

**DISCUSSION ITEM**

**DATE:** May 18, 2021

**ITEM:** Present and discuss the community e-survey results that was generated related to the search for a new District Superintendent.

**SUBMITTED BY:** \_\_\_\_\_  
Alex Dumas, Human Resource Director

**RECOMMENATION:** The Governing Board will be presented with and discuss the community e-survey results that was generated related to the search for a new District Superintendent.

**DISCUSSION/ACTION ITEM**

**DATE:** May 18, 2021

**ITEM:** May discuss and take possible action directing the Arizona School Board Association to construct the interview process and schedule with specific applicants identified by the Board for the position of District Superintendent.

**SUBMITTED BY:** \_\_\_\_\_  
Alex Dumas, Human Resource Director

**RECOMMENATION:** The Governing Board may discuss and take possible action directing the Arizona School Board Association to construct the interview process and schedule with specific applicants identified by the Board for the position of District Superintendent.

**DISCUSSION/ACTION ITEM**

**DATE:** May 18, 2021

**ITEM:** May discuss areas of interest regarding questions to be used during the initial interviews and direct the Arizona School Board Association to construct specific questions for the position of District Superintendent.

**SUBMITTED BY:** \_\_\_\_\_  
Alex Dumas, Human Resource Director

**RECOMMENATION:** The Governing Board may discuss areas of interest regarding questions to be used during the initial interviews and direct the Arizona School Board Association to construct specific questions for the position of District Superintendent.

**DISCUSSION/ACTION ITEM**

**DATE:** May 18, 2021

**ITEM:** May discuss and consider the process for the finalist community forum related to the position of District Superintendent.

**SUBMITTED BY:** \_\_\_\_\_  
Alex Dumas, Human Resource Director

**RECOMMENDATION:**

The Governing Board may discuss and consider the process for the finalist community forum related to the position of District Superintendent.

**DISCUSSION/ACTION ITEM**

**DATE:** April 7, 2021

**ITEM:** May review the items to be covered during the next board meeting related to the search for a new District Superintendent.

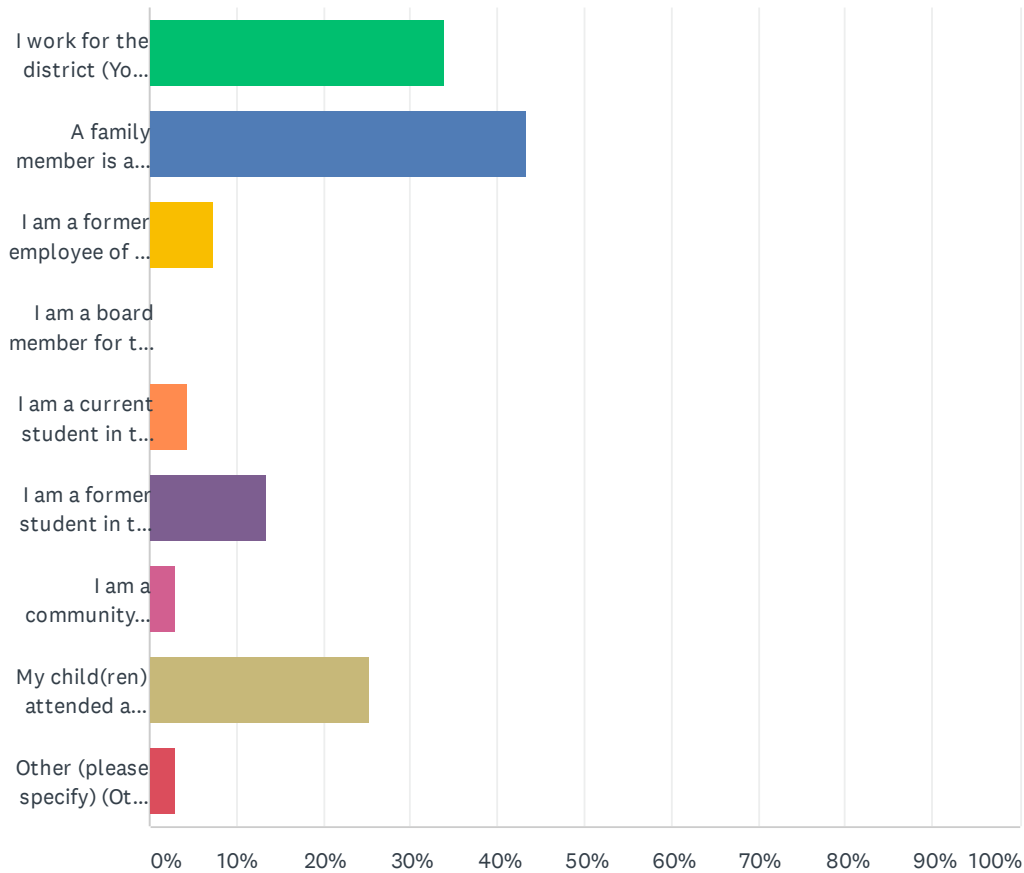
**SUBMITTED BY:** \_\_\_\_\_  
Alex Dumas, Human Resource Director

**RECOMMENDATION:**

The Governing Board may review the items to be covered during the next board meeting related to the search for a new District Superintendent.

# Q1 My relationship to the district: [You may select up to three]. (Mi relación con el Distrito es la siguiente: [Usted puede seleccionar hasta tres respuestas.]

Answered: 233 Skipped: 0

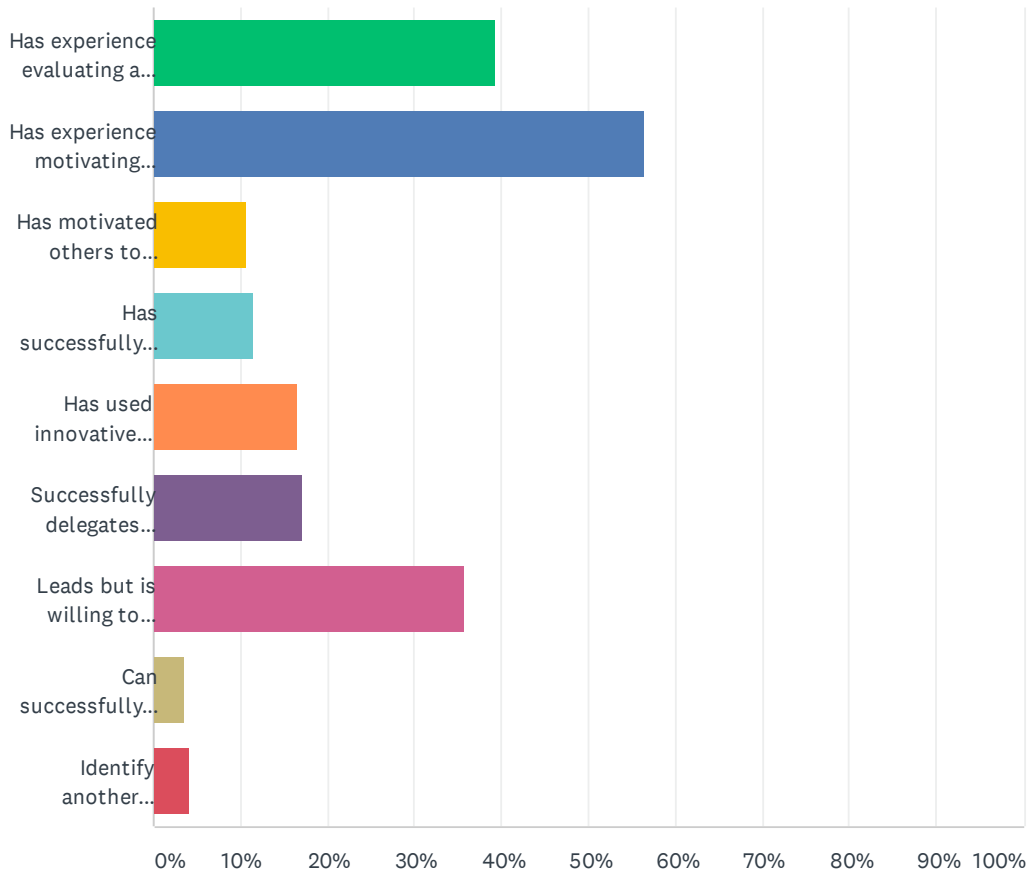


ANSWER CHOICES	RESPONSES
I work for the district (Yo trabajo para el Distrito)	33.91% 79
A family member is a student in the district (Un miembro de mi familia es estudiante en el Distrito)	43.35% 101
I am a former employee of the district (Soy un ex empleado(a) del Distrito)	7.30% 17
I am a board member for the district (Soy un miembro de la Mesa Directiva del Distrito)	0.00% 0
I am a current student in the district (Soy un estudiante actual en el Distrito)	4.29% 10
I am a former student in the district (Soy un ex estudiante del Distrito)	13.30% 31
I am a community member without a family member in the district (Soy miembro de la comunidad sin un miembro de la familia en el Distrito)	3.00% 7
My child(ren) attended a school in this district in the past. (Mi hijo(a)/hijos asistió(asistieron) en el pasado a una escuela en este Distrito)	25.32% 59
Other (please specify) (Otro, por favor especifique)	3.00% 7
Total Respondents: 233	

