

Stakeholder Input Report for

Mancos School District Re-6

Mancos, Colorado

submitted by



11725 Arbor St., Suite 220
Phone: 888-375-4814/402-991-7031
Email: mail@macnjake.com

Omaha, Nebraska 68144
Fax: 402-991-7168
Website: www.macnjake.com

March 2025



MCPHERSON & JACOBSON, LLC

EXECUTIVE RECRUITMENT & DEVELOPMENT

11725 ARBOR STREET, SUITE 220 ♦ OMAHA, NEBRASKA 68144 ♦ 402-991-7031/888-375-4814
FAX: 402-991-7168 ♦ EMAIL: MAIL@MACNJAKE.COM ♦ WEBSITE: WWW.MACNJAKE.COM

**Mancos School District
Mancos, Colorado
District Stakeholders Report
March 2025**

Executive Summary

On March 20, 2025 consultant Dr. Christy Sinner conducted open sessions with district stakeholders offering groups associated with the Mancos School District to give input. The consultant gathered input from approximately thirty-eight (38) individuals in these sessions regarding the selection of a new superintendent for the Mancos Schools. Outlined on the first four pages is an Executive Summary of the major themes expressed from the open sessions. Following the Executive Summary is a compilation of all the input received from the groups in response to four questions asked of each group. Following the input received from the in-person sessions are the online survey data from ninety-one (91) respondents including graphic representation of who submitted input. The responses have not been edited and are printed as entered by the stakeholders but with personally identifiable information blacked out.

Tell us the good things about your community:

The Mancos community is a close-knit, family-oriented town that thrives on connection, support, and shared values. It offers a safe and welcoming atmosphere where neighbors look out for one another, and children can freely explore parks, local events, and outdoor recreation. With deep roots and a strong sense of tradition, our town embodies the charm of a small, historic community reminiscent of Mayberry while embracing diversity and new perspectives.

Outdoor enthusiasts find endless opportunities for adventure, from hiking and biking to skiing and exploring nearby national parks. The vibrant arts and music scene, along with community-wide events like Mancos Days and Burro Fest, foster a rich cultural life. Local businesses collaborate with the schools, ensuring that students have job opportunities and additional support systems to thrive.

Education is a pillar of our community, with a highly regarded school system that prioritizes one-on-one attention and student success. Parents are deeply invested in their children's education, and organizations like Mancos United and the Pinon Project work together to support families in need. The community consistently steps up to help, whether rallying around a struggling neighbor or ensuring resources reach those who need them.

With a beautiful natural setting, strong local traditions, and a commitment to inclusivity and mutual aid, our town is a place where people build authentic connections, celebrate each other's

successes, and come together for the greater good. The sense of belonging here is unmatched, making it a place where families not only live but thrive.

Tell us the good things about your school district:

Mancos school and community are built on a foundation of strong relationships, innovation, and a commitment to student success. With a family-like atmosphere, everyone—from teachers to local businesses—works together to support students in achieving their goals. The school is the heart of the town, fostering deep connections between staff, students, and families.

A focus on individualized learning ensures that every student receives the attention and resources they need. Small class sizes, hands-on career training, and a growing range of industry certifications, including CDL, welding, robotics, and medical programs, prepare students for success beyond the classroom. The school's dedication to career readiness, college preparation, and social-emotional learning ensures that students leave with both academic knowledge and real-world skills.

Teachers are empowered to be creative and passionate, using innovative teaching methods, project-based learning, and outdoor integration to engage students. The school fosters a culture of growth, encouraging staff and students to continuously improve, adapt, and push forward. Staff longevity, professional development opportunities, and shared leadership create a supportive environment where educators thrive.

The district has embraced modernization with technology improvements, updated policies, and data-driven decision-making. Strong partnerships with local businesses, community colleges, and town leadership enhance opportunities for students, offering work-study programs and community engagement.

Diversity, inclusion, and acceptance are at the core of our school's values. Students are encouraged to explore their interests in a respectful, supportive environment. Programs are designed to be accessible to all, ensuring financial barriers don't limit participation.

With a four-day school week, a robust arts and athletics program, and an unwavering commitment to student well-being, our school district is not just a place of learning—it's a community dedicated to shaping bright futures. As we continue to innovate and grow, our focus remains on creating an environment where every student feels seen, supported, and prepared for what lies ahead.

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

Mancos school District is a cornerstone of a close-knit, rural community that values strong relationships, innovation, and student success. With a deep sense of connection, staff, students, and families work together to create an environment where everyone is seen, supported, and encouraged to grow.

The district prioritizes individualized learning, small class sizes, and hands-on career training, offering opportunities in CTE programs such as welding, CDL certification, robotics, and medical fields. A strong emphasis on student well-being, social-emotional learning, and career readiness ensures that students are not only academically prepared but also equipped with real-

world skills. The four-day school week has been a key factor in attracting staff while balancing budgetary constraints.

Teachers are given autonomy and encouraged to bring creativity into the classroom. Project-based learning, outdoor integration, and nontraditional teaching approaches allow students to explore and engage in meaningful ways. The school fosters a culture of professional growth, shared leadership, and open dialogue between staff, administration, and the board.

However, the district faces significant challenges, particularly in teacher retention and financial stability. Salaries remain lower than those of surrounding districts, leading to staffing shortages and an over-reliance on alternative licensure. Deferred maintenance on aging facilities, projected budget shortfalls, and the need for a mill levy increase add to financial pressures. While the community is highly supportive, its limited financial capacity makes long-term solutions complex.

Cultural and structural challenges also impact progress. There is a desire to maintain traditions while evolving to meet modern educational demands. Balancing high expectations, financial limitations, and the diverse needs of students and staff requires careful decision-making. The district must navigate concerns around governance, accountability, and ensuring that policies are consistently followed.

Despite these hurdles, the district remains forward-thinking and committed to growth. Community partnerships, innovative programs, and a shared dedication to student success position the school as a hub of opportunity. Protecting what works while adapting to future needs is essential, ensuring that the district continues to serve as a strong foundation for students, families, and educators alike.

What characteristics should the new superintendent have to be successful?

Mancos School District is a unique, close-knit community with a deep commitment to its students, staff, and families. The district thrives on relationships, innovation, and dedication to ensuring students receive a well-rounded, hands-on education. With small class sizes, career-readiness programs, and a strong emphasis on Project-Based Learning, Mancos provides an engaging, supportive, and future-focused academic environment.

The district seeks leadership that is deeply invested in its long-term success—not as a steppingstone but as a place to put down roots and grow alongside the community. The ideal leader will balance professionalism with approachability, have a strong background in education and finance, and possess the vision and resilience to guide the district forward while preserving what makes Mancos special. They will be present, visible, and engaged, knowing staff and students by name, stepping into classrooms, and building meaningful relationships at every level.

Financial sustainability remains a priority, with ongoing challenges related to teacher salaries, facility maintenance, and enrollment decline. Transparency, strategic decision-making, and collaboration with the board, staff, and community are essential in addressing these concerns. A leader with budget expertise, the ability to navigate small-town dynamics, and a commitment to advocating for teachers and staff will be critical in ensuring long-term stability.

Mancos values autonomy, trust, and accountability. The district seeks a leader who empowers staff, listens to all voices—students, teachers, and families—and makes fair, well-informed

decisions that align with the district's strategic goals. A forward-thinking, innovative approach is essential, along with the willingness to engage in tough conversations, maintain high expectations, and inspire continuous improvement.

At its core, Mancos is a district that "runs differently—and it works." With a commitment to preserving its identity while embracing progress, the district needs a leader who will honor its strengths, foster growth, and be an active part of the community for years to come.

District Stakeholder Group Responses

Tell us the good things about your community:

- Family atmosphere
- Everyone knows everyone
- Family oriented
- Safe; send kids to park or neighbors
- Reminds of Mayberry
- Nature and outdoor recreation
- Lots of art
- Good food
- Community events for all stuff
- Focused on the kids
- Programs pool together to support kids and families with needs: Mancos United: pinion project
- Small town
- Best school in area - oldest functioning school in state
- Great outdoor opportunities - ski, bike, hike
- Close knit community
- Supports the arts and music
- Small community
- Deep roots in town
- Small and must like it
- Close enough to get to stuff needed
- No traffic
- People care about direction of school
- Community helps even if don't have kids in school
- Parents want their kids here
- Neighborly love
- Mix of different types of people - long time to newcomers
- Accepting everyone
- Open-minded community
- Diverse group
- Supportive
- Like visibility
- Easy to talk to people
- Close knit community
- Members willing to be helpful whenever and wherever
- High school jobs are easy to find
- Supportive and there for each other
- Tight town and community
- Willing to help out
- Younger people can get help
- Community comes together for events and sports
- Get together to help one person when needed
- Businesses are willing to work with the school and students

- People
- Giving
- Caring
- Empathetic
- Real people
- Focused and driven
- Don't take crap from anyone
- Sunshine
- Nice weather
- Four seasons
- People
- Diversity of mindsets
- Location
- Everyone knows each other
- Small community atmosphere close to larger amenities
- Friendly
- Support for students with partnerships
- Additional support
- Keeping kids safe
- Everyone knows someone
- New families want small community
- Close knit families
- One on one time with teachers
- Cattle drive is unique
- Dirt roads and mud
- Equal distance mountains or desert
- Close to lots of national parks
- Recreation is always around the corner
- Good public library and good relationship with them
- Support for school and district
- Fun community events - 5K, Mancos days, burro fest, opera house
- Events held at local establishments
- Arts and craft communities
- Cowboys
- Hidden talented people in community
- Historical and generational
- Sports around here: football, basketball, wrestling
- Close knit community feeling
- Supporting each other
- Looking out for each other
- Organizations step up to get resources to who needs it
- Location
- Beautiful surroundings
- Small town feeling
- Sense of connection
- Authentic connections

- Get to know each other
- Help each other
- Roots in the community
- Welcoming of new people
- Accepting everyone
- Openness and welcoming
- Community comes together around the school
- Like consistency
- People come together for common causes and put aside differences beliefs
- Scenery

Tell us the good things about your school district:

- Anecdotal earnest feedback
- Grow and want to make it better
- Innovative ideas
- Projects displayed
- Feels like teachers have autonomy and passions
- Teachers can be who they are
- Students get to explore and travel
- Creativity
- Relationship based
- Positive interactions with staff and students
- Strong connections to the school to make it better every day
- Look out for each other
- Support each other
- A family
- School has upped the game and level of expectation for students and staff
- Focus on growth
- Magical here and willing to make sacrifices to stay
- All connected like one giant family
- One campus
- All staff know students by name
- Everyone knows the families
- Moving forward in modernizing the district with policy updates
- Technology improvement
- Competitive with other districts
- Continuing to move forward
- Attracting staff and students to stay
- Procedures updated and using data and written process
- Small class sizes
- Individualized attention
- Individual needs met
- Counseling for tech schools and scholarships for opportunities
- Trades programs and adding
- CDL program for students
- Satisfy needs of what students want/need

