

King City Union School District

School Community Input Concerning Selection of a New Superintendent

Data Gathered and Report Prepared by The Cosca Group

May 19, 2010

Dr. Patrick Sayne and Dr. Donald Remley, Consultants

Purpose of Report and Significance of Data

On March 20, 2010, the Board of Trustees of the King City Union School District approved The Cosca Group as consultants to assist the District in the process of selecting a new superintendent to replace Dr. Tom Michaelson, the retiring superintendent. The Cosca Group prepared a schedule for the superintendent search, which was presented to the Board on April 1, 2010. The schedule included three days when the two consultants would meet with identified groups and individuals to receive input on strengths of the District, needs and critical issues facing the District, as well as characteristics desired in the new superintendent. The consultants, Dr. Patrick Sayne and Dr. Donald Remley, met with a total of 14 groups and numerous individuals who are representative of King City and the King City Union School District. The groups included students, District employees, parents, District support groups, business leaders, clergy, city officials and staff, and other groups within the community. Two open forums were scheduled on two separate evenings, with one of the forums providing a translator for Spanish-speaking parents. The following report presents the input which was given at each of the hour-long sessions. In total, the consultants listened for more than 22 hours to 288 members of the King City community who shared their thoughts about the District's strengths and issues, as well as the characteristics they would desire in a new superintendent. The input from these individuals is presented in the attached report in an unedited format.

The large stakeholder groups included the following number of individuals who met with the consultants:

| | |
|---|-----------------|
| ➤ Students | 18 individuals |
| ➤ Parents | 33 individuals |
| ➤ Employees | 128 individuals |
| ➤ Business leaders in King City Community | 83 individuals |
| ➤ City Officials | 5 individuals |
| ➤ District Support Groups | 4 individuals |
| ➤ Clergy and Youth Group Organizational Leaders | 7 individuals |
| ➤ Education Community Leaders | 5 individuals |
| ➤ Public Forums | 5 individuals |

The input from each group has been, in most cases, prioritized by the participants. All priority input has been presented in a bold print to give the comments special notice. If an item was a near consensus contribution by the entire group, or it was mentioned by more than one individual when individual interviews were merged, it has been underlined to provide greater significance.

The Board of Trustees will review the input provided from this report in an open session of the Board on May 27, 2010 and from this input and their own knowledge develop a list of the most important strengths of the King City Union School District. They will also create a list of the most challenging critical issues and needs of the District. After prioritizing the strengths and critical issues, the Board will establish the desired characteristics of the new superintendent. The list of desired characteristics will be printed in all recruitment documents and will be used as criteria against which all applicants will be evaluated.

King City Union School District

Board Input Provided on April 1, 2010

Strengths of the District:

- Good data-driven program
- Community is “close knit” and family-oriented
- District-sponsored Charter school
- Strong SPED Program...Provides services to other districts
- Diversity in community
- More financially sound than most districts and better off than 2 years prior to 2009-10 S.Y.
- Small size of District
- Good teachers
- Capable staffing...Good people in place...Certificated and Classified
- Innovative teachers
- Staff rallied at site level to address School Improvement

Critical Needs/Issues:

- Financial need
- Academics...Program Improvement status
- Facility
- Program cuts...art, physical education and music
- Class size reduction was eliminated...Result: increased class sizes, district-wide
- Need for more community, parent and family involvement
- Communication...vertically and horizontally
- Upgrading of instructional programs...reading
- Increased violence in community ...students as victims...gang intervention/prevention
- Organizational processes addressed
- Re-establish staff development
- Academic interventions
- Joint-use facilities between community and School District
- Relationship with King City Union High School District
- Work on relationships in best interest of District

Desired Characteristics in New Superintendent:

- Needs to connect to community
- Has experience with Program Improvement and success in getting district out of Program improvement
- Understands school finance
- Strongly promotes education
- Has strong leadership skills...Promotes relationships (internal and external)
- Understands “California” climate
- Experience with declining enrollment
- Vision and high expectations

Desired Characteristics in New Superintendent:

- Experience with diverse populations, especially Spanish-speaking population
- Bilingual (Spanish) desirable...Understanding of culture
- Will reach out into community
- Has good communication skills
- Has an “Open Door Policy”

Major Stakeholder Group 1

Strengths of the District:

- Quality teachers
- Long time community members are staff members
- District's response to special needs students
- Facilities have been modernized
- Strong parent-teacher organization
- Volunteers meet the needs of the community

