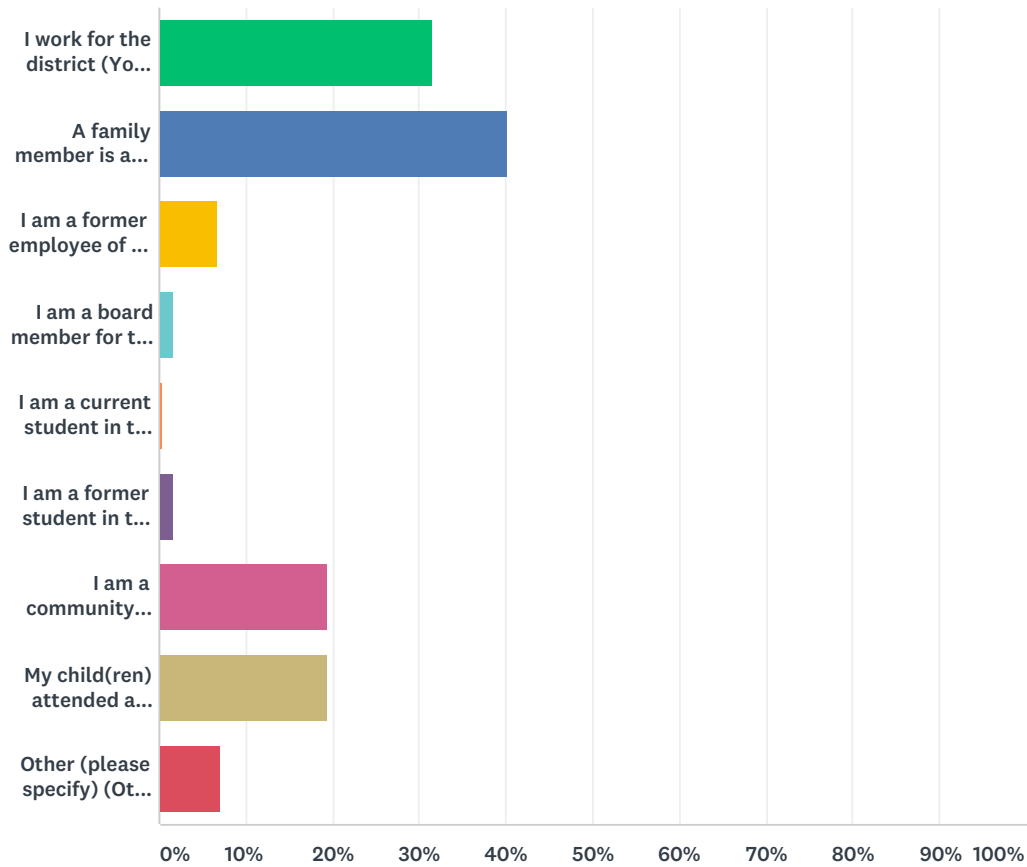


Q1 My relationship to the district: [You may select up to three]. (Mi relación con el Distrito es la siguiente: [Usted puede seleccionar hasta tres respuestas.]

Answered: 241 Skipped: 0

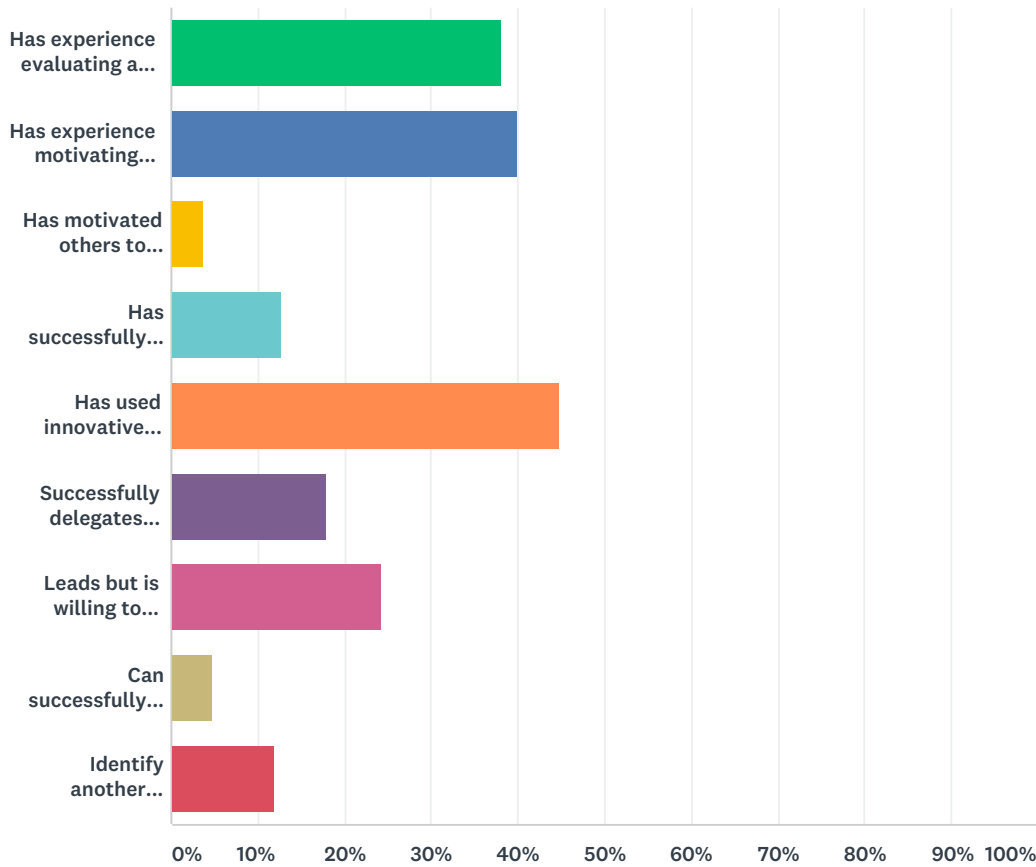


ANSWER CHOICES	RESPONSES	
I work for the district (Yo trabajo para el Distrito)	31.54%	76
A family member is a student in the district (Un miembro de mi familia es estudiante en el Distrito)	40.25%	97
I am a former employee of the district (Soy un ex empleado(a) del Distrito)	6.64%	16
I am a board member for the district (Soy un miembro de la Mesa Directiva del Distrito)	1.66%	4
I am a current student in the district (Soy un estudiante actual en el Distrito)	0.41%	1
I am a former student in the district (Soy un ex estudiante del Distrito)	1.66%	4
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)	19.50%	47
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)	19.50%	47
Other (please specify) (Otro, por favor especifique)	7.05%	17
Total Respondents: 241		

#	OTHER (PLEASE SPECIFY) (OTRO, POR FAVOR ESPECIFIQUE)	DATE
1	I am a highly qualified educator who chose to work for another district even though I live in Sedona. I have a current Sedona high school student living with me as his family is going through a hardship.	1/28/2018 7:59 AM
2	School volunteer	1/22/2018 5:25 PM
3	I am a community member	1/21/2018 8:18 PM
4	Volunteer at Big Park Community School	1/19/2018 3:51 PM
5	Former School board member	1/19/2018 3:44 PM
6	I worked as a "volunteer" with the school board and district leadership	1/19/2018 10:51 AM
7	I manage a HeadStart Center at WSS	1/17/2018 3:33 PM
8	I regularly volunteer with programs in all district schools. I am a former teacher in FUSD and the president of the Flagstaff High School Site Council.	1/17/2018 12:01 PM
9	On the Sedona Red Rock HS Site Council	1/17/2018 8:39 AM
10	Substitutes teacher and school volunteer	1/15/2018 5:10 PM
11	Community volunteer supporting Big Park Community School	1/15/2018 3:05 PM
12	I am an administrator (superintendent) in Canada	1/11/2018 12:50 PM
13	Multiple kids currently at school	1/11/2018 7:04 AM
14	I am a resident in the district with young children not yet in school.	1/10/2018 4:19 PM
15	Small Business owner in the district	1/10/2018 2:58 PM
16	I was a substitute teacher at the high school and WS School	1/10/2018 11:40 AM
17	I direct a free all-volunteer after school tutoring program for reading and writing for 2nd and 3rd graders	1/9/2018 11:56 AM