- Robotics and drone certification
- Skills for career readiness for future
- Industry certification to document skills
- Hands on learning
- Whole child focus
- Social emotional and trauma support
- Vertical alignment on curriculum district wide
- Communication between levels is strong
- Support teachers
- Teacher trainings for growth
- High schoolers mentor elementary students - Big Jay's/Little Jay's
- Longevity of many staff members
- Staff treated well
- Positive atmosphere
- More positives than negatives
- Enjoyment of the job
- Bridge/connects with town hall and local businesses
- Businesses support student activities
- Work-study programs for future positions
- Sports
- Celebrations of students
- High free and reduced percentage
- Programs inclusive for all students - money shouldn't be a barrier
- Connecting dots of matching need with a family while preserving their privacy
- Numerous donations for students
- Many different moving parts that jell
- Community based
- Board involved
- Teachers know content
- Good staff
- Lot of things going to help students reach goals
- Career level opportunities
- College readiness skills
- Teachers willing to create connections with students
- Personal connections and understanding them
- Opportunities for college classes, scholarships
- Staff works with students to push them
- Made friends on first day
- Welcoming student body and teacher supportive
- Tone for how we invite new people in
- Set tone for acceptance
- Views and opinions but always respectful
- Acceptance of interests and don't give harsh criticism
- Support system within system is huge - even outside of district
- Kids are accepting of each other from diverse groups
- Safe school

- Wonderful students
- Small class sizes
- Enjoy coworkers
- Staff is well educated
- Commitment - pour their hearts in
- Highly invested staff
- Give teachers freedom to teach in way that works for them
- Non-traditional ways of teaching accepted
- Experimental and can try new things
- Teachers are stakeholders
- Teachers treated as equal partners
- School is the middle and hub of everything
- Hire you to be the expert in the classroom
- Flexibility to continue to grow in teaching for different students
- Comfortable environment
- All wear many hats
- Involvement of all
- Close
- School level family
- Own community
- Campus is all together
- Secondary students are aides for elementary grades
- Innovative
- Project based learning
- Go about things in a different way
- Lots of opportunities for athletes
- Student/staff relationships all the way through the grades
- Reaches out with community to bridge the gap
- Business partnerships
- Community college connections
- Small class sizes
- Support between and with staff
- School is center of the community
- 4-day school week
- Staff
- Family atmosphere
- Technology
- People listen when you talk
- Moving towards project-based learning
- Shared leadership
- Staff who value outdoors and integrate into learning
- Forward thinking
- Opportunities to get better
- Not complacent with where they are
- Relationship with the public library
- Financial officer is on top of everything

- Great connections with local food
- Values art sports, country boys/girls, native culture, LGBTQ, culturally diverse
- Accept everyone for who they are
- Officers, SRO, take student safety as priority
- ELL support
- Good sports program
- CTE, CDL, nurse, welding, real estate, drone classes, woodwork, CNC plasma table, medical
- Culinary, robotics program,
- Interventions at elementary
- Montezuma farm to School program
- Social emotional learning at school
- Robust art, drama, and music program
- Football field
- 4 day school week
- Discretionary days for PTO
- Community Garden
- All on one campus with shared - can see kids when you work

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

- Don't wear ties much ~ more camo; not very formal
- Budget with State of Colorado
- Salary for teachers is low and salary needs lifted up
- Projected budget shortfall
- Job postings receive few applicants
- Teacher retention problems
- Teachers not certified and on alternative licenses
- Four-day week helps recruit staff with hiring paying districts on both sides
- Declined enrollment
- Board overreaches - use the governance; the superintendent is your only employee
- Older campus so lots of high dollar maintenance
- Need to pass mil levy for salary
- Future potential for bond might be needed
- Drama between area districts
- Chain of command isn't followed ~ go over heads to superintendent or board of education
- Weather changes quickly
- Patriotic and religious freedom
- Financial challenges that we are facing
- Buildings are old and need fixed
- Staff salaries are lower than surrounding districts
- Mil levy support for staff pay
- Retention of staff - mostly secondary
- Social emotional and behavior support but paid through grants
- Equity and expectations held for all staff

- Hold staff accountable
- Student handbooks need to be honored and followed
- Follow through on all expectations
- Role models
- Align expectations throughout district
- Academic and behavioral expectations should be consistent
- Staff members wear many hats
- Some big opinions that are loud
- Must know about a rural area
- Limited resources
- Appropriate use of AI is used in district by teachers and students
- Teacher pay is low
- Financial transparency needs to continue
- Budget
- Maintenance improvements need to be made on things previously updated
- Don't change things just to change them
- Find out what has worked and what hasn't
- Include teachers in conversations of what might need changed before doing it
- Teacher retention
- Keep culture and climate of who is invested in area here
- Don't want this position as a steppingstone
- Understanding what it's like to be a teacher and principal - seen through other angles
- Willing to step in to whatever position is needed
- Consistent loss of teachers
- Problem in school - financial or personal that causes to leave
- Within town and district information spreads quickly
- Students have been taught to voice their opinion but doesn't mean they don't have support
- When not supportive, it can be loud
- Student voice shouldn't be disrespected and addressed; it's not backtalk
- Students are willing to find middle ground and talk
- No emotional connection to decisions is needed
- Some people always complain about something and it's a never ending cycle
- Willing to set a middle ground - listen to staff and students where all can agree
- Resolve conflicts openly
- Some are set in their ways and how they will do it
- Some are never happy
- You won't be able to please everyone
- Students can be tough to work with - take it head on and don't make it perfect
- Lots in technology but don't want it to all be online or computerized with platforms
- Want district to evolve
- Stable and flowing curriculum in classroom is needed from year to year
- Want more advanced classes with AP and harder curriculum - it is easy now
- Challenge needed for future learning
- College English program is a good challenge

- Some students learn differently (visual, notes, etc) don't force to learn one way: multiple tactics
- Help advance in multiple ways
- Student board members is positive
- Teacher pay is a concern
- Listen to what teachers need so they stay
- More interaction in grade school area from superintendent is desired
- Make decisions with guidance of board but speak openly and honestly
- Funding concerns
- Salary of all staff
- Community can't financially support the financial need
- Traditional community so some hesitance to try new things
- We have always done it that way attitude on some things
- Worked hard to get to where with are with policies, accountability & don't want to go backwards
- Accountability needs to stay in place
- Don't want good old boy system
- Lots of deferred maintenance
- Keep piling on one more duty and one more thing - some with pay and some without
- When and why for extra pay isn't always explained - policy isn't always followed
- Everyone knows everyone's business
- Want all things but don't have capacity to do it all
- Do what we do and do it well instead of adding more things
- Behavioral needs have increased
- Concurrent enrollment classes are positive
- Need more focus on remedial classes that are basic high school classes
- High school scheduling with some k-12 teachers is a challenge
- Housing project debt (40-year loan) to build houses for staff
- Grants to continue to support positions that are in place
- Innovative status
- Opt out rate for state testing is high
- Understaffed in some areas - one art and music teacher for all of district
- Teachers feel stressed
- Many staff overworked
- Teen suicides
- Youth activities in the summer are lacking
- Admin needs to support all teachers equally as much as sports are supported
- Trepidation around national conversations harming small districts
- Swaying for a rural community
- Diversity across the area and need to be represented
- Not too strong one way or another so no one is left out
- Wants to protect what is going well
- Mancos voices speak on what is important to them
- Focus on teachers
- Want to be there with the teachers
- Gets to know people in their role

- Visibility

What characteristics should the new superintendent have to be successful?

- Don't want it as a steppingstone
- Small district is end goal and there for a long time
- Open minded
- Not rigid
- Says yes more than no
- Knowledgeable about budget
- Don't become top heavy
- Openness
- Builds relationship
- Becomes part of the community
- Listen to students and teachers
- Professionalism
- Knows their stuff
- Good organizational skills
- Leadership skills
- Tapped into every entity and person on campus
- Substantial educational experience
- Supportive
- Willing to trust people to do their jobs
- Sense of humor
- Available to chat at any time of day
- Accessible with open door policy
- Present across campus
- Strong backbone - strong administrative ability
- Treats everyone equally
- Recognized everyone's important role
- Business sense
- Innovative
- Active role within superintendent on positive happenings and being known
- Experience
- Know the job and role
- Features Mancos' uniqueness
- Keep own identity in Mancos
- Approachable
- Education background and understand what teachers need and are going through
- Teaching experience - 10 years at least
- Principal experience desired
- Knows every employee's job and role within the district
- Value experience of every department
- Understand small town dynamic and how it is intertwined
- Growth oriented - personally and for staff
- Friendly
- Longevity for position

- Not just a steppingstone
- No personal favorites ~ makes decisions based on what is needed
- Can agree to disagree and can explain the 'why' behind it
- Can help to come from outside with no personal strings attached to programs or people
- Balance of personal and professional relationships within small district
- Professionalism
- Wants to grow roots here
- Compassionate
- Fair
- Listen and come to fair conclusion
- Advocate for teachers and staff at all levels
- Educational background - learned as they went along
- Knows systems within a district
- No fear in making tough decisions
- Advocate and support admin staff
- Understanding ins and outs of how a school works
- Meeting one on one with teachers to get to know them individually
- Visual
- Be seen and interact with
- Spend time in every class observing
- Constructive criticism to help all staff learn and grow
- No retaliation
- Open to ideas from all staff members
- Strong and can endure storms that arise
- Openminded
- Easily adjust to community
- Optimism
- Willing to work with others
- Bold
- Stand up for students
- Assertive
- Willing to put selves out there and get to know students
- Earn respect
- We want to learn about you and who you are
- Make connections - find what works
- Good decision for now as well as in the future
- Willing to work with the students
- Encourage students
- Innovative
- Expand who we are as a school
- Project based learning - like the hands-on experience of learning
- Able to immerse in projects and express topics - helps to remember
- Balance between notes then move to hands on for understanding
- Listen
- Room for improvement and growth
- Work with students and share their opinions