#	OTHER (PLEASE SPECIFY) (OTRO, POR FAVOR ESPECIFIQUE)	DATE
1	n/a	4/30/2021 7:13 AM
2	NA	4/19/2021 5:41 AM
3	;	4/14/2021 10:38 PM
4	I was a previous board member.	4/13/2021 4:22 PM
5	Mi hija ba ala escuela del distrito	4/12/2021 2:58 PM
6	Soy mama de estudiantes del distrito wilson	4/12/2021 12:35 PM
7	Mi hijo asiste a esta escuela	4/12/2021 12:34 PM

### Q2 Leadership Skills: Please choose only TWO items that you feel are the most important for your district. (Por favor escoja DOS cualidades que usted considera son las más importantes para su Distrito.)

Answered: 140 Skipped: 93



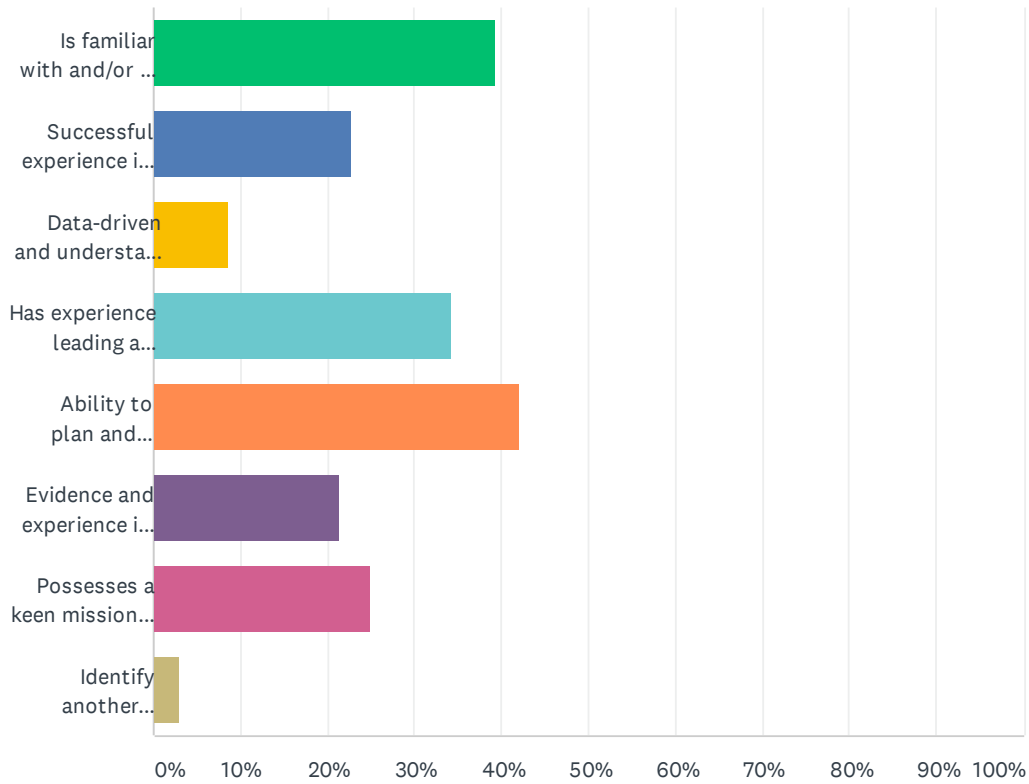


ANSWER CHOICES	RESPONSES	
Has experience evaluating and reorganizing staff, revising procedures, and implementing policy changes to improve efficiency. (Tener experiencia en la evaluación y reorganización del personal, revisión de procedimientos, e implementación de cambios en las políticas para mejorar la eficiencia.)	39.29%	55
Has experience motivating staff and students, improving morale and generating enthusiasm. (Tener experiencia para motivar al personal y a los estudiantes, mejorar la moral y generar entusiasmo.)	56.43%	79
Has motivated others to assume leadership roles.(Saber motivar a los demás para que asuman papeles de liderazgo.)	10.71%	15
Has successfully effected change in spite of some reluctance on the part of staff. (Llevar a cabo los cambios exitosamente a pesar de algunas dudas por parte de personal.)	11.43%	16
Has used innovative means or has ideas of ways to solve problems without new resources - creative. (Utilizar medios innovadores o tener ideas sobre las maneras de resolver problemas sin nuevos recursos – ser creativo(a).)	16.43%	23
Successfully delegates authority and responsibility and holds staff accountable. (Delegar exitosamente la autoridad y la responsabilidad y responsabilizar al personal.)	17.14%	24
Leads but is willing to pitch-in to help at any level in the organization. (Dirigir pero estar dispuesto(a) a dar una mano para ayudar en cualquier nivel de la organización)	35.71%	50
Can successfully get unmotivated or under-performing staff to resign or re-engage. (Poder lograr exitosamente que el personal desmotivado o con bajo rendimiento renuncie o vuelva a comprometerse.)	3.57%	5
Identify another leadership skills trait. (Describe a continuación otra cualidad sobre las destrezas de liderazgo:)	4.29%	6
Total Respondents: 140		

#	IDENTIFY ANOTHER LEADERSHIP SKILLS TRAIT. (DESCRIBA A CONTINUACIÓN OTRA CUALIDAD SOBRE LAS DESTREZAS DE LIDERAZGO:)	DATE
1	Still striving for student of the month	4/16/2021 4:35 PM
2	Being transparent to all staff, Board members, Community members and outside professionals	4/14/2021 9:12 AM
3	Visionary and innovative- thinks outside the box of what has always been done in order to accomplish shared mission and vision.	4/13/2021 2:54 PM
4	Cooking dinner	4/12/2021 3:58 PM
5	Acknowledges Parents views and can come up with a resolution.	4/12/2021 12:42 PM
6	visionary - having a vision of academic excellence, along with plans to achieve it. periodically evaluates school curricula and staff performance, making changes in line with his vision. Ambitious- wants kids to mature on all levels: cognitively, socially, physically, and emotionally.	4/8/2021 11:35 AM

### Q3 Academic Programs: Please choose TWO items that you feel are the most important for your district. (Por favor escoja DOS cualidades que usted considera son las más importantes para su Distrito.)

