the way I'd hope a principle could be at one of the schools in this community.	1/27/2025 8:18 PM
58	Strong unfortunate divide between the City of Fort Lupton and the City of Dacono that only hurts our children. Weld Re8 needs some healing/bridging of the two communities. There's a need for more training/education with the special education department and parents. There is a distrust between the community and school district that needs to be addressed for any bond/levy issues to pass. There is a lack of fiscal responsibility. Staff on staff bullying by administrations. Staff talking down to parents. The district is a mess and needs cleaning up.	1/27/2025 7:33 PM
59	One big issue is the nepotism that has occurred for many many years. Also, questionable and unfair hiring practices have left many great teachers leaving the district. Unfair wages also make great teachers and candidates choose other school districts.	1/27/2025 6:49 PM
60	I feel like there is a definite obstinance in the community with a view of us vs. them. Some is new and some is generational.	1/27/2025 6:43 PM
61	Absurd tardy policies, absurd bell and no lockers during transition periods.	1/27/2025 5:25 PM
62	Divided community, failed Bond and MLO twice. Intimidating/opiniated parent group.	1/27/2025 4:37 PM
63	There is too high of turnover here for my liking, from administration teams and teachers. (I have been here a long while because I love this school!) A lot of it has to do with wages. But, a lot of it also has to do with a lack of true understanding of our population (and how to reach them) due to high poverty, high ELD learners, low scores in reading/math, and cultural differences. Without training/proper skills for these demographics, many get frustrated and leave. And, the only constant in this building over the years is change. It has been that for a while. The average time for our principals seems to be under the national average (4 years). We have had principals stay for 1-2 years (mostly) and 1 stayed 3 and 1 stayed 4 in about 17 years. On any given year we could lose up to 30% of our staff.	1/27/2025 4:02 PM
64	The town hasn't forgiven what mistakes were made in the past. Therefore, they thing ours	1/27/2025 3:26 PM

schools are awful. Our new High School Principal needs time to make more positive changes.

65	Bullying including bullying by staff to students and by staff to other staff. Lack of parental involvement. Drug use and violence on school.	1/27/2025 3:21 PM
66	There is no after school programs for helping children be where they need to be academically. Parking lot issues - ALL parking lots is too small There is no physical therapy offered to students with IEP Security needs to be more strict resource school officer should be at every entrance of all schools	1/27/2025 2:50 PM
67	Transportation	1/27/2025 2:37 PM
68	As mentioned earlier, in this community everyone knows everyone. With that being said, information spreads rapidly. That information isn't always the most reliable and truthful too.	1/27/2025 2:21 PM
69	Poor quality of education, not enough services to help students with speach needs. Poor pay for teachers.	1/27/2025 2:17 PM
70	Teacher pay is low compared to nearby school districts. This is likely a contributing factor in the high turnover rate. There does not seem to be a lot of support from community members for our schools. For example, they did not pass measures to provide funding for a new high school, even though the current building is failing.	1/27/2025 2:13 PM
71	The district is fractured and divided. Many of the board members seem to have their personal agenda ahead of the good of the kids and some are even angry and aggressive! Major overhaul is needed to get true education happening all over the district. The high school is FAILING and more people are choicing out than you can believe!	1/27/2025 2:09 PM
72	The community and the schools seem to be at odds. There is no chain of command, if a parent is upset they go straight to the BOE or Superintendent without talking to anyone at the school. When given a chance to have a voice, parents do not attend things like School Accountability Committees.	1/27/2025 2:02 PM
73	That the community is currently in a position of mistrust. They feel that the district has not been transparent with them in regards to bullying, special education, budget, etc. It will be difficult for while for the new superintendent to establish norms and protocols and provide a clearer understanding to the community on things that can be shared and things (FERPA/HIPPA) that cannot be shared.	1/27/2025 2:00 PM
74	Bullying is a problem (as it is in other districts too) Teacher retention and recruitment is tough due to the lower salary scale of this district.	1/27/2025 1:56 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: 72 Skipped: 2

