



# Garfield School District RE-2– Superintendent Search

Open-ended Responses

McPherson & Jacobson  
2024-2025

K12 *Insight* 



## Garfield School District - Superintendent Search

Which of the following best describes your relationship to Garfield School District?		
Responses	Count	%
Parent of a Current Student	38	28%
Current Staff Member	49	37%
Parent of a Current Student and Current Staff Member	22	16%
Current Student	0	0%
Community Member with No School-aged Children	17	13%
Other	8	6%
<b>Total Responses</b>	<b>134</b>	

Parent of a Current Student	
Q2. Please tell us great things about your community and Garfield School District that potential candidates for superintendent should know.	
SR No.	Response Text
1	I love the PTA at ECE and the community.
2	Tight-knit community with small town values. A great place to grow up.
3	We have a diverse community with strong family values. Our values treat everyone uniformly, regardless of race. We reject the racism of the Marxist D.E.I. ideology. We reject the harmful labeling of white children as automatically being born racist and possessing "white privilege", thus victimizing their non-white child friends & classmates. We value "meritocracy" where any child can proudly work hard to improve themselves, their lives, their family, and their community. There is an equal opportunity make themselves above average and excel in academics, civics, and in societal contributions. We maintain traditional family values. We value true scientific discovery and reject societally created fake science that concludes, without evidence, that gender is a "spectrum" and non-binary. We value males and females as wonderfully unique and synergistically different. We value traditional education emphasizing literacy, mathematics, history, true science, and social studies.
4	Keep our school community small town and kids first
5	We have a very diverse, in many ways, community that makes us great, and will require a candidate that is exceptional.
6	We are a diverse community of people who respect others and are understanding of different points of view.
7	Our district is surprisingly diverse, many cultures and worldviews are represented in our students. Please consider the outdoor and adventure tourism that funds the local area and we are not just a rural community.
8	We have an awesome community to live and play in. We cherish the outdoors.
9	Students love to learn, we have bright students from all backgrounds that need opportunities to succeed
10	Our community in RE-2 varies politically almost down the middle. Please see the last election results for proof. As a parent of an RE-2 kid, I do not want to see any extreme changes in terms of curriculum. The curriculum must follow state standards and include EVERYONE. I would like a Superintendent that listens to the needs of the community and is unbiased in their choices and decisions. Our schools have a large percentage of Hispanic and the new hire needs to be sensitive to this as they are a part of the RE2 community.
11	Great church community for support for you and your family.
12	Trying to change or control a narrative that is false will never work out in your favor, be truthful, upfront and honest and own mistakes of yourself and the people that you are in charge of. This valley can be one of the most amazing places in the world to live, but it can also be one of the most brutal when politics getting involved..

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13	We are a very diverse community and that should continue to be highlighted and all ideas and voice be heard. We have a great focus on mental health and emotional intelligence that will serve our children and our community well in the future.
14	The community really supports the schools. Most parents seem very active and engaged in their children's education. The teachers are all absolutely amazing!!
15	They need to understand and appreciate the demographic make up of the Garfield RE2 area: the language barriers, the socioeconomic makeup, etc. One cannot serve a community that is as diverse as ours is with out 1) understanding why it is as diverse as it is and 2) RESPECTING that. I also think that they should have a good grasp of our housing crisis and be ready to work with local municipalities and organizations to address this issue for the District's staff. Further I think it is imperative that whomever is hired may have one personal, possibly religious, belief structure, it is not his or her job to implement their personal belief structure into the schools. For instance, prayer in schools, Ten Commandments in classrooms, things that have been happening in places like Louisiana and Oklahoma to name two, should not be on their agenda and if so, I would say is a disqualifying trait.
16	Garfield RE-2 is still has a small town feel with the connectedness of city life.
17	It's a close knit community with diverse needs.
18	Our community is close knit, involved, and very diverse. Many in the RE2 community have options to send their children elsewhere for their school but elects to keep them in the local public schools because they value the cornerstone role that the schools play in our communities. This loyalty to community is the cohesion that balances the diversity in RE2 from creating a divisive environment and instead fosters an small communities in our school as well as the larger communities in our cities and towns.
19	Diversity. Lots of Spanish speakers. Growing economy.
20	We have a fantastic strategic plan in place that this person could jump right into. We have an engaged community that likes to be involved in the education of the kids. It is a wonderful place to live, there are so many different activities that you can get into here. We already have fantastic staff in place that can help guide you.
21	I love how our community incorporates things that work specifically for our community. We are a community where a lot of parents commute and I feel like our community accommodates that incredibly well. We're a recreational rural area and we excel in all things outdoors. We're growing and starting to see a lot more influx of people who want a slower pace of life in a beautiful area with jobs that still can be based elsewhere.
22	Small community with a large collective heart! While I'm not a huge community team player (sad but true), I happen to know a lot of people and dear friends who are and love this community. It shows with their love for their kids, friends' kids and educators. I learn a great deal from these individuals!
23	We have caring teachers that do their very best each and every day. We have a fantastic partnership with CMC so students can take college courses. We have a community of western values.
24	We have a very engaged community of parents from all backgrounds, with different political positions, who have come together to advocate for transparency and accountability from our School Board. With the recall of a former board member last year, the community sent a message that we will not tolerate extreme politics invading our school district. We appreciate our district staff and want to support the existing Re-2 Strategic Plan. Our previous superintendent was highly regarded in the community for her dedication to our district, students, faculty, and staff. I'm proud to be part of the engaged parents on our wonderful community.

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25	This is a diverse community with a mix of generations-old local families, recently arrived immigrants, and everyone in between. The county demographics are also shifting. For example, overall the population is just over 30% Latino, but the high school student population is more like 60% Latino. It's a beautiful place and people really care about our community. Our outgoing superintendent had an exceptional approval rating from staff and was voted county-wide Community Hero last year. Meeting with her and learning about the choices she made and challenges she faced would be a good starting place to getting acclimated to the position. And there is strong community buy in to the Strategic Plan from all factions.
26	Beautiful area, tight knit communities of neighbors helping neighbors, transplants from all over so it's easy to connect with people, welcoming.
27	Although we are a very diverse community we are a very close community. Our community is considered rural but not in a traditional sense. Our three communities are very different.
28	We support education, and worked together on a great Strategic Plan a few years ago There are people on both edges, but for the most part I think most people are quite politically moderate and don't want our schools being fighting grounds for culture wars.
29	Great teachers and administration, involved parents, generous local businesses
30	I love our community. It's home to long-time locals, young families, and young professionals who are looking for an affordable yet quality location. Our community is home to the work-force for the up-valley resort community so it's helpful to consider opportunities to engage the working parent who cannot always easily engage.
31	Western Colorado is the best place in the country to call home. The recreational opportunities, the sense of community, and the chance to enjoy a slower pace of life while still having access to arts/entertainment/culture is a combination I've never found anywhere else!
32	Buenos maestros y directories pendientes de nuestros hijos.

Current Staff Member	
Q2. Please tell us great things about your community and Garfield School District that potential candidates for superintendent should know.	
SR No.	Response Text
1	Garfield is a small community of hard working people that have very drastic political standpoints, and has caused opposition within curriculum choices and school/teacher autonomy. Needs to have a wide perspective and needs to create an equitable, equilibrrious environment.
2	Keep the district going right track. How can you keep garfield re 2 to be a school everyone would want there child in
3	The area is full of natural beauty and opportunities to get outside and enjoy the scenery and wildlife that live here. Rifle in particular is a growing community and new businesses are opening all the time, which means new places to explore and enjoy various activities with loved ones.
4	It's a great place to live, in terms of the location and geography. It's close to all the really cool stuff you want in Colorado, without being in the thick of the tourist traffic. The district itself has been generally good to work for in my 10 years as a teacher here. There is a lot of variety in the different schools in terms of personalities, qualifications, expertise, etc. Shameless self-promotion: Rifle High School is chock-full of untapped potential (highly underrated).
5	We have some good leadership in our building at RHS and we are beginning to see some improvement in testing scores with efforts being made in English classes right now. We have some excellent sports programs at both high schools as well as music and drama.
6	We have 3 great communities in the Districts boundaries. We have eager staff wanting to do whats best for all students. Also, bounds of recreation and beautiful scenery all around.

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7	Coal Ridge is amazing.
8	We are a diverse city with people who have lived in Rifle for generations and people have immigrated to the United States.
9	It is a pretty quiet community
10	People connected to Garfield RE-2 are dedicated to all students and constantly strive to improve educational opportunities for students. Communication is widely utilized, with information distributed often. Consistency is vital, but change - where it benefits students - is necessary, too, for growth.
11	Great outdoor opportunities. Supportive, tight knit community with conservative values.
12	Close to outdoors, hard workers, diverse.
13	Our district is really spread out over 3 cities and communities, each are unique.
14	This community is mostly conservative. We are growing and Rifle is now the biggest city in the County since Glenwood has no more real estate to grow.
15	We support law enforcement.
16	Parents are passionate about their students learning. We have access to wonderful year-round outdoor adventures. The staff is very supportive of one another and the superintendent.
17	We have some very dedicated employees in our district that have been employed here long term. We highly value our relationships with the community and our parents. Our community is quite diverse with varied needs. Our schools have very different demographics although they are in the same district. Really get involved with our community please!
18	We have a very supportive staff and community.
19	We have so many great kids in our school. Remember that many of our kids are just trying to survive due to circumstances beyond their control. They need access to the academics and they need a chance to thrive. Many of their parents have poor parenting skills so THEY, the kids, need to be the agents of change in their world.
20	I Trust our Superintendent; she is dedicated to the staff and students of Garfield RE2. She faces opposition with courage and a positive outlook.
21	RE2 is the people I work with they are great.
22	We have amazing principals at the elementary schools, and we have have had the world's best superintendent and assistant. This is a wonderful, connected community full of loving families
23	We have worked tirelessly on the Strategic Plan. Our new leader needs to embrace it and help us achieve it. We have a diverse community. Our Latino population is very important to me, and without them, we could not continue our valuable work. We need everything that comes out of our District in English and Spanish.
24	Garfield RE-2 has great schools where the staff care about each other and work together.
25	We are a small yet diverse community full of hard-working people that care greatly about our public education.
26	Very diverse and people care about each other and the kids
27	Small town atmosphere and dedicated educators
28	We have growing communities and currently our schools can support this growth.