Answered: 140 Skipped: 93

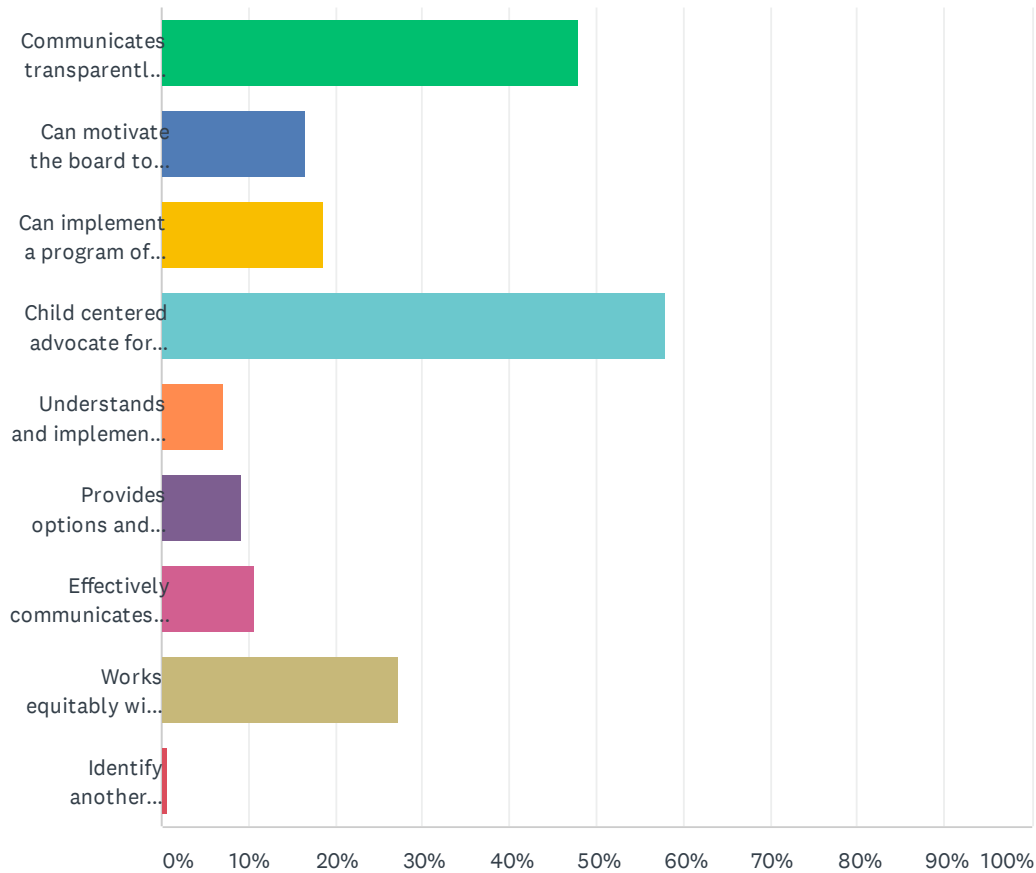


ANSWER CHOICES	RESPONSES	
Is familiar with and/or has successful experience with education reform requirements including college & career readiness. (Estar familiarizado(a) y/ó tener una experiencia exitosa con los requisitos de la reforma educativa, incluyendo la preparación para la universidad y una carrera profesional.)	39.29%	55
Successful experience in curriculum adoption and implementaton that meets or exceeds state standards. (Tener una experiencia exitosa en la adopción e implementación del plan de estudios que satisfaga o exceda las normas académicas estatales.)	22.86%	32
Data-driven and understands importance of data collection and analysis. (Basarse en la información y entender la importancia de la recopilación y el análisis de datos.)	8.57%	12
Has experience leading a school or district where student achievement has been increasing. (Tener la experiencia de haber dirigido una escuela o un distrito en el que el rendimiento académico de los estudiantes haya sido incrementado.)	34.29%	48
Ability to plan and implement continuous improvement and organizational improvement in all academic areas. (Tener la capacidad para planificar e implementar el mejoramiento continuo y el mejoramiento organizativo en todas las áreas académicas.)	42.14%	59
Evidence and experience in moving district/school to higher achievement levels prior to mandates of state or federal agencies. (Tener la evidencia y la experiencia para lograr el avance de un distrito/escuela hacia niveles de rendimiento académico más altos antes de recibir el mandato de las agencias estatales o federales.)	21.43%	30
Possesses a keen mission to raise student achievement for all students in district/school. (Poseer una misión ingeniosa para incrementar el rendimiento académico de todos los estudiantes en el distrito/escuela.)	25.00%	35
Identify another academic program trait. (Describe a continuación otra cualidad sobre el programa académico:)	2.86%	4
Total Respondents: 140		

#	IDENTIFY ANOTHER ACADEMIC PROGRAM TRAIT. (DESCRIBA A CONTINUACIÓN OTRA CUALIDAD SOBRE EL PROGRAMA ACADÉMICO:)	DATE
1	Has been cooperate	4/16/2021 4:35 PM
2	Knows, supports, and implements the AVID system district wide	4/13/2021 1:15 PM
3	Has experience with & supports the AVID Program	4/13/2021 12:39 PM
4	Compassionate and empathetic	4/12/2021 12:44 PM

### Q4 Board-Superintendent Relations: Please choose only TWO items that you feel are the most important for your district. (Por favor escoja DOS cualidades que usted considera son las más importantes para su Distrito.)

Answered: 140 Skipped: 93

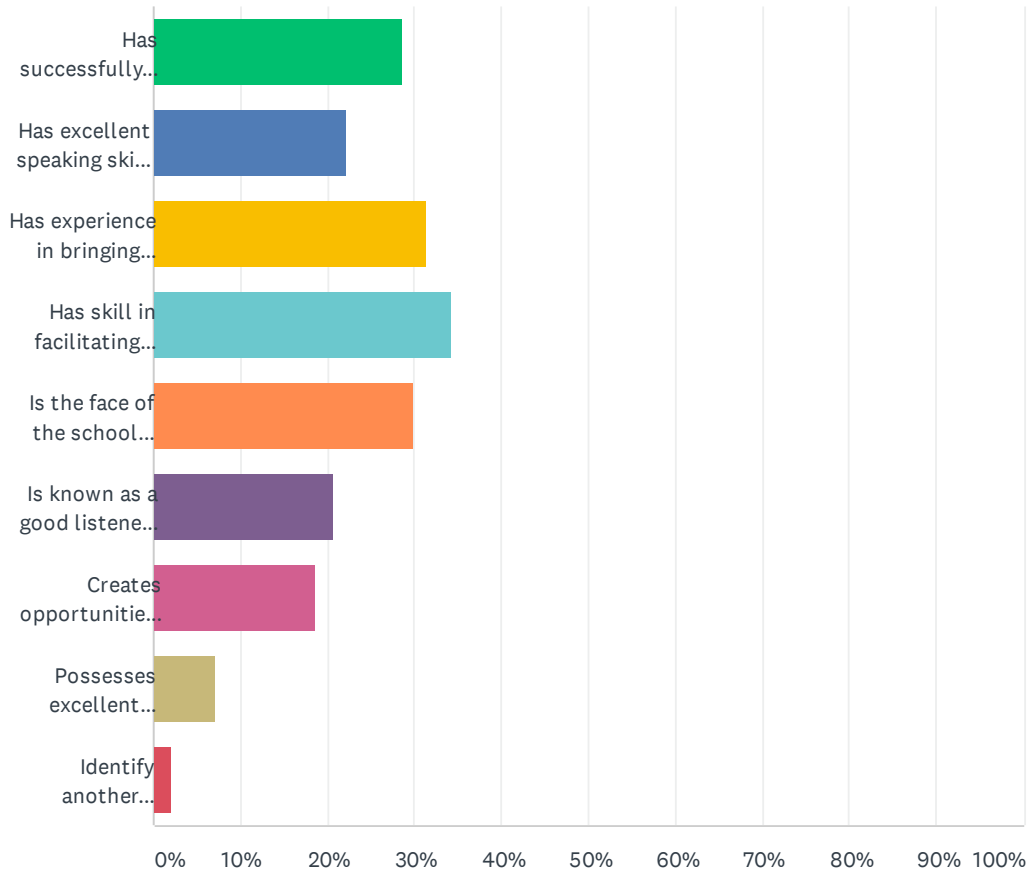


ANSWER CHOICES	RESPONSES
Communicates transparently and with candor with all stakeholders. (Comunicarse de manera transparente y con franqueza con todas las partes interesadas.)	47.86% 67
Can motivate the board to maintain its leadership role as the responsible party for education in the district. (Poder motivar a la Mesa Directiva para que mantenga su papel de liderazgo como la parte responsable para la educación en el Distrito.)	16.43% 23
Can implement a program of board-district goal setting and long range planning. (Poder implementar un programa a fin de establecer las metas para la Mesa Directiva y el Distrito y planificar a largo plazo.)	18.57% 26
Child centered advocate for learning who demonstrates beliefs that all children can learn and inspires others with this belief. (Abogar por el aprendizaje centrado en los niños, que demuestre la convicción de que todos los niños pueden aprender, e inspirar a los demás con esta convicción.)	57.86% 81
Understands and implements board policy and administrative procedures (regulations). (Entender e implementar las normas de la Mesa Directiva y los procedimientos administrativos (reglamentos).)	7.14% 10
Provides options and recommendations for the board; accepts board directives and implements. (Proveer opciones y recomendaciones para la Mesa Directiva: aceptar e implementar las directrices de la Mesa Directiva.)	9.29% 13
Effectively communicates decisions made by the governing board. (Comunicar eficazmente las decisiones tomadas por la Mesa Directiva.)	10.71% 15
Works equitably with all board members and provides ample opportunities for board input for agendas and meetings. (Trabajar equitativamente con todos los miembros de la Mesa Directiva y proveer amplias oportunidades para recomendaciones ó puntos de vista para las agendas y reuniones de la Mesa Directiva.)	27.14% 38
Identify another relationship-based trait: (Describa a continuación otra cualidad basada en la relación):	0.71% 1
Total Respondents: 140	

#	IDENTIFY ANOTHER RELATIONSHIP-BASED TRAIT: (DESCRIBA A CONTINUACIÓN OTRA CUALIDAD BASADA EN LA RELACIÓN):	DATE
1	Works with teachers and respects their opinions and takes them into account at all times.	4/8/2021 1:07 PM

### Q5 Communications and Community Engagement: Please choose TWO items that you feel are the most important for your district. (Por favor escoja DOS cualidades que usted considera son las más importantes para su Distrito.)

