

October 12, 2016

Community Conversation

District Parent Council

Superintendent Search – What to look for in a new Superintendent

Top Differences (in the district since 2011)

Financial stability → Better but an issue - Not crisis, but need more
MONEY
But lost specials

Not as many building volunteers/parents/community

Increased security = welcoming
↓
parents in building

Tech use re: schools
– More communication
– Impacted classroom – Student skills
– ↑ Pace and cost of tech
– How to stay up to date

Less busing – Some brought back

Fewer specials – Especially at the elementary level

Increased pressure on teachers to perform

Six vs. seven bells at high school

Better intra-district communication

Within the district, people feel better about the district

Generally, community feels better about district

Full day kindergarten and lottery for it
→ and if not they go charter/private

Individual Group Comments (Top Differences)

Full day kindergarten
Resurgence of growth from 10-ish years ago
Transportation
Specials
STEM/STEAM push
Push to advance curriculum
Technology growth
Decrease in parental/community involvement (volunteerism, etc.)
Managing community/commercial growth
Higher staff turnover
Different mandates on staff
Nutrition/lunch/snack changes

Population growth
Security
Financial stability

Testing

Far more pressure
to teach to the test,
pressure on kids

Money

Stable, but still
not seeing it
translate

Social Media

Perceptions
Keeping up

Reduced offerings/specials
Student academic expectations
Change in parental involvement
Changes in state mandates/federal mandates
Change in demographics
Change in finances
Communication

Technology communication

Increased pressure on teachers due to standards – We are losing good educators to other districts
Changing population in area – Greater diversity and socio-economic challenges

Less course offerings/programs being cut

Music/PE

Busing

Extracurricular activities – Fees – Ability to participate

Keeping up – Need to be competitive with other districts

Keeping up with pace of technology/digital learning/STEAM initiatives

Preparing students for change in future career

(Individual Group Comments continued)

Dealing with state testing and how parents understand those scores
Social media/communications (rumors)
Budgeting for additional specials (classes that were dropped years ago now that we are more financially stable)

Key Questions for District and/or New Superintendent to Grapple With

Meet district growth needs vs. needs of individual students

How not to “Balkanize” the district

Build → Continuity across district

How to build/create innovative/creative students/teachers despite culture of testing

Role of district vis-à-vis state

- Advocacy at state level

Market/PR success – “All we do well”

↳ Eg. Santa Ono and twitter

↓
Very visible

Balance history of district with a new future/vision (Eg. High school split, Union School)

Better engage older community members

More business engagement with schools

- Internships
- Adopt a building

Professional networker to build partnerships to innovate (Eg. Businesses and colleges)

Network within buildings – Be visible

- Like a district mayor
- Spiritual leader

Retirees have talents to give

Build and communicate a vision for future of district

Great central core team

- Work with this team

(Key Questions for District and/or New Superintendent to Grapple With continued)

A superintendent with ties to community

- A vested interest here
- But experienced elsewhere
 - o Different culture

We want longevity

Can the leader be flexible enough to deal with different buildings and strengths and needs?

Needs of one school vs. others

Balance continuity across buildings with innovation within each

↳ Requires leadership flexibility

What is the Core Role of this district?

Vision positive engaged

Fighter, dynamic, caring

Charismatic, accessible, approachable

Progressive, visible accountable

Thick-skinned, forward thinking

Inspirational, adaptable, flexible

Conservative, modern

Relational, hardworking, moral, good

Professional networker, invested

Open minded/Willing

Individual Group Comments (Key Questions)

1. How will you manage finances to allow for specials to come back at all levels?
2. How will you help teachers manage the ever-changing academic needs-based, language, cultural (etc.) diversity within the schools?
3. How can you help implement a possible full-day kindergarten to help all students start first grade on an even playing field? (Possible half-day with parental involvement, more technology available?)
4. How will you bring consistency to all schools so students at Endeavor and those at Cherokee will have the same curriculum and experience? How will you do this and also allow them to grow?
5. How can we engage our business community to be involved in our schools? (Internships, adopt a building?)
6. How will you help us keep our curriculum modernized to help students learn what they need to choose careers?

(Individual Group Comments (Key Questions) continued)

1. How will you elevate the profile of Lakota (like Ono for University of Cincinnati)?
 2. Balance security with parental-community involvement?
 3. Balance technology use with interpersonal skills?
 4. Reach all students to prep for life after high school?
 5. Morale of staff – Retention of staff, inspire staff?
 6. Financial responsibilities?
 7. Balance state mandates – Incorporate innovations/problem solving skills for students?
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1. Security?
 2. College isn't for everyone – How to reach those kids?
 3. How will you reach the middle group?
 4. How will you help each child reach their fullest potential?
 5. Do you feel specials are critical?
 6. What are your concerns about the kids' challenges and what is your plan?
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1. What is your role in the state policy?
 2. What is your role in each building? Will you micromanage each building or trust the leadership in each building?
 3. Will you plan for the future or plan for day to day?

Individual Group Comments – Challenges for Superintendent

1. How to empower teachers, district staff cut through bureaucracy, continue to protect staff?
 - Be a superintendent who helps keep district within the parameters of government laws, Board expectations, but empower teachers to give back/support
 - Teachers need to be respected and given voice, but held accountable to being quality educators
 2. Building relationships with community
 - Accessibility to all stakeholders
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1. How to deal with growing diversity (educational, socio-economic, etc.)
 2. More continuity across the district – East vs. West, class trips
 3. How can we encourage collaboration?
 4. How will we deal with future financial issues? New levy? Changing socio-economic level
 5. How can we use our older community members better?
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1. What is the financial situation/forecast/needs?
 2. What role will I play in the district (What is my specialty)?
 3. How will I balance all the differences in the schools?

(Individual Group Comments – Challenges for Superintendent continued)

4. How will I balance all of the different needs/perspectives of the community?
5. How do I balance the historical realities and perspectives of the district with future needs and focus?
6. How do I meet the continual growth of district and the need to meet each student's individual needs?
7. How do I guide a community through a crisis (any type)?
8. How do we maintain continuity and consistency among the district?