#	RESPONSES	DATE
1	The new superintendent needs to establish trust with not just the community but with the staff. The new superintendent should not come in with an agenda to clean house or listen to the school board. He/She should spend at least several months observing and visiting with staff and community members. This will give them the opportunity to observe and see what needs to be done as there are many people who spin the truth to fit their narrative. The superintendent needs to be able to lead and to stand up to do the right thing, not the path of least resistance or the quick political sellout to try and solve the problem. The superintendent needs to hold community meetings with the parents and families of this district. There is a lot of negative energy directed against the schools and staff, but this is a lot of noise by a small minority, but vocal group of residents. In order to get a full picture of what the situation is, it is essential that the new superintendent complete their observations and listening before making any long term decisions. It would be very beneficial for the new superintendent to have a rural background and not someone who will be trying to be a political activist or someone who embraces causes because they are trendy. The new superintendent will need to be a leader and someone has a positive vision for the district.	2/7/2025 4:20 PM
2	Honesty and integrity. Someone willing to be seen within the schools. A person with strong will and not easily persuaded either way. A strong knowledge of sped or willingness to get someone in place with sped background to help sped program. Open communication to build trust with community back. Knowledge of Hispanic community and culture, willingness to live in district or close by to build relationships with community	2/7/2025 1:29 PM
3	Transparency and communication. I like to be made aware of changes that are being made and events happening in our district. I have appreciated Alan's weekly communication with staff in this district. It is very informative.	2/6/2025 9:59 AM
4	- Open minded - Kid-oriented (what students need while also balancing what teachers need) - Achievable expectations for balanced accountability for families, students, and staff - Experience in multiple areas of education (preschool, elementary, middle, high school, SPED, etc.) - Understands the demographics and needs of the area - Willing to communicate with families and community, while also having a backbone - Interpersonal skills - Delegates properly - Hires and manages building admin accordingly (promotes/hires adequate leaders and reprimands leaders that are not). - Can be from the district, but not out of nepotism - Visibility in the buildings rather than just a figurehead (build relationships within the district)	2/5/2025 8:41 PM
5	The successful candidate should be able to lead by example, know what classrooms are like in this day and age and be accessible to all staff whether they are teachers, service providers or other support staff. They should avoid being a part of "the good ol' boys club". They need to be able to listen and be supportive when necessary and not play favorites. We need administrative support from the top down.	2/5/2025 2:19 PM
6	Personable, good listener, someone who doesn't judge.	2/5/2025 11:56 AM
7	Superb communication skills knowledge of today's education standards and learning engagement Bridge builder to repair broken trust and relationships at least 10 years of classroom experience and fairly recently or the willingness to be involved in the classroom as to know what it is like and not to loose touch with the reality of what is happening in the classroom personable - open door to staff and communitive	2/4/2025 9:58 PM
8	The superintendent needs to be able to come in with a fresh set of eyes and have no previous	2/4/2025 4:14 PM

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involvement with this district. The candidate needs to have the students best interest in mind. Do what it takes to raise the grades of the schools, improve the community view of the teachers, administrators and classified staff. Assist in restoring trust and faith in the school board.