Critical Issues and Needs of the District:

- Need to keep good students in King City schools by providing programs for top students
- Need to restore the music program
- The schools have lost the involvement of teachers and administrators in community
- Need to increase communication with community
- Need to address all students, and not just upper 10%
- Need more counselors and more testing for disabilities
- Need to raise test scores
- The King City schools have a 50% drop out rate

Characteristics Desired in the New Superintendent:

- Superintendent should live in the King City community and be involved in community
- Needs to be strong on student discipline
- Transparent and a good communicator
- Have business knowledge
- Be active in community
- Be bilingual (Spanish and English)

Major Stakeholder Group 2

Strengths of the District:

- **Separation from high school district**
- Board took courageous decision last year and made cuts in the budget...budget is under control
- New Board majority...the Board is trainable
- Cabinet make-up
- Principal (Dee) has grown up in the District
- Mike is well-respected
- Current superintendent has been changing culture of the District to be more positive and more accountable
- New district office level employees are doing well and cooperate in effective way
- In most schools, the office staff and administration work well together...good management team...superb classified managers

Critical Issues/Needs of the District:

- Board does not always make best decision for kids
- Academically, King City Union School District is second worst district in the State
- **There is an undercurrent of tension between the new board members and the older board members (validation/seeking advice)...Board has potential of having in-fighting**
- **There is not an understanding of K-12 education...Need for better articulation of K-12 education...The community needs to come together at some point regarding K-12 education**
- District has a history of lack of respect by teachers of Board decisions...There is a need for staff development to train staff about the role of the Board
- **There is a need to hold people accountable for the student test scores...accountability for instruction is needed...the Board has never adopted standards and benchmarks for academic instruction...Instead, they came from the outside consultant with no discussion with the Board on "Benchmarks and Academic Standards"...Board and teaching personnel do not have high expectations for the students**
- Need to create common calendars between all districts in boundaries of King City UHSD
- Need to share more resources with King City UHSD
- The Chief Business Official is not as knowledgeable as people think he is
- District has low expectations in hiring classified employees who are not well-trained...one school office is lacking staff with computer skills
- Healing is needed
- Financial issues in the District have overshadowed educational issues...historically, the District has had a history of poor financial planning and management...the budget reductions of 20% in the last 18 months have created major concern
- Do not recommend that District hire any current or former employee for superintendent because they either lack experience and/or have "baggage"
- People feel that they have been lied to
- Strong union
- Good teachers will not stand up against union...teaching personnel are adequate, but not great
- New superintendent may face a Board turnover
- There has been too much turnover at the administrative level and superintendent level... A former superintendent was bought out
- Needs to be an emphasis on kids and instruction
- Need to have principals serve as instructional leaders
- Personal relationships need to be developed between board members and the superintendent
- One of the new board members wants to be board president
- Needs to be an increase in the level of respect for district administration
- District is not very accepting of new administrators
- "Arts Charter" draws students off district general fund
- Many people in King City community are self-serving
- Dr. Michaelson's work is not finished...He is leaving too early
- King City is the toughest superintendent position in Monterey County

- Teacher's union will not like the new superintendent as soon as he/she says "No" to them
- The three new board members were supported by teachers and classified employees...Two of the three board members are not experienced as board members
- The new superintendent may not be greeted by the community in a warm manner

Characteristics Desired in New Superintendent:

- Visionary person
- Needs to have financial experience
- **Communication skills**...put the District back together...be persistent...warm and outgoing, even in tough situations
- Team-builder, who can build a Board team, an administrative team and develop trust
- **Have a strong background in education and curriculum**
- Has experience as a superintendent...must have more than building level experience
- Has experience in more than one district
- Experience in restoring a broken system...will utilize the current strengths of District
- Collective bargaining experience is needed
- "People person"...**needs to work the community...Highly visible in District and community**
- Will collaborate with high school district
- Needs to have a commitment to remain as superintendent for multiple years
- **Bilingual skills would be a plus...bilingual candidates are preferred, if all other things are equal...must have experience with Hispanic student population**
- Understands how people work
- Firm
- Leader who is flexible with changing times
- Cannot be a female superintendent
- Do not require the superintendent to reside in District
- Seek candidates from outside Monterey County

Major Stakeholder Group Three

Strengths of the District:

- **Teachers and principal**
- Good electives
- Art
- Band
- Schools are fun
- Big schools
- Science project/experiments
- **Field trips**
- **History – Civil war reenactment**
- **Teachers help students bring up grades**
- Math class

Critical Issues and Needs of the District:

- **Put back busses**
- More teachers needed
- Stop the fighting/violence
- Bring back the band
- **Need for more field trips**
- **Have more food choices**
- More fun events at lunch time
- Start school earlier each day and let students go home earlier
- Need more maintenance staff to fix the desks
- More staff needed
- **More electives needed**
- Stop letting go of teachers
- More custodians are needed to clean the schools

Characteristics Desired in New Superintendent:

- Needs to be bilingual (Spanish and English)
- Has been a teacher
- Good with money
- Must have had a college education
- A nice person who is not trying to exert power over the schools
- Threatening, but fair
- Seeks other person's opinions

Major Stakeholder Group 4

Strengths of the District:

- Teachers are long-term employees and are part of the community
- There are plenty of facilities in the District, as well as high quality equipment and technology
- **The community is generous with time and money (true of businesses and leaders)**
- Good education is available
- Good/excellent teachers exemplify good manners and life skills
- **Good city leadership...want to make the City better**
- Activities are available for youth in the community (4-H, Little League, Soccer)
- **Ethnic diversity**
- **Good bilingual leadership in community, including Hispanic/Latino leadership**
- City library used heavily
- **Hispanic clergy have good people skills and they do a good job**
- Good weather and a beautiful area
- Beautiful parks and golf course
- Civil War reenactment

Critical Issues and Needs of the District:

- **Three communities living in the same geographical area (Hispanic, Caucasian, Immigrants) and not working together**
- Many people in community are consumers and not producers
- **“Clash of Cultures” in community**
- **Large number of students are underperforming**
- **Hugh communication breakdown due to language barrier**
- Perception that lots of decisions are made behind closed doors (School Board, City, and teachers)
- Teachers changed the “face” of the school board
- There are two school districts
- King City is a small community
- Past superintendents have been commuters rather than living in community
- Schools are having money problems/Layoff of teachers
- Teachers live outside of town
- **Gang problems**
- Kids have no morality/Breakdown of the home
- **Gap between students who do really well and others who do poorly**
- Shared philosophy needed between teachers/administration/parents
- Schools are educating students for college, not for a job...Vocational Education is being dropped

Characteristics Desired in the New Superintendent:

- **Available/approachable**
- **Visible and involved in the schools**
- Bilingual
- **Has integrity/trustworthy**
- Must be a part of community...Best if he lived in District
- **People skills**
- **Humble**
- Focuses on needs of all students
- Willing to commit to District and community
- Stable individual
- **Build back the trust in the school system with all three communities (Hispanic, Caucasian, Immigrant)**

Major Stakeholder Group 5

Strengths of the District:

- Dedicated teachers
- Teachers are approachable
- Involved parents
- Good communication with parents
- Supportive community and businesses
- Involvement of college in helping schools

Critical Issues and Needs of the District:

- Need for common calendars with high school and college
- More aides to help in classrooms
- Need for more tutoring interventions
- Facilities (leaky roof) in schools...Some classrooms use buckets to catch rain water
- District office was air conditioned when classrooms have needs
- No kindergarten restroom at charter school
- Not enough parking at schools
- **Need busses back**
- Use school facilities for after-school programs
- Better cafeteria food needed
- Schools have waste of paper and school supplies
- Need for more parent involvement
- Excessive absences and truancy by some students

Characteristics Desired in New Superintendent:

- Bilingual
- Live in District
- Hispanic person who relates to the students...makes a powerful statement
- Multicultural person
- Someone who cares and wants to help community
- Someone who is local and grew up in the valley
- Can deal with gangs and safety issues
- Has experience in moving a district out of Program Improvement

Major Stakeholder Group 6

Strengths of the District:

- **Students**
- Parents
- **Classified employees**
- Board of Trustees
- Pride
- Supportive community
- Good certificated and administrative staff
- Some good facilities

Critical Issues and Needs of the District:

- Tension at every site...bad morale with staff
- **No communication for three years**
- Staff are afraid to speak for fear of retaliation
- **Lack of adequate staff**

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- **Disregard for labor contract...manipulation of contract...Management does what it wants, not what the contract says...past practices are not followed, such as with the interview process**
- Lack of materials
- Needs of children not put first in decisions

Characteristics Desired in New Superintendent:

- Need for open door policy
- Open-minded
- **Communicator**
- **People person**
- **Needs to bring everyone back together**
- Someone who will visit school sites and get to know staff, as well as attend events
- Has had experience as a teacher and principal
- **Needs to be part of the community, a member of Rotary Club, etc.**
- Understands the need for all groups, individuals and roles in the schools (parents, classified employees, certificated employees, students, community members)
- Has a record of success
- Holds up to a rigorous background check
- Likes busses
- Has experience with Latino community
- Has hands-on experience with human resources, curriculum and business services
- Primary experience in California
- A person who remembers their roots in education
- **Be a part of King City and attend events in community**
- Needs to understand economic level of King City
- Be a model of behavior for others

Major Stakeholder Group 7

Strengths of the District:

- Facilities are reasonably modern and in good shape
- Some good teachers and administrators who care
- Better teachers at elementary schools than at high school
- Supportive, giving, caring community
- Community supports kids
- Level of collaboration is high
- People play nice together
- Golf course, airport, amenities, such as art culture and fair grounds

Critical Issues and Needs of the District:

- Need for formal and informal communication with other agencies and community-at-large
- There is lots of distrust of the District and superintendent's office
- Need for public relations
- Great need for superintendent to reside in community, since current superintendent is not visible or involved in community
- Very few teachers are involved in community and events away from District
- More care needs to be given to special needs students
- School administrators do not communicate well with law enforcement about fights and altercations on the campus
- English Language Learners
- Need to develop trust with bilingual parents

Characteristics Desired in New Superintendent:

- Public relations-oriented
- Must be able to speak with parents and Board about difficult issues
- Develop a relationship with City and service clubs
- Must have defined chain of command
- Must be able to train board members
- Bilingual skills
- Live and be involved in community
- Personable
- Energetic
- Good moral character
- Realizes that "it is not just about the schools"...Education must engage with other agencies and organizations

Major Stakeholder Group 8

Strengths of the District:

- Budget cuts have been made
- **Cohesive and strong site leaders with same mind set**
- **District is headed in right direction**
- Academically, District has made continual improvement...focused academically
- **Good District Assist and Intervention Team provider...has given guarantee**
- District is independent of County schools and is self-sufficient
- District has taken back most of special education programs
- Technological support is in place and improving...Should provide academic benefits
- Limited student transportation
- Next superintendent will not need to make as many unpopular community decisions

Critical Issues and Needs of the District:

- **Communication, internal and external**
- **Trust needs to be rebuilt with staff, parents and community**
- Teacher contract needs to be solidified
- Needs of students need to be highest priority
- Teachers feel that they are underpaid by comparison with high school teachers
- **Needs to be visionary/cultural change in District**
- Older staff need to adjust to current student diversity
- Layoff left an older staff
- “White Flight” and “socio-economic flight” may be larger issue
- **Safety issues in community...gang issues are affecting campuses**
- School reform is in progress and needs to continue
- District has new, inexperienced Board
- **District needs to develop a sense of team, with administrators, staff and community**
- Union does not represent the entire teaching staff and negotiations team...It represents Special interests
- Need for on-going recognitions
- Do not have a culture of excellence
- Need for a leader who is vested in the community
- There is a perceived difference between charter school and other public schools

Characteristics Desired in New Superintendent:

- **Needs to be knowledgeable and experienced about processes and steps to take District out of Program Improvement**
- **Needs to be a communicator (internal and external) in good times and bad times**
- **Has a proven track record of success at all levels (Success defined= “ability to hire the right people and maintain good morale by staff”)**
- **Can bring others along**
- **Can sell his/her vision for the District**
- **Team leader and collaborator**
- **Understands effective, rigorous instruction...will be the instructional leader for District**
- Needs to direct District toward Year 2050, with forward thinking...Understands future skills students will need
- Has not been bought out
- Needs to be vested in community
- **Needs bilingual/bicultural skills (Spanish and English) and understands and respects Latino culture**

Major Stakeholder Group 9

Strengths of the District:

- Everyone is related to each other...Long-term families in King City
- When work needs to be done, you can count on each other
- Strong staff
- **Management/staff communication is good**
- Good location, close to Monterey
- Good communication and relations with Spanish-speaking community
- **Striving to improve and make the District better**
- Nice to have direction to where we are going
- Historically, King City has been strongest school system in the valley
- **Good size district, a real benefit**