- Willingness to admit mistakes and learn from them
- Forward moving
- Be human
- Dedication and time to make it work
- Strong work ethic
- Involved with the kids
- Understanding of small area and rural school
- Transparency
- 1 degree of separation
- Conduct business honorably
- Not top-down leader
- Collaborative leadership style
- Team driven leadership
- Financial background
- Budget understanding
- Will be doing many roles/jobs
- Innovative
- Sees things from a different perspective
- Understanding the culture of the district and town
- Mentor to the staff in variety of roles
- Connection to students and all staff levels
- Build relationships
- Community and school involvement
- Willing to teach classes as needed
- Communicator - with board and transparent with staff
- Have hard conversations when needed and own them
- Problem solver
- Everything to everybody
- Openminded
- Trustworthy
- We run different and it works
- Understand what a small town is and what it means to the community
- Years in the classroom - 3 years at a minimum
- Background in finance
- Can talk to media with positive output
- Visionary
- Creative ideas
- Backbone
- Follow through
- Transparent
- Part of the community
- Visible and participating in everyday things
- Knows and learns kids' names
- Longevity
- Establish roots
- Don't micromanage - trust stuff

- Navigate small town politics
- Feedback is needed for decisions
- Financially savvy - enrollment, maintenance, salaries
- Make hard decisions
- Project Based Learning district commitment
- Strategic Plan in place to follow
- Restorative practice
- Doesn't micromanage - let your people do their job
- Autonomy but hold accountable for jobs
- Be decisive
- Value all workers ~ a true family atmosphere
- Relationship based
- Involved and not sitting in the office
- Instructional leader - can dive into a classroom and work with teachers
- Teaching experience - prefer at least 10 years
- Motivational and inspirational
- Personable
- Know what the staff does daily
- Longevity
- Wants a rural community
- Forward thinking and proactive and not reactive
- Visionary
- Potential of what we have to grow forward

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

Answered: 89 Skipped: 2

#	RESPONSES	DATE
1	Mancos feels good to me because it is inclusive and friendly.	3/31/2025 3:21 PM
2	Mancos is a great town for someone who would like an outdoor life and a tight-knit community. We are situated between the mountains and the high dessert with a vibrant, eclectic town. Mancos can be simultaneously culturally traditional and progressive.	3/31/2025 12:54 PM
3	-building collaboration between town/community and the school to meet needs of all students (for example, groups like Mancos United- working to ensure student and family physical, emotional, mental health needs are met so that students can thrive socially and academically)	3/31/2025 12:15 PM
4	Tight knit. Supportive. Beautiful area with many outdoor activities to enjoy.	3/31/2025 11:48 AM
5	Supportive community	3/31/2025 9:22 AM
6	The good things about the Mancos community are the small town vibes, the way everyone wants to truly get to know each other. The authenticity of history and acceptance of new improvements. The community is very small-business focused and it adds to the comfortable and relaxed nature of the town.	3/30/2025 9:15 PM
7	The school is the center of the community, school is supported. Close knit.	3/30/2025 7:59 PM
8	Small town Community Orientated Mountains Outdoor Activities	3/30/2025 5:17 PM
9	We are a rural, blue collar area where students and families value hard work, family, and free time as well as academics. People value our public lands and open spaces, as well as having strong community relationships.	3/30/2025 1:15 PM
10	Strong Community: Friendly, supportive, and engaged. Rich Heritage: Blend of Native American, pioneer, and ranching cultures. Arts & Culture: Vibrant local arts scene and events. Natural Beauty: Access to hiking, biking, and outdoor activities. Focus on Education: Emphasis on individualized and experiential learning. Local Agriculture: Commitment to sustainability and local food systems. Family-Friendly: Safe, welcoming, and great for kids. Small-Town Charm: Close to Durango and Cortez for additional amenities. Civic Engagement: Strong volunteer spirit. Environmental Education: Encourages outdoor learning and appreciation.	3/30/2025 12:13 PM
11	Small, diverse community rich in history and art; local support and resources available for families	3/29/2025 12:25 PM
12	We have a very loving, inclusive, friendly, supportive community. While many small towns are dying all around the state (and country), Mancos is thriving. Mancos Cares!!! Between Mancos United, therapists, churches, yoga classes, an amazing library with incredible programs for people of all ages, there is help and support for people, if they need it or choose to reach out. There is a vibrancy to Mancos. We have an amazing coffee with Fahrenheit which is truly a hub of activity and connection. We have several really great restaurants for a town this size. There is access to the mountains for skiing, hiking, fishing, rafting, as well as to the desert for hiking and finding alone time. Mesa Verde is in our backyard, and Canyon Lands and Arches National Park are only a couple hours away. My husband, an outdoor enthusiast, loves our location. In the summer, he is in the mountains and in the cooler months, he loves to hike in the desert. Sand Canyon is very close. We have access to trails within a couple of miles from town. Durango, Cortez, and Dolores are all very cool places with their own cool and different vibes, but all very nearby! Mancos is such a great place to live!	3/29/2025 11:29 AM
13	Connection. People want to live here. They want to be part of this community. Our teacher do as well. This is NOT a stepping stone community.	3/28/2025 5:16 PM
14	I love this community's support for public lands and our rural lifestyle. I also love the support	3/28/2025 4:30 PM

for the arts and local business. Our community consists of neighbors and friends who will help and support others in their time of need. Most of all I love that our community members all share a love for our small town!

15	This place is like a big, loving family. Everyone knows each other, and I feel right at home here. Our school is the heart of our community, and everyone's involved in it. We cherish the diversity of our community and respect the different viewpoints that make it so special.	3/27/2025 5:57 PM
16	A close-knit community, diverse.....	3/27/2025 1:07 PM
17	The community is small and quiet.	3/26/2025 6:12 PM
18	Small town. Everyone knows everyone. Great outdoor adventures. Family oriented community. Safe	3/26/2025 5:12 PM
19	It is small, and there is a lot of history here, with multiple generations of families in the Mancos Schools. Our community supports everyone throughout the year. It's a warm and welcoming place!	3/26/2025 2:32 PM
20	We're a small town and everyone is welcoming even when were at our lowest, we're a family at the end of the day.	3/25/2025 4:52 PM
21	Small school. Lots of recreation opportunities	3/24/2025 5:51 PM
22	Mancos is a small town with people who are about each other deeply. Our school district works closely with all stakeholders in the town in order to all work together to help students succeed.	3/24/2025 5:53 AM
23	This community cares. They are passionate about it. They like that our town is small and most people know everyone. We have different ideas, political affiliations, etc we all agree to be friends anyway. We are a small sg community that is changing. Our school is small but offers incredible programs that benefit those seeking college entrance, working opportunities or vocational skills. Our town is supportive of its school. The town council seeks growth but controlled growth. We all know change is happening we just want to be able to have a voice in what it looks like. It's a friendly town that accepts visitors easily	3/23/2025 9:54 PM
24	Beautiful area, combination of Old West charm and artists community, close to recreation, multiple environments (mountains, deserts, forests, water)	3/23/2025 1:21 PM
25	Great community and school system	3/22/2025 12:55 PM
26	We are a tight knit community. We are low on many resources yet high on problem solving skills. When push comes to shove, we figure out how to make it work. We don't need "cultured" outsiders coming in trying turn us into Durango or Denver	3/21/2025 9:08 PM
27	Our community is small, strong and caring. There is comradery and integrity counts a whole lot more than the larger places I have lived. There is a comfort being a part of this community.	3/20/2025 7:43 PM
28	Mancos is a mix of all kinds of people but we come together and support each other . Mancos has a strong community connection.	3/20/2025 5:47 PM
29	We are very strongly connected.	3/20/2025 3:43 PM
30	It's pretty	3/20/2025 2:50 PM
31	It's pretty	3/20/2025 2:50 PM
32	Good people Lots of fun, outdoor adventures	3/20/2025 11:57 AM
33	Mancos is the most incredible community. We have tons of outdoor recreation and friendly folks who truly care about making this world a better place.	3/20/2025 11:48 AM
34	Sandstone to the high alpine with a couple of hours. Community and great volunteer groups.	3/20/2025 11:05 AM
35	It's small. It's robust with family activities. I love the annual traditions. I love the security with our Marshalls.	3/20/2025 9:37 AM
36	We are a community that really cares about each other. We spend time listening and getting to know their story. Our small town pride is very strong with our ranching and farming community. We are an eclectic group of rancher, small families retirees.	3/20/2025 8:31 AM
37	Everything! Great people who care genuinely about our schools, kids and neighbors	3/19/2025 10:06 PM

38	Neighbors help neighbors. We show up for each other. A healthy mix of politics (not a political echo chamber).	3/19/2025 4:33 PM
39	They support teachers.	3/19/2025 3:35 PM
40	The community has nice people sometimes- some are very LGBTQ supporting!	3/19/2025 3:29 PM
41	there ok	3/19/2025 3:27 PM
42	The culture and the willingness of the community to grow and adapt for the next generation	3/19/2025 3:26 PM
43	Not many people	3/19/2025 3:25 PM
44	Welcoming community. Open to new ideas. Always changing for the better!	3/19/2025 3:25 PM
45	small?	3/19/2025 3:25 PM
46	I like how Mancos has a supportive and open community.	3/19/2025 3:25 PM
47	Our community is supportive and a good place to live because everyone knows everyone, so it is easy to get what you need.	3/19/2025 3:24 PM
48	Our community is really amazing in many aspects, but I mainly like how the majority of people are all polite to each other and willing to help where they can.	3/19/2025 3:24 PM
49	There are not many people	3/19/2025 3:24 PM
50	everyone knows everyone	3/19/2025 3:23 PM
51	small and everyone knows everyone	3/19/2025 3:23 PM
52	very close community	3/19/2025 3:23 PM
53	Small town everyone is very close.	3/19/2025 3:23 PM
54	i have lots of friends	3/19/2025 3:23 PM
55	The people are nice	3/19/2025 3:23 PM
56	The people are nice	3/19/2025 3:23 PM
57	I like how everyone knows everyone.	3/19/2025 3:22 PM
58	We are nice	3/19/2025 3:22 PM
59	its close knit	3/19/2025 3:22 PM
60	The Mancos community is very communicative and open, everyone is super close with each other and its easy to open up and get ahold of people.	3/19/2025 3:22 PM
61	Skiing	3/19/2025 3:21 PM
62	Nice people, helpful people when you need it.	3/19/2025 3:21 PM
63	The fact that most students work together well, and the community helps out.	3/19/2025 3:21 PM
64	I like the teachers and how understanding they can be.	3/19/2025 3:20 PM
65	friends	3/19/2025 3:20 PM
66	The tenacity of our community.	3/19/2025 3:19 PM
67	Diverse space with strong community participation.	3/19/2025 2:58 PM
68	Godly, conservative morals.	3/19/2025 2:56 PM
69	Godly, conservative morals.	3/19/2025 2:56 PM
70	We're a small town, and while some may see that as a drawback, it's often because they struggle to see the good in what we have. Our size is our strength—we're a true community where people know and care for one another. We know each other's children, businesses, hopes, and dreams. The value of that connection cannot be overstated.	3/19/2025 2:24 PM
71	People help each other out	3/19/2025 2:18 PM