Answered: 140 Skipped: 93

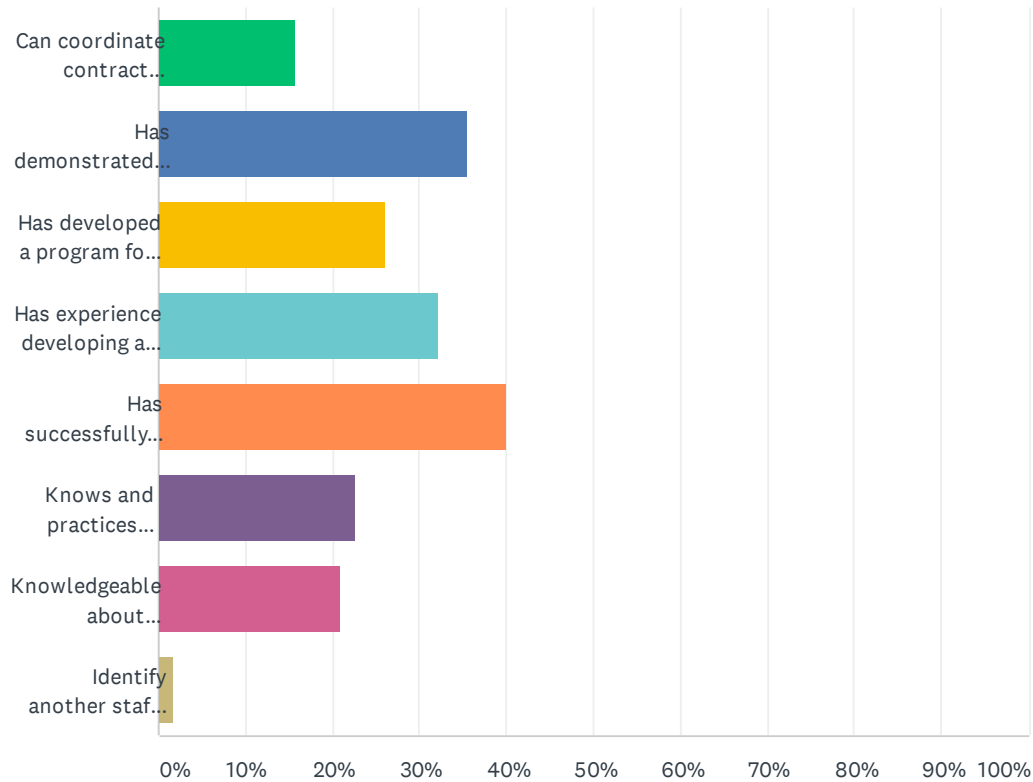


ANSWER CHOICES	RESPONSES	
Has successfully engaged the public, the media and support groups. (Lograr exitosamente la participación del público, los medios de comunicación y los grupos de apoyo.)	28.57%	40
Has excellent speaking skills with large and small groups. (Tener excelentes habilidades para comunicarse con grupos grandes y pequeños.)	22.14%	31
Has experience in bringing diverse special interest groups together. (Tener experiencia en reunir a diversos grupos con intereses especiales.)	31.43%	44
Has skill in facilitating group activities and staff/community forums. (Tener habilidad para facilitar Has successful experience in conflict resolution. (Tener una experiencia exitosa en la resolución de conflictos.)	34.29%	48
Is the face of the school district through involvement in community activities outside of the school. (Ser la imagen del distrito escolar a través de la participación en actividades comunitarias fuera de la escuela.)	30.00%	42
Is known as a good listener. (Ser conocido(a) como una persona que sabe escuchar.)	20.71%	29
Creates opportunities for strategic partnerships. (Crear oportunidades para sociedades estratégicas.)	18.57%	26
Possesses excellent writing skills (memos, policies, newsletters, blogs, etc...) (Poseer excelentes habilidades de redacción (notas, normas, boletines informativos, blogs, etc...))	7.14%	10
Identify another communication-based trait: (Describa a continuación otra cualidad basada en la comunicación:)	2.14%	3
Total Respondents: 140		

#	IDENTIFY ANOTHER COMMUNICATION-BASED TRAIT: (DESCRIBA A CONTINUACIÓN OTRA CUALIDAD BASADA EN LA COMUNICACIÓN:)	DATE
1	Consideration of all points of view.	4/19/2021 3:03 PM
2	Respects the staffs suggestions, treats ALL staff equally no matter what school campus or position. Listens with open mind to problem and solution.	4/14/2021 9:12 AM
3	Communicates and listens to teachers needs.	4/8/2021 1:07 PM

### Q6 Staff Development: Please choose TWO items that you feel are the most important for your district. (Por favor escoja DOS cualidades que usted considera son las más importantes para su Distrito.)

Answered: 115 Skipped: 118



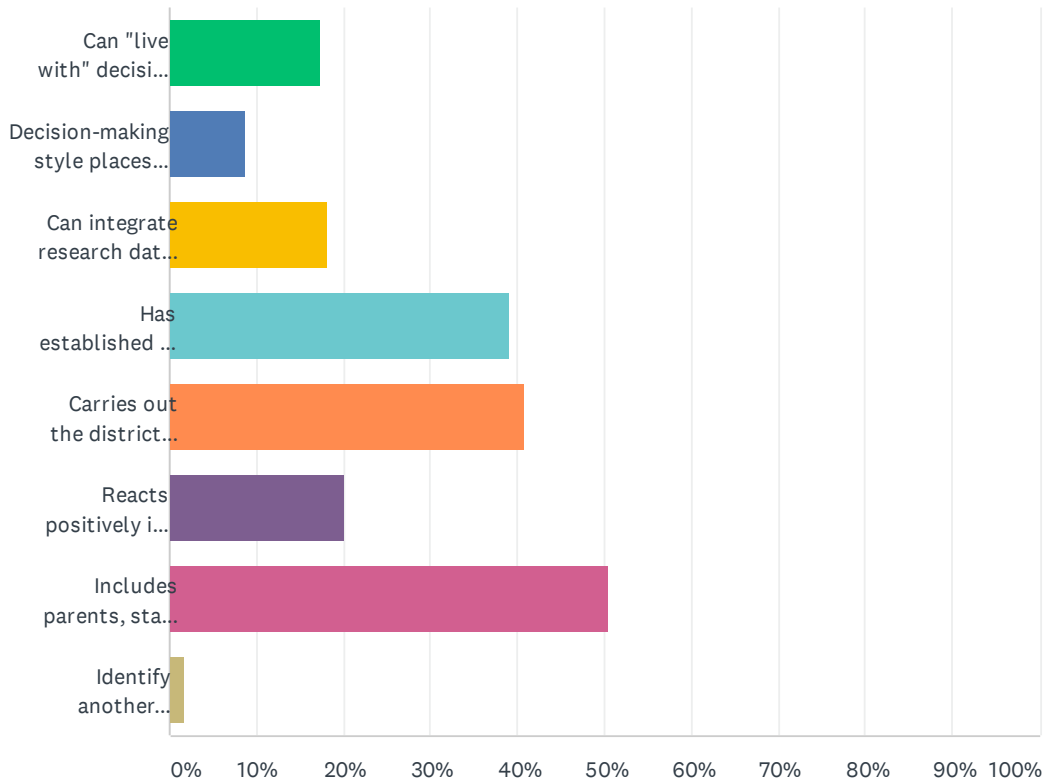
ANSWER CHOICES	RESPONSES	
Can coordinate contract negotiations and administer bargaining agreements. (Poder coordinar las negociaciones de contratos y administrar los acuerdos de negociación.)	15.65%	18
Has demonstrated skill in supervising employees at all levels. (Haber demostrado habilidad en la supervisión de empleados en todos los niveles.)	35.65%	41
Has developed a program for staff evaluation and corrective action/improvement plans. (Haber desarrollado un programa para la evaluación del personal y planes de acción correctiva/ mejoramiento.)	26.09%	30
Has experience developing and coordinating professional staff development programs. (Tener experiencia en desarrollar y coordinar programas para el desarrollo profesional del personal.)	32.17%	37
Has successfully recruited, selected and retained highly qualified staff. (Haber reclutado, seleccionado y retenido exitosamente al personal altamente calificado.)	40.00%	46
Knows and practices effective personnel policies and procedures. (Conocer y practicar las normas y procedimientos para el personal eficiente.)	22.61%	26
Knowledgeable about non-discriminating regulations at the state and federal level. (Estar bien informado(a) de los reglamentos sobre la no discriminación a nivel estatal y federal.)	20.87%	24
Identify another staff development trait: (Identificar otro rasgo desarrollo personal:)	1.74%	2
Total Respondents: 115		