9	They should be more present in the school community (meaning, students should actually know who their superintendent is) and should be known by students. They should be kind, caring, respectful and considerate of staff's struggles, what they think could improve, and what their needs are. The new superintendent should also have had time in education as a teacher and I think it would be refreshing to see someone outside of Ft. Lupton hired. It would additionally be nice to have a superintendent that is willing to work with the Union.	2/4/2025 3:47 PM
10	willing to receive negative as well as positive suggestions and communicate feedback in a timely manner. have an understanding of the importance of having schools and a community that embraces diversity,	2/4/2025 12:04 PM
11	We need a superintendent who is able to help parents feel heard, but is also willing to hold strong boundaries. We need a leader who will only and always make decisions that are best for students, who will be a leader that the district wants to follow. S(he) will lead by example in clear and consistent communication and by not allowing politics to enter into schools, keeping academics and good character as a priority.	2/4/2025 10:33 AM
12	Have a good moral compass. Have students best interest at heart. Be a decent human. Respectable. Ability to listen to parent concerns and find solutions. Use resources to invest in EDUCATION of the children. We have to much turnaround in staff and I think it shows as well. We need to invest in staff offer competitive wages. Wages that people can actually live on. Better training. Have actual staff handbooks Code of conduct etc.	2/4/2025 10:11 AM
13	Estar bien informado/actualizado sobre todo. No tener preferencias de escuela.	2/4/2025 7:36 AM
14	Positivity, enthusiasm, being willing to roll up their sleeves and get into the schools and the community to learn the problems. Talk to parents and staff.	2/3/2025 7:48 PM
15	Previous experience as a teacher/admin dealing with difficult or underserved communities. Experience working with our socio-economic demographics or similar factors.	2/3/2025 2:22 PM
16	Bi Lingual preferably hispanic. Ability to ask for help. Follow through.	2/3/2025 1:08 PM
17	They should have think skin and also be able to focus on the students in this district and enabling better communication.	2/3/2025 11:37 AM
18	Building relationships with all stakeholders, communication and consistency, transparency with the community regarding policies and procedures, listen and represent all of the students/families, integrity, responsive and supportive. Experience and understanding of multilingual learners, special education, low socioeconomic status, and educational leadership.	2/3/2025 10:40 AM
19	The Superintendent needs to have the best interest of the students in mind when making decisions.	2/3/2025 9:00 AM
20	Wanting to know our community, parents, staff, and all coaches. Know the history of our town.	2/3/2025 8:52 AM
21	Caring and supporting staff and teachers. Knowing that we serve a unique population. Strong communication skills and an understanding of teaching and child development. Open-minded to opportunities of finding growth for teachers, students and families.	2/2/2025 8:22 PM
22	He or she needs to be flexible, understanding, approachable, a good listener, friendly, firm yet kind, have high expectations, a goal setter, know that goals need to be achievable and attainable, and know that family is important. He or she also needs to stand up for what's right, know that he or she doesn't need to be perfect and learn from his or her mistakes. Be a person who believes in communicating with others. Communication is key. He or she also needs to be supportive of having a teachers' union and a trust agreement in our district.	2/2/2025 5:10 PM
23	1. Open minded to new ideas generated by teachers and/or administration at the school level. 2. To allow for some administrative autonomy. 3. If not able to implement ideas or changes, be able to explain the "why" behind the decision. 4. Bilingual if possible 5. View on PD for teachers and district?	2/2/2025 3:01 PM
24	I would like someone who shows up for events, not everything but some. I think if possible we need some bilingual since we have such a high population of multilingual learners and families.	2/1/2025 1:04 PM

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We need someone who understands the changing dynamic when we have a small district that is having a lot of growing pains. Someone who has successfully helped get a bond and mil levy passed would be helpful as well.