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: 210 Skipped: 31



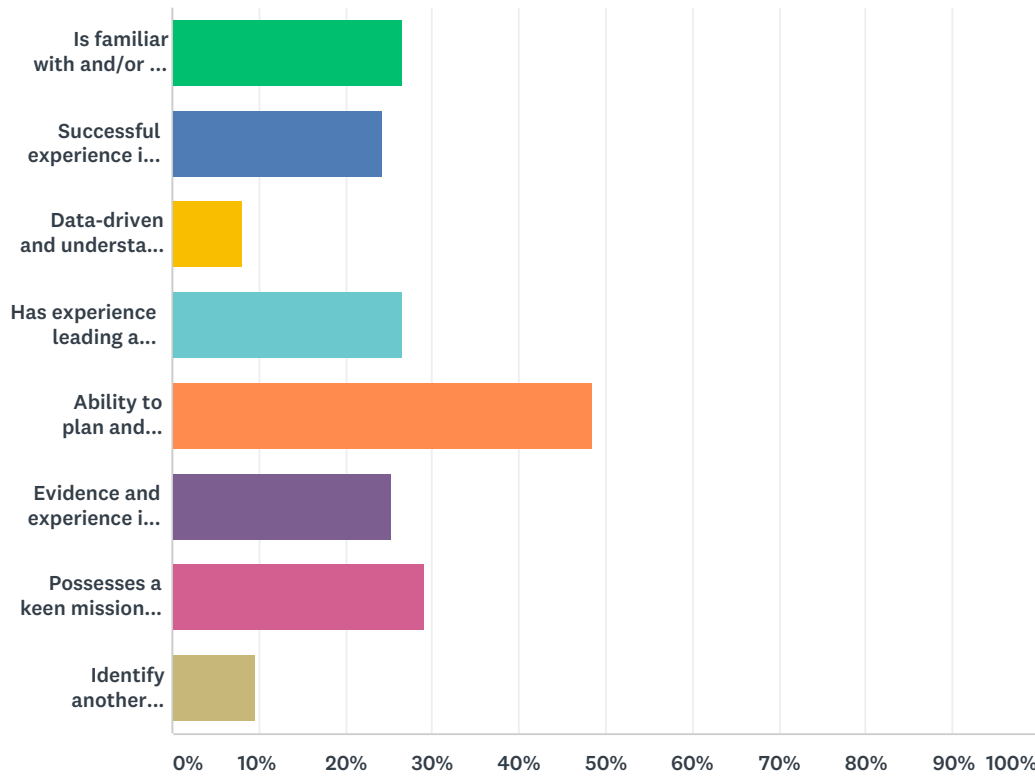
ANSWER CHOICES	RESPONSES
Has experience evaluating and reorganizing staff, revising procedures, and implementing policy changes to improve efficiency. (Tener experiencia en la evaluación y reorganización del personal, revisión de procedimientos, e implementación de cambios en las políticas para mejorar la eficiencia.)	38.10% 80
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.)	40.00% 84
Has motivated others to assume leadership roles.(Saber motivar a los demás para que asuman papeles de liderazgo.)	3.81% 8
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.)	12.86% 27
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).)	44.76% 94
Successfully delegates authority and responsibility and holds staff accountable. (Delegar exitosamente la autoridad y la responsabilidad y responsabilizar al personal.)	18.10% 38
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)	24.29% 51

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.)	4.76%	10
Identify another leadership skills trait. (Describe a continuación otra cualidad sobre las destrezas de liderazgo:)	11.90%	25
Total Respondents: 210		

#	IDENTIFY ANOTHER LEADERSHIP SKILLS TRAIT. (DESCRIBA A CONTINUACIÓN OTRA CUALIDAD SOBRE LAS DESTREZAS DE LIDERAZGO:)	DATE
1	Leadership to assess situations and determine the right course for the education better of students regardless of stakeholder support o	1/28/2018 9:30 PM
2	Needs improvement.	1/24/2018 9:53 AM
3	Talk to Joe Howard the Superintendent for Prescott - Look at his leadership and use as a consultant and role model	1/23/2018 10:34 PM
4	With the collusion of the board at this point, the next superintendent must be able to rally the "troops" back to unity.	1/23/2018 9:31 PM
5	Can lead in the best interest of all of the students in the district, no matter if the board is reluctant to follow	1/23/2018 3:44 PM
6	Experience with community marketing and promoting a school district in order to increase enrollment.	1/23/2018 2:14 PM
7	Financial: knows how to get additional federal funding and/or apply for grants for special projects and/or work with state legislators to improve teacher salaries	1/22/2018 1:38 PM
8	Has experience with school closure	1/22/2018 8:20 AM
9	1. Good knowledge base, must be smart and understand and support goals of public education. 2. Must have excellent communication skills. 3. Must have vision for the district and public education.	1/21/2018 8:28 AM
10	Recommend superintendent have a PH.D	1/20/2018 3:33 PM
11	Ability to communicate and interact with the greater Community and to market the merits of the District in order to attract students from other surrounding schools (both public and private)	1/20/2018 3:21 PM
12	love of learning, passion for knowledge	1/19/2018 8:52 PM
13	Is knowledgeable about current teaching modalities as well as what makes a successful student into a successful person.	1/19/2018 3:15 PM
14	Listens to the community concerns and acts accordingly!!!!!!!!!!!!!!!!!!!!!!	1/19/2018 12:32 PM
15	Has a reputation for being of integrity and transparency with staff and community with systems of engagement and accountability that help to grow confidence in others.	1/19/2018 11:01 AM
16	Steer board in right direction.	1/16/2018 2:50 PM
17	has experience in making a district financially viable	1/16/2018 11:47 AM
18	Cares	1/11/2018 1:33 PM
19	Able to funnel out the politics of mainly the board members	1/11/2018 9:55 AM
20	Can work to unify and streamline a district so that students are the first priority and excellence in education is valued.	1/10/2018 7:15 PM
21	The next super intendent needs to be able to manage a political board that is often responsible for a substantial amount of the chaos that ensues within the district. Board members mean well and have a hard job. But they try and reach well beyond their collective expertise and authority when they have a superintendent they don't believe in.	1/10/2018 4:24 PM
22	Is innovative- faces adversity with creativity and researches what other school districts do around the country- NOT just Verde Valley.	1/10/2018 2:57 PM
23	Is supportive of staff and students	1/10/2018 12:09 PM
24	Can work well with an adversarial Board with an agenda that does not serve our students.	1/10/2018 11:46 AM
25	Honesty, transparency, trust-building	1/10/2018 10:22 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: 210 Skipped: 31



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.)	26.67% 56
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.)	24.29% 51
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.)	8.10% 17
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.)	26.67% 56
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.)	48.57% 102
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.)	25.24% 53
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.)	29.05% 61

Identify another academic program trait. (Describe a continuación otra cualidad sobre el programa académico:)

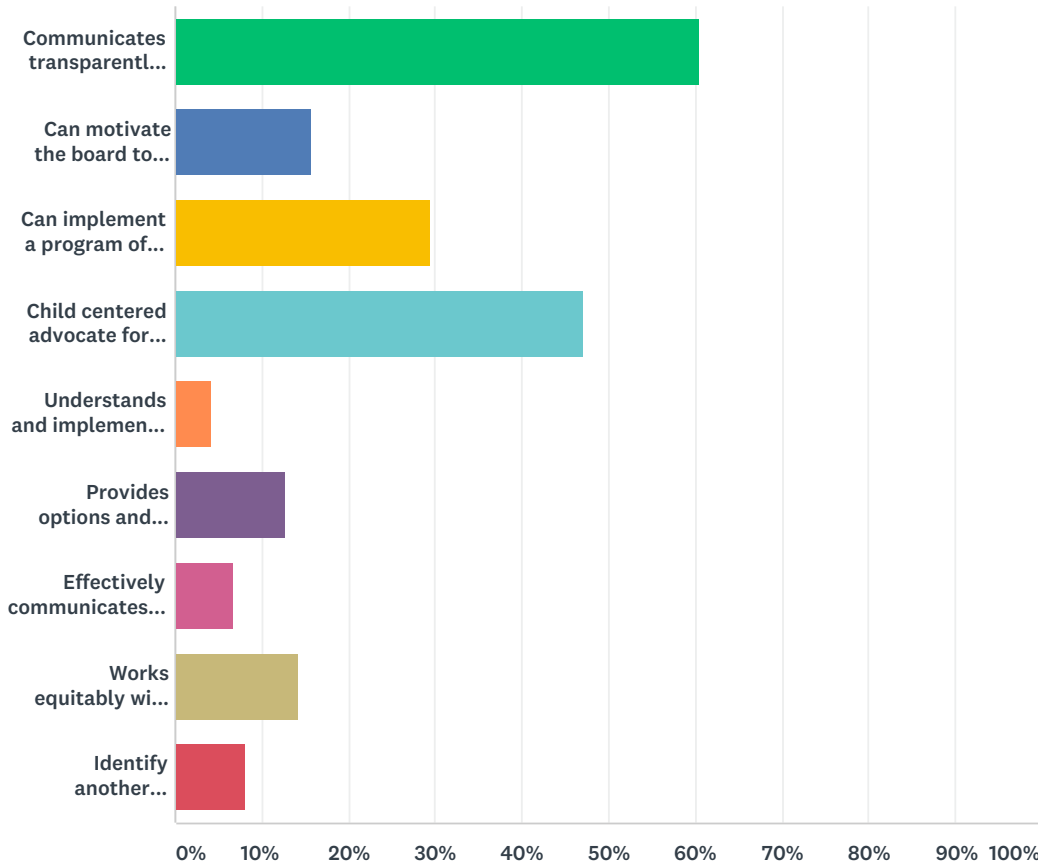
9.52% 20

Total Respondents: 210

#	IDENTIFY ANOTHER ACADEMIC PROGRAM TRAIT. (DESCRIBA A CONTINUACIÓN OTRA CUALIDAD SOBRE EL PROGRAMA ACADÉMICO:)	DATE
1	Successful experience leading a school or district where many of the best students are leaving for alternative forms of education (online schooling, charter schools, home schooling, etc.)	1/25/2018 2:38 PM
2	Has a proven record in regards to	1/24/2018 12:33 PM
3	Needs improvement.	1/24/2018 9:53 AM
4	Identifies and assists students needing additional help due to delays or learning disabilities	1/23/2018 5:26 PM
5	Possesses a practical approach to student academics with changing demographics and less funding.	1/23/2018 2:14 PM
6	Experience in improving language skills in English Language Learners.	1/23/2018 9:28 AM
7	How to consolidate programs to better support the needs of all students.	1/22/2018 8:20 AM
8	Must be able to inspire a true love of learning beyond the idea of career readiness.	1/21/2018 8:28 AM
9	Emphasis on arts and other neglected programs	1/19/2018 12:32 PM
10	Will make tough decisions because they are good for our district, including business and academic decisions.	1/18/2018 3:35 PM
11	Favors educational approaches focusing on the whole child and utilizing all intelligences. Realizes that academic achievement is a function of engaging young learners with a variety of relevant approaches.	1/17/2018 12:07 PM
12	expecting our students to rise to a high level....there is currently no expectation for our students...no motivating by teachers or administrators! we need a Superintendent that expects and sets our students up to win!	1/14/2018 7:32 PM
13	Experience dealing with declining enrollment, researching the competition, and knowing how to compete to draw parents and students back.	1/14/2018 4:58 PM
14	Understands and encourages the development of the whole child.	1/13/2018 9:53 AM
15	Had a child centered, developmental appropriate mindset	1/12/2018 12:16 PM
16	Common sense driven	1/11/2018 1:33 PM
17	Ability to EMPOWER others with hope, fairness, and dedication.	1/10/2018 2:57 PM
18	Has experience implementing/supporting gifted and talented programs including knowledge of the struggles of profoundly gifted children.	1/10/2018 9:53 AM
19	Ability to navigate through a field of political divisiveness and find consensus.	1/10/2018 9:29 AM
20	Experience with sustainability, educating for sustainability, and its relationship to STEAM/STEM and global citizenship	1/9/2018 3:37 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: 210 Skipped: 31



