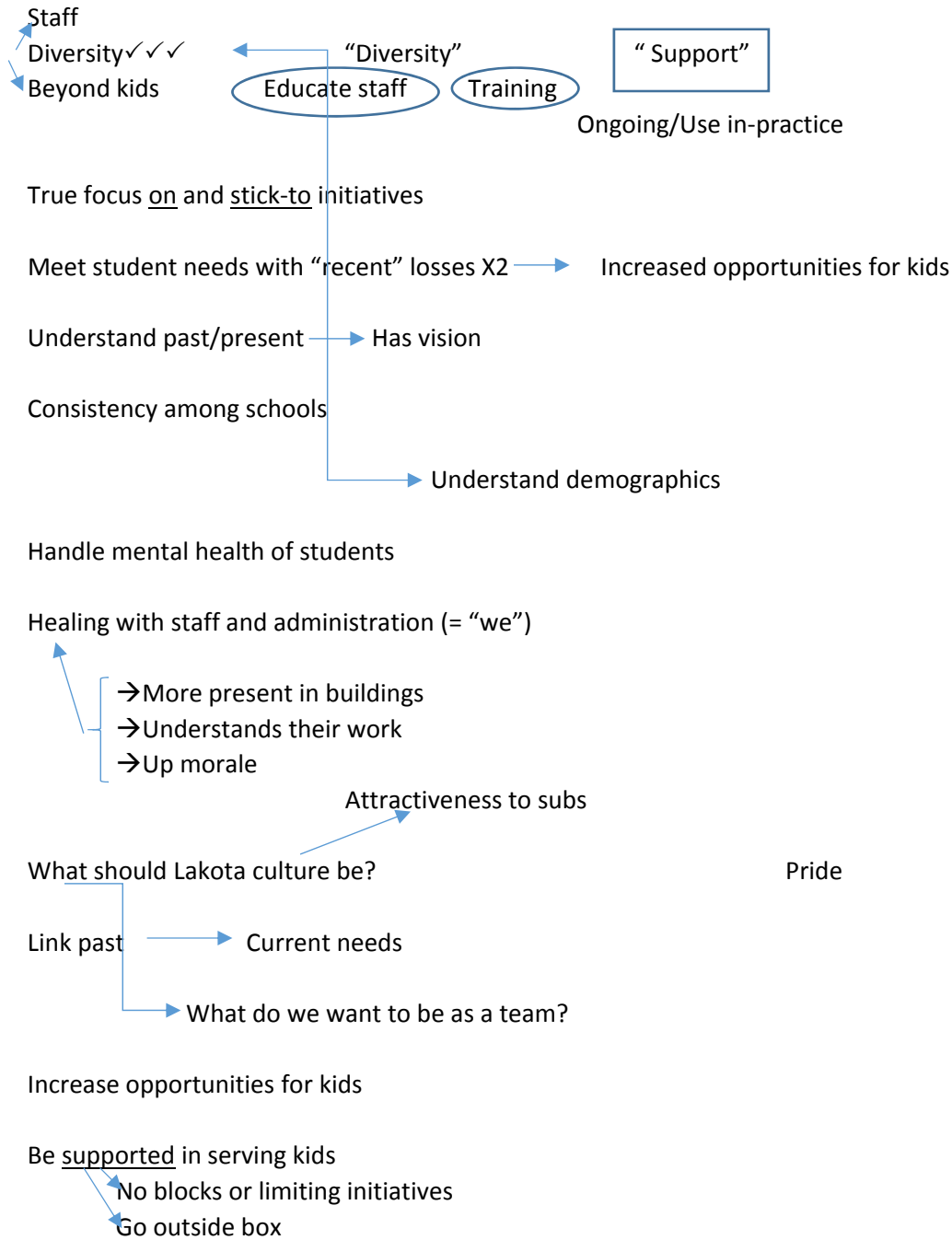


October 27, 2016
Community Conversation
Superintendent Search - Lakota Staff

Two Questions:

- 1. Challenges/Goals for the New Superintendent?**
- 2. Skills/Characteristics of Superintendent?**



Not “change” but tighten what we have and move forward together

Build a team culture

- Administrator to support staff
- Move to same goal

Longer term leaders who know district and past – Our pride

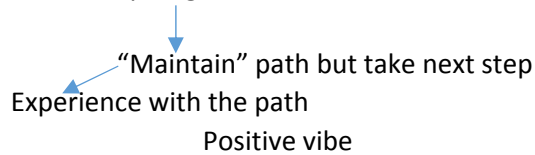
Create community feel among staff = Part of the bigger team