25	They should work for the whole community and not just the one that will help their careers. Someone who will intercede , when the principal will not even talk to a parent about bullying or harassment. They will have to cut the all the unnecessary positions in the schools so they can use the money they save to hire better Teachers and keep the ones who are good at their jobs.	2/1/2025 12:14 PM
26	Have lots of energy, be willing to be wrong, seek out advice from others who have been here longer, ask lots of questions. Talk to all different a	2/1/2025 8:54 AM
27	The new superintendent would need to be able to listen to and balance the needs of the community and staff members.	1/31/2025 10:24 PM
28	The superintendent should possess a strong knowledge of education law and special education law. They should be able to stand up to pressures from the school board and from combative parents. They should have knowledge of how to work with a disadvantaged community and a healthy respect for a multicultural community.	1/31/2025 8:22 PM
29	I would like someone that I can sit down and talk with as well as someone that will have the hard conversations.	1/31/2025 7:49 PM
30	Former or current educator, strong leadership abilities, not afraid to say no, willing to stand up "for the little guy", realization that this is a small town and most everyone knows someone on a personal level.	1/31/2025 6:36 PM
31	Be mindful of EVERYONE. No matter what the color of their skin is or where they come from.	1/31/2025 5:05 PM
32	Willing to listen School pride Knowledge about our community Open minded Brings ideas about areas of improvement right away Walks through schools; gets to know the staff and students Celebrates our accomplishments Brings ideas about how to bring schools together; especially the feeder schools for our middle and high school	1/31/2025 5:03 PM
33	I hope that you have an open door policy like [REDACTED] has. He always returns calls and will meet with you when necessary.	1/31/2025 4:58 PM
34	Many	1/31/2025 4:19 PM
35	Strong, Clear and direct communication. Prioritize accurately. Be approachable. Can go from professional to normal. (if that makes sense)	1/31/2025 4:15 PM
36	Experience - having worked in education (teacher), money management, approachable	1/31/2025 4:07 PM
37	Caring and understanding and willing to make changes to help better our kids.	1/31/2025 4:02 PM
38	Be patient, caring, able to problem solve and collaborate.	1/31/2025 3:32 PM
39	Caring, great communicator, transparent, visible in schools and community. Is both business and education minded. MLO/Bond Experience. Have a 10 year plan for the district.	1/31/2025 3:30 PM
40	*Experience with a diverse student population, including newcomer students/non-English speakers and students with disabilities *Supportive of district staff, especially in situations involving challenging families and circumstances *Knowledge of school finances *Able to work with various stakeholder groups in the local community	1/31/2025 3:26 PM
41	Open communication with all stakeholders. Willing to commit to the Trust Agreement and able to work each year to negotiate with the team for the best working environment for staff in Weld8.	1/31/2025 3:19 PM
42	A love for our families and students. Knowledge of what our families and students have gone through and what they go through everyday.	1/31/2025 2:37 PM
43	Someone who has strong leadership, is willing to make hard decisions, good communication skills and most of all friendly. The rudeness and bully of others really needs to stop. We are here to teacher children to belong and welcome. If we are not behaving that way it just trickles down to the kids.	1/29/2025 4:12 PM
44	Someone who has a take action mentality. Someone who's willing to look at all of the flaws in our district and work to make them better. Someone who's willing to listen to the parents as they know their children better than anybody else and best support them individually with the	1/29/2025 1:55 PM

extra support even if that means outside sources. Someone who is going to use the budget for the good of the schools and children. For example, making sure there is a school officer at every school! Working it in the budget, to bring back the bus from Fort Lupton to Homyak as there are tons of children from the community that go to Homyak each day and could really benefit from a busing system.

45	I'd like to see a superintendent that can come in with some prior experience to help bolster our schools and get them up to better standards, Remove the bullying, drugs, fighting, And just plain unacceptable behavior out of our schools and get it back to focusing on the learning and making our children the best that they can be. We need some serious improvement and we need to be able to keep kids in these school so many parents are choosing to choice their kids out of this district because the schools are so bad. Homyak Is our only option right now and again for those of us that live in Fort Lupton that's a 20 minute drive each way every day and then we have to figure out what to do with our kids after school. We really need some help with this.	1/29/2025 12:53 PM
46	Good communication skills Systems thinker	1/29/2025 12:48 PM
47	Collaborative Leader who values diversity, inclusion and strengths of all including English Language Learners Able to relate to staff, students and community regardless of background or social status Good listener Problem solver Willing to live in the community Collaborate and value staff students and community Servant leader who sees the work as a mission, not a job	1/29/2025 11:04 AM
48	The new superintendent needs to have been a teacher in a low SES, high ELD setting with a general education background. The new superintendent needs to have a thick skin and a strong backbone. He or she needs to understand data, but still see the data in terms of actual people (staff, students, community) and not just numbers on a page. Prior superintendent experience would be great so we do not have to work through the learning curve of how to do the job.	1/29/2025 9:24 AM
49	1. Good Communication Skills Be open, honest. Transparency will be key! 2. Have the students and teachers best interest at heart! Be their voice.	1/28/2025 5:12 PM
50	Have the ability to stand up to the parents that have attempted to take over the district. Elevate our HS by whatever means they can to help stop the kids leaving for classes and programs we don't offer. Make sure everyone in the district office is accountable, and doing their job to the highest standard. Be personable, but not a doormat, be the boss when it's time no matter who with.	1/28/2025 1:21 PM
51	School focus and survey buy-in. Curriculum, standards, Mission	1/28/2025 10:46 AM
52	To care about the community	1/28/2025 9:05 AM
53	Strong leadership skills and a good understanding of special education laws.	1/28/2025 8:20 AM
54	Someone who is trust worthy, hard working, able to relate with staff students and parents, willing to do whatever necessary to ensure the safety of staff and students and Someone who has vision in moving forward a a district	1/28/2025 4:29 AM
55	Put the kids first! Integrity, say what needs said not what your current audience wants to hear, treat all schools in the district equally, be involved with the community, hold people accountable	1/27/2025 8:51 PM
56	Fort Lupton has grown as a community over the last few years, prior to that families raised generations and generations of children here. Which leads to a community of all different lifestyle means. Treating the children equal and upholding the responsibility to ensure each one of them is not only treated equally but learning equally is what is most important. That would require an open minded, leader that is courageous enough to take on a large range of well deserving children.	1/27/2025 8:18 PM
57	The ability to listen to the community and include parents. The ability to keep personal feelings aside from being professional and set an example for the staff they're overseeing. Passionate about kids.	1/27/2025 7:33 PM
58	He/She should be able to work in a diverse community and hire people who represent and look like the community.	1/27/2025 6:49 PM
59	DO WHAT IS BEST FOR THE STUDENTS- NO MATTER WHAT, communication, patience, be able to relate to all ages/needs, be involved with schools and staff not just reports from	1/27/2025 6:43 PM