Critical Issues and Needs of the District:

- **Strong leader**
- **Targeted programs for all students – all levels**
- **Communication needs to be improved**
- People need to start working better together
- **Focus on kids, not adults**
- New board members need training
- Need for unified Board
- Safety for students
- Consistent vision
- Gang activity is increasing in King City
- **Too strong union**
- People work against each other

Characteristics of the New Superintendent:

- **Strong leader**
- Has experience as teacher, principal, administrator and superintendent
- Not a “Yes” man
- Good people skills – not “snobby”
- **Firm but fair**
- Will explain “Yes” or “No” answers
- Change agent
- **Proven track record of success**
- Strong personality – Can take a “blow” and not give up
- **Team builder**
- Visits the school sites
- Open door policy
- Willing and capable of training the Board
- Understands budget and money issues

Major Stakeholder Group 10

Strengths of the District:

- Parent support
- Good teachers
- Good site administration
- Approachable board members
- **Peoples' desire for success of students (community-based)**
- Small community where everyone knows everyone else and everyone will rally people for a cause
- Good student body
- **Site administrators are open and responsive to parents**

Critical Issues and Needs of the District:

- Safety/bullying in restroom/fighting
- Need for more crossing guards
- **Budget restraints...Site administrators don't have sufficient funds**
- **Board and superintendent need to be on school campuses and at school events**
- Prefer to have superintendent live and be involved in community
- Better communication with parents
- **Expectations for students need to be raised**
- More money needed
- Parent involvement
- Suspension/expulsion policy needs to be revisited...Suggestion: in-house suspension
- Need to identify and address critical issues
- Create more positive alternatives for students
- **No programs for students who are GATE or over-achievers**
- Better decision-making of categorical funds
- Training for school site council members

Characteristics Desired in the New Superintendent:

- Has at least 5 years experience as a superintendent
- **Good communicator with district personnel and community**
- Has charisma
- **Someone who "hits the ground running"**
- Has worked in a Hispanic community with English Language Learners
- **Has good budget skills**
- Ideal if lived in community and has school-aged children
- **Well-rounded and approachable**
- Spanish-speaking
- **Visible**
- Woman preferred
- Hispanic
- **Open-minded and "thinks out of the box"**

Major Stakeholder Group11

Strength of the District:

- Caring parents and amazing students
- Dedicated teachers
- Dedicated support staff and site administrators
- Generous community
- District is financially solvent (Better than others)
- Teachers keep abreast of current trends in education
- Technology is available at some sites
- Students get along on school campuses

Critical Issues and Needs of the District:

- Need for continuity of leadership
- Need to staff to meet needs of students...more appropriate staff
- Care more about average and above average students
- Need to honor contract
- Re-establish trust and “community” between staff and district administration
- Separate our district from high school district in eyes of public
- Perception is that district staff is only interested in money, not students
- More need for positive recognition of students
- Need for intervention programs for struggling students
- Need for more transparency at district office
- Teacher/parent volunteer recognition is needed
- Communicate with staff before changes are made
- Increased gang activity
- Student effort
- Parent education needed/parent liaison
- Better campus appearance needed
- Effective professional development...teacher directed and site based
- No micro-managing
- Need for district administration to know staff
- Need for “open door” hospitality
- Cleaner campuses
- Music and sports

Characteristics Desired in New Superintendent:

- Honesty
- Appreciates and values staff and communicates with community
- Live locally
- Not a person who was “bought out”
- Understands small community

- Puts “kids first” above others
- Person who has experience at elementary level and values it
- Reasonable salary
- Understands that pay cuts need to occur at all levels
- Was liked at last job
- Person with a history of trust
- Confident in skills to take a 1 year contract
- Visibility
- Can hire competent people at district level
- Bilingual
- Compassionate
- Has vision shared by others
- No hidden agendas
- Works 5 days a week
- No car stipend
- Not checking on credentials when you disagree with them
- Not anti-union
- Will fulfill the contract
- Has actually been in the classroom at the elementary level
- Capable and willing to communicate decisions with the community
- Will follow rules of law and the “spirit of the law”
- Is not part of the current or past administration of the District

Major Stakeholder Group 12

Strengths of the District:

- **Strong Board**
- District is well-established
- Most of the community are interested in the children’s education
- Local community where everyone knows everyone else
- Community-based interest in children
- **Within the community there is a strong support for the arts...art gallery, theater, and Orchestra**