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29	Garfield Re-2 School District makes up a majority of Latino/Mexican children with more than 55% of the population. The superintendent needs to know that the percentage of certified teachers of color is not in direct proportion to our student population. It goes without saying that we need more certified teachers filling these spaces. It's not a lack of effort from Latino/Latina teachers but a lack of accessible programs and resources for pursuing teachers of color to thrive. All students benefit from having a teacher of color. It's critical that our SUPERINTENDENT IS A PERSON OF COLOR THAT HAS DIRECT EXPERIENCE AND BACKGROUND KNOWLEDGE WITH WHAT THESE CHILDREN OF COLOR FACE WHEN ENTERING THE SCHOOL SYSTEM IN GARFIELD-RE2. We don't need another white male in this role! We're sick of the mis and under representation. It's time to actually listen to the people of the community, the parents, the teachers and staff members. They need to understand they will be held accountable.
30	We have great staff and families!
31	The valley is a beautiful place to live with a lot of great families and community organizations. There are also many, many families who are lacking in the necessary areas to support stable, academically focused children.
32	Great recreational activities: rock-climbing, fishing, hunting, etc. Garfield Re-2 has very kind kids.
33	We are constantly working on being flexible and open to change as our culture continues to change and shift due economics, jobs, and community growth.
34	We live in a great community. Superintendent should live in the community.
35	Our district is full of hard-working staff who go above and beyond for students and families
36	Someone who has lived in the community for at least 10 years. It would be nice for them to know the locals.
37	We are surrounded by Public Land. It is amazing to be a part of the community your students live in.
38	It is a diverse community. Like the entire country, it is a changing community. Diversity should be looked at as an asset.
39	Our community is made up of three different towns which all come together to make up Garfield RE-2. Each community is special in its own way and contributes to the whole in many different ways. The community I work in is New Castle and this community is fairly tightly knit. Parents and students value education and work together to ensure that our schools are best meeting the needs of our students. Our elementary schools are small which is beneficial for instruction.
40	Although the county is getting bigger, it still feels like a small community. There is a strong sense of camaraderie. Generally speaking, we have each other's back. It is a strong community that comes together especially when it is something that affects us like getting a new superintendent for our kids.
41	You will see there are many different cultures in families around here.
42	Our District has worked hard to create positive community relationships, This fosters student success and family engagement. We have experienced servant hearted leadership by a superintendent who truly values the families, students, and staff of Garfield re2. From Pk to 12 our student -centered plans and goals make our district a fantastic place to work.
43	Cool place to live. A lot of different activities you can do around the area.
44	We have a passionate and amazing staff. We are all connected in this valley and help out each other. The schools are the backbone of our communities.

Parent of a Current Student and Current Staff Member

Q2. Please tell us great things about your community and Garfield School District that potential candidates for superintendent should know.

SR No.	Response Text
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## Garfield School District - Superintendent Search

1	There are a lot of staff in Garfield Re-2 who care and will go above and beyond to help students succeed. The students in Garfield Re-2 are also amazing people.
2	We are a tight-knit, close community. We are rural and tucked in a valley that offers a lot of recreation and activities. The community is somewhat diverse, and our schools are wonderful at working with student needs.
3	The community has a lot of long term residents living here. As a whole, it is a good community.
4	This is a small town with well established families that value both education and a balanced lifestyle. We love being outside, enjoying all of the amazing things the Western Slope has to offer.
5	I feel like the current superintendent really tries to make Garfield RE2 feel heard and respected and wants everyone to know they matter. We need someone who cares about the culture in RE2 and who wants whats best for the students as well as the staff. Try to make RE2 a place that people want to work and stay and give students the opportunity to learn and grow in a safe environment.
6	We live in the most beautiful area that has so many great recreational opportunities. We are so lucky to walk out our front door and be met with such a beautiful surrounding. Our area feels like a "small town" even though it is rapidly growing. There are such a variety of people and families that live here including ranching families that have been here since their land was originally homesteaded to new families that are from various countries and speak a variety of languages. This area is rich in the ranching, and farming culture as well as a strong Latina/o/x cultural feel. It is a very "family friendly" town with great parks, recreational opportunities or surrounding towns/cities with much more to offer.
7	Outdoor activities in all directions and types. The community is comprised of so many wonderful people. Local businesses, for the most part, are supportive. Families in the schools are comprised of all types.
8	We are a wonderful school district with wonderful professionals that are here for kids.
9	1 at school everyone comes together.... 2 we all watch out for the kids Someone who is willing to listen to not only patents but staff in doesn't school setting.
10	Our community is very passionate about our kids. We want them to succeed.
11	This community is VERY tight knit. Teachers work very close together, schools work close together. We like our small town feel and we are a community with people from all walks of life and SES.
12	*Very welcoming *Fun activities and events that help get the community together and engage with families and businesses
13	We need somebody kind somebody who cares for any color or race and willing to help Our families and be partnership with Re-1 to get other Ideas for activities for our children. Also they need to know that we need more support for children like a clinic connected to one door a please we're students can go for basic check ups if they feel sick and don't have insurance.

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14	We have a small town atmosphere and while diverse, we still have conservative and family-oriented values. We love our 4 day school weeks so that we can spend more consolidated time as families.
15	The new superintendent needs to understand more then half of the community is Hispanic and they need the same right as others they need to be out spoke and able to tell the board no sometimes as well.The board shouldn't be controlling everything to only help a certain demographic they need to be fair.
16	Garfield Re-2 is a community with diverse viewpoints, but at the end of the day, we're united around wanting to provide an excellent education for our children. The district has done a lot of work around providing fair compensation for employees, but there's still work to do, especially around better compensation for classified employees and ensuring that we can continue paying the improved salaries of certified staff.
17	Our community cares about the children in all of our schools. We are three small towns that have come together to make a larger community of people who are working hard and enjoying life in the mountains. We also should not be considered a rural or only conservative leaning community. We are diverse in core beliefs and in culture.
18	Garfield RE-2 and the surrounding community offer a unique and supportive environment against Colorado's geological features that contribute to the diverse and scenic landscapes surrounding New Castle and Rifle, offering various recreational opportunities and natural beauty. Re-2 is known for its tight-knit, welcoming community where collaboration and mutual support are highly valued. Residents take pride in their schools, and there is a strong emphasis on partnerships between families, educators, and local organizations to ensure the success of every student.
19	Supportive parents, many invested teachers who have been in the district for years
20	Our community is wonderful for supporting our school, Garfieldre2 is amazing for teaching our children.
21	Our community is relatively small. Some people grew up here, others moved here, but overall there are LOTS of connections in our communities. Connections between teachers, between students, between families, etc. We have varying political and social views. Our community is sometimes tight and other times at each other's throats. Covid nearly tore this community apart. We are still recovering from it to be honest. Sometimes trust is not there. Sometimes accusations and rumors direct the narrative. Our current board is wonderful! They have endured a lot, as is the case with our current superintendent and assistant superintendent. The leadership in our buildings across the district strives for the best from their teachers and their students. Our schools have pride and spirit.
22	Our community is rich in diversity and care for kids learning and health.


Community Member with No School-aged Children

Q2. Please tell us great things about your community and Garfield School District that potential candidates for superintendent should know.

SR No.	Response Text
1	This community cares! We are passionate about our kids and sacrifice a lot to be able to live in this amazing place.



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2	Someone who already has their finger on the pulse of the Teachers and has community experience from attending local school board meetings.
3	55% of our population is below 35 years old. Rifle is working on safer routes to school, better sidewalks, bike routes and pedestrian crossings. Majority of parents work out of town.
4	Our community is rural but along the I-70 corridor. We have great long time ranching families who support this area. Please don't try to turn this area into a big city. We take great pride in being who we are with farming, ranching, hunting and more .
5	There are many caring individuals working with children in GarfieldRe2.
6	The Colorado River Valley is a diverse community with diverse needs. With a high population of families whose primary language is not English it's important to provide support for these students while continuing support of primary English language students. While the Colorado River Valley demographics are changing, we're still a conservative, rural community. For the most part, the communities served by RE-2 are usually fairly level headed where common sense and civility remain respected qualities.
7	Diverse families, hard-working and talented staff, a community that works together to make sure that conservative/fringe ideas don't gain a foothold and diminish our students' rights to a stellar education rooted in best practices and state standards. Beautiful buildings and surroundings, pride in our communities.
8	Our community is truly exceptional, defined by a strong sense of togetherness and a deep commitment to supporting one another. We value diversity, recognizing that our unique backgrounds and perspectives enrich our shared experiences. Our incredible, talented students embody the future, and they deserve a safe, welcoming environment where they can thrive academically, socially, and emotionally. Together, we strive to create a place where every individual feels valued and empowered to succeed.
9	Beautiful area. Great outdoor activity opportunities. Friendly people. Excellent library system.
10	We are a community that is involved in every student's life. We believe in our public education. It will be so hard to replace  so whoever you are, you have big shoes fill. She was one of the best this district has ever seen and even named a local hero. Align with her, and you'll be fantastic.
11	Our staff, including the administration, puts alot of enthusiasm and effort into making our district successful. Our students want the opportunity to have input into their education and extracurricular activities.
12	We are a very diverse community and it isn't 1986 when I graduated. We need AP STEM and to stay out and away from culture wars
13	We have families that value education, and are willing to step up to make their voices heard.
14	A multicultural population with involved parents. A dedicated group of educators doing their best to educate our children.

## Other

Q2. Please tell us great things about your community and Garfield School District that potential candidates for superintendent should know.

SR No.	Response Text
1	This community is working class with traditional family values. A superintendent that shared these values would be a great potential fit.
2	A community that looks out for each other and where everyone is seen as equal. People that care about kids overall well-being, not just their academic success.
3	Garfield County Schools are supported throughout the community. We are there for fundraisers, athletic events, after school art auctions, to name a few. We trust the teachers, their foundations. Just let them do their jobs

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4	We respect Traditional values, morals. Open communication and respect for others. Need to teach children how to think for themselves and not tell them what to think.
5	warm, supportive, caring and enthusiastic folks working hard to raise the next generation and preserve the way of life here in the mountains that makes it special
6	Diversity
7	We care for inclusivity of all races, cultures, genders and affiliations. The well being of students and staff is number one, communication fair compensation is two.
8	Our community wants a school system that will support ALL students. Our demographics are varied and every single student deserves to have their educational needs met. We want our teachers to be highly qualified, trained, and supported and we want our children to have the opportunities to learn and THINK. Teachers need to be able to engage students in critical and creative thinking and we need a super who wants that for all students.