#	IDENTIFY ANOTHER STAFF DEVELOPMENT TRAIT: (IDENTIFICAR OTRO RASGO DESARROLLO PERSONAL:)	DATE
1	Someone who values the opinions and input from teachers for staff development since the teachers work directly with the students.	4/19/2021 3:27 PM
2	Is compassionate about teacher responsibilities and does not overload	4/13/2021 9:23 AM

### Q7 Decision-Making: Please choose TWO items that you feel are the most important for your district. (Por favor escoja DOS cualidades que usted considera son las más importantes para su Distrito.)

Answered: 115 Skipped: 118

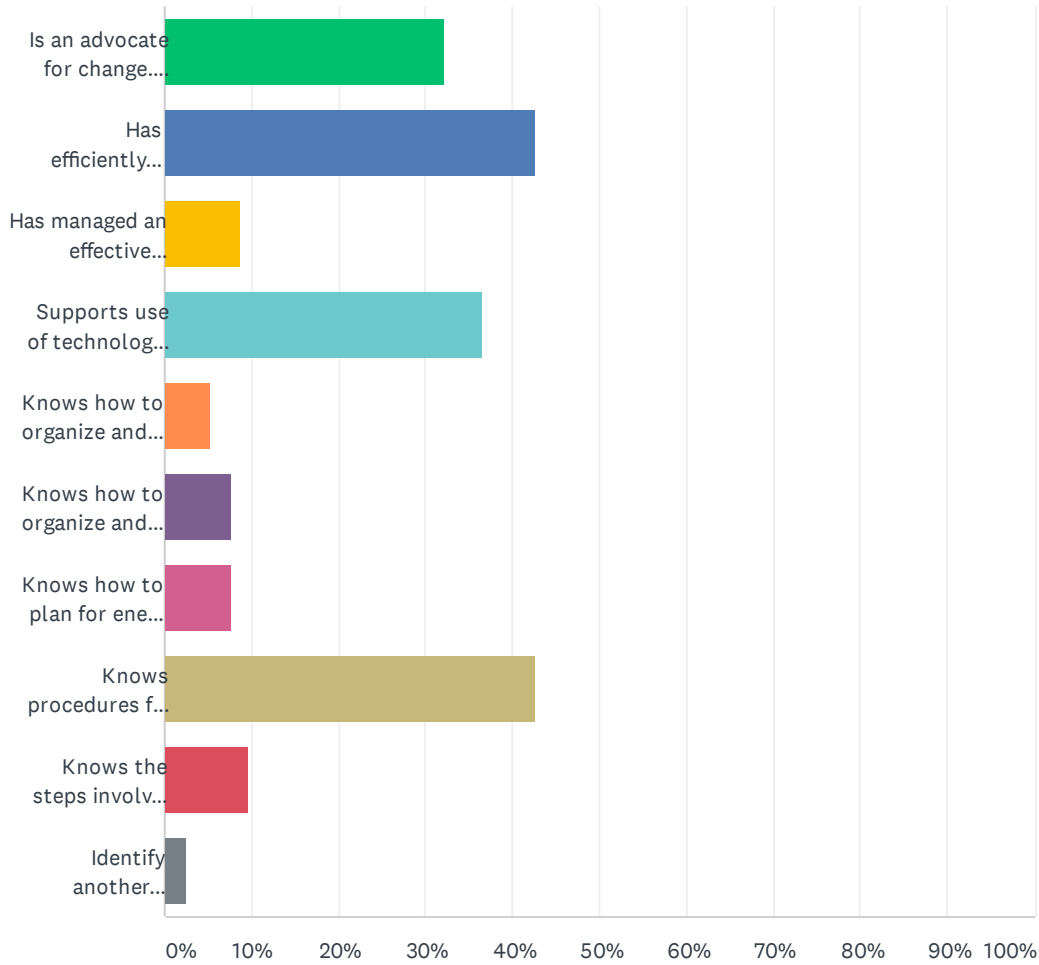


ANSWER CHOICES	RESPONSES
Can "live with" decisions regardless of how difficult they were to make. (Poder "sobrellevar" las decisiones sin importar qué tan difícil haya sido tomarlas.)	17.39% 20
Decision-making style places emphasis on board involvement. (El estilo en la toma de decisiones pone énfasis en la participación de la Mesa Directiva.)	8.70% 10
Can integrate research data into the decision-making process. (Poder integrar los datos de la investigación en el proceso de la toma de decisiones.)	18.26% 21
Has established a strong and effective management team - coordinates decision-making with other administrators. (Haber establecido un equipo de administración estable y capaz - coordinar la toma de decisiones con otros administradores.)	39.13% 45
Carries out the district vision that reflects community values and beliefs to guide the educational programs. (Realizar la visión del Distrito que refleja los valores y convicciones de la comunidad para guiar los programas educativos.)	40.87% 47
Reacts positively in highly stressful situations. (Reaccionar positivamente en situaciones altamente estresantes.)	20.00% 23
Includes parents, staff, community members, & students as appropriate in the development of recommendations. (Incluir a los padres de familia, miembros del personal, miembros de la comunidad y estudiantes conforme sea apropiado, en el desarrollo de las recomendaciones.)	50.43% 58
Identify another decision-making trait: (Describa a continuación otra cualidad sobre la toma de decisiones:)	1.74% 2
Total Respondents: 115	

#	IDENTIFY ANOTHER DECISION-MAKING TRAIT: (DESCRIBA A CONTINUACIÓN OTRA CUALIDAD SOBRE LA TOMA DE DECISIONS:)	DATE
1	Someone who can make decisions without an ulterior motive.	4/19/2021 3:27 PM
2	integrity	4/8/2021 11:51 AM

### Q8 Operations, Support Services and Facilities: Please choose TWO items that you feel are the most important for your district. (Por favor escoja DOS cualidades que usted considera son las más importantes para su Distrito.)