72	Small town with a big heart. This community shows up to support each other. The outdoor opportunities are pretty great too.	3/19/2025 2:16 PM
73	Supportive, able to get to know one another, strong leadership	3/19/2025 2:09 PM
74	Summit mowing	3/19/2025 12:21 PM
75	Small town everyone knows everyone.	3/19/2025 11:53 AM
76	The school is a perfect size, not too big not too small. They use restorative practices and there is a high expectation for behavior. Academics is challenging and staff help meet students needs either pushing them up or supporting them. Project based learning model is wonderful and gives students responsibility and ownership of learning.	3/19/2025 11:52 AM
77	Very supportive and we have lots of help from them during projects.	3/19/2025 11:45 AM
78	Small town. Flexible to meet family needs. School focused on SEL and quality education and rigorous classes.	3/19/2025 7:42 AM
79	It is a small rural town with many outdoor activities available throughout the year.	3/18/2025 4:12 PM
80	This community is incredibly supportive, deeply rooted in the values that have defined rural life for generations. In an era of rapid change, it remains committed to preserving the spirit of "the West still lives." As a thriving ranching community, it stands as a stronghold for those who value tradition, hard work, and the timeless way of life that rural America represents. It's not just about maintaining a place—it's about ensuring that future generations can continue to thrive in the same close-knit, hardworking environment that has defined this region for so long.	3/18/2025 11:09 AM
81	Mancos is a tight-knit community that values agriculture, the outdoors, and the arts.	3/18/2025 10:04 AM
82	Rural, tight knit, agricultural community. Great locally grown veggies, eggs, meats. Lots of outdoor recreation.	3/18/2025 12:20 AM
83	It's small and old school. People take care of people and genially have the good of the people concept.	3/17/2025 8:39 PM
84	Diversity and inclusion of individuals. Its ok to be you.	3/17/2025 8:28 PM
85	Students' willingness to get involved in the community and the community's support of one another.	3/17/2025 6:47 PM
86	We have strong community support and have individuals already in district that I believe could fill the superintendent position and continue to move us forward.	3/17/2025 5:27 PM
87	Relatively safe Small town feel Kids still play outside	3/17/2025 4:50 PM
88	Close-knit small town community. We value family and the well-being of our students.	3/17/2025 3:39 PM
89	Outdoor recreational activities, small town, good support systems,.	3/17/2025 3:07 PM

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

Answered: 86 Skipped: 5

#	RESPONSES	DATE
1	I like how transparent everything is. As a teacher I get the notes from all of the admin meetings and I really appreciate that. I am encouraged to attend school board meetings. As a parent I feel like my children received a solid start to their education.	3/31/2025 3:21 PM
2	Because our district is so small, our educational system has the ability to be intimate and flexible to meet student's needs. Our community takes a great amount of pride in our school and that can be evident in many ways- academics, sports, and family support.	3/31/2025 12:54 PM
3	-clear, frequent, honest communication -team-driven shared leadership -focus on the well-being of the whole student (physical, emotional, mental, academic) -academic freedom -respect for the expertise of teachers -project-based learning -figure-out-what-works-best-for-students-and-do-it approach, rather than sticking blindly to precedent/tradition -emphasis on student voice and involvement in decision-making	3/31/2025 12:15 PM
4	Small classes, staff support, continuing education opportunities, mental health as a priority for staff and students. Clean, well maintained. Great students with mostly good attitudes.	3/31/2025 11:48 AM
5	Staff know all of the students well. Able to individualize supports based on student needs.	3/31/2025 9:22 AM
6	The good thing about Mancos' school system is again the large network of people that know and interact with each other due to the small size of the town. I love the amount of art and sports that are prioritized, and the teachers are typically amazing and empathetic individuals who provide a worthy education.	3/30/2025 9:15 PM
7	Elementary teachers are supportive and helpful to each other. Elementary teachers know and acknowledge students of other grades.	3/30/2025 7:59 PM
8	Beautiful School Quality Staff Caring Staff, community members, school board and students All staff willing to go the extra mile Supportive	3/30/2025 5:17 PM
9	Students feel very comfortable in our schools, and know that academics aren't the only focus. We have a strong SEL presence in our schools, and the vast majority of students trust their teachers and rely on us for help or guidance in personal issues.	3/30/2025 1:15 PM
10	Small Class Sizes: Personalized attention and strong teacher-student relationships. Strong Community Support: High levels of parent and community involvement. Experiential Learning Focus: Hands-on, project-based approaches that engage students. Commitment to Innovation: Emphasis on creativity, critical thinking, and problem-solving. Outdoor & Agricultural Education: Opportunities for environmental learning and agricultural experiences. Dedicated Teachers & Staff: Passionate educators who invest in student success. Emphasis on Arts & Enrichment: Strong programs in arts, music, and extracurricular activities. Safe & Supportive Environment: A close-knit atmosphere where students feel valued. College & Career Preparation: Strong focus on readiness for post-secondary education and careers. Investment in Facilities: Modernized buildings and resources to support learning.	3/30/2025 12:13 PM
11	Project-based learning focus, innovative, trauma-informed, student-centered	3/29/2025 12:25 PM
12	Our school is historic as it is the oldest, continuously operating school in the state! However, it is the people who truly make this school hum. The staff is amazing and really love and care about the children and each other. It is a family! I always feel good when I drive past the school or walk into my classroom. It is really a special place! The school teams offers special after school programs and Friday field trips. The school is not isolated. The school has long arms and works with the library, Mancos United, volunteers, brings in musicians for concerts every once in awhile Volunteers are welcome and children are loved. Because we are a small school and our school is K-12, it is easy and accessible for high school students to come over and help out with our students We have very special children and families as well!	3/29/2025 11:29 AM

13	Teachers. Teachers are parents. We work together. They know our schools and are invested in our schools.	3/28/2025 5:16 PM
14	We have an amazing group of teachers and staff that are committed to student success. Our district has a vision and strategic plan that our guiding all the work being done. Our school supports the social emotional learning of our students and the use of restorative justice practices are amazing. Our school grounds are well maintained and the younger students are excited to learn. I also love the three R's and how students at every grade level are expected to adhere to 3R behavior. I also like the emphasis on project based learning.	3/28/2025 4:30 PM
15	1. The school is all about students, and staff goes the extra mile to help them succeed beyond the regular school day. 2. Teachers and staff are role models for students, and they have awesome, supportive relationships with them. 3. Always looking for ways to improve and make things better. 4. Helping students comes from a problem-solving mindset. 5. Everyone works closely with our parents and the community to support students and staff. 6. Mental health support is offered to students and staff. 7. Staff looks out for each other and takes care of one another. 8. Concurrent enrollment classes and pathways provide some great options for students.	3/27/2025 5:57 PM
16	Teachers work very hard and care about their students. Students come from diverse rural backgrounds.	3/27/2025 1:07 PM
17	Small Class sizes.	3/26/2025 6:12 PM
18	Small class sizes. Feels like a family. Communication has come a long way. Teachers are allowed to teach and not be micromanaged	3/26/2025 5:12 PM
19	We are a tight and connected staff in our individual buildings. We are people that would love to get to know staff throughout the district, but we aren't given opportunities. It is great that we are small, and a two-track school. We know every student and their families. We are all supporting our students 24-7, as we care deeply for every student, and their success.	3/26/2025 2:32 PM
20	Very welcoming	3/25/2025 4:52 PM
21	Small. Close knit.	3/24/2025 5:51 PM
22	Mancos is like no other school around and that is a good thing. We are unique in the way we work. Teachers are trusted and given support to try new things. Students are provided with not only a quality education, but also critical SEL skills needed. We appreciate our environment and provide opportunities for students to learn outside and explore the history and nature around us.	3/24/2025 5:53 AM
23	Our school is on the path of becoming the best rural school in Colorado. We have a pathways program where students get to choose classes based on not only their desires but their skill level. There are opportunities to make portfolios showing work done throughout their high school career. Many teachers have extracurricular activities that they sponsor. The staff is excellent from pre school through high school. They are like family and work hard to give students the best education possible. We need a superintendent with a clear vision of what have been going on in the past so they can take us to new paths that help our students succeed in their lives.	3/23/2025 9:54 PM
24	Excellent staff who care about students as whole people, not area d to try new things, administration and teachers think relationship-first which is what all the leadership texts will tell you is the most important, strategic plan focuses on topics we believe are important to the school and community	3/23/2025 1:21 PM
25	Newly renovated and great teachers	3/22/2025 12:55 PM
26	Our Elementary school has excellent teacher retention. If it isn't broken, don't fix it. The secondary, however, seems to be too focused on PBL (play based learning) rather than academic rigor. We need a leader who can expand on the primary's example.	3/21/2025 9:08 PM
27	I have had the pleasure of working in the elementary school the last two years, before which I subbed for 1 year. The staff is full of exceptional people that are driven to do what it takes to help the children/students academically and emotionally. This includes the teachers, principle, MTSS, custodial, kitchen and the administrative staff. I feel lucky and proud to be a part of the Mancos school. The smaller class sizes make a big difference in my opinion. Targeted teaching is a goal for all of the teachers I have worked with and the smaller class sizes are	3/20/2025 7:43 PM