ANSWER CHOICES	RESPONSES
Communicates transparently and with candor with all stakeholders. (Comunicarse de manera transparente y con franqueza con todas las partes interesadas.)	60.48% 127
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.)	15.71% 33
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.)	29.52% 62
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.)	47.14% 99
Understands and implements board policy and administrative procedures (regulations). (Entender e implementar las normas de la Mesa Directiva y los procedimientos administrativos (reglamentos).)	4.29% 9
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.)	12.86% 27

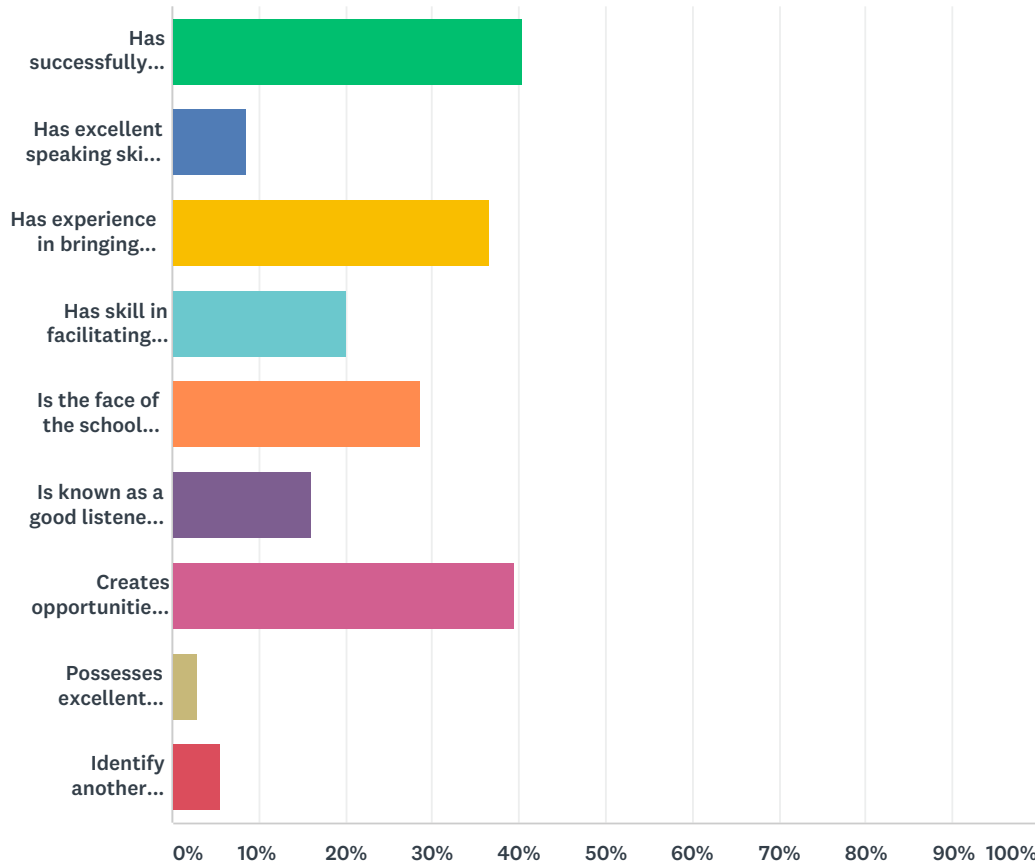
Effectively communicates decisions made by the governing board. (Comunicar eficazmente las decisiones tomadas por la Mesa Directiva.)	6.67%	14
Works equitably with all board members and provides ample opportunities for board input for agendas and meetings. (Trabajar equitativamente con todos los miembros de la Mesa Directiva y proveer amplias oportunidades para recomendaciones ó puntos de vista para las agendas y reuniones de la Mesa Directiva.)	14.29%	30
Identify another relationship-based trait: (Describe a continuación otra cualidad basada en la relación):	8.10%	17

Total Respondents: 210

#	IDENTIFY ANOTHER RELATIONSHIP-BASED TRAIT: (DESCRIBA A CONTINUACIÓN OTRA CUALIDAD BASADA EN LA RELACIÓN):	DATE
1	Super Intendent needs improvement.	1/24/2018 9:53 AM
2	Board unprofessionalism started years ago and the new regime has kept the tradition up. They now have pissed off most of the employees.	1/23/2018 9:31 PM
3	The Super leads the Board in the direction of the district, that's what they are paid for	1/23/2018 3:44 PM
4	A leader who leads, not follows direction of a top down board that is currently in place.	1/22/2018 8:20 AM
5	Supt should be the expert in education and able to communicate vision and ideas to board	1/21/2018 8:28 AM
6	Grateful that schools helped my kids. Concerned of new direction from certain board members. We need a super that has them all working for one common goal.	1/16/2018 2:50 PM
7	a leader that does not let the Board decide things that they have no qualifications to decide....is allowed to do his job!	1/14/2018 7:32 PM
8	Works to create an environment where the staff has respect for the board and an open communication policy with them. Creates opportunities for the staff and board to sit together and clear the air.	1/14/2018 4:58 PM
9	Board behavior has been divisive and manipulative. This impacts staff, teachers and kids very negatively. The mission to get the current super has been successful. Now let's cut the BS and do the right thing.	1/14/2018 10:09 AM
10	Stands up for teachers to board members	1/11/2018 1:33 PM
11	Actually replace some board members who are engaging in the same practices and lack of professionalism that they accused others of.	1/11/2018 9:55 AM
12	Educates the board on things they don't know. Perhaps the board should humble itself as if it has something to learn from someone who does this for a living.	1/10/2018 4:24 PM
13	Reminds the board to focus on the humanity as opposed to the industry. Vastly improves school lunches.	1/10/2018 9:51 AM
14	Willing/able to engage Board and all stakeholders with data and recommendations related to making difficult decisions that are best for all students and the district.	1/10/2018 9:35 AM
15	Identifies to the board their roles and responsibilities..supporting teachers, students. Not micromanaging with their own agenda	1/10/2018 9:33 AM
16	Ability to restrain Board from micromanaging the District and stick to their proper role.	1/10/2018 9:29 AM
17	Board needs to do their job and value teachers.	1/8/2018 3:35 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: 210 Skipped: 31



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.)	40.48% 85
Has excellent speaking skills with large and small groups. (Tener excelentes habilidades para comunicarse con grupos grandes y pequeños.)	8.57% 18
Has experience in bringing diverse special interest groups together. (Tener experiencia en reunir a diversos grupos con intereses especiales.)	36.67% 77
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.)	20.00% 42
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.)	28.57% 60
Is known as a good listener. (Ser conocido(a) como una persona que sabe escuchar.)	16.19% 34
Creates opportunities for strategic partnerships. (Crear oportunidades para sociedades estratégicas.)	39.52% 83

Possesses excellent writing skills (memos, policies, newsletters, blogs, etc...) (Poseer excelentes habilidades de redacción (notas, normas, boletines informativos, blogs, etc...))	2.86%	6
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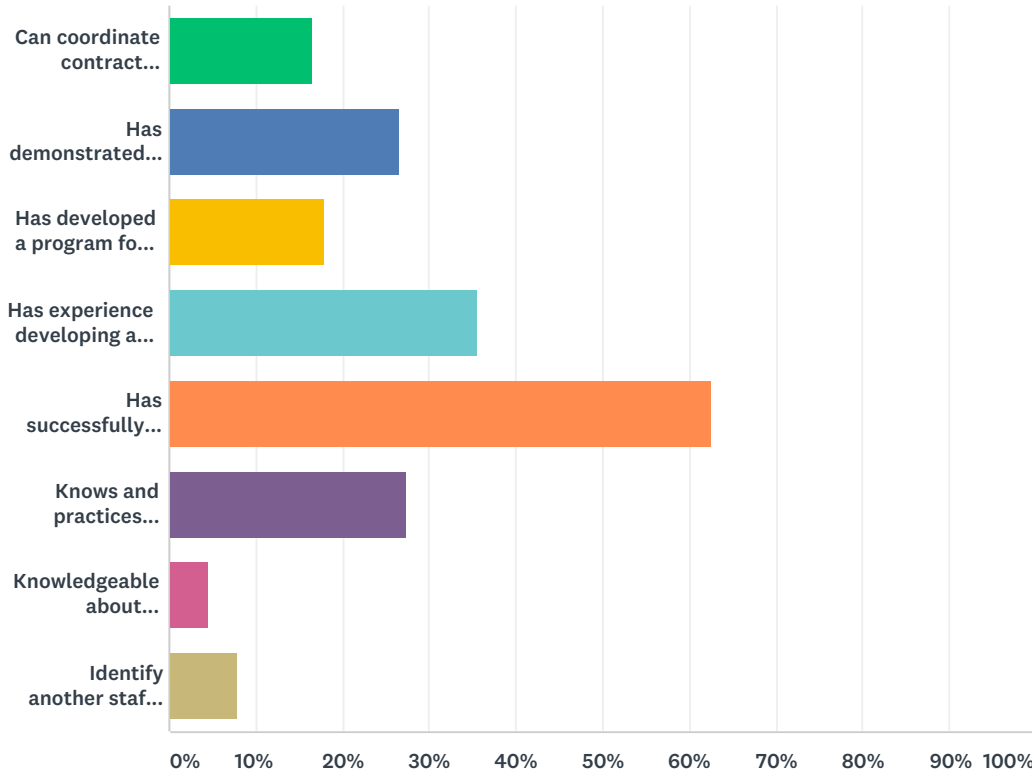
Identify another communication-based trait: (Describe a continuación otra cualidad basada en la comunicación:)	5.71%	12
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Total Respondents: 210