Answered: 115 Skipped: 118

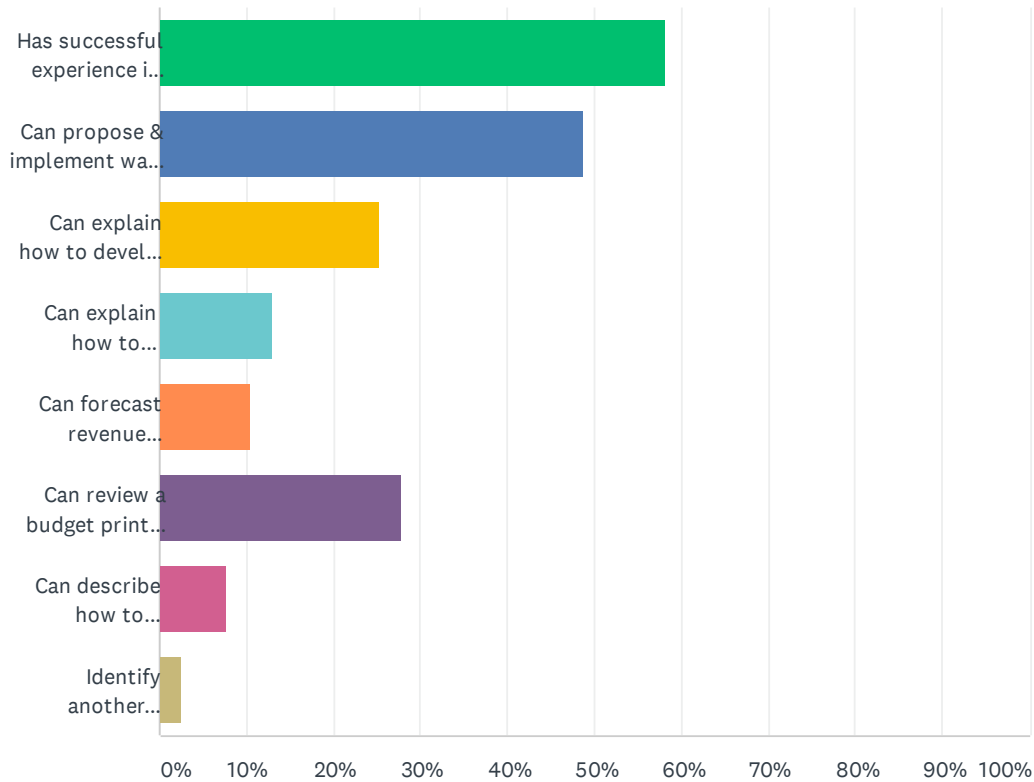


ANSWER CHOICES	RESPONSES	
Is an advocate for change. (Ser un(a) defensor(a) para el cambio.)	32.17%	37
Has efficiently managed the operation of a school or district. (Haber manejado eficientemente el funcionamiento de una escuela o un distrito.)	42.61%	49
Has managed an effective program for supervision of buildings and grounds. (Haber manejado un programa eficaz para la supervisión de los edificios y terrenos escolares.)	8.70%	10
Supports use of technology in the classroom and across the district. (Apoyar el uso de la tecnología en el salón de clases y en todo el distrito.)	36.52%	42
Knows how to organize and operate an effective, efficient transportation program. (Saber cómo organizar y operar un programa de transporte eficaz y eficiente.)	5.22%	6
Knows how to organize and operate an effective, efficient, break-even food services program. (Saber cómo organizar y operar un programa de servicios alimenticios eficaz, eficiente, sin tener pérdidas.)	7.83%	9
Knows how to plan for energy conservation and other operational programs. (Conocer cómo hacer planes para la conservación de la energía y otros programas operacionales.)	7.83%	9
Knows procedures for assessing and improving district operations in all support areas. (Conocer los procedimientos para evaluar y mejorar las operaciones del distrito en todas las áreas de servicios de apoyo.)	42.61%	49
Knows the steps involved in planning new or remodeled facilities and/or dealing with school construction. (Conocer los pasos involucrados en la planificación de instalaciones nuevas o remodeladas y/ó en relación con la construcción de escuelas.)	9.57%	11
Identify another operational trait: (Describa a continuación otra cualidad sobre las operaciones:)	2.61%	3
Total Respondents: 115		

#	IDENTIFY ANOTHER OPERATIONAL TRAIT: (DESCRIBA A CONTINUACIÓN OTRA CUALIDAD SOBRE LAS OPERACIONES:)	DATE
1	Someone who has experience and has efficiently managed the operation of a school district.	4/19/2021 3:27 PM
2	All of the above are important for the district.	4/13/2021 4:31 PM
3	I chose the last four to tell you the truth. I can't just pick two.	4/12/2021 2:57 PM

### Q9 Budget and Finance: Please choose TWO items that you feel are the most important for your district. (Por favor escoja DOS cualidades que usted considera son las más importantes para su Distrito.)

Answered: 115 Skipped: 118



ANSWER CHOICES	RESPONSES	
Has successful experience in planning, managing and evaluating annual budgets. (Tener una experiencia exitosa en la planificación, administración y evaluación de un presupuesto anual.)	58.26%	67
Can propose & implement ways to restore financial stability to a district with financial problems. (Poder proponer e implementar maneras para restaurar la estabilidad financiera de un distrito con problemas financieros.)	48.70%	56
Can explain how to develop and implement budgeting and accounting control procedures. (Poder explicar cómo desarrollar e implementar la elaboración de un presupuesto y los procedimientos de control contable.)	25.22%	29
Can explain how to establish recommendations for appropriate levy or bond issues. (Poder explicar cómo establecer las recomendaciones para recaudar impuestos de manera apropiada o emisiones de bonos.)	13.04%	15
Can forecast revenue shortfalls and enrollment changes. (Poder pronosticar la insuficiencia de ingresos y los cambios en la matriculación.)	10.43%	12
Can review a budget printout and note irregularities and areas of potential future concern. (Poder revisar una copia impresa del presupuesto y notar las irregularidades y las áreas de potencial preocupación en el future.)	27.83%	32
Can describe how to supervise purchasing, payroll and other fiscal matters. (Poder describir cómo supervisar las compras, la nómina y otros asuntos fiscales.)	7.83%	9
Identify another budget/finance trait: (Describa a continuación otra cualidad sobre el presupuesto/finanzas:)	2.61%	3
Total Respondents: 115		

#	IDENTIFY ANOTHER BUDGET/FINANCE TRAIT: (DESCRIBA A CONTINUACIÓN OTRA CUALIDAD SOBRE EL PRESUPUESTO/FINANZAS:)	DATE
1	Someone who experience in watching the budget as money is being spent in order to not over spend.	4/19/2021 3:27 PM
2	Won't give himself raises without giving his/her staff raises.	4/8/2021 1:10 PM
3	Can advocate for teachers to get a better pay.	4/8/2021 11:35 AM

## Q10 What do you consider to be the two or three most significant STRENGTHS of the district? (¿Cuáles considera usted que son los dos ó tres puntos fuertes más significativos del Distrito?)

Answered: 90 Skipped: 143

#	RESPONSES	DATE
1	Our Principal is our strengths	4/30/2021 11:22 AM
2	It is very important to know the needs of this community. It feels like a family, we all know each other and respect each other as people.	4/29/2021 4:03 PM
3	The teachers and staff are very well versed in the fields that they teach in. The teachers and staff learn about their students and can relate to them on a personal level.	4/28/2021 2:56 PM
4	Be successful in unexpected changes. Friendly welcome all staff and students races.	4/28/2021 2:53 PM
5	Personnel are not very nice	4/28/2021 11:44 AM
6	AVID, performing and fine arts, college tracking of past students	4/28/2021 10:32 AM
7	Teacher care about their teaching. Principals care about the learning.	4/28/2021 10:16 AM
8	Community and Cindy Campton	4/23/2021 11:47 AM
9	teachers that care resources available	4/19/2021 4:55 PM
10	1. Our students welfare is of utmost importance. 2. The teachers are extremely supportive.	4/19/2021 4:48 PM
11	Its Employees and Teamwork.	4/19/2021 1:23 PM
12	Culture, community and size of the District.	4/19/2021 7:44 AM
13	Avid	4/18/2021 6:44 AM
14	1. The Leader 2. The Admin 3. The Staff	4/16/2021 6:16 PM
15	1. Tax Revenue 2. Staff commitment 3. Community	4/16/2021 4:37 PM
16	Materials	4/16/2021 4:37 PM
17	It's always been like a family (until LOI came along ) Staff has always being willing to wear many hats and pitch in The staff has consistently and personally helped struggling families and staff	4/16/2021 4:18 PM
18	Good working staff, longevity of staff	4/16/2021 2:34 PM
19	technology	4/16/2021 8:29 AM
20	1. The district as a whole cares about its families and tries to work with the community and be the center of the community	4/15/2021 1:16 PM
21	Family and community Loyalty People who care	4/14/2021 11:02 AM
22	Our families and communities and our staff on each campus.	4/14/2021 9:36 AM
23	Cohesiveness of the existing staff and willing to help one another. Our community and how we get generations of students from the same family and many return to become teachers and staff members. Our use of technology and staying ahead of the trends.	4/14/2021 9:30 AM
24	Community involvement Diversity	4/14/2021 8:01 AM
25	staff longevity and community resources	4/14/2021 7:58 AM
26	Good teachers Updated classrooms Avid / pbis	4/14/2021 5:53 AM