	important and make a difference. The school operates extremely well and it's because of the people that plan, schedule, and come up with the protocols.	
28	Our school is the backbone of our community. Everyone cares about our students and is deeply invested in our students.	3/20/2025 5:47 PM
29	We have a very tight bond and often get many chances to advocate for our own good.	3/20/2025 3:43 PM
30	It's easy to get help	3/20/2025 2:50 PM
31	It's easy to get help	3/20/2025 2:50 PM
32	Wonderful students	3/20/2025 11:57 AM
33	The schools here are incredible. Great teachers with a family atmosphere.	3/20/2025 11:48 AM
34	Positive climate and culture. Small size All one campus High staff retention in elementary innovative ways of teaching and thinking love our cafeteria food! love our nurse!	3/20/2025 9:37 AM
35	Our teachers are amazing. Their hugs are infectious. We need to do everything possible to support them so they stay.	3/20/2025 8:31 AM
36	Soooo many good things. Great culture, experienced educators, wonderful leaders	3/19/2025 10:06 PM
37	Incredibly caring teachers and staff. Strong Board of Directors. Always working to improve. Able to be self-reflective.	3/19/2025 4:33 PM
38	The elementary principal who supports and cares about students and staff.	3/19/2025 3:35 PM
39	The school has nice teachers!	3/19/2025 3:29 PM
40	the sports	3/19/2025 3:27 PM
41	The care they put in for each student and how much they will work to foster a relationship with student	3/19/2025 3:26 PM
42	Its small	3/19/2025 3:25 PM
43	Very supportive, pushing students to do their best.	3/19/2025 3:25 PM
44	not much.	3/19/2025 3:25 PM
45	My school offers a wide variety of career pathways and generally has very good teachers (mostly [REDACTED]).	3/19/2025 3:25 PM
46	Our school is small and tight-knit, making it easy to get assistance from staff when necessary, and improving staff-student relationships.	3/19/2025 3:24 PM
47	The teachers are all very open and kind (for the most part) and a lot of them have done an amazing job of making me feel personally welcome and like I belong here.	3/19/2025 3:24 PM
48	The classes are small and not overwhelming.	3/19/2025 3:24 PM
49	Teachers	3/19/2025 3:23 PM
50	they small nots lot of walking	3/19/2025 3:23 PM
51	very hands on and communicative	3/19/2025 3:23 PM
52	[REDACTED] is a good teacher.	3/19/2025 3:23 PM
53	good sports and good class structure	3/19/2025 3:23 PM
54	Their are college classes we can do.	3/19/2025 3:23 PM
55	There are college classes	3/19/2025 3:23 PM
56	everyone is always kind.	3/19/2025 3:22 PM
57	It is good	3/19/2025 3:22 PM
58	their ain't many students	3/19/2025 3:22 PM
59	Our school is small and its easy to get along with the people around, the school is very	3/19/2025 3:22 PM

	understanding of their students needs.	
60	Mrs [REDACTED]	3/19/2025 3:21 PM
61	Help when you need it.	3/19/2025 3:21 PM
62	Fair in their ways	3/19/2025 3:21 PM
63	I think the good things we have at our school is our encouragement for sports.	3/19/2025 3:20 PM
64	friends	3/19/2025 3:20 PM
65	The tenacity of our school.	3/19/2025 3:19 PM
66	small classes. Communication with students, teachers and parents. constructive participation.	3/19/2025 2:56 PM
67	small classes. Communication with students, teachers and parents. constructive participation.	3/19/2025 2:56 PM
68	We have a great campus and a strong foundation built by a great superintendent. Most of the board remains focused on what's best for the school rather than being swayed by a vocal minority. Our teachers are valued and supported, and many of them recognize that their primary role is to educate, not to shape community policy. Like all people who choose to live in Mancos, they understand that being here comes with trade-offs. So instead of focusing on their bank account, they recognize that financial sacrifices are not unique to their profession and that responsible resource management is about long-term sustainability, not just bigger paychecks. While many teachers claim to be dedicated to their students and the future of our schools, we're fortunate to have some who understand what that means.	3/19/2025 2:24 PM
69	It's small and safe	3/19/2025 2:18 PM
70	Small class sizes, individualized attention to students, Project Based Learning and a commitment to providing students with post secondary preparedness and opportunities, dedicated staff, strong strategic plan framework already exists, innovative school status (families opt in not out of testing)	3/19/2025 2:16 PM
71	Also supportive, very helpful, allows room for exploration, provides assistance with planning futures for students.	3/19/2025 2:09 PM
72	Nonchalant	3/19/2025 12:21 PM
73	Not super strict	3/19/2025 11:53 AM
74	See above, also students have access to opportunities for enrichment in their education and trips.	3/19/2025 11:52 AM
75	There is not much.	3/19/2025 11:45 AM
76	Students come first. Give every student every opportunity	3/19/2025 7:42 AM
77	This school fosters a truly tight-knit community, where the unique advantage of having everyone on one campus allows for meaningful connections across all grade levels, from Preschool to Seniors. This environment encourages regular interaction and collaboration, enriching the educational experience for everyone. It's not just about endless worksheets—this school incorporates Project-Based Learning (PBL), which is a powerful and innovative approach that prepares students for real-world challenges. Starting with preschool, where the emphasis is on play-based learning, students are given a solid foundation that supports their growth and success throughout their entire academic journey. It's a dynamic, engaging environment where students not only learn but thrive.	3/18/2025 11:09 AM
78	There are great, hardworking teachers, an innovative mission, and a common commitment. The schools are dedicated to effectively implementing research based initiatives to improve student outcomes.	3/18/2025 10:04 AM
79	Mancos schools have a much more hands on and practical approach to education. I appreciate all the opportunities for them to be outside, active and learning hands on skills. While smaller than some area schools Mancos seems to offer a wider variety of elective courses including several to set their students up for the future like their CDL course.	3/18/2025 12:20 AM
80	Small class sizes.	3/17/2025 8:39 PM
81	Honestly Mancos has gone down hill as a school district.prior to Covid, it was the school to be	3/17/2025 8:28 PM

in, now to much focus on non student administration grant funds. These hire paying jobs have taken good teachers and student support individuals away from the student and education.

82	Our teachers are some of the most talented people that I know. They truly love their jobs and they t's extremely evident in their work. The people that continuously support our students that aren't teachers, ie: coaches, trainers, volunteers, and parents that go above and beyond.	3/17/2025 6:47 PM
83	We are working on increasing our rigor. Both [REDACTED] and [REDACTED] have brought in new ideas and fresh eyes to take what was working in the district and add to it which has resulted in a more robust learning environment for our students.	3/17/2025 5:27 PM
84	Great teachers, if they stay	3/17/2025 4:50 PM
85	Very connected. Teachers know their students...often they have the same students in multiple classes throughout their years in school.	3/17/2025 3:39 PM
86	Great team, high level of professionalism, everyone knows each other on a personal level.	3/17/2025 3:07 PM

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

Answered: 90 Skipped: 1

#	RESPONSES	DATE
1	Social Emotional Learning is a cornerstone of our school community.	4/1/2025 10:37 AM
2	Issues with teacher pay Issues with housing The importance of honoring diveristy	3/31/2025 3:21 PM
3	Mancos School District has put a lot of money and hours into implementing project-based learning district wide. Yet, the outcomes have been uneven because not all staff believe in the efficacy of this system of learning. In spite of great efforts, there is still a lack of continuity between the three schools. It is deeply concerning to hear how we are choosing to apply rigor to PreK-2, while we have high school seniors barely attending school half-day. There need to be cohesive, evidence-based practices for the whole district. While I believe much of the groundwork has been laid by the current superintendent, staff, and school board, there needs to be a calcified vision of the steps needed to go beyond an "at standard" education.	3/31/2025 12:54 PM
4	-teacher pay -effect of turnover on students -drastic impact of potential losses of funding on students	3/31/2025 12:15 PM
5	Trust and acceptance will need to be earned, it is not given. Small, hometown ideals and people can be hard to break through at first. Once you are proven, you are accepted. Some parents think they are above others, as at all schools, but it is noticeable right away in the small school setting.	3/31/2025 11:48 AM
6	Budget issues.	3/31/2025 9:22 AM
7	The issue with Mancos is the fact that teachers and staff aren't paid enough. This means that we haven't had one science or english teacher stay long enough to complete even one semester. Another potential issue is the fact that Mancos is facing a larger body of students, and it may be a problem if the school can't equip itself to provide space for more people.	3/30/2025 9:15 PM
8	Elementary and secondary schools do not always follow same school rules, dress code, etc. School district is not always transparent in what they do. School district is admin heavy. District doesn't seem to budget correctly, money seems to be spent carelessly.	3/30/2025 7:59 PM
9	We need to come together as a district. It's disconnected within our staff. Preschool vs Elementary vs Secondary. Leaders need to be consistent with all staff.	3/30/2025 5:17 PM
10	That our students need our strong SEL atmosphere, and academics cannot be the only focus. We need to continue to instill good values along with our academics in order to help form well-rounded, capable citizens.	3/30/2025 1:15 PM
11	Maintaining Community Trust & Engagement: The community is highly involved and values transparency. Building and maintaining strong relationships with families, staff, and community members is essential. Balancing Tradition with Innovation: Mancos values its rural identity and small-town roots while embracing experiential learning, technology, and modern approaches. Striking a balance will be key. Sustaining Academic Excellence in a Small District: Ensuring that small class sizes continue to offer personalized, high-quality education while meeting state standards and expanding learning opportunities. Staff Recruitment & Retention: Attracting and retaining highly qualified teachers and staff in a rural area can be a challenge. Supporting professional development and fostering a positive work environment will be important. Continued Commitment to Project-Based Learning (PBL): Mancos has a strong focus on PBL, encouraging critical thinking, creativity, and real-world problem-solving. Sustaining and enhancing PBL practices while ensuring alignment with standards is a priority. Special Education & IEP Compliance: Ensuring compliance with IEPs and providing individualized support for diverse learners, particularly given the district's focus on inclusion and equity. Budget Constraints & Resource Allocation: Managing a limited budget effectively while maintaining high-quality programs and addressing facility needs. Addressing the Gap Between Preschool & Kindergarten: Bridging the transition from play-based preschool models	3/30/2025 12:13 PM

to more structured elementary environments while supporting developmentally appropriate practices. Social-Emotional Learning (SEL) & Mental Health Support: Prioritizing student well-being and addressing the growing need for mental health resources and social-emotional development. Adapting to Changing State & Federal Policies: Staying ahead of educational policy changes, funding models, and compliance requirements. Facility Maintenance & Long-Term Planning: Ensuring that buildings and infrastructure remain safe, functional, and conducive to learning. Fostering a Culture of Continuous Improvement: Encouraging staff and students to pursue excellence while adapting to evolving educational needs.