#	IDENTIFY ANOTHER COMMUNICATION-BASED TRAIT: (DESCRIBA A CONTINUACIÓN OTRA CUALIDAD BASADA EN LA COMUNICACIÓN:)	DATE
1	Needs improvement.	1/24/2018 9:53 AM
2	Get everyone on board including the wacky newspaper editor.	1/23/2018 9:31 PM
3	Reintroduce the volunteer opportunities to the community and make these volunteers feel welcome.	1/23/2018 9:28 AM
4	Clearly communicate the needs of the district fairly without favoring one school over another.	1/22/2018 8:34 AM
5	Can pull together a split community for the benefit of all students and consolidating programs and services to best meet the needs of all students of the district and not just one small village.	1/22/2018 8:20 AM
6	Gain the support of our local newspaper as well.	1/16/2018 2:50 PM
7	Actually shows up at ALL schools on a regular basis and the staff knows who they are, communicates with everyone, rolls up their sleeves and gets to work at ALL schools.	1/14/2018 4:58 PM
8	Do what is best for staff and kids. The board has to understand their role moving forward. We have enough challenges as employees in public education.	1/14/2018 10:09 AM
9	Is an advocate for public school education.	1/13/2018 9:53 AM
10	With the dynamic I see in this school district already, I see how important it is to liaison with the community, so sticking with that	1/11/2018 1:33 PM
11	Will not cave to pressure from the loudest group, and will make decision to is best for district.	1/10/2018 9:36 AM
12	This is related to some of the items below, but there are lots of unutilized resources in the community who could help if only the school would ask for help and then develop a process for managing volunteers/outsideers. Often everyone is to harried to even ask for help.	1/9/2018 3:37 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: 200 Skipped: 41

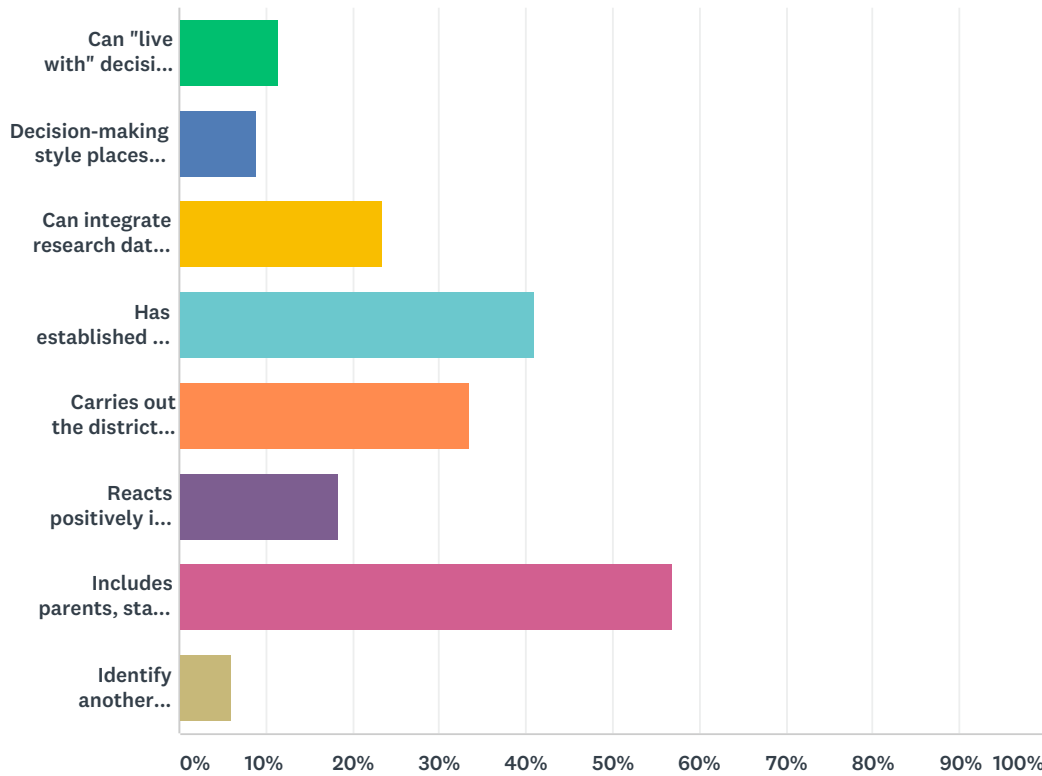


ANSWER CHOICES	RESPONSES
Can coordinate contract negotiations and administer bargaining agreements. (Poder coordinar las negociaciones de contratos y administrar los acuerdos de negociación.)	16.50% 33
Has demonstrated skill in supervising employees at all levels. (Haber demostrado habilidad en la supervisión de empleados en todos los niveles.)	26.50% 53
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.)	18.00% 36
Has experience developing and coordinating professional staff development programs. (Tener experiencia en desarrollar y coordinar programas para el desarrollo profesional del personal.)	35.50% 71
Has successfully recruited, selected and retained highly qualified staff. (Haber reclutado, seleccionado y retenido exitosamente al personal altamente calificado.)	62.50% 125
Knows and practices effective personnel policies and procedures. (Conocer y practicar las normas y procedimientos para el personal eficiente.)	27.50% 55
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.)	4.50% 9
Identify another staff development trait: (Identificar otro rasgo desarrollo personal:)	8.00% 16
Total Respondents: 200	

#	IDENTIFY ANOTHER STAFF DEVELOPMENT TRAIT: (IDENTIFICAR OTRO RASGO DESARROLLO PERSONAL:)	DATE
1	Supports a growth model for teacher improvement and professional development.	1/26/2018 12:52 PM
2	Promotes and financially supports teacher participation in professional development opportunities in their curriculum areas (e.g. National Science Teachers Association, National Association for Gifted Children, etc.)	1/25/2018 5:08 PM
3	Can maintain high quality staff by listening to their needs in the classroom	1/22/2018 8:25 AM
4	Believes in and demonstrates the principal of "bottom up" involvement rather than "top down" decisions.	1/19/2018 4:46 PM
5	Has effective lead sustained staff improvement AND empowerment processes and practices to shift both school and district culture as it relates to student learning.	1/19/2018 11:16 AM
6	understands how to retain good teachers	1/16/2018 11:50 AM
7	Engages with staff, creating an environment of support, open communication, no more "boys club" and has the ability to motivate staff and serves as a professional example of a district leader without too much ego.	1/15/2018 4:46 PM
8	Again, I beg that the board hears our message, let us do our job. Hey board, find some funding please.	1/14/2018 10:13 AM
9	Offers hope, compassion and empathy for all staff. Supports the teachers who are at the front lines.	1/13/2018 9:57 AM
10	Other choices don't seem to be that important to me	1/11/2018 1:38 PM
11	motivate and earn trust of employees	1/11/2018 1:04 PM
12	In addition, have the ability to articulate to the Board Members (some) that teachers are so valuable to schools, kids and the community. Get Zach R out first!!	1/11/2018 10:00 AM
13	Is positive, authentic, experienced, APPROACHABLE!	1/10/2018 2:59 PM
14	Doesn't get paid absurd amount!	1/10/2018 11:51 AM
15	Holds principals accountable for evaluating staff and IMPLEMENTING improvement plans.	1/10/2018 10:39 AM
16	Creates time for staff to learn from one another and get coaching, collaborate across disciplines. It's not about supervising (top-down, corrective action, evaluation) as much as it is engaging and coachin staff. and teams.	1/9/2018 3:42 PM