Wilson Elementary School District Community Superintendent Search Survey 2021

SurveyMonkey

27	None	4/13/2021 4:39 PM
28	The Avid program is strong and very much needed in our district. The district has worked as a team with Mr. Sanchez so they all have succeeded together.	4/13/2021 4:36 PM
29	Communicating with families.	4/13/2021 3:58 PM
30	Financial	4/13/2021 3:52 PM
31	Technology driven implementing the newest software..etc.	4/13/2021 3:29 PM
32	The leadership and staff are the greatest strengths of the district.	4/13/2021 3:19 PM
33	updated curriculum Employees at all levels are wiling to do hard work to benefit our students strong, capable teaching staff	4/13/2021 3:04 PM
34	n/a	4/13/2021 2:51 PM
35	1. diversity 2. dedication	4/13/2021 2:27 PM
36	AVID Program and after school support for students.	4/13/2021 2:16 PM
37	Staff's take on the direction given has shown great flexibility with the changes that arose throughout the last year. Opportunities offered to former students of the district are a great assest to help them achieve higher learning but can also be expanded so that more students take advantage of those great opportunities.	4/13/2021 2:02 PM
38	Financially stable, Sound academics	4/13/2021 1:43 PM
39	The teachers ability to be flexible.	4/13/2021 1:42 PM
40	#1 Is an AVID district #2 Is family orientate and retains students and their families	4/13/2021 1:26 PM
41	1. it's teachers/staff 2. Community Support	4/13/2021 12:51 PM
42	Excellent relationship with the community	4/13/2021 12:44 PM
43	- friendly with families - uniforms/rules	4/13/2021 12:38 PM
44	No se	4/13/2021 11:47 AM
45	N/A	4/13/2021 10:17 AM
46	It is a small district with two campuses. Teachers are highly effective. District very concerned and involved with community.	4/13/2021 9:29 AM
47	Responsabilidad, participación y/o puntualidad	4/12/2021 10:14 PM
48	Strong community support Strong leadership	4/12/2021 8:37 PM
49	Family atmosphere, community center, technology.	4/12/2021 7:32 PM
50	Exito de los estudiantes, superindentente que sepa comunicarse en español, respeto e igualdad para todos los Padres e estudiantes	4/12/2021 5:48 PM
51	Motivación, servicio y liderazgo	4/12/2021 5:29 PM
52	La educación,alimentación de los alumnos y maestro	4/12/2021 5:17 PM
53	No se	4/12/2021 5:15 PM
54	Diversity and some after school programs	4/12/2021 4:25 PM
55	I believe that Wilson's small size benefits the staff and students with a well proportioned ratio which allows for a more staff-centered as well as students centered support.	4/12/2021 4:16 PM
56	What I consider strengths are involvement with students and their families, keeping up with the political policies, and keeping staff happy and of need of nothing providing a stress free learning environment.	4/12/2021 3:05 PM
57	Active parent involvement	4/12/2021 2:54 PM
58	The relationship the teachers and staff establish with the students and the support staff's dedication despite little to no recognition.	4/12/2021 2:08 PM

Wilson Elementary School District Community Superintendent Search  
Survey 2021

SurveyMonkey

59	Good teachings	4/12/2021 2:07 PM
60	Keeps the Community informed of all changes, and very good forms of communication.	4/12/2021 1:59 PM
61	None	4/12/2021 1:43 PM
62	No tengo comentarios al respecto	4/12/2021 1:37 PM
63	Tecnología, saver escuchar	4/12/2021 1:24 PM
64	La forma que enseñan hacer responsables a los estudiantes.	4/12/2021 1:14 PM
65	1) They are able to provide laptops and other devices for all children enrolled during the pandemic. 2) Being a small district, families know each other and feel at home. 3) The fact that they are able to find resources for underprivileged kids, like field trips, or Christmas presents.	4/12/2021 1:02 PM
66	I dont know	4/12/2021 12:57 PM
67	Know how to lead.	4/12/2021 12:57 PM
68	N/A	4/12/2021 12:56 PM
69	Clean staff	4/12/2021 12:53 PM
70	N/A	4/12/2021 12:51 PM
71	None this school has completely changed. This school needs new values and respect the parents and STUDENT views. I hope this changes because this school isn't what it used to be. This school needs to be more happier the staff act like they're Sergeant. I've thought of sending my kid with a camera and exposing how horrible the staff can be.	4/12/2021 12:51 PM
72	Educacion y seguridad de los estudiantes y administrativos	4/12/2021 12:48 PM
73	Three strengths are community support, positive responsible teachers most of all student support. I extremely appreciate my girls teachers and how they support and advocate for my girls. We have great communication and they know and under stand how my girls learn better.	4/12/2021 12:47 PM
74	Buen personal	4/12/2021 12:46 PM
75	La ayuda a los estudiantes	4/12/2021 12:44 PM
76	La educación y organización	4/12/2021 12:43 PM
77	Inclusivity, strong leadership	4/12/2021 12:42 PM
78	The community is very involved. Teachers are enthusiastic.	4/12/2021 11:17 AM
79	1. Wilson welcomes all students. 2. Many teachers are eager for more meaningful professional development. 3. Many of our families continue to come to Wilson, even though they live out of district.	4/9/2021 7:33 AM
80	The staff is amazing. Renovated classrooms.	4/8/2021 9:17 PM
81	Effective and efficient employees	4/8/2021 8:11 PM
82	I believe Wilson Elementary district successfully promotes and utilizes data-driven instruction that promotes student growth and college readiness. I also think the district does a good job of making all teachers feel appreciated and considers the input of faulty members in district-wide decision making	4/8/2021 3:40 PM
83	No Comment.	4/8/2021 3:26 PM
84	Community, and the quality of our technology.	4/8/2021 2:11 PM
85	Staff and community	4/8/2021 1:12 PM
86	One strength of the district is that it is community centered. The second strength is initiatives, PBIS and AVID.	4/8/2021 11:59 AM
87	curriculum and an early release day to have PD for teachers	4/8/2021 11:41 AM
88	Great group of educators who care about the students The community of students and families	4/8/2021 11:40 AM

	that we are serving	
89	Staff is dedicated to student success in and out of school. Team teachers work cohesively together.	4/8/2021 11:30 AM
90	Commitment to student success Tight community Passionate educators that go above and beyond for the community	4/8/2021 11:11 AM

**Q11 What do you consider to be the two or three most significant CHALLENGES OR ISSUES facing the district? (¿Cuáles considera usted que son los dos ó tres desafíos ó problemas más significativos que enfrenta el Distrito?)**

Answered: 90 Skipped: 143

#	RESPONSES	DATE
1	Keeping good staff. Better pay	4/30/2021 11:22 AM
2	1. Being a small district involves wearing many hats and I believe that Teachers and staff are not always acknowledged for all their hard work. 2. Communication needs to be better. 3. New staff is not always provided with the proper training before partaking their duties which leads to difficulties in the work place and we end up losing valuable employees.	4/29/2021 4:03 PM
3	There are many people who are related or close friends that work in the district. The most of the staff should not have previous knowledge of others. All staff should be treated the same no staff person should be treated better than another. IA's that are asked to step into teaching role they should be compensated with a high rate of pay for the day.	4/28/2021 2:56 PM
4	Implement better communication on the staff. Staff salary raises.	4/28/2021 2:53 PM
5	People at this district are not very nice	4/28/2021 11:44 AM
6	Retaining new teachers, overwhelming evaluation methods, communication between campus and district is weak and causes overlaps in implemented methods/strategies that often do NOT conflict with each other.	4/28/2021 10:32 AM
7	Substitutes are hard to find. Field trips needed.	4/28/2021 10:16 AM
8	Attendance and involvement	4/23/2021 11:47 AM
9	no communication new teachers not staying long no parent involvement	4/19/2021 4:55 PM
10	1. We have a high teacher turnover. This has happened more recently, but had not been this way in the past. 2. Programs that have been proven to be effective are not kept long enough or if they are working they have taken away.	4/19/2021 4:48 PM
11	Budget and Pay scale.	4/19/2021 1:23 PM
12	Student achievement scores and student enrollment.	4/19/2021 7:44 AM
13	Unity Community involvement	4/18/2021 6:44 AM
14	Declined student enrollment Poor policies and procedures	4/16/2021 6:16 PM
15	1. Corruption 2. Not investing back into community 3. Qualified teachers	4/16/2021 4:37 PM
16	Wifi	4/16/2021 4:37 PM
17	Lack of a knowledgeable/resourced community to hold the school district accountable The district in general has too much power over the students and families Lack of transparency at the district level Nepotism and favoritism	4/16/2021 4:18 PM
18	More communication, bringing parents to participate in school functions, bringing all staff together from both campuses.	4/16/2021 2:34 PM
19	Not listening to teachers during negotiation- not being open to compromise. Inbreeding- getting positions or movement inpositions because of who you know not because of merit or education.	4/16/2021 8:29 AM
20	1.Communication 2. Professional Development only seems to focus on an area or two and does not cover what is really needed by staff.	4/15/2021 1:16 PM