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principals, think outside of the box, be a visionary of how to have forward progress

60	I would have liked swimming and home ec to be taught once again	1/27/2025 5:25 PM
61	Wise, researched-based, instructional leader. Transparent communicator, involved	1/27/2025 4:37 PM
62	*Integrity--doing the right thing when no one is looking *Be PRESENT--in ALL the buildings.....It's important to visit schools and classrooms, especially in a SMALL district like this! Get to know the teachers! *Balance the budget, WELL. *Please get our calendar minutes correct to meet state requirements *LISTEN and investigate and ACT on the needs of the schools and principals/teachers *KNOW the population (culturally) and find ways to bridge the gaps * Be kind, and personable. But, take the job seriously and not just in title--be here to help support us (from your level) to do our best. *Model what you expect	1/27/2025 4:02 PM
63	The superintendent should live in the community it's representing.	1/27/2025 3:26 PM
64	Knowledgeable. Listens. Proactive. Caring. Organized.	1/27/2025 3:21 PM
65	Compassion and dedication for childrens learning. To be quick and efficient. Someone who wants to be at work	1/27/2025 2:50 PM
66	The ability to say "no" and to move away from doing things "the way we've always done things." A lot of our stakeholders resist change, yet we are in a position now where change is needed.	1/27/2025 2:21 PM
67	Bilingual (Spanish/English) and or someone that has the experience to work for a diverse community. They need to be more engaged with the community and understand the people the serve.	1/27/2025 2:17 PM
68	Being bilingual would be an important skill in this district. Willingness to be flexible and transparent. It would be important to listen to teachers' input, travel to all the schools in the district to understand each school's unique attributes.	1/27/2025 2:13 PM
69	Care for kids education and care to work with the families that support them. Listening and leadership...a uniting force not a dividing one. Someone with some budget magic to squeeze more out of less and some marketing to recruit teachers and volunteers. A true advocate to fight for more resources and better treatment!	1/27/2025 2:09 PM
70	The superintendent should be passionate, kind, but have the strength to not allow people to disparage the district unchecked.	1/27/2025 2:02 PM
71	Communication skills (internal organization and external organization). Strong background knowledge of the daily workings of a school organization, not only from the administrative side, but from the teacher side.	1/27/2025 2:00 PM
72	Collaboration and caring. They also need to understand the community. Language acquisition and being an asset to students is a must due to the fact that so many of our students are bilingual.	1/27/2025 1:56 PM