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: 200 Skipped: 41

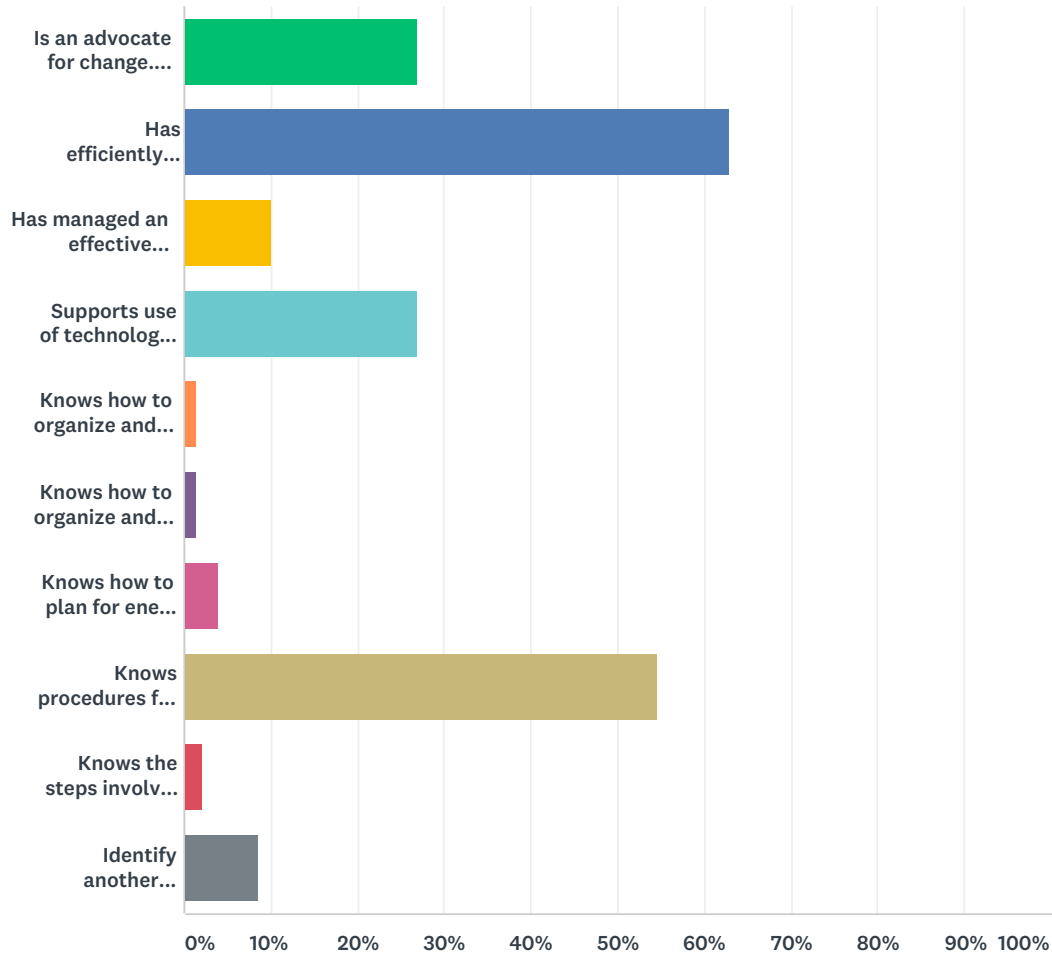


ANSWER CHOICES	RESPONSES
Can "live with" decisions regardless of how difficult they were to make. (Poder "sobrellevar" las decisiones sin importar qué tan difícil haya sido tomarlas.)	11.50% 23
Decision-making style places emphasis on board involvement. (El estilo en la toma de decisiones pone énfasis en la participación de la Mesa Directiva.)	9.00% 18
Can integrate research data into the decision-making process. (Poder integrar los datos de la investigación en el proceso de la toma de decisiones.)	23.50% 47
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.)	41.00% 82
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.)	33.50% 67
Reacts positively in highly stressful situations. (Reaccionar positivamente en situaciones altamente estresantes.)	18.50% 37
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.)	57.00% 114
Identify another decision-making trait: (Describa a continuación otra cualidad sobre la toma de decisiones:)	6.00% 12
Total Respondents: 200	

#	IDENTIFY ANOTHER DECISION-MAKING TRAIT: (DESCRIBA A CONTINUACIÓN OTRA CUALIDAD SOBRE LA TOMA DE DECISIONS:)	DATE
1	Makes decisions that benefit the students and district as a whole, rather than benefit special interests.	1/25/2018 5:08 PM
2	Be strong and implement change with clear communication	1/23/2018 9:33 PM
3	Leads the board, not the board leading them	1/23/2018 3:47 PM
4	Thoughtfulness and wisdom.	1/23/2018 2:20 PM
5	Makes difficult decisions based on student need, not community outcry. School closure must be a topic to discuss now.	1/22/2018 8:36 AM
6	Can make the right decision, not matter the backlash that will occur from the community (specifically the Village of Oak Creek residents)	1/22/2018 8:25 AM
7	We need a superintendent that can make decisions without School board influences & biases - a superintendent that will make decisions that benefit the entire district and not the Board's agenda.	1/21/2018 8:43 PM
8	Is transparent in sharing the criteria for making specific decisions and the processes for authentic input related to making key decisions,	1/19/2018 11:16 AM
9	Board must respect our buiding and district leaders. They have done pretty darn good with all of the challenges. Stop questioning them and favoring certain schools	1/14/2018 10:13 AM
10	Fights for teachers and is able to sleep at night knowing they did their best	1/11/2018 1:38 PM
11	I believe there is good leadership among the district now. Why is Zach allowed to stay on the board when he misses most of the meetings and is disrespectful to teachers and others??	1/11/2018 10:00 AM
12	Superintendent selection needs to be done by a committee of all stake-holders - parents, students, staff, community members. NOT exclusively by the current School Board Members.	1/10/2018 11:50 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: 200 Skipped: 41



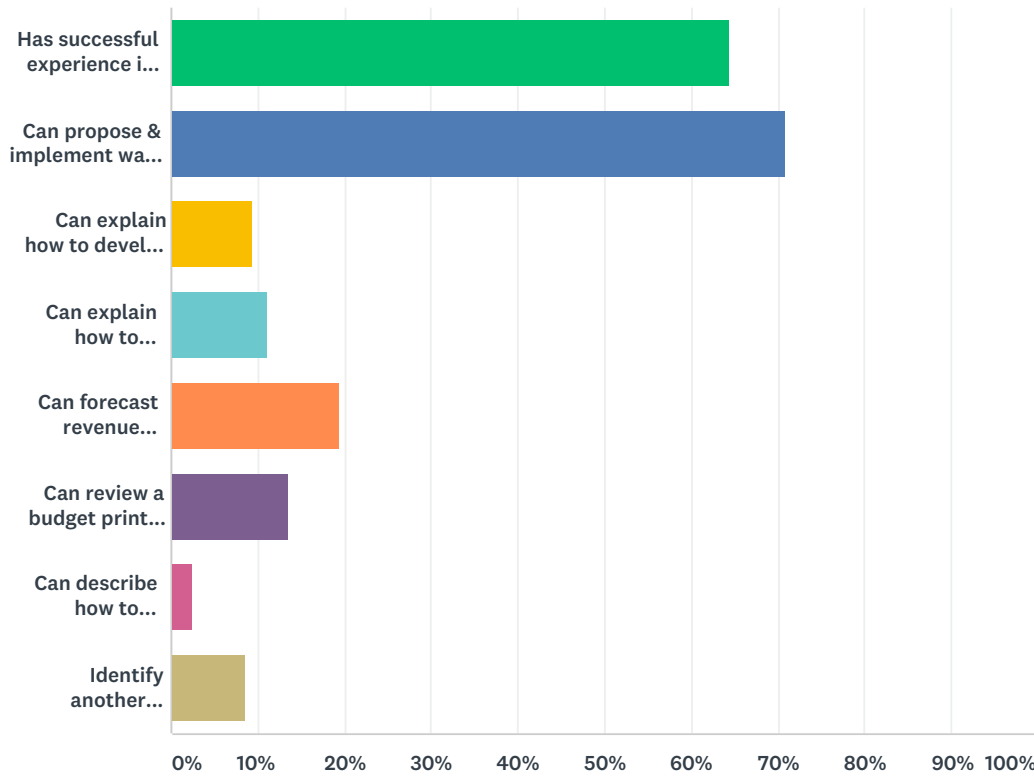
ANSWER CHOICES	RESPONSES
Is an advocate for change. (Ser un(a) defensor(a) para el cambio.)	27.00% 54
Has efficiently managed the operation of a school or district. (Haber manejado eficientemente el funcionamiento de una escuela o un distrito.)	63.00% 126
Has managed an effective program for supervision of buildings and grounds. (Haber manejado un programa eficaz para la supervisión de los edificios y terrenos escolares.)	10.00% 20
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.)	27.00% 54
Knows how to organize and operate an effective, efficient transportation program. (Saber cómo organizar y operar un programa de transporte eficaz y eficiente.)	1.50% 3
Knows how to organize and operate an effective, efficient, beak-even food services program. (Saber cómo organizar y operar un programa de servicios alimenticios eficaz, eficiente, sin tener pérdidas.)	1.50% 3

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.)	4.00%	8
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.)	54.50%	109
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.)	2.00%	4
Identify another operational trait: (Describa a continuación otra cualidad sobre las operaciones:)	8.50%	17
Total Respondents: 200		