Wilson Elementary School District Community Superintendent Search Survey 2021

SurveyMonkey

21	Fair treatment of staff Consistent policies They seem to favor new and inexperienced certified teachers and do not always respect the veteran teachers for all of their hard work and dedication over the years. Good teacher retention is a huge problem at Wilson.	4/14/2021 11:02 AM
22	Student growth and progress, budget	4/14/2021 9:36 AM
23	Cutting staff year after year, therefore increasing class size. Staff retention, you train them and then they leave because working conditions are too high of stress for our pay and recognition. Going backwards the past 12 years in Technology in the classroom and updates. Building causing health issues with teachers and staff due to old a/c, air filtration, black mold, rodent infestation and many health code violations..	4/14/2021 9:30 AM
24	People who have been at Wilson for a LONG time and do things their way Disagreements and lack of transparency with a 3 member board	4/14/2021 8:01 AM
25	Low staff morale, staff pay (absence of raises), classified staff not recognized as an equal in; raises, stipends, higher education grants, promotions, excellent evaluation recognition, classified incentives	4/14/2021 7:58 AM
26	Transparency Lack of vision Lack of innovation Unreliable technology Implements too many programs	4/14/2021 5:53 AM
27	None	4/13/2021 4:39 PM
28	Teachers are not happy so our grades have been going down the past few years. Our kids grades should be going up. Having parent participation in recruiting board members for the district.	4/13/2021 4:36 PM
29	The Covid pandemic. Kids not being able to socialize in person. Having the little kids follow sanitizing rules.	4/13/2021 3:58 PM
30	Financial	4/13/2021 3:52 PM
31	Library use for ALL grade levels. Communication with staff. Staff Retention	4/13/2021 3:29 PM
32	Teacher/staff retention, and student achievement are some of the most significant challenges facing the district.	4/13/2021 3:19 PM
33	lack common vision for instructional improvement lack consistent expectations for teachers and leaders low student achievement	4/13/2021 3:04 PM
34	n/a	4/13/2021 2:51 PM
35	1. communication 2. support	4/13/2021 2:27 PM
36	Teacher retention and budget	4/13/2021 2:16 PM
37	There are some troubling views some of the administrators and board members have and see no issue in promoting those views even when they directly affect the community they work for. Efficiency in executing necessary changes in a timely manner when they affect the community at large.	4/13/2021 2:02 PM
38	Accountability, Financial Security	4/13/2021 1:43 PM
39	The challenge is trying to keep good teachers. The turn around of teachers keeps occurring.	4/13/2021 1:42 PM
40	#1 mcesa grant (Student achievement has remain stagnate and in some cases decreased since its implementation). More \$\$ does not equate to higher achievement! Data shows this grant has hurt schools/districts who have adopted it across the state. #2 Alignment vertical and horizontal with instruction and leadership #3 Master teacher retention	4/13/2021 1:26 PM
41	1. loss of direction/focus. future Financial shortfalls.	4/13/2021 12:51 PM
42	Teacher retention Low teacher pay Deficit in academic success due to the pandemic	4/13/2021 12:44 PM
43	- losing students to charter schools - decline of avid program	4/13/2021 12:38 PM
44	No se	4/13/2021 11:47 AM
45	N/A	4/13/2021 10:17 AM
46	The challenges would be appropriate curriculum for most students who need a strong basic	4/13/2021 9:29 AM

foundation before expecting students to dominate curriculum that is beyond their level and encouraging students to value themselves to work hard. Another concern is discipline for most students who are lacking basic principles of respect for self, each other and adults.

47	Dar una buena educación, hacer responsables a los alumnos y tener un alto nivel academico	4/12/2021 10:14 PM
48	Leadership that does not cooperate and act as a teammate Appreciate all staff at every level and show regularly	4/12/2021 8:37 PM
49	Student loss, inconsistencias between campuses, inequity in pay schedules	4/12/2021 7:32 PM
50	Que todos los estuantes tengan un nivel alto educativamente hablando. Mas dinero para la escuela, programas para los estudiantes. Proteccion contra covid. Seguridad. Maestros Altamente calificados bilingues. Implementation programas bilingues.español-ingles.	4/12/2021 5:48 PM
51	Economía y intimidación	4/12/2021 5:29 PM
52	El covid19	4/12/2021 5:17 PM
53	No se	4/12/2021 5:15 PM
54	Communication, student motivation and after school pick up	4/12/2021 4:25 PM
55	For me, the communication issues between district, admin, and staff needs to be improved. Maintaining or lifting staff morale on a regular basis needs improvement as well.	4/12/2021 4:16 PM
56	The two biggest issue is Help for families with transportation to pick supplies for the online distance learning, and the schools internet connection it needs to be able to handle more people as the hole school uses it.	4/12/2021 3:05 PM
57	budgeting and lunches	4/12/2021 2:54 PM
58	Holding staff accountable to the same expectations others are held to, retention of teachers, and academic student success.	4/12/2021 2:08 PM
59	Strict rules	4/12/2021 2:07 PM
60	Having parents or community members involved in any school activities and Elementary school communication with parents	4/12/2021 1:59 PM
61	None	4/12/2021 1:43 PM
62	No tengo comentarios sobre eso	4/12/2021 1:37 PM
63	Ayudar a mas programas , ser buen directivo para el distrito	4/12/2021 1:24 PM
64	Que no tienen suficientes maestros.	4/12/2021 1:14 PM
65	1) Not being able to accept change 2) Not really listening to parents 3) Not focusing on emotional and social learning for students	4/12/2021 1:02 PM
66	Covid	4/12/2021 12:57 PM
67	.	4/12/2021 12:57 PM
68	Choice of in-person and online learning. The efficiency of the online learning for those who do choose that option.	4/12/2021 12:56 PM
69	Pricing for students necessities too high for students, not come to understanding to my student when it comes to internet and online schooling , school doesn't notify parents on time when it comes to tasks or updates from students	4/12/2021 12:53 PM
70	N/A	4/12/2021 12:51 PM
71	The staff! The principal needs to retire soon and so do many other teachers who've been there way longer then they should. The teachers there show absolute no care for the children's education. These teachers are now there to just collect a check. It's so sad how once this school was looked as the best school and now doesn't even have a ranking because of how poorly they've achieved the children's education.	4/12/2021 12:51 PM
72	Cumunicacion para padres	4/12/2021 12:48 PM
73	Honestly I don't know of any problems they I can think of. I haven't had any problems with the	4/12/2021 12:47 PM

	district or and issues with the school!	
74	Mala comunicación Mala organización Mala distribución de los recursos	4/12/2021 12:46 PM
75	El enseñar a usar la tecnología a los estudiantes.	4/12/2021 12:44 PM
76	La seguridad y limpieza	4/12/2021 12:43 PM
77	Not sure	4/12/2021 12:42 PM
78	The community and district struggles to accept or support change whether it be academically or procedurally. The district lacks regular training and development regarding workplace relations. Boundaries are unclear for certain responsibilities within the district.	4/12/2021 11:17 AM
79	1. Continuing to believe that there are no district wide staff morale issues, and therefore have taken no measures to seek why we have such a high turnover here. 2. Continuing to do things in the same way, but expect different results - especially where student achievement is concerned. 3. Overall lack of willingness to hear staff concerns and then work cooperatively to address these concerns.	4/9/2021 7:33 AM
80	Funding for classroom materials and curriculum. Funding for professional development. Teacher retention	4/8/2021 9:17 PM
81	Space parking for parents during dismissal.	4/8/2021 8:11 PM
82	I believe the district does not have a clear district-wide initiative that promotes school pride and involvement. We are also struggling as a district to meet our students social and emotional needs at this incredibly difficult time that is filled with changes and restrictions. Not all schools in the district have a counselor on board so implementing changes is much more difficult in this regard.	4/8/2021 3:40 PM
83	No Comment.	4/8/2021 3:26 PM
84	Teacher Retention, Communication.	4/8/2021 2:11 PM
85	No pay raises for Teachers, IAs, and other hard working staff. Our pay is low, especially for veteran teachers. No input from teachers.	4/8/2021 1:12 PM
86	One challenge is the "gang" mentality of I don't like you so I'm going to do everything I can to push you out. Another issue is more than half of our students can not read at grade level.	4/8/2021 11:59 AM
87	teachers belief that ALL students can learn at high levels lack of AVID evidence at both campuses	4/8/2021 11:41 AM
88	Not retaining qualified teachers. Not caring enough about our preschool programs, not fighting to keep the programs running.	4/8/2021 11:40 AM
89	Communication between departments in management. Ineffective staff or staff that refuse to follow procedures and guidelines set forth by state and federal guidelines not being held accountable for continued issues. Last minute communication. Staff not being trained in basic special education law and issues that are very prevalent in our area.	4/8/2021 11:30 AM
90	Parent support Communication	4/8/2021 11:11 AM