Parent of a Current Student	
Q3. What qualities, skills, and characteristics do you feel the next superintendent needs to have in order to be successful?	
SR No.	Response Text
1	I'll make this easy. Find [REDACTED] and offer him whatever it takes to come back. Guaranteed increase in student success for ALL students.
2	As a former para and teacher at RE2, I think [REDACTED] did a wonderful job. She was motivational and always positive. I would like to see someone similar.
3	Must be an exceptional communicator, one who is able to listen to the needs and wants of the community. Puts children and family first
4	A level 4 leader (reference the book "Launching a Leadership Revolution"). High level of unconditional love. Commitment to academic excellence while believing that individualized learning is possible to pursue this goal. Commitment to use tried-and-true educational practices, such as phonics, rather than a harmful, misleading bent to experiment with "new" or "modern" educational concepts with no proven track record. This person needs to empower the district staff to be the best version of themselves. They themselves should have a "love of learning." They should promote synergistic teamwork.
5	A broader approach/definition of success than test scores.
6	We need a leader with character that can rise above the issues that are plaguing our district. I have been so dissatisfied with the political game the school board played with curriculum changes. They need to be able to concentrate on student achievement, addressing bullying and social issues that our students face, and work toward enhancing our safety in schools (referring to the swatting threats, etc). They need to have the ability to make decisions for the benefit of students and not for personal reasons.
7	He or She should be a qualified educator who has great interpersonal skills and can provide support for students, families, and employees. The incumbent should not use their position to pursue partisan political or religious agendas.
8	Our next superintendent needs to be an excellent negotiator and mediator between ideologies in our community.
9	They need to come in being ready to support public schools and believe in them. Many people in this community rely on public schools as they have to have two incomes to make it work out here. It means they need someone to come in willing to keep a well rounded public education for everyone.
10	Cross Cultural, Organized, Years of experience, Multilingual, excellent leadership, willingness to listen, open to feedback, leadership skills towards community involvement, bringing people together

McPherson & Jacobson  
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11	Please see above
12	Do you believe in parental rights? If you believe in radical Colorado progressive educational programs don't apply.
13	Someone who can stand on their own 2 feet and doesn't let the assistant superintendent the board or anyone else decide how to run the district Holding staff in the upper echelon is the utmost important
14	A fair listener to value all ideas and opinions. Continue to be open to all well-rounded opportunities that can help advance our children.
15	We need someone who has the ability and desire to listen to the hearts of the people of this district and lead accordingly. Past success elsewhere is not always indicative of future success, when a person doesn't connect with the people. A number of years ago when my kids were young, we had an assistant superintendent for a short time who ended up going to Parachute schools . That guy knew his stuff and had a heart for students and their success. Find that guy and bring him back. He had answers to questions that I still remember loving.
16	The next superintendent needs to listen to the community and have compassion for the students, teachers and families. They need to be welcoming and create a safe community for students and families. They need to have skills to navigate the new age of technology our students are facing, and have the skills to help guide teachers and students through challenges like cyber bullying, AI, etc. They need to be able to help manage the schools challenges such as fluctuating student populations and demographics. They also need to be proactive in ways to gain additional funding for the schools and staff. Our teachers should not have to spend their own money in room supplies for their classes and students. The next superintendent cannot someone who will be manipulated by members of the school board who have ulterior motives for a political agenda. They cannot let politics interfere in what is best for our students. Overall, the next superintendent needs to be the best reflection of our community
17	Integrity, compassion, understanding of perspectives other than their own. Well-educated, not just in academics but in experiential learning. Ability to hold space for those he or she does not agree with on any given issue. Patience. A backbone to stand up to outside pressures. Above all a commitment and passion for serving and guiding our staff and children.
18	The next superintendent needs to be able to empathize and communicate effectively with students and their parents. With the technological revolution still in its early stages, they must be able to adapt to the rapid changes technology brings. The old ways won't work, and the new ways are still unfolding. Modern technology is transforming how we learn, live, and work. If someone can't understand, adapt to, and embrace these changes, they shouldn't be leading the effort to educate the next generation. Beliefs have no place in modern education. Full stop. Understanding that the world is rapidly transitioning from a conformative state to an individual state is crucial in understanding how to educate the future generation. Applying a one-size-fits-all approach will not be an effective means of education.
19	Patience and trust in staff; calm and respectful towards everyone. Respect for the diversity of the RE-2 school district.
20	A willingness and timeline to invest in the schools, communities, and larger area. The area is very accustomed to outsiders wanting to come to Colorado to enjoy our outdoor recreation opportunities and larger environment, but many find it incredibly difficult to assimilate on a personal and human level. The ideal superintendent for RE2 will need to be willing to listen to staff and community members, build relationships within the community, and be willing to invest their time into improving our district. We don't want another out of stater looking to play cowboy/cowgirl. We are an actual place with actual people striving to create the best schools our kids deserve.
21	Enthusiastically supports the Re-2 Strategic Plan Encourages community input and makes public input opportunities ample and accessible Calm respectful demeanor; not polarizing Has patience and trust in staff Understands that kids are more than test scores Wants to engage in local culture

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	and lifestyle Appreciates the diversity of our district Strong track record of working in, and supporting, public schools Prioritizes teacher retention Knows that our district is not in crisis - there is no need for damaging radical change.
22	I would like to see a superintendent that is not polarizing, appreciates the diversity in our district, and wants to engage in the local community.. I would like a superintendent that doesn't see kids as just the numbers on the test schools and understands all the other important things that go into the education of our children other than how they preform once a year on tests. I would like a superintendent that is is Pro public school and understands how important it is to have public school for ALL. Someone who welcomes community engagement and wants it to be easy and accessible to be heard.
23	I think they need to be successful communicators, listeners, and be experienced in dealing with controversial groups. I think they need to understand that while we are a typical school system, we have a few things that make this area special. I believe the new person should have experience in creative solutions to typical problems.
24	Visionary, effective leadership, organization, strategic planning, open minded.
25	Knowing how to help schools with such diversity A financial background Someone who is willing to be involved and interact with the community A strong leader — not looking for only personal growth but the whole district
26	Open, creative, non-judgmental, thoughtful
27	The next superintendent needs to be willing to speak truth to power as an advocate for our District (students, families, faculty, and staff), even if it means standing up to the school board. They need to value the multiculturalism of our area as a strength, and not to give in to attempts to politicize it. Our next superintendent should be willing and able to stand up for marginalized communities to ensure that students from all identities feel welcome and secure in all Re2 spaces. They also need to have a calm demeanor and be able to deescalate tense situations. For the sake of employee recruitment and retention, it would be best to have a superintendent with a union background who will support the faculty and staff who make our schools great.
28	Bilingual. Active listening and great interpersonal skills. Respect for different cultures and different points of view. Thick skin - there aren't many of them, but a few people get real mean in public meetings.
29	Ability to navigate a politically divided area with open mindedness and diplomacy, always putting children's needs before political ideologies. Would love a superintendent that values staff and teachers, and is dedicated to their retention and support. Would ideally be bilingual (Spanish/English), or experienced in a district with high bilingualism.
30	Great leadership skills. Great communicator.
31	Good listener, good at communicating with the community, would be AMAZING if they spoke Spanish but at a minimum culturally literate and able to connect with the Latino community and families, strong instructional leader, classroom experience, strongly supports teachers, good at managing a large organization, able to connect with our rural community, able to interact positively with the school board and manage their personalities, experience with CTE
32	Organized, understands teaching and learning, knows how to motivate teachers and administration
33	What is your stance on pedophilia? Is it a disorder or is it a crime? Are you willing to draw a line and stop the districts dark secrets of covering up these patterns of behavior? It's real and there is generational public outrage and distrust.
34	Compassion, strength, impeccable listening skills, and the ability to make a decision. The superintendent works for the Board, but should provide strong, well-thought out and supported recommendations to the Board. The superintendent needs to be a strong leader that listens to and supports the school leaders.
35	You need to be able to understand people and listen to their concerns. There is no room for agendas - political or otherwise - in our school district. You need to care deeply about kids and the value of public education. You need to support a vision of what our schools can be and not just what we are right now. You need to learn from and lean on people who have been here a long

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	time and are already doing good work. You need to be open-minded, inclusive, and approachable. You need to have a cool, level temperament and the ability to accept feedback without becoming defensive. You need to be able to consider multiple points of view. You need to support teachers and be willing to go to bat to keep our valuable staff and be creative in your thinking around incentivizing more talent to the district.
36	Una persona que comprenda a la Comunidad Latina y apoye a nuestros estudiantes

Current Staff Member	
Q3. What qualities, skills, and characteristics do you feel the next superintendent needs to have in order to be successful?	
SR No.	Response Text
1	Knowledgeable in pedagogy, CDE standards and (state) curriculum instruction. Be empathic, dynamic, dedicated, have the best intention for this area/community.
2	Communicate with staff and public.
3	I believe a superintendent needs to have experience working as or with paraprofessional staff and other classified staff. Boots on the ground, so to speak. In the past I've often felt that Administration doesn't have much of a care for what Paras and other classified staff go through on a daily basis. They make a lot more money than classified staff but seem to have little appreciation for the folks who do some of the hardest work in our schools.
4	They're going to have to be able to balance all the stuff they have to do in their job, while also getting out into the schools and engaging more with classrooms and students. That's not to say the predecessors didn't do those things, being more visible to students, particularly in the high schools, could go a long way.
5	Strong work ethic, willingness to listen and learn before trying to implement their own ideas, knowledge of how secondary schools work/function.
6	We need someone that knows Garfield Re-2 and that has worked hard to keep is on track. We need the heart and soul of the new Superintendent to believe and understand the current strategic plan. Choose someone internal.
7	Local.
8	The superintendent needs to be able to prioritize student and teacher needs. This includes financial and mental health needs. The superintendent needs to be able to stand up to the school board to protect student and teacher rights.

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9	Politically neutral, experience in the superintendent role, no political agenda.
10	The superintendent needs to be fully devoted to the position, without bias or rigidity. Listening skills are prized, as well as an ability to be forward-thinking and willing to make decisive decisions that strictly aid students. The leader needs to understand that while most parents have their child's best interests at heart, they often speak more from their hearts and not heads. Don't fall down rabbit holes. Be an individual, but one who will connect with each school within the district and their unique successes and struggles.
11	-Personable -Willing to be present/visible within the schools on a consistent basis -Brings in new ideas yet respects the traditions of the past -Has a good understanding of budgets -Problem solver -Conflict resolution skills -Knows how to hold people accountable -Understands that our communities (Rifle vs. Silt/New Castle) within our district have different cultures and needs
12	Fiscally responsible, conservative values, fair, present, engaged, positive, calm, integrity, honor. Excellent work ethic.
13	Integrity, openness and honesty, supportive of staff, consistency and fairness.
14	Transparent, honest and a genuine feeling that all students matter.
15	We need a decisive leader who has read the book 'Good to Great' by Jim Collins. Get the right people on "the bus" (the District). Get the wrong people off "the bus." Choose the right seats for the right people on "the bus" and then decide which direction we need to go in the best interest of students and staff.
16	Thick skinned and blunt to the point.
17	They need to be a good listener and negotiator. They will need the patience of Job. They will need to be able to take a stand. They will need to put students and teachers first. Be able to see the big picture but listen to the detail-oriented people. Don't jump without thinking things through.
18	Needed skills: integrity honesty respectfulness clear communication skills follow-through vision Creative thinking/out of the box Passion for education and learning LOVE for children managerial skills understanding of finances strong work ethic high energy inspiring varied classroom experience knowledge of curriculum and pedagogy just be an amazing leader and person!!!! :)