A leader in buildings

Build team (relations)

Leverage diversity

Create inspiring vision/brand



Visible/accessible

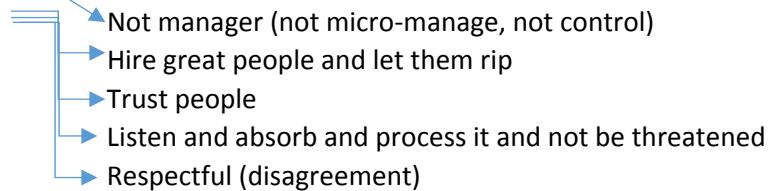
Genuine

Approachable – Talk-to-able

Builds relationships with all



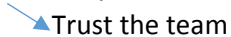
True leader – As an educator



Experience in classroom (5 years)

- Empathy/compassion
- Ability to hire

Know what you don't know



Invested in district and community → It's their life – Emotional investment
 → Live here, teach here, local pride

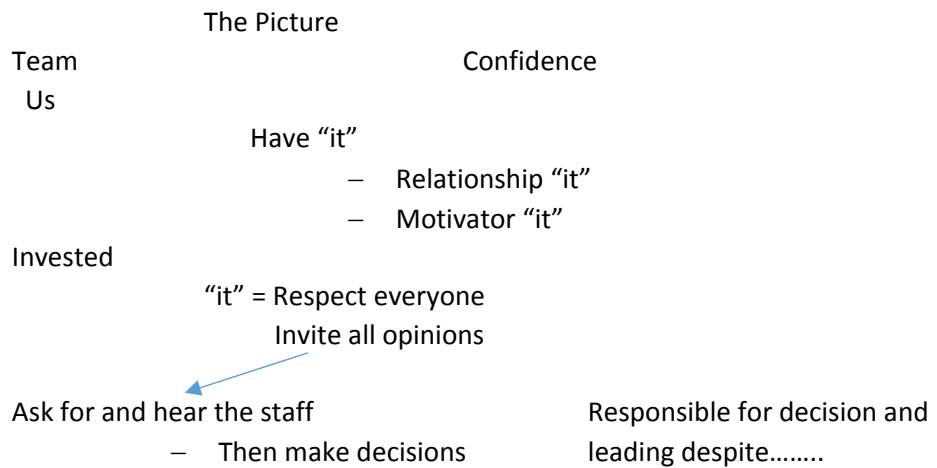
Knows history of district
 → Follow the trajectory

Positive energy

Deliver the message

- Buy in
- Ownership
- Team in same direction
- Motivating

Empowers others
 High expectations
 Empathetic → Build trust



Individual Group Cards

Superintendent Characteristics and Skills

1. Empower those around them
2. Communicators
 - Listeners
 - Deliver
3. Empathy
 - Concern
 - Trust
4. High expectations
 - Constructive criticism

Goals, Needs, Issues, Challenges

1. Knows our history
2. Familiarity with staff
3. Demographics
4. Continuity of “we” not separate
5. Understanding of staff/needs
6. Healing the staff

Three (3) Priorities

1. Past, present, future
2. Understanding demographics
3. Healing with staff “we”

Initiatives _Supported

1. Visit and access – Not unusual for a visit
2. Approachable/talk-to-able – Value the people of Lakota and small district feel
3. Build relationships with all

1. Gap closure
2. State report card
3. Increasing diversity
4. Increasing poverty
5. Parent involvement
6. Public education changing
7. Experience
8. Financial

1. Diversity
2. Initiatives
3. Determine a true focus and stick with it – Provide support, and professional development
4. Rigor of the standards – How to service all of the students under the new regulation – Someone who can think outside the box to meet student needs with all we’ve lost over the last 5-10 years

1. True compassion
2. Passionate
3. True leader not a “manager”
4. Educator as a leader not a business leader
5. Someone able to deal with and understand legislative issues
6. True experiences as an educator (classroom experience)
7. Someone with at least five (5) years experience

1. Testing pressure
2. Data driven
3. Specials (lost)

4. Morale
5. Common planning
6. Textbooks for primary
7. Expectations across all schools
8. Intro to too many programs at once (Mastery Connect)
9. Diversity/retention
10. Increased opportunity for kids by bringing back specials (Elementary)
11. Diversity support by district
12. Consistency across the district

1. Invested in the district
2. History (recent) in the district
3. Personable/respected
4. Positive energy