

Stakeholder Input Report for

***El Paso County
School District 49
Peyton, Colorado***



Executive Summary

Submitted by

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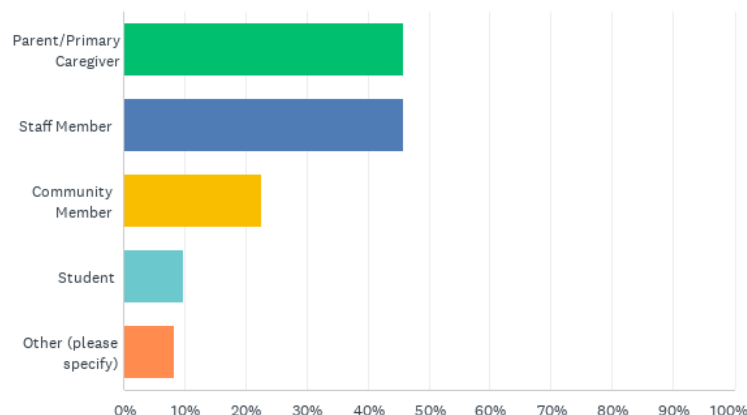
EXECUTIVE RECRUITMENT & DEVELOPMENT

Background

This report on stakeholder feedback in the El Paso County School District 49 (District 49) Superintendent search is the result of the administration of an online stakeholder survey to which District 49 stakeholders were invited to participate. McPherson & Jacobson consultant Dr. Walt Cooper collected all stakeholder feedback and compiled this report.

In total, 419 online survey responses were collected from stakeholders. Respondents were asked to identify the group that best represented their connection to this survey (see chart below). The largest number of responses was divided equally between Parents or Primary Caregivers and Staff Members. Community Members were next, followed by Students and respondents who selected “Other” as a category.

Q4 Please indicate below what best describes your connection to District 49 :



The foundation of the online survey was a series of the following 3 questions:

1. What skills, qualities, or characteristics should the next superintendent possess to be successful in the role?
2. What do you perceive are the most significant challenges or issues the next superintendent should be most prepared to address upon assuming the role?
3. In general, what are the best things about District 49t?

Summary of Frequent Responses and Common Themes

1. Listed below are the most common themes reported (by stakeholder group) to the question, “What skills, qualities, or characteristics should the next superintendent possess to be successful in the role?”

Parents/Primary Caregivers

- a. Support and advocacy for teachers
- b. Education background and leadership experience
- c. Decision making based on student needs
- d. Integrity
- e. Politically neutral
- f. Engagement/communication with parents

Staff Members

- a. Focus on student needs
- b. Support for teachers and staff
- c. Strong education leadership experience
- d. Honesty, integrity, transparency
- e. Good communicator

Community Members

- a. Focus on supporting teachers and staff
- b. Education experience
- c. Open-minded / not political
- d. Conservative

Students

- a. Open-minded and willing to listen
- b. Respectful and kind
- c. Values everyone
- d. Supports teachers

2. Common themes in response to the question “What do you perceive are the most significant challenges or issues the next superintendent should be most prepared to address upon assuming the role?” included:

Parents/Primary Caregivers

- a. Board of Education division, controversy, and challenges
- b. Staff pay, recruitment, and retention
- c. Growth
- d. Student behavior and safety

Staff Members

- a. Working with the Board of Education
- b. Staff shortages
- c. Recruitment, retention, and pay for staff
- d. Student behavior
- e. Growth

Community Members

- a. Board of Education dynamics and politics
- b. Teacher and staff shortage and pay

Students

- a. Bullying
- b. Drugs
- c. Fights

3. When asked, “In general, what are the best things about District 49?” stakeholders most often responded:

Parents/Primary Caregivers

- a. Teachers and staff
- b. Students
- c. Choice and zones
- d. School calendar / schedule
- e. Community
- f. Schools
- g. Conservative

Staff Members

- a. Staff
- b. Students
- c. Calendar / schedule
- d. Peter Hiltz
- e. Community

Community Members

- a. Students
- b. Staff and teachers
- c. Choice / options / zones

Students

- a. Teachers and staff
- b. Students
- c. Opportunities