



Community Input Sessions
Board Report
January 7, 2025

Executive Summary

The information in the report is the result of five separate meetings conducted in Splendor ISD by Doug Williams and Keith Bryant. The meetings consisted of (1) central office personnel and campus principals, (2) faculty and staff from every campus, (3) parents and community members, (4) central office personnel, and (5) students. Special thanks to Superintendent Jeff Burke, Miranda McCulloch, and Sarah Moore for coordinating these sessions. The findings from the report will be used by Impact Education to assist in designing a bank of questions the board will use to identify the candidate that best fits the profile of the district.

Step 1 involved a discussion with the attendees describing what they believed to be the strengths of Splendor ISD. The facilitators recorded the responses and asked clarifying questions when necessary.

Step 2 called for each attendee to write responses on Post It notes regarding what areas that could be improved. Then, they attached the responses to chart paper labeled with the following categories: Facilities, Finance, and Operations; Academic Achievement; Culture; Programs; and Quality Staff. Responses were grouped according to similar themes by the facilitators. Finally, attendees selected the areas they believed to be the most important by sticking a dot next to the response.

Step 3 had the attendees work collaboratively at their table to identify the personal characteristics and skills required to enhance the strengths and foster improvement where needed.

The most mentioned strengths of the district include:

- 1) The district places high value on educating the entire child and does an outstanding job of communicating with stakeholder on progress toward district initiatives
- 2) Community Based Accountability provides holistic analysis of district success and offers direction toward continued improvement
- 3) There are quality educators across the district completely dedicated to the mission of “Cultivating Exceptional People”
- 4) The students believe there are many opportunities for student involvement and the staff supports students in those programs
- 5) There is a strong alignment to district initiatives, everyone is on the same page

Some common areas for improvement / future focus are:

- 1) Managing the continued dynamic growth in the district while keeping Splendora’s unique culture
- 2) As the district continues to grow, there is a need to develop processes in multiple areas such as new employee onboarding and mentoring
- 3) While the district adamantly believes that measuring success should be “More than a Score,” there must be an emphasis to ensure every student is prepared for assessments.
- 4) There is a need to continue the expansion of advanced academic programs in order to improve student preparedness for higher education opportunities
- 5) Review discipline management protocols to establish consistency between campuses and emphasize programs to enhance students’ social / emotional learning

Common characteristics and skills listed for the next superintendent included:

- 1) A superintendent that has many of the intangibles possessed by current superintendent Jeff Burke. Some of the words used were approachable, present, relationship builder, family man, visionary.
- 2) Someone that is familiar with the challenges for fast growth and can formulate a plan to accommodate that growth.
- 3) A leader that is committed to being on campuses and interacting with the staff and students while on campus.

- 4) Someone that will adapt to and add to the Splendor culture including the Community Based Accountability philosophy
- 5) A leader that will invest in Splendor and be “in it for the long haul”