

October 19, 2016
Community Conversation
Superintendent Search - Lakota Administrators

N Lead leaders
E
X Handle diversity
T
 Clarify vision/brand
L ↓
E Sustain the good
V
E Fiscal stability
L

3 Integrity
 Empowering ✓✓
 Communicator ✓

Value human capital
 Relationships-al/Visible ✓✓✓✓✓
 7

Passion for education
 3
 Vision minded ✓✓

Authentic
 Maximizer

Knowledge for education

Forward thinker
 ✓ Being a leader/of leaders 2
 ✓ Inspires excellence
 2
 Collaborator – Decision-Maker

Visionary

Basic needs met
 – Good to great

Build a solid unit
 ↓
 Across the board
 Including community

“It’s a people business”
 Despite numbers game

Inspire
 Visible
 Relationship → Diversity
 Safety }
 Security } From highest level

Individual needs

Expand leadership all the way down

Dominate any arena of superintendents

Inspire others to be great

Energy

Think 15 years down the road
and execute

Build a complementary team
Collaborate

Work with team

Team Building ← **Administrative Team Needs**

Trust

Empowerment

Consistency

Loyalty

Support

Honesty

Patience

Leadership

Communicator

Inspire

Work smart together no just hard individually

Role Model

Approachable

Humor

Presence

Celebrate skills of team

Maximize the good

Build on

Opportunities for professional growth

– Challenges

Inspire us

We are good – The team’s good/great

Build on to next level

Don’t rock too much

Inspire team

Maximize

Excited to follow

Personal and visionary

Multi-dimensional leader

Value skills around them

Vision fit the organization

(Team Building ← Administrative Team Needs continued)

Calm/Not reactive

Believe in people

Collaborative decision-maker

- Must understand the work

Individual Group Card Responses

1. An elite forward thinker
2. Mobilize leadership to believe and execute the plan
3. Heart and soul of Lakota that inspires all employees to bring their excellence for every student every day

Commands professionalism

Energy that inspires others

Determine future

- Empower leader/inspiring
- Vision-minded
- Visible/Listener
- Invested/vested in district
- Good listener/approachable
- Motivator/Positive
- Visible
- Relationship builder
- Inspiring
- Charisma
- Trustworthy/Honest
- Proactive
- Flexible
- Calm
- Vision-minded
- Empower others/leader/trustworthy

1. Visionary
2. Visible
3. Collaborative – Decision-Maker

1. Visionary
2. Ability to determine what is working and what needs improvement and plan accordingly
3. Approachable/Visible/Present
4. Good communicator
5. Inspirational

(Individual Group Card Responses continued)

6. Leader of leaders
7. Collaborative

1. Authentic
2. Maximizer
3. Communicator

1. Meeting the changing dynamics of the student population

1. Continue the path, moving students forward with fiscal responsibility in the forefront

1. Lakota needs to get beyond the natural, financial, human size barrier to the top tier of schools in the area – No more excuses

1. Most important
 - Maintain stability

1. State report card

1. Vision setting and prioritizing goals

1. Implementing a vision for the district that marries with the financial forecast

1. Parent perspective of too much testing

1. Continuous and targeted instructional improvement to ensure instructional excellence for all students
2. Continuous and targeted operational and community outreach improvement to ensure efficient delivery of services and a strong partnership with community and legislation
3. Ensure sound and sustainable financial planning and supports for the above two (2) items while stretching every tax dollar to its furthest

1. Meeting the needs of our students in all areas (as these areas change)
 - Modernized instruction
 - Student population/diversity
2. How do we prepare our:
 - Leaders
 - Staff
 - Students
 - Families/Community?

(Individual Group Card Responses continued)

1. To lead the district from good to great in all areas
 - Leadership
 - Curriculum
 - Technology
 - Fiscally
 - Processes
 - Community and business engagement

1. Move the district in a direction that will maintain the financial stability and student focus that has been developed since the passage of the levy

1. Demographic changes within Lakota and how to best serve students
2. Societal changes (Security/State mandates)

1. Closing the achievement gap while also maintaining a high level of achievement across the district

1. How to address the changing society, demographics, student population while the bar continues to increase – Limited resources/expanded needs

1. The demographic/diverse population of students that are enrolled in the district and how to support their needs

1. Meet needs of diverse learners in a changing demographic

1. Addressing the growing and changing diversity moving into the district (economic, cultural, academic) and the implications of those challenges

1. Addressing the needs of the changing student population in Lakota (i.e. cultures, languages, socio-economic diversity)

1. A strong vision that addresses changing demographics

1. Understand the nuances of all the cultural influences on how we provide a 21st Century education

1. To address the changing demographics of this district

1. Implementing academic strategies and interventions to meet the ever changing expectations and needs for our students

1. Challenges – Over next five (5) years
 - Community
 - Data reporting – Assessments

(Individual Group Card Responses continued)

1. Knowledge of district and employees
1. How to prepare students to thrive in the careers of tomorrow