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19	Academic experience. He/She is an experienced teacher in a content background.
20	Grace for the unexpected surprises that will come your way. Strength to help inspire everyone to continue on ahead.
21	A successful superintendent will be someone who can own their values and stand for them without getting pushed around by the community, the board, or politics. It should be someone who understands the needs of teachers and the difficulties they face every day in the classroom.
22	Trustworthy, Good attitude, sense of humor, smart & knowledgeable of our school district and how the CDE works.
23	people skills and compassion.
24	They do not need to come in and make big changes. They need to honor what we have going. They need to listen to the community and staff. And they need to love snow days!
25	Be Kind. Kindness matters, you can be a great leader and motivator, but first and for most, you need to be kind. Understanding and Helpful- We need Heather !! We are a business in Nutrition Services, we run like a business. We need to have someone who understands the differences. We are not the same as the schools, and need to involve finance in our operations.
26	The person needs to be able to LISTEN, not just hear the needs of those in the district and if they say they will do something put their money where their mouth is. They need to remember and respect especially those paras who are acting as teachers and give them grace. They need to know how to make hard decisions but FAIR decisions.
27	Experience in teaching Experience in administration at the building or district level Degrees related to education Children in our school and family in our community Union friendly/collaborative Values community colleges/programs Knowledgeable about district finances/budgeting Knowledgeable of ELD Data driven Transparent

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28	Speak Spanish, well versed in language acquisition. Strong character that does what is best for kids based on facts and not feelings.
29	1. Educator focused 2. Willing to make necessary changes 3. Willing to listen to educators and not make overall decisions without stakeholder's input 4. Visible in the schools 5. Authentic
30	The Superintendent should be thinking long term and plan on staying in the area for a period of time that is purposeful for our community. They should be good listeners and forward thinkers. They should show empathy and show appreciation for the staff in all schools.
31	The next superintendent will need to have fully DETAILED action plans to close the achievement gap between Latino and White students based on the reading, white and math scores from standardized tests as of 2022 and 2023. This superintendent needs to be a person of color with a clear message that they identify and serve our student population. Representation is not enough. They will need to be a direct person for advocacy, empathy and action for students of color and their families. We need someone who doesn't align to the school board member's values. As they consistently and systemically do what they please without considering others and how their actions affect members of our community. The future superintendent will need to be someone who is empathetic to people's experiences, relies on science-backed facts, and makes choices based on the best interest of students, parents and staff members not themselves and the school board's agendas.
32	Keeping our community together and not going off on personal missions. Especially the Board, Bilingual would also be nice!
33	The next person has big shoes to fill as following [REDACTED] is a tough act. They need to speak honestly, and remain calm and cool-headed when dealing with some of the crazy people in our community. They also need to be willing to run towards the fire, ie: the T [REDACTED] [REDACTED] squeaky-wheel-vocal-complaining contingent is not shy right now, and it is a tough balance to listen to them respectfully while avoiding the urge to tell them off.
34	The ability to be honest, support teachers and find money to pay teachers in order to retain them and make pay equitable with other districts and states.
35	Awareness and experience in a rural district with limited services and resources. Awareness and experience with hispanic culture(s) and transient culture(s). Understanding and experience with developing trades programs and alternative pathways for students, as we have many not interested in attending college. The new superintendent needs to be able to balance opposing political views. A moderate approach is imperative.



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36	Working with the school board, not against them, building relationships within the community, active listening to all stakeholders – teachers, staff, administration, students, parents, community, significant experience as teacher and principal. Proven track record in high performing school district. Transparent. First priority is students. Lead by example. Financial knowledge.
37	Well-spoken, strong advocate for the underprivileged, hard-working, detail oriented, kind/caring, inclusive
38	I feel like a business background would be a big asset. Friendly, cheerful, and gets involved with the community.
39	They need to be balanced, open minded, clear, and firm in their expectations.
40	They need to believe in funding public education. Public education includes everyone. They need to make decisions not based on their political party or personal agenda, but what is best for students, staff and families in the district.
41	The new superintendent needs to be able to be flexible and open. Each community is different and each school is different and each needs to be valued for those differences as well as brought together for the common good of the whole. The new superintendent needs to be knowledgeable about ELD students, SES in relation to students, and the cost of living in our area in relation to families and staff members.
42	In my opinion, they need to be humble. They are going to be a major part of the community. I know they will not know everyone's name in the district but they should be able to say hi to everyone as we see them in our workspaces. They should show their faces at all of the schools on a regular basis as their schedule allows.
43	Strong, friendly, being able to stand up for staff & students, standing up for what is right
44	I would love to see a superintendent with fresh and modern ideas. What I mean by this, is a city person who can bring their ideas to the rural setting. We need an infusion of energy and new blood.

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45	Approachability, Vision for PK - 12 success, Family values, Willingness to lead by serving, Trustworthiness, Excellent listener
46	Listen, listen, listen. Take comments from staff, students, community seriously. SHOW that people have been heard, more than just taking notes in meetings. Have leadership skills; have experience in a classroom; know how to manage a school board; be compassionate and caring.
47	Consistency. Hold people accountable. Certain principals, like the one at [REDACTED], allows [REDACTED] staff to do whatever they please on contracted hours.

Parent of a Current Student and Current Staff Member	
Q3. What qualities, skills, and characteristics do you feel the next superintendent needs to have in order to be successful?	
SR No.	Response Text
1	I feel a business-like mindset that can make a ship move. We have a strategic plan in place, but we need someone who will steer that ship with structure and clear expectations, holding all staff accountable.
2	Personable, warm, great listener, consistent, intentional, transparent, organized, curious, and logical. I believe a good superintendent needs to have some teaching experience.
3	Good communication and leadership skills. Being able to deal with verbal attacks from parents, unfortunately. The superintendent should be able to lead the district and enforce schools to follow policy.
4	community oriented sees the strengths in our staff, students and community values relationships believes in the staff
5	Understanding, someone who cares about the students and staff. We need someone that can be firm when needed. Good listener. Someone who wants whats best for the district and is willing to do what is needed to make it a safe and enjoyable place for the kids and for the staff.
6	Transparency Good communication Bilingual Willing to problem solve Support and follow through of our Strategic Plan Voices support for ALL students Non Polarizing or Political

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7	Visionary Leadership: The ability to establish a clear vision for the district and inspire others to work toward shared goals. A strong moral compass, transparency, and accountability in decision-making. Understanding and caring for the diverse needs of students, staff, and families. The ability to navigate change and uncertainty while remaining focused on priorities. Effective at listening, speaking, and writing, with the ability to connect with a diverse audience, including parents, staff, students, and community leaders. The ability to analyze data, anticipate challenges, and create long-term plans to achieve district goals. Building partnerships and fostering a culture of trust and teamwork among educators, administrators, and the community. Experience managing budgets, allocating resources efficiently, and understanding school finance laws. Skilled at mediating disputes and finding constructive solutions to challenges. A deep belief in the power of education to transform
8	Having been in a school and know the school systems. Former teacher would be a bonus, but would need to know how to handle parents and budgeting as well.
9	Listening and caring.
10	Our next superintendent must be willing to listen to all stakeholders and make informed decisions that are for the good of all, not just a few loud voices. There can be no hidden agendas.
11	The next superintendent needs to be a leader that listens to his/her employees and what they need. The next superintendent needs to know this community and know what is working well and what is not, we don't want someone coming in on a power trip and changing EVERYTHING! The next superintendent needs to be respectful, openminded, calm , and knowledgable.
12	*Enthusiastically supports the RE-2 strategic plan *Encourages community input and makes public input opportunities ample and accessible *Calm respectful demeanor *Has patience and trust in staff *Appreciates the diversity of our district *Strong track record of working in, and supporting public schools *Prioritizes teacher retention * Understands that kids are more than test scores
13	English/ Spanish language. Educated with a degree in education.
14	The next superintendent needs to be a leader that holds administration and principals accountable in their positions. They need to have conservative values. This person should value God and family first. The superintendent should be an advocate for our community and schools at the state level. This person should have kids of their own so they understand the dynamics of family life.
15	They need to be out spoken smart humble and able to understand all demographics.
16	Qualities: Consensus builder, honest Skills: Manage people well to bring out the best, instructional knowledge (standards, curriculum, pedagogy), budget management

## Garfield School District - Superintendent Search

17	The superintendent should have the skills to work with a community with such diverse viewpoints and core beliefs. They should not be polarizing in their own views and forcing them upon the community. They will seek out ways to increase the funding and resources it takes to help our growing schools succeed.
18	The superintendent should possess experience spanning elementary through high school education to understand and address the needs of all students. They should be a forward-thinking, innovative leader who embraces new ideas to enhance learning and foster growth. Additionally, they must lead by example, demonstrating integrity, collaboration, and a commitment to excellence that inspires trust and unites the district in achieving its goals.
19	compassion, communication, clear and consistent goals
20	NO WOKE - nor transgender subjects, conversation, books, or education should be taught to children. Demonstrate leadership skills to inspire and motivate staff, guide strategic decision-making, and navigate challenges effectively. A clear vision for the district's future, with the ability to develop and implement strategic plans to achieve educational goals. Strong communication skills. The capability to build relations. Commitment to student achievement and also community engagement.
21	Communication skills #1. This includes listening. Ability to lead in a meaningful way, helping others to be leaders and growing the people in this district at all levels. Approachability and authenticity is critical. Honesty, transparency, and candor is key. Ability to encourage and inspire without making people feel like everything is "just one more thing". We shouldn't be afraid that every time the superintendent talks, more work has just been created. Staff needs to feel the superintendent is on the same team and staff need to be confident the superintendent would be willing to get into the trenches at a moment's notice to help.
22	Listening, active, honest and approachable

Community Member with No School-aged Children

Q3. What qualities, skills, and characteristics do you feel the next superintendent needs to have in order to be successful?

SR No.	Response Text
1	Patience, positivity, tenacity
2	Good public Communication skills when representing the District Desires to uphold a place that is safe for young learners Empathy toward teacher's needs
3	Definitely needs to be bilingual - fluid in Spanish and English. Willing to listen to principals, teachers and community.
4	Rural knowledge, ranching, farming hunting. Our way of life. Add to it, don't try to take it away
5	Knowledge of Special Education and ability to see collaborative relationships for the better of the students.