#	IDENTIFY ANOTHER OPERATIONAL TRAIT: (DESCRIBA A CONTINUACIÓN OTRA CUALIDAD SOBRE LAS OPERACIONES:)	DATE
1	Considers both short-term and long-term needs for, benefits from, and costs of current and proposed facilities and support services when making decisions.	1/25/2018 5:08 PM
2	Get evyone on board and put the board in place.	1/23/2018 9:33 PM
3	Knows how to make hard choices, like school consolidation	1/23/2018 3:47 PM
4	Can identify the cost savings for consolidating schools and make it happen so we can stop suffering in the classroom from cuts year to year.	1/22/2018 8:25 AM
5	Knows how to hire qualified people for the above jobs.	1/21/2018 8:31 AM
6	Has effectively managed operational, support services and transportation staff and can describe practices employed to both deepen understanding in unfamiliar areas, and provide both supervision and accountability for personnel in these areas.	1/19/2018 11:16 AM
7	Creative problem solving with little to no funding, out of the box thinking in terms of transportation and being able to pull students from miles away.	1/14/2018 5:03 PM
8	definitely need an experience Super, preferably from AZ. One who can once again UNIFY this district.	1/14/2018 10:13 AM
9	Knows that sometimes an administration position can be combined to save money for the students.	1/13/2018 9:57 AM
10	Eh.....not important criteria for me for a superintendent	1/11/2018 1:38 PM
11	GET THE BOARD TO WORK TOGETHER PLEASE!!! Our district is divided!	1/11/2018 10:00 AM
12	has implemented a profoundly gifted magnet program that can adequately meet the needs of highly gifted children currently in the district as well as draw additional highly gifted children (AND FAMILIES) from out of district	1/10/2018 10:49 AM
13	What is beak-even food services?	1/10/2018 10:39 AM
14	Has effectively managed a major change initiative (2nd order change), planning for and implementing all phases of the change process successfully.	1/10/2018 10:17 AM
15	Understands that what kids eat effects their brain chemistry and may spend more on food for a healthier class.	1/10/2018 9:55 AM
16	Related to some of these above, understands sustainable practices for schools that make smart business sense (energy, water, waste, transportation, etc.) so the school can model sustaianble practices.	1/9/2018 3:42 PM
17	Focuses on student need and student support in prioritizing operational decisions	1/8/2018 9:50 AM

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: 200 Skipped: 41



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.)	64.50% 129
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.)	71.00% 142
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.)	9.50% 19
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.)	11.00% 22
Can forecast revenue shortfalls and enrollment changes. (Poder pronosticar la insuficiencia de ingresos y los cambios en la matriculación.)	19.50% 39
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.)	13.50% 27
Can describe how to supervise purchasing, payroll and other fiscal matters. (Poder describir cómo supervisar las compras, la nómina y otros asuntos fiscales.)	2.50% 5
Identify another budget/finance trait: (Describa a continuación otra cualidad sobre el presupuesto/finanzas:)	8.50% 17
Total Respondents: 200	

#	IDENTIFY ANOTHER BUDGET/FINANCE TRAIT: (DESCRIBA A CONTINUACIÓN OTRA CUALIDAD SOBRE EL PRESUPUESTO/FINANZAS:)	DATE
1	report future budgets pre-annually	1/23/2018 2:49 PM
2	Understand enrollment trends and adjust to it by consolidating schools and closing district office.	1/22/2018 8:36 AM
3	Can adjust to declining enrollment without cutting all services to near nothing, which is currently happening.	1/22/2018 8:25 AM
4	Should be able to oversee finances for an entire district and not allow one school to hemorrhage the district finances to keep it operational. A responsible superintendent understands the declining student membership trends district, county, state wide and would combine the K-6 schools.	1/21/2018 8:43 PM
5	can eliminate wasteful spending on expensive and unnecessary programs/tests and understands that teachers are the districts most valuable resource...not administrators.	1/20/2018 9:24 PM
6	has experience in bringing resources to districts beyond state funding through collaborative partnerships, outside grants, and creative problem solving.	1/19/2018 11:16 AM
7	Hopefully someone that cares to perform and not only on how big their paycheck check is.	1/16/2018 8:30 PM
8	Budget is so important now.	1/16/2018 2:52 PM
9	Willingness to start cutting the budget from the top down rather than starting at the teacher level. Admin needs to be cut before teachers.	1/14/2018 5:03 PM
10	This is where the board can help. We have intelligent and business savvy board members. Help create funding for our kids and staff.	1/14/2018 10:13 AM
11	Is willing and able to apply for federal grants.	1/13/2018 9:57 AM
12	Can implement ways to remove us from the unified school district and restore us to an independent school district.	1/12/2018 10:00 PM
13	Is savvy all around in this area	1/11/2018 1:38 PM
14	Why are we ignoring the Budget Override?	1/11/2018 10:00 AM
15	Is an advocate for fair budget for all schools within the district.	1/10/2018 6:37 PM
16	More pay teachers!	1/10/2018 11:51 AM
17	Is fiscally responsible in personal life	1/10/2018 9:55 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: 188 Skipped: 53

#	RESPONSES	DATE
1	Haven't lived in the district long enough to have an opinion	1/29/2018 11:59 AM
2	Staff, programs, school community support.	1/29/2018 9:38 AM
3	Hmm...currently I don't see very high ratings for our school district although the High School and Charter school appear to be performing adequately. A lot of work to be done here.	1/29/2018 9:04 AM
4	Facilities and location	1/28/2018 9:39 PM
5	Teachers/educational staff Parental support A community who volunteers	1/28/2018 6:24 PM
6	1. Great facilities (especially the high school) 2. Promotion of their sports programs in the newspaper/students featured in newspaper often	1/28/2018 8:12 AM
7	1. Community support 2. Creating improved curriculum	1/27/2018 5:25 PM
8	facilities, community willing to be engaged, environmental sustainability movement in Verde Valley.	1/26/2018 5:12 PM
9	Diversity Financial support	1/26/2018 2:56 PM
10	1. The current curriculum work being done 2.The site-level administrators are wonderful 3. We have great kids!	1/26/2018 1:03 PM
11	Staff who are passionate about their teaching and their students. The small size of our high school, which allows teachers to personally get to know the students, and allows individual students to take on more roles (athlete, student council, etc.) than they would be able to at a large high school. For example, more students can be athletes here, because there isn't the competition for positions on teams that they would face at larger schools. Many of our students are athletes, on student council, and in clubs, all at the same time.	1/25/2018 5:32 PM
12	Grounds—they are beautiful, including buildings. Staff—the heart and souls of the district and how our children learn academically as well as learn how to treat each other.	1/25/2018 4:35 AM
13	The new board members are forward-thinking and follow policy. They are NOT part of the "Good Old Boys Club" Our district has incredible facilities that are state of the art. We have room and opportunity to attract and house a growing population of students.	1/24/2018 6:13 PM
14	1. dedicated and motivated staff 2. involved and supportive community 3. unique programs such as STEM and IB	1/24/2018 5:02 PM
15	Teaching staff Development of the IB Program and administration at Big Park	1/24/2018 4:26 PM
16	We definitely have a great staff and a great student body at Big Park!	1/24/2018 1:05 PM
17	1. Staff 2. Technology 3. Educational programs (AP, CTE, IB, STEM, regular ed programs)	1/24/2018 12:52 PM
18	The district is very community based.	1/24/2018 9:48 AM
19	location diversity facilities	1/23/2018 10:40 PM
20	The high school, overall good reputation for district if you don't read RR News	1/23/2018 9:35 PM
21	na	1/23/2018 8:34 PM
22	Community and parents support the school district. Educated community that wants to volunteer Dedicated and exceptional staff and teachers	1/23/2018 8:12 PM
23	Teachers and vision	1/23/2018 7:55 PM
24	Ability to communicate with parents if required.	1/23/2018 6:58 PM
25	None	1/23/2018 5:19 PM

26	School	1/23/2018 4:25 PM
27	Diversity Good teachers	1/23/2018 3:48 PM
28	1. Staff 2. Geographical location 3. Students	1/23/2018 3:44 PM
29	Diverse population, economic growth, desirable location.	1/23/2018 3:41 PM
30	Community involvement, ability to differentiate students' individual learning abilities and provide differentiated curriculum, being open to change to the curriculum in an effort of straightening the schools appeal.	1/23/2018 3:29 PM
31	Our district's strength revolves around continued concern for the individual and whole child education/well being. Sedona Oak-Creek has a past of excellence in education and has the potential to reorganize and thrive once again.	1/23/2018 3:29 PM
32	Collaboration, attempts to involve community	1/23/2018 3:21 PM
33	Innovation in the schools (stem specialization), good leadership within the schools	1/23/2018 3:20 PM
34	Board is willing to make a change, Strong community support if there was more transparency, Small community	1/23/2018 3:00 PM
35	The teachers care (it's more than a job to them), the PTA/community work so hard to get the children extra activities such as PR DAY and this motivates the students to do better and behave better leading to better numbers for the school/district	1/23/2018 2:58 PM
36	Diversity of students and staff, location (Sedona being a destination site, people wanting to move/visit here, makes our facilities more accessible and could generate revenue.)	1/23/2018 2:52 PM
37	teachers - teachers - teachers	1/23/2018 2:50 PM
38	1) Dedicated, hard-working staff, both certified and classified. 2) Attractive buildings, grounds, and facilities. 3) Safe and clean environment and locations.	1/23/2018 2:39 PM
39	Stem implementation and keeping extras	1/23/2018 2:38 PM
40	The arts have been continued through financial difficulties through the years to promote the intellectual and emotional needs of the whole child. We are creating humans. The district has realized the importance of the arts as they relate to all other subject areas. The arts are necessary to student retention and academic achievement.	1/23/2018 2:25 PM
41	The staff - everyone from front desk personnel to teachers.	1/23/2018 2:10 PM
42	1. Employing staff that truly care about the students. 2. Strong Principal Leadership	1/23/2018 10:52 AM
43	We live in a well educated community that support education in general. We have beautiful facilities.	1/23/2018 9:36 AM
44	The dedication of the teachers and staff; their ability to motivate a diverse student population; Debra Jones-implementing the IB program at Big Park School	1/22/2018 1:46 PM
45	We are motivated. We are diverse. We are professional. This district has an opportunity approaching, in the hiring of a new sup't. Time will tell if WE view this as a strength, or a burden. Viewed as a strength, we will hire a sup't whose approach is balanced, who possesses an inquiring mind, caring heart, tons of experience and who is excited to VISIT classrooms on all campuses. (How can he/she know his/her team without putting boots to the ground and getting involved?) As a burden, scope and opportunities are narrowed. We have three wonderful aspects to our diverse district: STEM, IB and Bilingual children. The needs of all can to be addressed with a leader who can motivate, guide, and support the teaching staff, et al... We have a strong staff of teachers who appreciate the value of a good teaching methodologies and willingly share ideas and best practices.	1/22/2018 12:28 PM
46	Our students are excellent, staff are fantastic and our environment.	1/22/2018 8:38 AM
47	Strong teachers, Positive movement with curriculum work.	1/22/2018 8:29 AM
48	1. Phenomenal Staff & students 2. Junior High/High School Combining 3. Curricular & Extra Curricular Opportunities	1/21/2018 9:15 PM
49	The volunteers who tirelessly advocate for their schools.	1/21/2018 6:54 PM
50	Quality teachers Board members	1/21/2018 4:05 PM