12	Teachers have put a lot of work into professional development trainings about being trauma-informed and to build upon skills and knowledge for project-based learning. Please recognize this time and effort and that these are things that make Mancos unique.	3/29/2025 12:25 PM
13	Mancos faces money issues. We have low salaries coupled with a high cost of living environment. We have just had a huge, 25 million dollar facelift, and already we are seeing some issues that either didn't get taken care of like some leaks in the elementary school, or things that were done, but are now already in need of repair. This is very sad and should not be happening like our drainage, track . . . I don't understand why the folks who were in charge of the remodel can not be held accountable as we spent so much money on these projects!	3/29/2025 11:29 AM
14	There is major income disparity. That our teachers are wholly invested in our kids. That the parents care.	3/28/2025 5:16 PM
15	Mancos is small but mighty. Parent engagement with the district is tough and only a few participate in things like the PTA, DAC, and boosters. While the young children are excited about learning and enjoy going to school, that enthusiasm appears to wane with age. The MELC is asset to the district and provides high quality services, but is faced with financial challenges that affect the entire district.	3/28/2025 4:30 PM
16	We need a superintendent who's honest and trustworthy. For example, when the Board has something to celebrate, they should share it with the board and celebrate together. But when there are problems, they should share them with the board and share ideas on how to fix them. They have some work to do with Project-Based Learning (PBL) program. It has been a few years, and the quality hasn't really improved. Transitions from Preschool to Kindergarten, 5th grade to 6th grade, and 8th grade to 9th grade need work. Programs need to be reevaluated like Special Education services, ELL, and Gifted programs to provide better services. We need groups to provide feedback to the superintendent (students too). We need to have curriculum adopted at the middle and high school that teachers can use to ensure student engagement. Our superintendent should be more involved with students, parents, and teachers to create positive relationships.	3/27/2025 5:57 PM
17	Low teacher pay. Many teachers leave to earn a higher income.	3/27/2025 1:07 PM
18	pathways program isn't supportive of a student Freshman year through senior year. Students are taking classes way too early and then not able to get certified in those classes. There is a lot of teacher Turn overs. My student has had over 20 different teachers leave in the past 5 years..teachers that would impact his education. We need someone who is willing to be stand up for all students and is good with budgeting.	3/26/2025 6:12 PM
19	Behaviors and iep's are high. Salaries are low and maintaining teachers is hard. Lots of "good old boy" treatment, though it seems to be getting better. Many staff members wear many different hats.	3/26/2025 5:12 PM
20	We used to do things as one amountg the different schools, but over the last three years we've become more divided, and schools operated individually. Admin. says we work together regularly, but that is not the case. There are several staff members that I don't even know, and when things happen we find out about it from others, and not from admin. The feeling from staff is that both the board and superintendent have been very deceptive in the information that is shared with staff and the community. Everything is always portrayed as it's great, but not the reality of challenges. Not only the good, but the reality of challenges needs to be shared too. There is very little trust in the board and superintendent.	3/26/2025 2:32 PM
21	Nothing I have nothing but all good things to say about our little jay family.	3/25/2025 4:52 PM
22	Controversial ideologies (furries)	3/24/2025 5:51 PM
23	I would love the superintendent to be aware of the uniqueness of the middle school. We have this amazing team that really cares about student growth and success. This does not look like	3/24/2025 5:53 AM

a traditional setup. Students are immersed in project based learning, teachers really focus on the whole child and their health and wellbeing, but we also make it fun for students to want to come to school. We have struggled with the elements that make Mancos great this last year with new administration. Our teachers choose to work at Mancos Middle School because they know this is a critical time to help our students and encourage them to stick with school through at least their high school career. I would like support keeping this vision for the middle school that taking trips and having fun in school is not a bad thing. If anything this will lead us to have stronger learners when they feel loved and supported.

24	Please know that the staff likes to be involved in decision making. Parents are involved with their students. The board closely monitors the curriculum and testing scores. Since this is a small district, you will find that the superintendent sits in the center of campus and should be available to staff, students and parents.	3/23/2025 9:54 PM
25	Elementary is stuck in outdated modes of education, secondary becomes siloed, need to reinvest in PLCs, obviously have some state budgeting issues to contend with, especially in terms of how this affects salary, elementary and secondary principals are both new to the district and new to leadership	3/23/2025 1:21 PM
26	Budgets over spent this last year no money put away for upcoming repairs and maintenance low teacher pay	3/22/2025 12:55 PM
27	The new superintendent should be someone who is already familiar with, and therefore aware of, the issues of our district. I have two students in the secondary. Both of them have shown a reduced interest in academic curiosity since entering this "play based" secondary atmosphere. I believe we are currently in the midst of building a winning district-wide program with people who are already intimately familiar with the district and its needs. Spending money we don't have to hire a firm of outside "experts" is unnecessary and infuriating. Also, an "ultra cultured" city slicker has no idea what a rural community actually needs.	3/21/2025 9:08 PM
28	Teacher pay is way too low and the teachers with tenure need to have their salaries and schedule adjusted to catch up to cost of living and to be fair. There is a small divide or gap between the elementary school and the secondary that I would love to bridge and grow, especially for vertical alignment of curriculum. I don't know all the details on PBL. I do love using projects to teach, many of which I design or piggyback on other teachers projects and ideas. I don't think we need to spend the amount of money that the school spends on PBL. We have very capable and knowledgeable staff. Do we really need to spend the amount of money we do on PBL? I I don't understand why PBL needs to be so expensive. I good amount of that money would better serve our school by going to the teachers that that are the frontline for student academics and social emotional health.	3/20/2025 7:43 PM
29	The teachers need better pay. The teachers also need to be supported in their classrooms. There needs to be equitable treatment of staff.	3/20/2025 5:47 PM
30	We have a school budget that is going to small programs with very few students and focuses on those small groups rather than the student body as a whole.	3/20/2025 3:43 PM
31	Phones should be allowed but should be taken away if used disrespectfully like using phone while teachers teaching or using phone during an assignment you haven't completed.	3/20/2025 2:50 PM
32	Phones should be allowed but should be taken away if used disrespectfully like using phone while teachers teaching or using phone during an assignment you haven't completed.	3/20/2025 2:50 PM
33	Lot's of bullying, also, what are thoughts regarding out of school suspension for elementary, seems to happen a lot,	3/20/2025 11:57 AM
34	We have a huge projected budget shortfall and old buildings that need a ton of maintenance. The next superintendent needs to be educated in finance and accounting.	3/20/2025 11:48 AM
35	* Discretionary policies are not held to same standard across the schools. Elementary staff told that 'if you don't need a sub' you don't need to put in your leave into Aptafund. Secondary staff are held to a higher standard. ALL staff need to be held accountable because there is a division between us, which impacts our culture. The Board of Ed are looking to maybe increasing current amount of discretionary days for staff but why because some staff are already taking more that are not documented and this pisses people off. * Historically, staff are not given referrals (even when things done were illegal) and were allowed to stay on campus. Staff who are not performing, are left in their jobs. Even if they are poor performers - is their coaching, coach up or coach out, regardless of time in the job. It impacts others as they take	3/20/2025 11:05 AM

on more and aren't paid or recognized for doing other peoples job. There is a mentality that 'they are family' and we have to keep them. I know we are a small district and town, but this also negatively affects staff who do their job and more (!) and who consider leaving the district. * There was a time that elementary looked over at the secondary and were like 'what the [REDACTED] is going on over there'. There was no accountability for anything, staff could do whatever they pleased. In this last year, it seems this has flip flopped. At the secondary level, there is a feeling of 'why do we bother when elementary get away with it'. Both principals need to be on the same page and held accountable by the superintendent.

36	I've seen certain voices be elevated over others, and I would like to see more shared equity in decision making. It also seems like the administration is top heavy.	3/20/2025 9:37 AM
37	Bullying, teachers needing raises, and the repairs needed throughout our campus.	3/20/2025 8:31 AM
38	We want longevity in a leader as well as transparency	3/19/2025 10:06 PM
39	We have a strong partnership with Mancos United. The school district actually 'birthed' it as a response to youth tragedies and has administrative, teaching and staff seats on the Board of Directors. Mancos United's Summer Hub serves 60 kids for 24 days each summer. There is a formal partnership with Mancos United related to space use, grant-writing, ensuring families hear about it, and more. Additionally Mancos United works closely with the district social worker and CST Team to support the basic needs of local families. Finally, there is a lot of interest in sharing school space as available (and for a fee) for things like community use of courts.	3/19/2025 4:33 PM
40	High turn over at the secondary level. Very top-heavy admin.	3/19/2025 3:35 PM
41	I don't know?	3/19/2025 3:29 PM
42	favoritism	3/19/2025 3:27 PM
43	Finances Teacher retentions	3/19/2025 3:26 PM
44	the lack of motivation from some students and that I think some students feel that they have nothing more to do after high school other than go into trades and stay in mancos	3/19/2025 3:26 PM
45	N/A	3/19/2025 3:25 PM
46	I'm not entirely sure.	3/19/2025 3:25 PM
47	idk	3/19/2025 3:25 PM
48	I think the new superintendent should be aware that students strongly disagree with the phone police and that I have very baggy pants.	3/19/2025 3:25 PM
49	mancos is a small school, with a lot of opinions and diversity.	3/19/2025 3:24 PM
50	There isn't really many big issues, at most it might be gripes here and there about rules that have been recently put into place in the school.	3/19/2025 3:24 PM
51	Majority of student behavior	3/19/2025 3:24 PM
52	The furrys	3/19/2025 3:23 PM
53	that no one likes the furrys	3/19/2025 3:23 PM
54	not sure	3/19/2025 3:23 PM
55	firing good teachers for random people not as good.	3/19/2025 3:23 PM
56	nothing really i dont knwo	3/19/2025 3:23 PM
57	Student behavior.	3/19/2025 3:23 PM
58	there is not enough money and that there is unfairness towards students and their is bad student behavior	3/19/2025 3:23 PM
59	Certain groups are favored by some teachers and I think it is highly unprofessional and unfair to the students who don't fit into the the certain groups.	3/19/2025 3:22 PM
60	nothing	3/19/2025 3:22 PM