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6	Common sense in decision and policy making. Good communication skills with the community at large as well as with students, families and staff.
7	Cultural competency: A deep understanding of and respect for diverse cultures, languages, and experiences within the school community. Bilingual communication skills: The ability to connect and communicate effectively with English-speaking and non-English-speaking families. Collaborative leadership: Building bridges between different communities and fostering a shared vision for the district. A strong commitment to addressing systemic inequities and creating opportunities for all students to thrive.
8	Respect for our diverse families and languages, supports the Re-2 strategic plan and the work that has gone into creating that. Supports the staff and works hard to retain talented teachers. Experience in dealing with public education, school boards, and is able to calmly work with the public.
9	A strong leader who enthusiastically supports the Re-2 Strategic Plan, our ideal Superintendent fosters a collaborative and inclusive environment. They prioritize teacher retention, trust in staff, and understand that students are more than test scores. With a calm and respectful demeanor, they engage with the community, encouraging input through accessible opportunities. Committed to appreciating the diversity of our district, they embrace local culture and lifestyle while maintaining a proven track record in public education. Grounded and forward-thinking, they recognize that our district is not in crisis and avoid unnecessary, disruptive changes, focusing instead on building on our strengths.
10	Supporter of the district strategic plan. Able to work well with and be respectful of our diverse community. Listens to and respects staff. Be able to handle conflict with patience and wisdom.
11	Empathy, understanding and will not bring politics into our school. And doesn't want to turn our public schools into charter schools.
12	Strong community leader, interested in state legislative issues affecting ed and willing to be an advocate, well versed in school finance, instructional leader, history of successful CTE programs, understands diverse populations, experience with ELL and Spanish speakers
13	Our next superintendent needs to be willing to recognize and validate our entire student body, including our LGBTQ plus community. Having an understanding of small districts such as ours and having knowledge of Colorado's education policies is vital.
14	We need to have someone who is respectful, attentive to the needs of the Latino population who is committed to bettering the school system for all and will listen to the community.
15	Vision for the future not the past. No political ambitions. A willingness to listen to staff as much as parents and include students. Empathy for the marginal students.
16	Full commitment to this area and its people. Should not be influenced by politicians or crusaders that are outside our district. Committed to IB, and to helping all students achieve educations that help them become productive, happy members of society with critical thinking skills. Values science over opinions. Strength to stand up to a vocal minority, and to fight for the best staff.
17	Preferably bilingual with the ability to embrace responsibilities under the policy governance model. The ability to stand up to the board when the board exceeds its responsibilities under its policies. Essentially, the superintendent must have backbone to lead and not follow.

Other	
Q3. What qualities, skills, and characteristics do you feel the next superintendent needs to have in order to be successful?	
SR No.	Response Text

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1	The use of social media and smart phone within the schools nationwide have devastated outcomes for students. We need to promote and incentivize traditional socialization and interpersonal problem-solving.
2	They need to be humble and involved. They should understand from a student, parent, and teacher perspective what daily life at school looks like. They should take into consideration all aspects of a person's life and look at the whole picture. They need to have empathy and listen to the community.
3	I feel we need someone who is connected to all generations, which could be a hard task. Yes, technology is growing so quickly and it is a tough to stay aware of all the possibilities . But what can stay the same through the generations is respect, honorable communication and trust.
4	Integrity, support Traditional values, Transparency
5	integrity, teaching experience, local conservative family values, empathy, strength of convictions, strong and energetic communicator
6	Someone conscientious of the diverse population of our community and willing to support the equity and inclusion of marginalized populations.
7	Stay curious. Patient, knowledgeable in the field. Have love for our kids and a genuine interest in their success. Bilingual.
8	We have gone through a rough couple years with a flagrantly political school board who tried to undermine the district and push their religious agenda on our families and students. Our next super needs to know we won't put up with that kind of bias or any ideology that excludes families for whatever reason. Our community has families of all kinds, and we expect every one of them to be respected and represented in educational decisions. Our teachers must be allowed to TEACH and engage students, and the next superintendent needs to have extensive experience not just in education but in classrooms.

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Parent of a Current Student	
Q4. What do you see as significant opportunities for improvement for the next superintendent of the Garfield RE-2?	
SR No.	Response Text
1	I think all students need to learn a second language. There is a huge emphasis on Spanish speaking students transitioning to English but so would like to see the English students have the same opportunity with a dual language as it will open up the same opportunities as the Spanish speaking students.
2	The need to have a sexual abuse prevention program in place starting in kindergarten and continuing through high school.
3	They need to focus on "Back to the Basics": math, reading, literacy, classical history, true science. They need to promote everyone's opportunity to succeed...or fail. Do not reward incompetency.
4	Teacher retention, less harsh discipline policies, more fiscal responsibility (ie NOT a million dollar bathroom)
5	The physical safety strength of our schools, in response to the swatting threats etc that are happening, is critical. We need to work together to make sure students and staff are safe. The other critical area is academic achievement. I think our schools are doing a good job, but there is always room to improve.
6	The incumbent must address mobile device use in schools, specifically as they relate to social media. They must work to create inclusive environments in all of our schools, and eliminate exclusionary practices across all programs. They must be accepting of all people and their beliefs, and not hold any bias while acting in their official capacity. This means the incumbent shall not allow partisan political agendas to interfere or influence with any aspect of our public schools or programs therein. It also means that the incumbent shall not allow students or athletes to be subject to any form of religious instruction, prayer, or otherwise directed religious activities by any staff or board member. This is not fair to students who are not of such a specific religious faith, and it creates an exclusionary situation for some students.
7	The next superintendent should be focused on attracting and retaining teachers in the community. It is critical to improve teacher pay and working with the teachers union will show that the district truly supports our teachers.
8	Public schools are meant for everyone to have equal opportunity for good education. Not everyone is Christian or want religion pushed in schools. I want to see someone come in and keep a safe place for everyone to get an education.
9	Modes of learning One size doesnt fit all curriculum Expansions od opportunities for studentd extracurricular opportunities - especially those geared to real life (budgeting, basic life skills) Teacher appreciation, salary, retention

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10	I would like to see RE2 return to a five day school week. Kids out of school on Friday's make it hard for parents as they have to send them to daycare since they work. I know families that send their kids to RE1 for the five day school week.
11	Do you have a parent academy package? Look for success with family sphere ownership in learning and leadership programs.
12	Working with the district board and families to decide what is best for this district
13	Bridge the gap when the community is divided, ensure that the needs of children and their future are being put first, and not having a political agenda for this position.
14	Don't fix what ain't broke. Lots to be fixed, but much is going well. Innovation is not at the heart of what this district needs. Maintain the foundations and the basics.
15	One of the critical areas that need to be addressed are the resources that teachers are offered for their classrooms. They should not have to buy supplies for their classes out of their own pockets. We also need to figure out ways to continue the amazing programs we have had in the past such as ACES and even Spanish classes. Our community and student population includes a large Hispanic community. Helping support communication between students and even teachers is going to positive all the way around. When there are fewer language barriers everyone will benefit. Playground equipment and outdoor play spaces also need to be updated desperately. Many of the schools do not have safe equipment which could become a liability for the school and district.
16	Language disparity among students and the parents of students. Keeping on track and not letting the world's social issues derail the primary objective of educating our children and making sure that the whole child is seen, heard, and given opportunities. The other primary objective of caring for and providing growth opportunities for our staff and teachers is the other primary objective.
17	Teaching students how to learn, why learning matters, and how what they learn connects to living an informed and educated life should be a priority. Implementing a curriculum that directly applies to real life would be ideal—though it may feel like a bit of a pipe dream.
18	Please continue to support the RE-2 strategic plan, and don't bring politics into the role. [REDACTED] did a fantastic job navigating the school board challenges introduced by [REDACTED] and we need someone who will continue to adhere to the plan. Also, let's raise test scores and give teachers the resources they need to facilitate this.



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19	-Recruitment, investment/development, retention of staff -Physical build of CRHS to include an auditorium -Administration development plan (ie. the fact there is no clear Superintendent successor within the district speaks to this) -Alternative pathways and vocational education -
20	Teacher retention. Finding. Quality of instruction.
21	Rather than critical areas of improvement, I would like to highlight that the next superintendent should be willing to jump in and continue the Strategic plan that has been laid out. Also I would like the next superintendent to understand that we are not a district in crisis that needs an overhaul, in fact this district is already running well and this really is just a continuation of what [REDACTED] and team have started.
22	I think our schools should try and be more consistent across the board. I love how our schools have different things they excel in, but I wish all schools could have access to the same additional learning activities, before/after school programs, etc.
23	The trajectory that we're on in pushing towards a better, positive, inclusive, kind future rather than old, outdated tactics.
24	Literacy Teachers who love kids leaving because of administrators and parents.
25	We need someone who will take the time to learn how our district and communities work without rushing to change things. It is critical that they support the ongoing Strategic Plan and not try to throw away years of progress while chasing instant gratification. The recent curriculum changes are promising, so it is crucial to respect how far we've come and NOT rush to make drastic changes. It is also critical that we ensure that all students are welcome at our schools. Political rhetoric is damaging to students from immigrant and LGBTQ+ communities, placing them at risk of bullying and self harm. The next superintendent should see this crisis and work with the district to ensure that our most vulnerable children are made whole in the Re2 community.
26	Community engagement, language justice, staff retention. Ensuring that people from vulnerable populations feel comfortable speaking up and advocating for their needs. Ensuring kids of all ages feel safe at school. You can't learn when you're feeling threatened.
27	Keeping the school board and families engaged and focused on the existing strategic plan. Closing the gap between native Spanish vs. English speaking students. Improving biliteracy curriculum. After school programming. Teacher retention. Attracting students back to RE2 from upvalley districts.

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28	Staff Pay. Staff retention. Special Needs program
29	Test scores need to improve (but our kids are more than test scores!), the reputation (and reality?) that things are a bit rough at Rifle High School right now (poor culture and test scores), that Re2 teachers get paid significantly less than neighboring districts and teachers literally cannot afford to live here on the salary, the gap in academic achievement between Latino and white kids
30	How to recruit and retain teachers, work with board to raise teacher salaries
31	Please incorporate Spanish learning into elementary and middle school programs. This would benefit all students and the community. I appreciate that materials are provided in both English and Spanish to ensure parents have access to information, but it is critical to start teaching our students two languages at a young age.
32	Providing more academic programing including dual language learning at all grade levels. Address the need for after-school and Friday programs. Find ways to make our teacher wages competitive in order to recruit and retain exceptional staff.
33	La seguridad de las escuelas

Current Staff Member	
Q4. What do you see as significant opportunities for improvement for the next superintendent of Garfield School District?	
SR No.	Response Text
1	Financial wages for employees to keep up with inflation within the state and community, otherwise, a multitude of teachers can't afford to stay.
2	Following our policies
3	FAIR PAY for all staff members
4	We have a "completion culture." It's been too much about just coming in, jumping through the hoops, and then moving on. There isn't enough actual engagement with learning. The focus has been more on the end result than on the process. I don't know that there is anybody to blame for that or that it was a failure somewhere. It just is the way it is for some reason. The reason is not really relevant, though. We need to move from that "completion culture" to a learning and growth culture.