51	1. Dedicated teachers 2. A headstart program	1/21/2018 8:34 AM
52	1 - Community that is concerned with good schools 2 - Vast array of community resources for volunteer opportunities to subsidize/fill in where funding has fallen short, such as arts, etc.	1/20/2018 10:39 PM
53	1. It's location - this is a wonderland of beauty / spirituality / recreation. 2. Despite the outrageously low pay...there are very good teachers in this district that are hardworking and dedicated. 3. The students - they are a diverse group and they want to learn.	1/20/2018 9:35 PM
54	I believe that the district has excellent staff, students and activities. I think it would be great if we got a bilingual school, this would attract students to the district.	1/20/2018 6:10 PM
55	Community involvement being recognized.	1/20/2018 3:49 PM
56	Good facilities. Strong support from the Community. Ethnic mix.	1/20/2018 3:31 PM
57	Good devoted teachers and cultural diversity.	1/20/2018 1:46 PM
58	Staff	1/20/2018 11:50 AM
59	Personalized, individual instruction. Integrating various races and ethnic groups.	1/20/2018 11:47 AM
60	Wonderful kids and friendly staff.	1/20/2018 11:32 AM
61	Bringing technology into the schools. Working on the Baccalaureate program for Big Park School.	1/20/2018 9:01 AM
62	It is small and all faculty and staff can be proud of what they do with students.	1/20/2018 5:10 AM
63	Great teachers and staff at big park (I can only speak to those at big park) IB Program	1/19/2018 9:33 PM
64	community involvement, cultural diversity	1/19/2018 8:58 PM
65	we live in an inspirational place where there are many retired folks like me who have experience in public education and support good public schools; and we want them appropriately financed by the state.	1/19/2018 6:47 PM
66	We have new community members on the School Board who are really interested in listening to and involving all the community, especially the Hispanic community. We have dedicated teachers who are committed, in spite of low wages, to all the children they serve.	1/19/2018 4:51 PM
67	Location, facilities, elementary teachers	1/19/2018 4:26 PM
68	The first strength is the location. Sedona is beautiful, clean, safe, and relatively affluent. The second strength that we have is the teachers. The teachers in this district are underpaid and over-qualified for the work they do. They are obviously dedicated. The third strength that we have right now, but could easily lose, is the attention of the general population. The Lykins Team has generated so much drama and chaos that the general public is paying attention and they care what happens next.	1/19/2018 3:22 PM
69	Teachers are committed, despite challenges. A community that could be much more engaged if appropriately solicited and supported. Past boards and leadership simply did not attempt to engage the community outside of parents in a meaningful way.	1/19/2018 3:04 PM
70	Community involvement is high, example Spaghetti dinner at Big Park School recently, huge attendance, mostly by non parents. Lots of experience in many areas, many people willing to volunteer. Wonderful, small town feel.	1/19/2018 2:04 PM
71	The district has very strong community support beyond just the parents and school personnel. Highly educated community who want to be involved.	1/19/2018 12:38 PM
72	Quality facilities, some strong and effective leaders, history of authentic student engagement and personalization of learning and new staff evaluation system.	1/19/2018 11:32 AM
73	nice performance building...SPAC	1/19/2018 10:47 AM
74	Supportive parents that are willing to work on solutions. Dedicated staff (mostly). Students that are eager to learn.	1/19/2018 9:54 AM
75	1. Ability to make tough decisions. 2. Ability to lead with financial stability. Obviously he/she must have a strong educational background.	1/19/2018 6:13 AM

76	1. Some very good veteran teachers and administrators who care about the children and do a great job teaching. THROUGHOUT the ENTIRE District 2. Amazing facilities (in some cases way overbuilt) that should be able to support growth. 3. Some of the new board members and community members who sacrifice their personal lives for the betterment of the ENTIRE district and are sincere and really care about the children and all aspects of the district.	1/18/2018 8:19 PM
77	Excellent teachers, excellent elementary principals, supportive parents.	1/18/2018 3:41 PM
78	Their dedicated staff who work tirelessly for low pay. Safe campuses and learning environment.	1/18/2018 3:07 PM
79	The district has wonderful facilities. All the schools are in good shape. Generally, the staff at all three schools are great! There are awesome students in our district.	1/18/2018 2:03 PM
80	Our district has a good staff that are willing to go the extra mile for our students. Our facilities are well built and in a beautiful part of the country.	1/18/2018 1:01 PM
81	The most important strength our district has is its effort and support of technology use.	1/18/2018 11:46 AM
82	Deb Sanders and the ALP program that is at WSS. Small town allows for great opportunity for the students.	1/18/2018 10:21 AM
83	Dedicated/loyal personnel. Modern plant/facilities.	1/18/2018 10:20 AM
84	Great facilities and dedicated teachers	1/18/2018 8:37 AM
85	1. The music program and instructor at the High School. 2. ??????	1/17/2018 10:02 PM
86	Excellent teachers and dedicated community.	1/17/2018 1:59 PM
87	SOCUSD has excellent facilities, a core of good teachers and a community of supportive parents.	1/17/2018 12:15 PM
88	Significant strength(s) is classified, certified, and site administration supporting each other for positive growth of school district.	1/17/2018 9:16 AM
89	1. Kids come first 2. Teachers come next; need to find ways to keep them, and to pay them on par with other Dists	1/17/2018 8:47 AM
90	Some very strong teachers; facilities appearance good	1/17/2018 7:09 AM
91	Some great teachers, great facilities and some great families	1/17/2018 6:44 AM
92	Commitment of veteran staff and the investment of facilities.	1/16/2018 10:10 PM
93	Size and that we do have some good teachers.	1/16/2018 8:32 PM
94	Dedicated teachers, parent-teacher communication, parent involvement	1/16/2018 4:29 PM
95	1. Big Park School & It's Staff 2. The Board of Directors	1/16/2018 4:11 PM
96	Schools, staff and admin are really good. Our programs are good. Sports and extra's are good.	1/16/2018 2:55 PM
97	I cannot think of any. This district needs a lot of help. It has mismanaged for a long, long time	1/16/2018 11:52 AM
98	The facilities and culture of the schools as the central hub of the community. The glue that the students, families and teachers can rely upon. the work of the teachers in promoting the educational growth of the students.	1/16/2018 10:05 AM
99	Motivated faculty	1/15/2018 10:04 PM
100	supportive community, dedicated staff with experience	1/15/2018 7:32 PM
101	1. The demonstrated efforts of staff members dedicated to the success of our students. 2. Determined community support, particularly of the IB Program at Big Park. 3. Knowledgeable board members dedicated to solving the district's problems and setting us on a path to futures successes!	1/15/2018 5:33 PM
102	Dedicated staff, excellent facilities	1/15/2018 5:15 PM
103	Students and teachers.	1/15/2018 4:51 PM
104	facilities. elementary teachers, location	1/15/2018 4:29 PM
105	Strong, dedicated teachers. Positive parent and community involvement and support. Unified curriculum with continuous implementation of the appropriate, grade level curriculum.	1/15/2018 10:00 AM
106	Teachers and faculty have genuine care for each student. Safe environment for students.	1/14/2018 9:16 PM