Critical Issues and Needs of District:

- Administrators are too highly paid
- Administrators are self-serving, i.e., put in air conditioning when district office was moved
- **Needs to be better communication on education issues...Focus on what is needed from Every part of the community, such as higher test scores**
- People are nervous about their jobs and staff are intimidated about what is happening in The district office

- **District refers to charter school as a “thorn in the side” ...there is too much “us” (regular Public schools) and “them” (charter schools)**
- Too much uncertainty and movement of staff
- Problems at middle school
- **Gang violence...starting to see gang-type behaviors at middle school**
- No transportation
- Classrooms are cleaned only one day per week
- After-school program reduced
- **Lack of arts and music in schools**
- Current superintendent is not involved in community...He does not welcome community Groups into the schools
- **Superintendent needs to be visible in schools and at events**

Characteristics Desired in the New Superintendent:

- Visible in community
- **Strong educational leader**
- **Inspires cooperation of others**
- Supports the heritage of King City community
- Invested in community
- **Someone who understands Hispanic community**
- Needs to have technology skills and appreciate technology
- **Speak Spanish is preferred**
- **Encourages others to bring people together**
- **Pro-active...Comes prepared to meetings and has ability to explain decisions**
- “People person” who is comfortable speaking with others
- **Someone who likes a small town life**
- **Someone who will seek alternative funding, such as grants**

Major Stakeholder Group 13

Strengths of the District:

- Generous Community
- History of community involvement and activities
- Rural aspect of community
- Small town where you are recognized by everyone
- Lots of creative people who are committed to the District
- Principal at middle school supports his teachers
- Traditionally, the teachers have done a lot for kids, such as taking 7th graders to Santa Barbara and Cal Poly, 8th graders to Getty Museum in Los Angeles and the Civil War Reenactment
- Community works as a team to support positive activities in community
- 8 of the top 10 students in the high school graduating class are from faith-based families

Critical Issues and Needs of the District:

- Gang issues...The community, police, and others have in the past ignored gang behaviors
- Students with bad behavior are not disciplined adequately to change behavior
- Good kids are leaving King City Schools...They are from families which are engaged with their children
- There are under-expectations by parents regarding grades and behaviors
- There is very little attendance by parents at middle school events
- Students and parents are not taking responsibility

Characteristics Desired in New Superintendent:

- Someone who likes to work in a team
- Open door policy
- Has energy to address the District issues
- Will support teachers
- Must be able to relate to other administrative staff, teachers, students and parents
- Must have a strong backbone
- Has integrity
- Expresses appreciation for other District employees
- Honesty
- Compassion

Major Stakeholder Group 14

Strength of the District:

- Teachers and staff
- Small community attention to children
- Community supports children
- Community Arts Center to help schools
- Beautiful area
- Good climate
- Community support

Critical Issues and Needs of the District:

- Programs for families to help English Language Learners
- Money
- Need for teachers and administrators to live in community
- More interaction between superintendent and community

Characteristics Desired in New Superintendent:

- Superintendent involved with community
- District needs to have an eye to student safety as well as education
- Be bilingual
- Be able to bring people together
- Good communicator
- Ability to stand up to teacher's union
- Superintendent must have business sense
- Ability and desire to bring all available resources to the schools
- Able to work with the high school and community to develop programs for vocational education
- Articulate with high school

Major Stakeholder Group 15

Strength of the District:

- Tenemos maestro(a)s sobre salientes **We have outstanding teachers**
- Tenemos escuelas bien ubicadas **Our schools are well located.**
- Directores que se precupan por nuestros hijo(a)s **Managers (directors) who are concerned about our children**
- Ninos Buenos **Good children**
- Muchas oportunidades **Lots of opportunity**
- Club 4-H, deportes, futbol Mexicano, T-ball **4-H Club, sports, soccer, T-ball**

Critical Issues and Needs of the District:

- Mal ejemplo de los maestros para los ninos **The teachers' poor example to the children**
- No queremos contractos. Ni de uno, dos, o tres anos. **We don't want contracts. Not of one, two or three years.**
- Si nuestros ninos no tienen transportacion, entonces no se debe pagar para su transportacion. **If our children don't have transportation, then they shouldn't have to pay for your transportation.**
- Necesitamos mas maestros, menos ninos por salon. **We need more teachers, and fewer students per classroom.**
- Que sea facil, o accesible el superintendente. **That the superintendent be easily available and accessible.**
- Que no sean altivos o que se sientan superiors a uno. **That he/she not be arrogant or act superior to a person.**
- Que los ninos ocupen el primer lugar. **That the children take first place.**
- Los puntos principales esten en primer lugar en las agendas para las juntas escolares y que no se lleven hasta muy tarde. **That the main points be first on the agendas at the scholastic meetings, so that the meetings won't go so late.**
- Que el superintendente conozca a la comunidad, la composicion de nuestro distrito, es diferente a otros. **That the superintendent knows and understands the community, and the unique composition of our district.**

- Hablar español seria una cosa fuerte. [That he/she speak Spanish. This would be a strong attribute.](#)
- Que no se nos robe, nadamas tenemos tres y media escuelas, no se le pagar como en distritos mas grandes. [That we will not be robbed, besides, we have only three and a half schools; we cannot pay like the larger districts.](#)

Carecteristicas u Cualidades [Characteristics Desired in New Superintendent:](#)

- Ser visible, no estar siempre en la oficina [To be visible, not to be only in the office](#)
- Ser amable [To be nice](#)
- Ser honesta [To be honest](#)
- Que hable español [To speak Spanish](#)
- Se preocupe por la seguridad de nuestros hijos [To be concerned with the safety of the children](#)
- Que le guste convivir y relacionarse con los ninos [That he/she would like to be involved with, and relate to the children](#)
- Viva en la comunidad [Live in the community](#)
- Que tome parte en la comunidad y por la comunidad [Take part in the community, for the community](#)
- Definitivamente que tenga experiencia fiscal, dinero [Definitely have experience in finance and money](#)
- Cuando decida hacer recortes, que los ninos no sean afectados, sino que ellos (administradores) sean primero [When they decide to make cuts, that the students not be affected, but that they \(administrators\) would be first](#)
- Respetar la educacion y que la pongan primero [Respect education and put it first](#)
- Tener expectativas mas altas de nuestros ninos [Have higher expectations of our children](#)

Major Stakeholder Group 16

Strengths of the District:

- Buenos maestros [Good teachers](#)
- Las edificios estan en buenas condiciones [The buildings are in good condition](#)
- Tomar encuesta a los padres migrantes en la seleccion del superintendente [To have a meeting with the migrant parents regarding the selection of the new superintendent](#)
- Las polisas escolares estan bien para los estudiantes [Good scholastic policies for the students](#)
- La comunicacion con los maestros [Communication between teachers and parents](#)

Critical Issues and Needs of the District:

- Traspotacion **Transportation**
- Mala administracion de fondos **Poor administration of funds**
- No tomaron encuesta a los padres para tomar decisions de los fondos **They haven't consulted parents before making decisions about the funds**
- Nesitamos programa de ingles para los padres **We need English programs for the parents**
- Mas maestros **More teachers**
- Despido de maestros Buenos por falta de senioria y has algunos maestros con senioria que no son tan Buenos **Dismissal of good teachers by seniority, when there are some not so good teachers with seniority**
- Cambios en regulaciones para mantener a los Buenos maestros aunque les falte la senioria **Changes in policies that would allow good teachers to stay despite a lack of seniority**
- Falta de motivacion en nuevas generaciones para ser maestros ya que hay recortes **Lack of motivation among the new generation to become teachers because of possible cutbacks**
- La comida no esta bien. Se desperdicia mucha comida. A los ninos no les gusta la comida. **The food is not good. A lot of food is wasted. The children do not like the food.**
- Los grados estan muy bajo. **The grades are very low.**
- Los grados afectan para la ingrecion al collegio. **The grades affect college entrance.**
- Mas actividades para despues de escuela (nesitamos mas) **We need more after-school activities.**
- Diciplinas mas Fuertes para los que se portan mal. **Stronger discipline for those who misbehave**

Caracteristicas **Characteristics Desired in New Superintendent:**

- Entienda las necesidades de los estudiantes con sensibilidad **Understands the needs of the students with sensitivity**
- Que sea una persona imparcial. Que pueda ver las ideas de los anglo Americano y hispanos **Would be an impartial person. Would be able to see the ideas of the Anglo Americans and Hispanics.**
- Alguien que tome a todos encuesta por igual **Someone who can give equal meeting opportunities to all**
- Que sea buen administrador **Would be a good administrator**
- Que sea bilingue **Would be bilingual**
- Que sea honesta **Would be honest**