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5	Simplifying teacher's jobs so they are more likely to stay in the profession. There is a severe teacher shortage and a lot of that is because teachers are being asked to do too many things and sometimes impossible things.
6	Keep going forward with the current strategic plan. We as a district do not need to start over on a new path. Keep with what is working.
7	The western half of the district pulling the rest of the district down.
8	Teacher pay. Support for LGBTQ staff and students. Teachers need a master contract.
9	Staff wages and advocating for more money for the district. The superintendent NEEDS to be in Denver speaking to the legislator advocating for us. Not once, but several times. Our staff also deserve a master agreement.
10	They should be mindful that people in general have innate bias, and some people (those with real power) may want to push an agenda that is counter-intuitive to the ideals of education. Have your eyes and ears open.
11	-School administration accountability -Teacher retention. New teachers often use this district as a stepping stone. Get a year or two experience and then leave. -Community perception across the board. Some school have a very negative community perception, while other schools are doing well.
12	Staff absences, accountability to the tax payers, test scores and graduation rates.
13	Increasing salaries and district owned housing.
14	Our current superintendent has done a great job. The new superintendent needs to pick up where she has left it.
15	Get unqualified and/or incompetent people off "the bus" (the District). Anyone in Finance needs an accounting or some sort of finance degree. Identify and cut wasteful spending. The District does not need a Communications Director making over \$100,000 a year with an assistant also collecting a salary. All we need is a Public Relations Officer or Public Information Officer making about \$60k. We need more school safety. Our security cameras are terrible.
16	We need a School Security Coordinator like our Districts nearby have (Roaring Fork and Mesa County). School security needs to be a priority. It cannot be something that is just stacked onto the Facilities Director. The Security Coordinator or Director would be in charge of all cameras, emergency drills and protocols, threat assessments, the SRO program, lead District Safety Committee meetings, identify security and liability risks, and manage the emergency handheld radios in the District. We need new cameras. Our cameras District wide are terrible. We need a Grant Writer to pursue every grant possible. The position will pay for itself.

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17	Salary and fair working conditions. A large Hispanic population that is under threat. Teacher shortages and fairness of hiring people without teaching degrees to those with teaching degrees.
18	Respect/value of long-term employees salary schedule discrepancies between schools/needs employee discontent
19	Academic achievement.
20	We need to urgently address how ELD students are introduced into the classroom. If a student can not speak English and/or has limited time in the classroom, they should attend an immersive language acquisition and behavior experience separate from the main stream classroom. (Idea: Two schools - one in New Castle and one in Rifle to take these students). You have no idea the extra workload teachers have to take on to make Spanish copies, to take the time to translate to the student and to deal with behaviors of students who have never been in school. Even with a para in the room, the separate conversation is distracting to the rest of the students and the teacher. These students are also taking away the learning experience from other students not because it's their fault, but simply because they are not academically, linguistically, or behaviorally where they need to be in order to be a productive part of the classroom.
21	The Board and how a Board works and be productive rather than the Board living in the weeds. The Board has its own agenda, and not always the staff and students being the top of that agenda. Take insurance, [REDACTED] says who cares if our insurance goes up? He has no idea how long we have worked to get affordable insurance, and here it goes up again. The Board says 'Call me, text, email me." The Board has no respect for how the Board should work. The superintendent has their work in front of them when they get chosen.
22	Keeping the people here and having less turn over
23	We are in a special education crisis! Taking up the severe needs programs at elementary schools has been devastating to the general education population. We need support with this! It needs to be better staffed and in a different building or it needs to be taken out of elementary schools. It's not fair to the staff and students! Also, we are in a substitute crisis. We need to pay our substitutes and paraprofessionals enough so they will stay! We cannot do our jobs without them
24	[REDACTED] has addressed the ones I know of. She has been dedicated and firm when she needed to be. I have never had a better boss and the new person will not be [REDACTED], so they need to continue the path that she has built. I would say pay and benefits is what my people complain about the most.
25	Be wary of radical conservatives that try to pack our School Board and adopt standards that fit their own agendas. We absolutely must raise teacher and staff salaries.

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26	Equitable ELD support. Balancing the district so the “wealthy” schools aren’t getting more/better than the “poor” schools
27	1. Staff pay 2. Special education supports
28	Retention of teachers and a pay scale that allows staff to continue to live in these communities. Accountability of leaders in all schools and at the district office. It is alarming to me that some people with desk jobs at the district office make more than veteran teachers.
29	The following contains critical areas of improvement will need to be address explicitly by the superintendent: 1. Closing the continuous achievement gap between Latino and White students in CMAS standardized testing. 2. Hiring and RETAINING teachers of color who represent the student population. Also, protecting their freedom to teach linguistically and culturally rich information and history. 3. Gaining funds and resources that explicitly support newcomer programs, resources and staff members. Especially high school students so they also have options for career and college readiness. 4. Working with and advocating for students and their families against the RACIST school board in Garfield RE-2. 5. Last and most importantly, protecting students and their families from anti-immigrant policies and laws that directly impact our community. This includes but not subject to restricting ICE on public school property. This includes school police officers working or being an informant to ICE.
30	Honest communication from district office to staff Less initiatives and deeper work on what we already have going on.
31	The critical areas cannot be solved by the superintendent alone: sky-high cost of living and a community widely entrenched against increased bonds and levies.
32	Teacher pay. Teachers here make 12% less than Glenwood teachers. Get rid of WHHW initiatives. It's out of date and for elementary schools.
33	Need for trades and alternative pathways for students. We have a large group of students not interested in attending college. We currently have very limited opportunities. School attendance is not a priority for many students/families.
34	Effective leadership in all of the buildings.

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35	Advocating for the Latino community -encouraging curriculum decisions that meet the needs of students from other backgrounds -making families feel welcome and like equals instead of like an afterthought -paying bilingual staff for being bilingual -integrating immigration support into our systems to help families and current/potential staff members
36	No big concerns
37	The community needs to be reunited. Fringe groups need to not have sway over the majority so we can get back to teaching instead of defending things we didn't do.
38	Staff professional development opportunities. Cultural bias training for staff.
39	We need substitute teachers! This is a critical need! For whatever reason, this has been cut from budgets to where we have one sub per building. There have been multiple times when a teacher has had to take on the entire grade level for a day or two or more because there are no subs! This causes additional sickness or time for recovery is longer because teachers are having to return to work sick.
40	Communication. I believe that there is a big issue with communication. Whenever there are threats made in schools, which there have been quite a few in the last few months, there is a lack of communication between the higher ups and staff and parents. As a staff member, I have walked in buildings in the middle of lockdowns and all of a sudden I look suspicious when in reality I should have known to not even enter the building. Also, they wait until after the school day to let parents know that their child's school was at risk. It is swept under the rug and is sort of a slap in the face by saying it was no big deal when it is actually very traumatizing to many students.
41	Seeing what staff might need. Other benefits for staff.
42	Same old, same old. Students running the high schools. Low pay for teachers (of course) compared to other areas.
43	Somehow we need to create more funding streams so that we as a district can compete with the School Districts around regarding pay scales, (certified and classified staff) and building expansions. Continued focus on bringing unity to our community.
44	Funding, funding, funding. Increase staff salaries and, in some cases (for example, part-time employees), number of staff work hours

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45	Teachers pay. Can't hold teachers in the area because it's become too hard to live in the area.
46	I am hoping for a Superintendent that will be a partner with the union. We all want the same thing-to improve working conditions for our teachers. I would also love to have a superintendent who can convey the budget struggles of a small rural district to the state in terms of funding needed.

Parent of a Current Student and Current Staff Member

Q4. What do you see as significant opportunities for improvement for the next superintendent of Garfield School District?

SR No.	Response Text
1	Every year the DO talks about a financial cliff. We already have buildings that do not meet the needs of students and staff and are short-staffed in most places, yet we keep approaching this cliff asking where cutbacks can be made. We need someone savvy with financially running a district but getting the community bought in to support the schools and education of their youth.
2	Mental Health, Budget, Staffing, Retaining good people - we are in crisis
3	Budget, there are times when money is not being spent very smart in this district. A lot of parents in the district think that the school funding certain things are more the job of the parent than a school, and offered more to some than others.
4	Teachers and support staff need to earn a livable wage in order to maintain high quality staff. I think a knowledgeable, happy, well supported, well paid staff is the key to student achievement.
5	Attendance with students and staff. Attendance is horrible with the students and staff. I feel like staff needs to be written up when they are missing so much work. When they are out it makes more work for everyone else and we are already short on employees/ subs. Student behavior/ consequences- A lot of the student behavior is because of parents but also because there are no strict consequences for them to want to stay out of trouble.
6	Staffing Retention- Keeping the people we DO have and honoring them! Working on mill levy's or bonds to pass so we can pay our people more Support new school programming to be creative about the way we educate our children
7	Continuing with what the current ladies are doing.

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8	Student wellness, how to handle some specific views from parents/community that are not conducive, realistic, reachable, political, entitled, outrageous, ?, ?, how to support our teachers keep best practices going within a safe environment...
9	Sped
10	Staff retention, special education, community relationships.
11	The critical areas that should be addressed is employee pay, this means teachers, paraprofessionals, transportation and all other areas. Other areas that should be addressed is student success, this means how do we fill gaps we are seeing in students, a discussion around holding children back specifically in the primary grades that are not ready to move on. UPK is causing students to be pushed through the system to make "room" and they are falling behind because they are not ready for Kindergarten. The next superintendent needs to address preschool/Kindergarten transition and what the district-wide expectations are for preschool (for example: what is being taught, what are the pre-school mastery expectations and what curriculums are being used within the preschool rooms).
12	*Better pay and benefits for ALL staff *Listening to the communities input and thoughts Making sure the resources are there for children with IEP's
13	More support to our Latino children to give them more advice before they graduate in different careers big and small Poor and rich I think every single kid needs somebody to advise them and give them ideas in careers.
14	The superintendent needs to fix budget issues so that teachers and staff can be retained through higher pay. They need to improve the expectations for administration and principals in order to hold teachers to a higher standard so learning outcomes for students improve.
15	I believe they should address all the politics around it weather we want to admit it or not so Many families will be effected and we don't have the right supports in place.
16	Better compensation, especially for classified staff. Many of these positions go unfilled, and there's lots of turnover due to low wages. Along the same lines, moving part time classified positions to full time. Building the toddler/preschool programs so they can provide childcare for staff and the community. Continue the work on cell phones. Make sure we have high quality instructional materials and that our students are learning the right stuff.
17	Critical areas of improvement should include providing competitive and sustainable retention for Garfield re-2 staff. We are in dire need of more funding for staff and it would be beneficial if the superintendent was willing to have a conversation with WGEA (union) to begin the process of attaining a master contract for classified and certified staff members. There are multiple options within a 75 mile radius of Re-2 for staff to go to and be paid better.