61	people are very diverse	3/19/2025 3:22 PM
62	The new intendant should be aware of the lack of student motivation, students are leaving mancos because of the loss of teachers, we need better communication and curriculums, that a new teacher can follow throughout the whole year so students arent learning the same thing over and over again.	3/19/2025 3:22 PM
63	Not keeping [REDACTED] as an English Teacher	3/19/2025 3:21 PM
64	Small town you get to know people quick.	3/19/2025 3:21 PM
65	Probably the unfair treatment of students when it comes to their ability and skill, all students should be treated equally.	3/19/2025 3:21 PM
66	Things funds need to be directed towards.	3/19/2025 3:20 PM
67	non friends	3/19/2025 3:20 PM
68	Phones aren't allowed.	3/19/2025 3:19 PM
69	They should be aware that regressive pockets exist, and that we've struggled with bullying and youth suicides.	3/19/2025 2:58 PM
70	need for disciple and alleviating disruptive behaviors/students if they are making it hard for the rest of the class to focus.	3/19/2025 2:56 PM
71	need for disciple and alleviating disruptive behaviors/students if they are making it hard for the rest of the class to focus.	3/19/2025 2:56 PM
72	Decisions in our district and community are frequently driven more by emotion than logic, evidence, or sound rationale. As superintendent, you should be prepared to address emotionally charged arguments calmly and logically. Come equipped with thorough information and evidence-based support to counter objections—even those that seem unreasonable or based on false premises. Clear, consistent, firm, and professional communication will be essential to navigate our community challenges.	3/19/2025 2:24 PM
73	There is a division of opinions when it comes to change	3/19/2025 2:18 PM
74	Staff recruitment and retention, on-going need for increasing truly trauma-informed approaches and growing practices that apply restorative justice and promote resources and support over punitive discipline (especially in secondary school)	3/19/2025 2:16 PM
75	Disagreement between opinions of students vs teachers and students vs students.	3/19/2025 2:09 PM
76	No snow bunnys	3/19/2025 12:21 PM
77	Idk	3/19/2025 11:53 AM
78	The district next store is a hot mess because of poor leadership and we want no part in that.	3/19/2025 11:52 AM
79	Student word is not considered as much as adult opinion, resulting in student disagreement and conflict between students.	3/19/2025 11:45 AM
80	Our culture and values. Focus on PBL and rigor and SEL	3/19/2025 7:42 AM
81	Four schools on one small campus with shared facilities and budget concerns.	3/18/2025 4:12 PM
82	The budget I think is and always will be number one on this list.	3/18/2025 11:09 AM
83	They have big shoes to fill—[REDACTED] has been an amazing superintendent. It's important that they continue the district's commitment to MTSS and sustain the great work in place.	3/18/2025 10:04 AM
84	Poverty level of many students in the district.	3/18/2025 12:20 AM
85	Financials and high teacher turnover. (Not all due to low wages)	3/17/2025 8:39 PM
86	Let's focus on educating our youth. Support the good teachers get rid of the just bodies.	3/17/2025 8:28 PM
87	Housing difficulties.	3/17/2025 6:47 PM
88	We sometimes lose students to Durango because students and/or parents see the innovative learning opportunities that are offered there. I think the superintendent needs to actively work (within the constraints of our district financial situation) to offer as many opportunities to	3/17/2025 5:27 PM

students as possible. This will result in students wanting to remain here and will help the attractiveness of our district.

89	Teachers are not paid well and not always supported.. parents have been allowed to be unchecked and rip apart teachers and they wonder why there's such a huge turnover at the secondary level?! The good ol boys club still runs the roost and if parents complain loudly enough they always get their way	3/17/2025 4:50 PM
90	We are moving in the right direction. The staff pay is not great, but teachers are willing to make less and work here because of the community and administrative support.	3/17/2025 3:39 PM

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

Answered: 90 Skipped: 1

#	RESPONSES	DATE
1	Financially savvy Trauma Informed Believer in SEL Has at least 10 years teaching experience Experience as a principal or school leader Experience living/working in a rural community	4/1/2025 10:37 AM
2	Solid critical thinking skills and always looking at the big picture. Knowledge of human development is very important. Kind and compassionate and someone who preferably as been a teacher at one time.	3/31/2025 3:21 PM
3	Deeply knowledgeable and passionate of PBL practices. Track record of innovative and effective systems of education. Collaborative leader that can engage and inspire the whole school community. Confidence to stand firm on process but also flexible when a pivot is needed. Instructional leader that has the experience and leadership to encourage educators to grow	3/31/2025 12:54 PM
4	-focus on the well-being of the whole student (physical, emotional, mental, academic) - understanding of and investment in/commitment to the district's Portrait of a Graduate vision for students -willingness to advocate for marginalized students -emphasis on community, teamwork, and shared leadership -respect for and willingness to listen to, learn from, and advocate for all members of the district community -respect for expertise of staff and commitment to staff retention -commitment to academic freedom and academic rigor	3/31/2025 12:15 PM
5	Open minded, supportive to staff, listen to parents, STUDENTS, and the community. Understand this is a mostly conservative area, but with a diversity that is welcomed. This area reminds many as how schools were 20 years ago. Much better than large schools of today.	3/31/2025 11:48 AM
6	Be a good communicator with people, a leader, have experience as both a teacher and principal, not be someone who plays favorites or looks to bolster their friends, be someone who is organized and good with details	3/31/2025 9:22 AM
7	A superintendent must be open-minded and willing to socialize with not only the staff, but also the student body to be successful in Mancos. They should obviously be willing to put in the work that is required of them; safely managing finances, respectfully overseeing staff, and putting quality of education as a top priority.	3/30/2025 9:15 PM
8	Superintendent should be local, someone that wants to be here. They should be familiar with rural schools and what that entails.	3/30/2025 7:59 PM
9	Be consistent with all staff hold all staff members accountable Be a leader and a voice for all Be present in all buildings with staff and students	3/30/2025 5:17 PM
10	Observation and a willingness to learn before coming in to make large changes. Understand that our board has some self serving members, and they will occasionally need to be pushed back against. We don't need a yes-man or woman.	3/30/2025 1:15 PM
11	Strong Communication & Relationship-Building Skills Ability to foster open, honest communication with staff, families, students, and the broader community. Builds trust through transparency, responsiveness, and active listening. Commitment to Experiential and Play-Based Learning Strong advocate for Project-Based Learning (PBL), play-based approaches, and experiential learning. Willing to support innovation while ensuring alignment with academic standards. Visionary Leadership with a Collaborative Approach Ability to set a clear vision while engaging staff, families, and the community in decision-making. Encourages collaboration and shared ownership of district goals. Understanding of Rural and Small-District Dynamics Recognizes the unique strengths and challenges of a small, rural school district. Values the tight-knit community and maintains a personalized, student-centered approach. Instructional Expertise & Support for Diverse Learners Deep knowledge of curriculum	3/30/2025 12:13 PM

development, instructional best practices, and student-centered approaches. Commitment to meeting the needs of all learners, including those with IEPs and diverse abilities. Advocacy for Staff Development & Retention Invests in professional development to empower teachers and staff. Promotes a positive, supportive work environment that attracts and retains high-quality educators. Fiscal Responsibility & Resource Management Strong budgeting and financial management skills to maximize resources while maintaining quality programs. Prioritizes long-term planning and facility maintenance. Ability to Navigate Change & Policy Shifts Adaptable and forward-thinking, with the ability to respond effectively to changing state and federal mandates. Focus on Social-Emotional Learning (SEL) & Student Well-Being Prioritizes the mental health and emotional well-being of students and staff. Promotes a nurturing, inclusive school culture. Cultural Competence & Equity-Focused Leadership Committed to diversity, equity, and inclusion in all aspects of district operations. Ensures that all students feel valued and supported. Strategic Problem-Solving & Decision-Making Approaches challenges with a solutions-oriented mindset, balancing data-driven decisions with community input. Advocate for Continuous Improvement Cultivates a culture of reflection, growth, and innovation to ensure ongoing excellence.

12	Open-minded, willing to communicate with teachers and students, valuing employees in a rural district where staff turnover is high, creative problem-solving skills, knowledge of MTSS and a student-centered approach	3/29/2025 12:25 PM
13	I think that the superintendent needs to be honest, transparent, friendly, a great listener, relational, not a micromanager, strong and decisive, always placing the children first, not playing favorites among staff, students, and board members, innovative, and supportive. if possible finding a place to live in Mancos and engaging in the community, qualified, objective (and I know this is challenging, especially in a small school), realizing that a one size program or agenda doesn't necessarily fit K-12. While we are one school, each level has very specific needs. Someone who really values all people and who is very hard working. This person needs to have a very strong financial/business sense and who can see the big picture. It would be awesome if this person could live in Mancos and be an integral part of the community.	3/29/2025 11:29 AM
14	MBA. KNowing the ins and outs of business, so they can make sound financial decisions for our school system. Empathy, understanding, leadership.	3/28/2025 5:16 PM
15	A leader with the ability to be innovative. Active listening skills are a must. An open door policy for staff and parents, transparency. Effective communication and a love for education and reading.	3/28/2025 4:30 PM
16	1. Honesty and trustworthiness. 2. Commitment to our schools and community. 3. Effective communication skills. 4. Decision based on how how students are doing 5. Experience in curriculum and supporting teachers. 6. Experience in Project-Based Learning. 7. Guide the school board and make improvements. 8. Active listening and problem-solving skills. 9. Engagement and involvement in school buildings. 10. Development of positive staff relationships.	3/27/2025 5:57 PM
17	Honest, hard-working. Care about the school and community.	3/27/2025 1:07 PM
18	Budgeting Money. Strong moral ethics. Community involvement. Someone who has all stakeholders best interests. Someone who is neutral to Mancos staff without prior bias.	3/26/2025 6:12 PM
19	Business and financial experience. Trustworthy. Family oriented. Have classroom experience. Not have a spouse in the district (conflict of interest in such an important position), not just a people pleaser, stand up for the staff and or parents when necessary, has a desire to be in the community for many years. Visible. Team player.	3/26/2025 5:12 PM
20	Honest. If you don't know something that's been asked, own it, find out the information, and share it with staff. Visible- in every building and department every week. Fiscally responsible- don't inform staff and the community at the last minute of financial investments. Be transparent. Friendly- real, not fake or just for show. Down to earth. Good sense of humor. Honestly cares about people. Doesn't just ask about others as mere words, but honestly cares, and wants to know staff.	3/26/2025 2:32 PM
21	Approachable. Fairness. Good listener.	3/24/2025 5:51 PM
22	They would need to be patient and want to listen to staff members. We have had an amazing open door policy with our last two superintendents where staff could go in and present their worries or their success and have been greatly supported. Teachers and parents want to be heard and supported here. I think also someone who comes in and sees how things run first	3/24/2025 5:53 AM

