

Oak Grove New Superintendent Feedback Results

Presented to the Board of Trustees: April 18, 2024



Timeline of Events

Below you will find the timeline of events thus far.

March 27, 2024 - 4:00pm	Superintendent Manzo announces his retirement to OGSD Leadership Team (In person)
March 27, 2024 - 4:30pm	Superintendent Manzo's Retirement Announcement emailed to all OGSD Staff.
March 27, 2024 - 5:00pm	Superintendent Manzo's Retirement Announcement emailed to all OGSD Parents/Guardians and families via ParentSquare.
March 28, 2024 - 10:30am	Board of Trustee Retirement Communication/Feedback Survey emailed to o all OGSD Parents/Guardians and families via ParentSquare.
March 28 - April 12, 2024	New Superintendent Feedback Survey open to OGSD Staff, Parent/Guardians, Families and Community Members.
April 11, 2024	Feedback Collected from OGSD District Advisory Council & Home and School Club Presidents.



01.

Survey Results

Survey Window: March 28, 2024 - April 12, 2024

Survey Respondents (359 total)



English Survey

341 survey respondents

- 189 Parents/Guardians or Family Members
- 186 Employees
- 18 Community Members

Spanish Survey

11 survey respondents

- 8 Parents/Guardians or Family Members
- 3 Employees
- 0 Community Members

Vietnamese Survey

7 survey respondents

- 7 Parents/Guardians or Family Members
 - 0 Employees
 - 0 Community Members
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**What would you like to see as priorities
from the new superintendent?**



Question #1

Summary of Responses - Question #1 (pg. 1)

	# of Responses
Instruction/Academics & Academic Achievement	38
Safety	35
Special Education & Behavioral Supports for Special and General Education	35
Staff Salary and Benefits	20
Visibility within the District	19
Diversity and Equity	19
Student Supports	18
Transparency/Clarity & transparency with fiscal matters (financial management)	18

Summary of Responses - Question #1 (pg. 2)

	# of Responses
Mental Health	12
Program for Gifted or Advanced Students/GATE	8
Communication with Staff and Community	7
Facility Upgrades	7
Focus and expansion of STEM in OGSD	7
Community Engagement/Student Performances & Recognitions	6
Classroom Supports	5

**What qualifications and experiences
would you like to see in the new
superintendent?**



Question #2

Summary of Responses - Question #2 (pg. 1)

	# of Responses
Valued Experience in Education (e.g. Teacher and Admin experience, Experience in ESD/Business/HR, more than 10 years in education, etc.)	50
Interpersonal Skills (e.g. Sincere, Build Relationships, Empathy, Strong Communication and Transparent)	21
Experience with Finance (e.g. Finance, MBA, Fundraising, Private Sector, Marketing)	18
Experience in OGSD/Internal Candidate	16
Experience with Special Education	16
Previous Success (within OGSD or another school district). Success with raising student achievement/outcomes, community engagement and raising standards.	14
Equity, Diversity, Ethnic Studies	10

Summary of Responses - Question #2 (pg. 2)

	# of Responses
Familiar with working with local community/diverse community	9
Bilingual	9
Background in Mental Health, SEL and Behavior Supports	8
Candidate not too far removed from the classroom	6
Internal Candidate	5
Previous successful Superintendent outside of OGSD	4

**What characteristics do you believe the
new superintendent should have?**



Question #3

Summary of Responses - Question #3 (pg. 1)

	# of Responses
Strong Communication/Transparency and Visibility (Around the district)	58
Clear Vision and Leadership	39
Compassionate, Caring and Kind	36
Honest and has Integrity	35
Collaborative	30
Approachable, Relatable and Personable (Accessible to Staff and Parents)	27
Active Listener	21
Intelligent and Hardworking	11

Summary of Responses - Question #3 (pg. 2)

	# of Responses
Experience within OGSD	9
Culturally Sensitive, Anti-racist, Keeps Diversity and Equity at the Forefront	9
Not a "politician"	7
Woman (preferably of color)	6
Accountable	4
Humble	2
Knowledge of Special Education	2
Positive	2

Is there anything else that you would like the school board to consider when selecting a new superintendent?



Question #4

Summary of Responses - Question #4 (pg. 1)

	# of Responses
Offer the New Superintendent a Competitive Salary that is commensurate to other Superintendent's in the County	32
Hire someone with Teaching/Education experience and experience within our community	22
OGSD needs an Innovative leader who is open-minded and will take us to the next level	13
Appoint someone from within (do not spend district funds on a search firm)	12
Include Staff and Community Members as part of the search and hiring process	11
Internal Female Candidate	11
Hire from Outside	9

Summary of Responses - Question #4 (pg. 2)

	# of Responses
Ensure New Superintendent is Transparent, Genuine and interested in working collaboratively	9
Female Superintendent Candidate	8
Bilingual	5
Ensure New Superintendent goes through and passes background check (including work history/experience, credit score, diploma, references, etc.)	5
Ensure New Superintendent engages and Collaborate more with the Community	5
No "Politicians"	5
Knowledgeable about Budget Management/Transparency with Budget	4
Open-minded, Inclusive, Great Listener	3



02.

Feedback from DAC and HSC Presidents

Meeting Date: April 11, 2024

Link to Slides: [OGSD Superintendent Search Input](#)

Summary of Feedback (DAC/HSC) - pg. 1

“More of this, Less of That” protocol facilitated by DAC President Sanee Nashashibi (DAC President) and Jesse Roe (Senior Improvement Partner, Partners in School Innovation)

More of This

- Empathy, Good Listener
- Strong Record as an Educator - Evidence of transformation with their community in their previous role
- Courageous
- Present - Especially face to face
- Asking for Feedback, then taking Action
- Transparency and Accountability
- Consistency
- Saying no, pushing back on teachers union when it is in the best interest of children
- Genuine input from parents and community that is less performative

Less of That

- Less Excuses
 - Poor communication
 - Deferring to the Board
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Summary of Feedback (DAC/HSC) - pg. 2

What are some of things that you would like to see from the Board and New Superintendent to show that they are being thoughtful about the opportunities that come from a Leadership Transition?

- Request to know what you heard from stakeholders and how does this align with the board priorities? Would be nice to know what the board is prioritizing and share back with the community.
 - Feels important for the community to have transparency of candidates and offer input - at least parent groups, would be nice for candidates to do a presentation or engage in community events.
 - Parents want to be a part of the hiring process - we represent our schools and want to have a voice.
 - We want to ensure other district leaders are more present at our schools during the transition.
 - Community members and/or district leaders on the hiring panel - lots of questions about the panel or process itself - is there even a panel?
 - Is the survey performative gathering? Or is the community feedback really given weight?
 - Can the board share what role if any the teacher's union plays in selecting the superintendent?
 - Candidate do a public presentation and the community is invited to listen, and ask questions
 - Candidates share their understanding of the district and share their thoughts on how they would tackle the role.
 - Open forum - nearly all parents shared wanting to know what the process is, what the timeline is, and how the board is making decisions. Community expressed wanted to ensure there is a rigorous vetting process
 - How are you searching and vetting a candidate - internally or externally or both?
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Thank you!



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