## Garfield School District - Superintendent Search

18	The next superintendent should prioritize updating processes and procedures to ensure efficiency, consistency, and alignment with the district's goals. Addressing critical shortages within the education field is essential, particularly in recruiting and retaining qualified teachers and staff. This includes implementing innovative strategies to attract talent, providing professional development opportunities, and fostering a supportive work environment. By tackling these areas, the superintendent can strengthen the district's foundation and ensure long-term success for both educators and students.
19	Staff pay, recognition and rewards for those who have served the district for multiple years
20	Ensuring all schools adhere to district policy and each department is equipped to meet yearly objectives.
21	Staffing - we need more bodies in buildings to do the work. We also need more certified, trained teachers. We have many uncertified teachers getting their alt license, which is great, but we are quickly growing into a place where certified, trained educators will be the minority in our district. First best instruction is the key and well qualified and trained teachers are part of that first best instruction. Newcomer transition - I don't have the answer, but our newcomer population and how we transition them into our education needs a very deep look and it needs to be done asap.
22	Correct training for teaches and school staff. A school curriculum to support our bilingual students. Transparency

Community Member with No School-aged Children	
Q4. What do you see as significant opportunities for improvement for the next superintendent of Garfield School District?	
SR No.	Response Text
1	Inclusion, anti bullying, safety
2	Adopt the Facility Master Plan currently being developed If the candidate can not provide their own list of proposed improvements, from working within the District framework, don't hire them.
3	Access to more nutritious food along with less food waste.
4	School issues. Crack down on bully's. When a child tells, listen. Don't just ignore it. Teachers too.
5	The districts ability to share resources and collaborate with partners in the community. Re2 is currently overspending in special education administration when other partners and resources are available.

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6	Quality of education and teaching kids critical thinking not just to take tests. Too much emphasis is put on social issues and not enough attention is paid to basic education, Reading, writing, arithmetic, science, etc.
7	Developing specific plans to close achievement gaps, especially among underrepresented populations. Fostering trust and collaboration with families, local businesses, and other key institutions. Ensuring that resources and opportunities are accessible to ALL students, particularly those historically underserved and students with disabilities. Addressing the social-emotional needs of students and families, particularly in communities that may face systemic barriers or trauma.
8	Affordable housing for staff, emotional well-being of students and staff, dealing with too much testing, hiring teaching staff with actual degrees. Giving students ample opportunities to explore their educational passions. Oh, and immunization rates need to go back up!
9	The next superintendent should prioritize ensuring that all students have a safe and inclusive environment where they can learn and thrive. They must also work to maintain a school board that is steadfastly focused on the best interests of students, avoiding any use of education as a platform for political agendas. Building trust and fostering collaboration among students, staff, and families will be essential in addressing these critical areas, ensuring that every decision is centered on the well-being and success of our students.
10	Teacher pay.
11	Recognizing our Spanish speaking children and giving them theirbtesta in their native tongue, it will increase test scores and recognize the importance of our Spanish community. Also building bilingual classes would be helpful to allow them to be more comfortable in the English language, providing them with a more secure future.
12	School finance1 we are spending too much for an inadequate group of employees, community leader bringing diverse populations together, leader in CTE opportunities, bring Spanish community into fold
13	Our district has many strong points Including a great strategic plan. We must continue work on improving teacher pay.
14	There are achievement gaps within racial groups and it is important that things are done in order to provide an education that is suitable for each child.
15	Reducing sports budget and increasing arts. Depolicizing education. Stop focusing on standardized tests. Adapt to changing enrollment
16	Inclusivity, conditioning the board to follow policy governance principles, improve communication at all levels with all stakeholders.
17	Academic achievement, involving the Latinx population. Resisting the backward movement of MAGA and its regressive racist policies (ie., book banning and revisionist curricula).

Other

Q4. What do you see as significant opportunities for improvement for the next superintendent of Garfield School District?

SR No.	Response Text
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1	1. Social media misuse. Bullying is rampant via smartphones. Children have no break from it anymore. 2. Full day, day-care and kindergarten services are in dire need.
2	Pay for teachers and staff members; it is too low and not competitive with surrounding areas. We lose good teachers because of it. Children and teens mental health is critical to their educational success. We need more available quality resources and more funding put into mental health.
3	parent relationships, teacher relationships
4	Return to the teaching of knowledge and skills to give students the ability to develop and build their future and not subjects that have to do with gender identity and avenues of deceit against their family.
5	continue work in getting our students at or above grade level and continue to work to exceed state standards
6	RE2 does not have a language access plan as required by federal law. RE2 is over 50% majority Latino with a huge population of families with limited English proficiency. These families are excluded from full participation in the school and programs by not adequately meeting their language needs.
7	Staff pay and safety
8	Our teachers have been incredibly disrespected in the last few years, by our old board, and by parents who supported that old board. Continuing to build a positive relationship with our current board will be essential. Another critical area of improvement will be staffing and ensuring instructional equity between buildings. ML, special education, and gifted learners receive varying levels of support from one building to another, and that impacts learner outcomes as well as staffing. Teachers need to know there are enough qualified specialists in their building who can help them with the different demographics of learners in their classrooms. Too many of our staff have too many jobs on their shoulders. We HAVE to have enough people to do the jobs, from the admin level all the way through to our paras.

Parent of a Current Student	
Q5. What do you believe will be the most significant challenges the next superintendent will have to confront?	
SR No.	Response Text

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1	Cell phones. As a former teacher I really struggled with cell use in the classroom. I also think teacher pay is an issue. It was not enough for me which is why I left.
2	Teacher/staff pay and retention of those quality employees.
3	Following the majority of the community's desire to reject D.E.I., transgender lunacy, the sexual grooming of our children, and erasing revisionist-history.
4	AI use by students AND teachers, less support of arts, teacher retention, drug use, bullying, student burn out.
5	The most significant challenges come in the form of leading a community of young learners during an extremely difficult time for our Nation. Our children are burdened with mental health issues, physical health issues, devices, social media, financial inequities, hunger, poor home life. We need more physical education and exercise for our students in order for them to be healthy mentally, we also need our kids to get better access to nutritious food at school. It will be challenging for me he incumbent to get these kids more nutritious meals and more exercise while at school, but it's a step in the right direction and should be top priority.
6	The biggest challenges will be the division among community members and the unsustainable loss of teaching talent to other districts and states.
7	MAGA, project 25, the crazy attacks on public schools by extreme government leaders.
8	Bringing the community together to get whole, true feedback representative of our student body when making decisions
9	The Far Right in this community
10	Bring a K-8 curriculum expert with you, we need a change. Test scores are dismal backed by false promises. District bonds will sundown on your watch, be prepared to update your communications strategy/department.
11	Dealing with employees already in place in the district office and in the principal roles of schools

## Garfield School District - Superintendent Search

12	Possible changes to education, funding, and values with the new administration coming in in 2025. Our diverse community needs to know their children are welcome and safe to come to school in RE2.
13	Hiring and keeping qualified teachers will drive the next superintendent crazy. If any candidate comes in and claims they now a solution, send them packing.
14	Some of the significant challenges include political pressure from outside entities and even school board members who do not have our students best interests in mind. Our students and not pawns in a game and should not be treated as such. There might be shifts in support and funding for public schools and the superintendent needs to prove that they support the community. They will also need to be strategic in seeking addition funding and support for our teachers and students.
15	Quite honestly, dealing with an increasingly hostile group of parents who want to turn our board of education and our district into their play thing. I am a Christ follower and I believe in the importance of faith, however, using faith to derail the focus on education to address personal agendas like what has happened with the local library district is going to be a real challenge.
16	Technology, radical political beliefs, needing to discard the old ways, and prioritizing adapting a new approach that works with the modern world.
17	Budget, changes in education under Trump administration, teacher retention.
18	Filling the existing superintendent's shoes will be incredibly difficult. The School Board is inexperienced and has just put a recall election behind them. Managing the relationships with the Board could be a huge distraction from the administration of the district.
19	Culture of mediocrity. Widely differing views on the role of public education.
20	The majority of our student population is of latino decent, the outreach for family engagement in the latino community is so important and it is tough to get engagement for many reasons. I think this outreach is extremely important to our community. Staff Retention - We have to find a way to get our pay scale in line with our neighboring districts.
21	Division between 'sides' of the community. This area has grown a lot in the last few years and it isn't as rural as it used to be. This area now isn't just made of ranching or blue collared families but recreational families that have white collared jobs. The area is going through a growth spurt and our kids shouldn't be left behind just because we're still classified as a rural district.
22	Feedback from individuals stuck in the past and set in their ways.
23	Providing opportunities for low level students AND high level students

## Garfield School District - Superintendent Search

24	The political divide in our community will present a challenge during any interaction with the public. There is an element of the community activity seeking to erase marginalized communities from all areas of public life. It will be a challenge to protect the most vulnerable students from this outside influence. Employee recruitment and retention will also present a challenge, due to outrageous housing costs, cost of living, and income inequality in our area.
25	Rising above manufactured outrage and culture wars and truly focusing on inclusion. This district had a civil war during covid, wound up with an all new board, and then fell right into controversy over the American Birthright social studies curriculum which resulted in one of the new board members recalled. Those fires are still burning. I think the broader community really does want to heal and find common ground, but as long as marginalized students (e.g. immigrant, queer, trans) are being targeted by policy that is influenced by religion and ideology (specifically Christian nationalism), the healing isn't going to happen.
26	Local to global politicization of public school systems. Keeping extreme politics out of our schools and staying focused on support of diverse students, teachers, staff. Getting greater buy-in from voters to support the RE2 school district.
27	Community trust, staff trust
28	Raising funds to pay our people well enough that we have quality teachers, managing the fringe political actors to keep unity in the district
29	Deal gracefully with vocal minority of community members who want to politicize the school district to push their agenda
30	Garfield Re-2 school district has a wide spectrum of beliefs between constituents and communities. Keeping politics out of decisions and making the best choice for students without influence from biased political agendas will be the biggest challenge.
31	The way our district is painfully under-funded and the cost of living is so high. Teachers often have second jobs to make ends meet and this is completely, 100% unacceptable if we want high retention and good instruction. We can't raise test scores without good teachers and we can't recruit them without good pay. To be clear - we have soooo many wonderful teachers right now. But looking to the future, filling positions will become increasingly more difficult as time goes on if we don't do something about the way our teachers are compensated.
32	Que nuestros ninos de high school no abandonen la escuela

Current Staff Member	
Q5. What do you believe will be the most significant challenges the next superintendent will have to confront?	
SR No.	Response Text
1	The next superintendent will have big shoes to fill, and will have a lot of push back if he/she tries to change too many things upfront. It needs to be a gradual transition

## Garfield School District - Superintendent Search

	with a likeminded approach to treating teachers and students with similar/utmost respect.
2	By Following what [REDACTED] has done in her years and improve more
3	Following someone who has been here for a long time can be difficult. Folks have been doing things a certain way for a while now, so changes may be difficult for many.
4	First, developing the learning/growth culture and moving past the completion culture. But also, really getting collaboration between the schools in terms of horizontal and vertical alignment. We've been working on that this year, but we still have a long way to go. Getting past egos is one of the key hurdles that's been in our way.
5	Teacher shortages.
6	The current board. We need a more neutral board and understanding of the current teaching struggles from not being able to hire teachers and the economical impacts that our community faces. It's easy for someone who has never entered a classroom to say what they would do and how. If it was that easy, districts would not have a teacher shortage.
7	Employee retention, lack of employee housing, and the waste of money for consultants to hire a superintendent. Why did we hire a consultant firm that [REDACTED] [REDACTED]? Sabotage or they are going to recommend hiring themselves?
8	The board has a lot of strong opinions and some are beneficial for teachers and students but some are not. This will be a difficult position to be in.
9	To deal with a board that does not seem to respect the current superintendent, nor the staff. The next super will have to navigate this process.
10	Each school in this district has their own struggles; however, there should be a "norm" when it comes to the trajectory of education, from elementary through high school. I would delve into all the ins and outs of each school and look for patterns with curriculum and procedures. Does every school have teachers complete Common Curriculum daily/weekly/monthly/by unit/yearly? Does every school require the learning target be posted? Does every school take away cell phones (or have something in place where students cannot access phones)? Are the administrative leaders at each school being consistent with their vision?
11	-Building trust with staff and community
12	Budget, raises, housing, staff absences and accountability
13	Diverse community, overcoming a negative perception about public education.
14	Wages, healthcare and budgets.