	before they go and change things. I am all for change and new ideas, but sometimes it feels too fast or not well thought out when you do not see how something functions before you try and fix all the bugs in the system.	
23	We would like someone who will become part of our community. Housing is sparse but we're hopeful they could live in the community or at least close. Leadership is paramount. Bringing people together with PBL and pathways also helps the staff to all be oriented on the same goals.	3/23/2025 9:54 PM
24	Adhere to our MTSS principles, especially team-driven shared leadership and data-informed decisions, relationship-building, school is the heart of community, learn from staff about our challenges and what we'd like to see changed before making any major changes to initiatives, excellent leadership qualities	3/23/2025 1:21 PM
25	Be local be part of the community and not just having a job for a stepping stone our school has done the best when we had a local for a superintendent	3/22/2025 12:55 PM
26	We need someone who values people before money. That said, he or she should be financially savvy. This person must be able to improve financial efficiency while cutting bloat and waste.	3/21/2025 9:08 PM
27	A superintendent should have experience teaching because the teaching is the tap root of the school system. Ideally a superintendent listens to the teachers and staff and can manage down, up, and out to the public. The superintendent should be I touch with the community, not just administration. A superintendent should not be political when it comes to the the job and the school.	3/20/2025 7:43 PM
28	Someone who is invested in our community, is willing to understand and adapt to our culture. The new superintendent should be honest and transparent.	3/20/2025 5:47 PM
29	Be caring, Understand the budgeting of a 2A school and not a 4 or 5A school, Understand where the majority of students need money pushed towards, Highly Educated, Education background, Similar school background as Mancos.	3/20/2025 3:43 PM
30	Open minded, not in it for the money and feeling of contr L	3/20/2025 2:50 PM
31	Open minded, not in it for the money and feeling of contr L	3/20/2025 2:50 PM
32	Professional, kind, strong, knowledgeable, not intimidating, not superior, good teamwork ethic, good work ethics	3/20/2025 11:57 AM
33	If the next superintendent is going to inspire teachers here, they have to have a lot of classroom experience. I think that any legitimate candidates must have at least 10 years of classroom experience as well as some experience being a principal. I also think that the next superintendent needs to have a lot of education in business and finance to successfully navigate our projected budget shortfall.	3/20/2025 11:48 AM
34	* having an open door policy * listen to understand * demonstrate effective communication skills * don't say one thing but your actions show the complete opposite * role model mindset * being able to have uncomfortable conversations that are done with thought and consideration * continuous improvement	3/20/2025 11:05 AM
35	MTSS knowledge and experience Compassion and being a good listener Confident decision maker Good communicator Not looking to change everything all at once.	3/20/2025 9:37 AM
36	A compassionate listener who is outgoing and has a strong close family. A person who has a track record of loving on kids and families while being innovative in hands on learning.	3/20/2025 8:31 AM
37	Financial background and understanding, an MBA would be wonderful, definitely teaching AND admin experience.	3/19/2025 10:06 PM
38	A healthy balance of upbeat, positive and innovative with realistic and honoring real constraints. Eager to work with the community and families. Sees the value of sharing school space with the community and the related positive goodwill and support it would generate.	3/19/2025 4:33 PM
39	A long-term commitment to the Mancos School District and the Mancos community (constant turn over is hard on everyone).	3/19/2025 3:35 PM
40	Kind- understanding- good listener- open to opinions	3/19/2025 3:29 PM
41	not have favorites	3/19/2025 3:27 PM

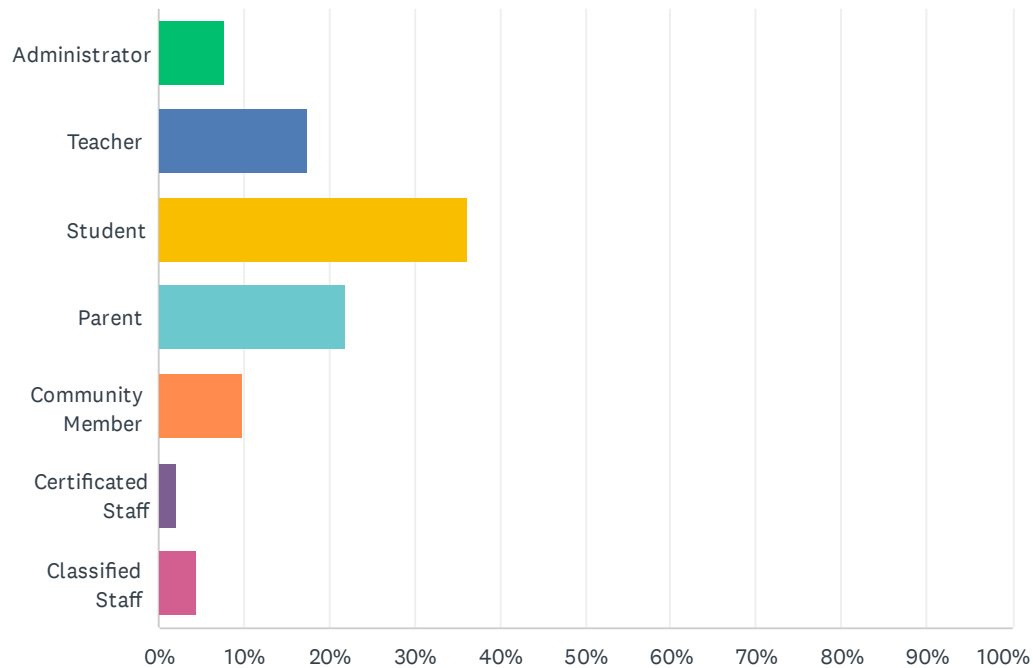
42	Level headed Not easily swayed by board agendas if the don't make sense. Someone that can look out for the best of the school and how they will impact the community	3/19/2025 3:26 PM
43	Leadership, motivator, outgoing	3/19/2025 3:26 PM
44	N/A	3/19/2025 3:25 PM
45	Engaging, kind, assertive, encouraging, impactful, leadership, open-minded	3/19/2025 3:25 PM
46	Nonchalant.	3/19/2025 3:25 PM
47	I think the new superintendent needs to adapt to our schools' style and not try to fit us into their mold (if they have one).	3/19/2025 3:25 PM
48	Kindness, empathy, understanding, the ability to admit he/she may be wrong, and the guts to stand up for what is in the student's best interest.	3/19/2025 3:24 PM
49	Willing to connect with students frequently, kindness, open-mindedness, dedication to improving our school day by day.	3/19/2025 3:24 PM
50	Being kind and good decision-making. (Help put in more college classes)	3/19/2025 3:24 PM
51	Confidence	3/19/2025 3:23 PM
52	confidence	3/19/2025 3:23 PM
53	respectful and kind to everyone, understanding, and community based	3/19/2025 3:23 PM
54	Good relationship with the students and listening to them.	3/19/2025 3:23 PM
55	be able to take a joke	3/19/2025 3:23 PM
56	Kind to the students and helping students with different things like sports.	3/19/2025 3:23 PM
57	kind, smart, thinking about others, making sure a division made effects well in the future and not just at that second	3/19/2025 3:23 PM
58	Kind and willing to put himself/herself into the students position to understand how they feel	3/19/2025 3:22 PM
59	idk	3/19/2025 3:22 PM
60	being a nice person	3/19/2025 3:22 PM
61	passion, humility, fun, professionalism, communication, open, and wit.	3/19/2025 3:22 PM
62	I like skiing	3/19/2025 3:21 PM
63	Get to know people and build a relationship.	3/19/2025 3:21 PM
64	Patience and just overall caring, like genuinely interested	3/19/2025 3:21 PM
65	being approachable.	3/19/2025 3:20 PM
66	niceness	3/19/2025 3:20 PM
67	Social skills.	3/19/2025 3:19 PM
68	Great communicator, aye my personal compass, unwillingness to sacrifice education to right-wing flights of fancy.	3/19/2025 2:58 PM
69	they should have the experience of this position. Friendly and firm as well.	3/19/2025 2:56 PM
70	they should have the experience of this position. Friendly and firm as well.	3/19/2025 2:56 PM
71	The next superintendent must have exceptional communication skills, clearly delivering messages to a community that often struggles to process information objectively. You must confidently communicate reality, not just to the school board, but directly to the community. Leadership requires decisiveness and the ability to stand firm in making the right decisions—because what is popular is often the exact opposite of what is best for the district. Recognize that some board members, despite serving part-time while managing their own full-time jobs, may believe they know better than the superintendent who handles these issues daily. You will need resilience to navigate pushback from those who lack full context but hold strong opinions.	3/19/2025 2:24 PM

Patience and conviction are essential, as real leadership means standing by sound decisions, even when they are initially resisted, until their necessity becomes clear.

72	Knowledge of small towns and having lived in them that are similar to Mancos	3/19/2025 2:18 PM
73	Knowledge of and experience with project based learning; able to facilitate professional development needs, manage complex budgets, have grant knowledge, strategic planning experience; good communication skills with staff, parents, board, and students, willing to engage with the greater community, transparent communication	3/19/2025 2:16 PM
74	Patience, adaptability, unbiased opinions.	3/19/2025 2:09 PM
75	Lots of aura	3/19/2025 12:21 PM
76	Kind, caring, and chill	3/19/2025 11:53 AM
77	Student centered mindset and as a parent I feel it is important that the project based learning model as well as restorative practices stay intact.	3/19/2025 11:52 AM
78	Listening skills and he should also not be bias.	3/19/2025 11:45 AM
79	Supportive to principles. Flexible to allow them to run their schools. Active listener to community needs. Forward thinker.	3/19/2025 7:42 AM
80	Someone who makes data-driven decisions committed to student and staff success. Educational & Administrative Expertise – Experienced in teaching, finance, policies, and compliance.	3/18/2025 4:12 PM
81	A high standard has undoubtedly been set. It's about fostering creativity in every aspect of the school, continuously seeking ways to enhance each section. By taking a comprehensive approach and considering how to elevate the entire system, we can drive meaningful progress. Active listening and following through with actionable solutions is key, ensuring that every voice is heard and addressed. So important to continue the incredible work of Project-Based Learning (PBL) and play-based learning across all school levels, integrating these innovative approaches into every grade. This approach must be visible from PK through 12, creating a unified and impactful presence throughout the school community.	3/18/2025 11:09 AM
82	Knowledge and experience with MTSS, open to learning about community needs	3/18/2025 10:04 AM
83	Out of the box thinking, hands on, Career / ag focused.	3/18/2025 12:20 AM
84	Strong ethics and moral background.	3/17/2025 8:39 PM
85	Focus on education and not just the business side of the school. Revenue is important but needs to be invested in the right places, into our kids.	3/17/2025 8:28 PM
86	Level-headed, honest, transparent.	3/17/2025 6:47 PM
87	Must be a great communicator and be open to listen to the community members who want Mancos schools to be successful. Both [REDACTED] and [REDACTED] have demonstrated these skills. I believe that we have the next superintendent already working for the district. And we have qualified people who are passionate about education that are well qualified to step into a role as the principal of either the Elementary or the Secondary schools.	3/17/2025 5:27 PM
88	Transparency would be a nice change, teachers feeling supported and paid enough for their stress levels should be a high priority	3/17/2025 4:50 PM
89	Must have a strong vision...but be flexible enough to incorporate the things we do well here into that vision and direction.	3/17/2025 3:39 PM
90	Shared leadership approach. Strong communication skills.	3/17/2025 3:07 PM

Q5 Please indicate the stakeholder group you represent:

Answered: 91 Skipped: 0



ANSWER CHOICES	RESPONSES	
Administrator	7.69%	7
Teacher	17.58%	16
Student	36.26%	33
Parent	21.98%	20
Community Member	9.89%	9
Certificated Staff	2.20%	2
Classified Staff	4.40%	4
TOTAL		91