## Garfield School District - Superintendent Search

15	Getting the right people on "the bus" and in the right "seats." Rip off the band-aids and get rid of useless positions within the District. Find ways to compete with neighboring Districts for pay scales.
16	The budget and immigration issues.
17	Teacher shortages, politics brought in from outside forces, the school board and hidden agendas. A community divided.
18	The dance he/she will have to do between the school board and the schools/staff/parents.
19	Defining academic achievement for teachers across all schools.
20	Finding ways to inspire students, staff and the community to continue on their journey.
21	The continued rise in ELD students and the need for services, teacher retention, affordable housing, and salary.
22	The Board and the crazies that think they know best, like the Board member we recalled.
23	staffing and the public
24	Figuring out how to pay all this stuff enough to keep them in our district
25	Retirements. There are a lot of people that will be retiring in the next couple of years. There are no one to fill these jobs. We ( long term staff) have held it together for a long time and we need to do some succession planning to provide training as we retire. The community will need to get behind this person
26	TEacher and para shortage
27	Radical conservatives pushing their own agendas Low teacher and staff pay that results in high turnover
28	The radical right



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29	School board Taking over for someone who knew the district inside and out.
30	Teacher shortage - Staff retention, salaries, benefits Curriculum changes
31	The most significant challenge will be protecting and taking a stand against anti-immigration policies that will impact our students and their families. The new presidential administration will continue to attack POC, immigrants and other marginalized groups of people. The most important role the superintendent will have is to deny access to records, information, documentation of any sort. As well as denying physical access to public school property. We, as a community, will be watching DILIGENTLY the actions the superintendent takes and we WILL hold them ACCOUNTABLE. We will not stand for discrimination of any kind. We showed that with [REDACTED] and [REDACTED] boards racist attempts to force teachers to only teach History from a Eurocentric perspective. The superintendent will need to be a person of color who shows proper representation AND also holds the values, experiences and understanding that students of color face every day in their lives.
32	Money
33	The high cost of living and the limited resources to recruit and maintain staff, and also the dwindling supply of qualified applicants.
34	Changing the atmosphere from political to a focus on education.
35	I believe that our district, like most of America right now, is very split politically. The new superintendent will need to be able to balance extreme views.
36	Salaries, hiring qualified people, counselors and teachers should have the correct credentials.
37	-Keeping politics out of education/hearing school board opinions while considering district needs -Hiring and retaining qualified staff, ideally by increasing pay and pathways to certification for current staff
38	I feel they need as I said earlier be friendly, cheerful, and gets involved with the community.
39	see previous
40	The most significant challenge of the next superintendent will be to appease the radical parents that want to restrict what is being taught in public schools. It will be a

Garfield School District - Superintendent Search

	significant challenge to appease the radical parents and their political agenda, that is being pushed onto the school district.
41	The most significant challenges are funding, cost of living, teacher burn out and academic achievement.
42	The current superintendent faced a lot of backlash during covid. While the community is a small but mighty community, when it has its mind made up, they will stick to it. There was a lot of hatred and when they have a reason to criticize, they will continue and will not stop criticizing.
43	People outside of school. Such as parents or tax payers that don't agree with certain decisions
44	This conservative community.
45	Our area is growing so fast. Low income housing, school crowding and the funds to train. and keep teaching/para staff will be a challenge in the future.
46	Retaining quality staff
47	The board. They have been a mess the last couple of years. [REDACTED] thinks [REDACTED] knows everything about teaching. [REDACTED] is clueless. Just runs [REDACTED] mouth about student achievement and doesn't understand what's so hard about being a teacher but won't quit [REDACTED] job to come do it. [REDACTED] is a very easy job, I've personally done it. Managing 25 plus students all with different needs will be way harder than [REDACTED] any day. [REDACTED] will be the biggest issue there is. Please, please let [REDACTED] see this. Any ex convict can be a [REDACTED], know from experience, worked with one first hand. No ex convict can become a teacher. So please [REDACTED] come try it!
48	The next superintendent will need to address serious funding issues. Teacher salaries have not been able to keep pace win inflation here.

Parent of a Current Student and Current Staff Member	
Q5. What do you believe will be the most significant challenges the next superintendent will have to confront?	
SR No.	Response Text
1	A board that likes control. Our board members are amazing community members giving so much to their community, but they are not professional teachers working with students daily. I feel the next superintendent will find it difficult to balance the demands of the board while supporting and respecting the work of Garfield Re-2 staff.

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2	Limited funding or allocations of current funds, staffing shortages, curriculum disagreements, outspoken members of the community, services for families (family resource center), and housing crisis.
3	Getting everyone on board with new ideas. Getting schools to enforce policy.
4	finding a way to offer a livable wage and maintain/recruit high quality professionals
5	Attendance issues and Employee pay rates. Since this district is still not quite caught up with the surrounding districts/ areas with our pay rates I'm sure this will come up.
6	Our current school board Staffing- recruitment and retention Reviewing budgets Gaining trust and rapport
7	Financial areas in the way of salary support. There are some trust issues with a few of the community members. Trust between the board and staff (not saying to pick a side, but a bridge).
8	specific views from parents/community that are not conducive, realistic, reachable, political, entitled, outrageous, ?, ?,
9	Push back
10	We are still a divided community.
11	Challenges the superintendent will face, if they are new to this district coming in knowing how close this district is and how loved our current Superintendent is, don't come in trying to change too much but rather coming in with an open mind and listening to what this community needs.
12	That our district is not in a crisis and that there is no need for damaging radical change
13	People that is already in the distric that has Negative answer for everything. People that feel the power of never making a change or accept others Or never want to gave the opportunity to others.
14	Budget, quality staff, and learning outcomes for students
15	They have to be diverse and have to want to help all demographics:
16	Finding ways to increase wages and benefits while maintaining financial stability. They will probably need to lead mill levy and bond efforts. Society's growing mistrust of institutions. Cell phones.
17	The challenges the next superintendent will have to confront is the significant political and social divide among the community members. We recently went through a big change in the beginning of the 2024-25 school with the successful recall effort of one of our school board members. The process was drawn out and received state wide attention. We are a community that wants a non-dramatic and non-polarizing school board and superintendent, whose priorities are to provide the best public education for our children and fair wages for the staff of our school district.
18	The most significant challenge the next superintendent will face is retaining qualified teachers. As the education field experiences increasing demands and competition, it will be critical to create a supportive environment that values educators. This includes offering competitive compensation, professional growth opportunities, and fostering a positive workplace culture that prioritizes collaboration and work-life balance. Addressing this challenge will ensure stability and continued excellence in education for our students.
19	Convincing the community of the need to increase wages; Housing and staff retention

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20	Budget, and bringing our district together as a whole.
21	Our ELL population and the instruction that we need in the buildings to adequately meet their needs. Newcomer transition (see above). Staffing (see above).
22	Build trust and communication

Community Member with No School-aged Children	
Q5. What do you believe will be the most significant challenges the next superintendent will have to confront?	
SR No.	Response Text
1	Division, safety, quality of education
2	The growing needs of facilitating students within the DIstrict and where this growth will occur Somehow convincing teachers to take less than other regional DIstricts, in a more expensive place, to work for RE-2
3	MAGA Parents, deportation issues - if they come to fruition.
4	We are starting to have cultural issues. Fights, anger. Gangs. It is time to clean things up. Call out the problems and have parents involved to solve them. Most parents don't know things are happening these days either by denial or absentee due to work or family structure issues.
5	Being able to earn respect of the community, school leaders, and school staff.
6	Overcoming community perception of bias and being more open to conversations outside of academia. The last several superintendents have had little interest in the opinions and ideas unless they come from staff.
7	Confronting inequities that impact historically marginalized groups and creating a culture of inclusivity.
8	Since the [REDACTED] drama, there are community members who continue to champion [REDACTED] agenda, to the detriment of the students in this district. There has been a lot of distrust of teachers and that needs to end. Yes, it is a public school, but some parents forget that their children's teachers are professionals and need to be allowed to do their jobs.
9	The most significant challenge the next superintendent will face is teacher retention. Attracting and keeping talented educators is vital for maintaining the quality of education our students deserve. Factors such as competitive compensation, supportive work environments, and opportunities for professional growth must be addressed to ensure teachers feel valued and empowered. Retaining teachers also fosters consistency and strengthens relationships between educators, students, and families, creating a stable and thriving learning community.
10	Cost of living, housing in the area.
11	The right wingers and [REDACTED]
12	School funding. Bringing a splintered community together. Educating an ignorant board.
13	The district needs to continue to focus on our kids without being overwhelmed by some in our community who manufacturer controversy and distract from our mission..
14	State and federal funding cuts
15	B ook banners, the minority that is fighting for use of ABS curriculum against the preference of the majority and educators, outsiders who seek to push their agendas here.
16	Christian nationalism, Non-functioning meritocracy, overall unmotivated administrative staff, maintaining facilities.

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Other	
Q5. What do you believe will be the most significant challenges the next superintendent will have to confront?	
SR No.	Response Text
1	Being a superintendent is challenging. Staffing quality teachers will be difficult as well as cracking down on phone usage.
2	The public's differing opinion.
3	The non listeners, the ones who judge to quickly.
4	The feel good movement and getting back to lead and teach not indoctrination.
5	out of state influences, negative disruptive people with no good intentions or good faith
6	Keeping the  at bay.
7	Community members pushing for racist, egocentric and non inclusive agendas.
8	Overcoming the issues our school board has brought on. There is no trust between the board, families, and school staff anymore because of the underhanded actions of the board. Our school professionals do not feel appreciated, respected, or even safe to do their jobs. We have too many people doing either too many jobs or jobs they are not qualified for and that is not who we are as a school district. We want innovative, experienced, enthusiastic educators to come here, and the only way they will do that is if they are paid well, supported well, and able to do the work they need to do.