107	1) Big Park administration and teachers 2) A new school board 3) Majority of our teachers	1/14/2018 8:48 PM
108	Facilities The partnerships they have established with the community	1/14/2018 7:42 PM
109	Students, teachers and the facilities.	1/14/2018 5:05 PM
110	IB Program, beautiful facilities, community support	1/14/2018 4:59 PM
111	Great things in place already. Overall, good staff. Two board members appear to support kids and teachers.	1/14/2018 10:15 AM
112	The quality of loyal teachers in the system. The community involvement and support. The physical location of all schools.	1/14/2018 8:37 AM
113	The strength of the district is the dedicated teachers and the beautiful building and grounds.	1/13/2018 9:59 AM
114	We have many high quality teachers and staff. We have mostly nice facilities. We continue to loose programs for our students due to continual funding/budget issues.	1/12/2018 10:11 PM
115	Sedona-Oak Creek School District has many quality teachers who have been with the district for many years. They have seen first hand the district run effectively, something which has been missing the entirety of Mr. Lykins reign. There are many families who have been in our district for years and many of our former students have chosen to come back to this area to raise their families. Unfortunately many of those families have chosen to send their children to schools other than those in our district.	1/12/2018 7:23 PM
116	The facilities are outstanding and not. much. else.	1/12/2018 5:25 PM
117	Teachers in Sedona really want to work with the kids . They do so even though the salary is low	1/12/2018 10:08 AM
118	Quality education and communication	1/11/2018 5:17 PM
119	No comment	1/11/2018 3:19 PM
120	Teachers and staff at the SRRHS are close, "friends" Great set of students at SRRHS	1/11/2018 1:39 PM
121	1)our current teachers and staff 2)the ability of our PTSA to do incredible fundraising and our community support 3)seems as though communication from district in on the rise -thank you!	1/11/2018 1:24 PM
122	Teachers are willing to go the extra mile	1/11/2018 12:39 PM
123	1. Our employees are very dedicated to our kids. Their motto is KIDS FIRST!! 2. Our current superintendent came up the ranks and not only does he understand what it means to be a teacher, he is also a qualified leader and has the kids best interest at heart. 3. The staff at the district office is terrific.	1/11/2018 12:27 PM
124	Most of the staff and leaders. Great kids overall. Wonderful place for living and gaining an education.	1/11/2018 10:01 AM
125	Principal seems invested in students and parents needs. After school programs. Great campus.	1/11/2018 8:53 AM
126	Small school/district, children should not get lost in a system, amazing high school facility with a performing arts center and football field	1/11/2018 8:39 AM
127	Beautiful campuses/facilities Lots of great teachers Some great clubs/programs/sports	1/10/2018 9:38 PM
128	staff-teachers, Leadership-Admin, resources-curricular	1/10/2018 8:38 PM
129	it's a small district in a small community and has the potential to be streamlined, effective, and excellent. The staff is dedicated, strong, and committed to the students, teach us as a community how to support them and create a district identity. The students are amazing and at a small district have the opportunity to shine as individuals and really contribute to the learning environment and community.	1/10/2018 7:22 PM
130	Many people who care, IB and Stem accredited, great teachers	1/10/2018 6:41 PM
131	Great students Great staff An improving list of offerings for the students	1/10/2018 6:05 PM
132	IB program at Big Park Community School; 2 new Board members who have the proper motivation for being on the Board; a community full of resources (people) with the right experience if we can only tap into it	1/10/2018 5:48 PM
133	Diversity, parent support	1/10/2018 5:03 PM
134	dedicated teachers, a beautiful place to live (if you can afford it), passionate parents	1/10/2018 4:35 PM

135	Se mantienen informados y son puntuales en sus proyectos.	1/10/2018 3:18 PM
136	1. Buildings and resources. 2. Students 3. Teachers	1/10/2018 3:05 PM
137	Core teaching staff is dedicated.	1/10/2018 2:40 PM
138	We have a great "product." The courses/programs/athletics offered at the Junior High and High School compete with larger schools and districts.	1/10/2018 2:29 PM
139	1) Wide variety of student programs, i.e. sports, theater, music, robotics, STEM, IB. 2) Highly motivated teachers and staff at the high school.	1/10/2018 1:48 PM
140	The support system of the community is excellent in our district. Our teachers are extremely dedicated.	1/10/2018 12:29 PM
141	Good Administrator's	1/10/2018 12:21 PM
142	Wonderful teachers Sense of community	1/10/2018 12:15 PM
143	A passionate, supportive and collaborative team of teachers and administrators at each school. A Governing Board that has the best intentions for the district.	1/10/2018 12:10 PM
144	Location and facilities. Good teachers and support programs. Community partnerships.	1/10/2018 11:57 AM
145	Amazing community of teachers/principals. Community giveback	1/10/2018 11:52 AM
146	Excellent staff, deserving students.	1/10/2018 11:52 AM
147	graduation success, high percentage attending college, respect of the community in regards to financial needs when required, as a former school board member in NJ and part of the committee to hire a new school superintendent in my district, please hire from outside the district	1/10/2018 11:48 AM
148	IB Program at Big Park School STEM Program at West Sedona School Current Strategic Planning Process	1/10/2018 11:46 AM
149	Staff ,Finance.	1/10/2018 11:44 AM
150	Caring staff and students Supportive and engaged community	1/10/2018 11:27 AM
151	attractive location, willing to adapt to new educational challenges	1/10/2018 11:15 AM
152	Not able to say at the moment, only been here since august.	1/10/2018 11:00 AM
153	good facilities, wonderful staff and administrators that are creative and willing to work with parents and students to create a good educational experience.	1/10/2018 11:00 AM
154	beautiful campus and location in beautiful Sedona Being in a wealthy community (although the district does not get the support it needs and instead chooses to spend the bulk of tax revenue on the fire department and police)	1/10/2018 10:57 AM
155	Strengths include: Strong leadership abilities of those staff members that have been in district for a long time.	1/10/2018 10:50 AM
156	Teachers love their students. Students are respectful which is a direct correlation between the positive relationship between teachers and parents. Caring support staff/admin	1/10/2018 10:44 AM
157	Teachers, care for individual students, and ability to adjust to changing demographics	1/10/2018 10:37 AM
158	Unknown at this point, just moved here	1/10/2018 10:36 AM
159	High quality staff. Willing to work within limited resources and keep students first. Board is driven to support students and staff	1/10/2018 10:27 AM
160	1. Our students 2. Our highly qualified, experienced teaching staff 3. Our community partnerships and collaborative connections, even with other districts	1/10/2018 10:22 AM
161	d	1/10/2018 10:20 AM
162	1. The new board has a vision to where the District is going and is willing to work together with all stakeholders to implement changes based on current status, regardless of differing opinions. 2. The variation of the two K-6 schools in their program/curriculum. IB at Big Park and STEAM at West Sedona.	1/10/2018 10:20 AM
163	Community involvement and dedicated staff.	1/10/2018 10:20 AM

164	I have had the opportunity to work with the SRRHS on some very delicate issues regarding my daughter and felt the full support and team cooperation with the principal, vice principal and team. Couldn't believe the quality of people that came together for one student. Amazing and I will always be grateful. Second, the teachers that my daughter had were some of the best. She has an IEP program in place and the facilitator is so proactive and on top of her program. Again, the cohesiveness was seamless thanks to all her teachers and facilitator. Thank you to them all.	1/10/2018 10:20 AM
165	Successful in the past. Number one integrity.	1/10/2018 10:17 AM
166	Classroom teachers Facilities Community support	1/10/2018 10:16 AM
167	1.Our Teachers 2. Our community involvement in the education system	1/10/2018 10:09 AM
168	Close knit community, the teachers with loyalty to the district	1/10/2018 10:05 AM
169	Caring staff and administration. Good facilities.	1/10/2018 10:01 AM
170	the school staffs creative minded principals	1/10/2018 10:01 AM
171	School spirit and community participation	1/10/2018 9:59 AM
172	The district has many great staff members who go above and beyond doing multiple hats to make an effective school for students to learn and grow in. Many great staff members who advocate for students.	1/10/2018 9:58 AM
173	Small size, quality values from families and community is strong, school is receiving good kids	1/10/2018 9:53 AM
174	Dedicated teachers and staff	1/10/2018 9:51 AM
175	First is the awakening of the community to the issues facing the Big Park Elementary School. Second, the sense of community as Big Park is part of a small town.	1/10/2018 9:50 AM
176	Staff that cares and nurtures students. Leadership that supports teachers.	1/10/2018 9:48 AM
177	Highly qualified and skilled staff that advocates for student and for their profession. Leadership's willingness to identify and address problems in the District rather than ignore them or kick them down the road.	1/10/2018 9:37 AM
178	Highly qualified staff that care about their students best interests and administration that care about their staff	1/10/2018 9:35 AM
179	1. The diversity of the student body 2. Involved, motivated, and talented community	1/10/2018 9:33 AM
180	staff, diversity	1/10/2018 9:25 AM
181	Size, openness to change, eagerness to improve.	1/10/2018 9:13 AM
182	The schools, all of them have pockets of excellence that can be capitalized on. An example, WSS's ALP classes taught by Deb Sanders is fantastic. I am sure each of the schools can list all the great programs and teachers they have. Even though the numbers are small there is a motivated group of teachers, parents and community members that feel very strongly about the schools and their future. That kind of support and input is crucial for success.	1/10/2018 9:08 AM
183	The teaching staff	1/10/2018 9:04 AM
184	Quality teachers for the most part, even though we have faced frozen wages and low wages. Beautiful facilities	1/10/2018 9:01 AM
185	Community cares and is involved (eg the Big Park fund raising) Some great experiments like the IB Many of the teachers are amazing, committed	1/9/2018 3:45 PM
186	Dedicated teachers who are grossly underpaid; a large (percentage wise) retiree community who are able and willing to contribute extra money and talents to our schools	1/9/2018 12:22 PM
187	The leadership that has worked through massive challenges and our teachers and staff.	1/8/2018 3:38 PM
188	Targeted elementary programs; facilities with great potential; community partnership potential	1/8/2018 9:52 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: 188 Skipped: 53

#	RESPONSES	DATE
1	Haven't lived in the district long enough to have an opinion	1/29/2018 11:59 AM
2	Declining enrollment, poor funding, reluctance for change, lack of comradery.	1/29/2018 9:38 AM
3	Maintaining high educational standards within the district budget. Integrating all students regardless of background. Teaching all students English and American values based on the Constitution of the United States.	1/29/2018 9:04 AM
4	Teachers not paid to standard (substantially under paid), vocational education programs, qualify of learning curriculum	1/28/2018 9:39 PM
5	Following an ineffective superintendent Declining enrollment Underpaid teaching staff	1/28/2018 6:24 PM
6	1. Teacher pay has historically been low compared to nearby districts (Recruit/Retainment of teachers is a huge issue for this district. 2. The relationship between the current school board and superintendent does not seem to be a productive one. Both parties in the future need to look at the common vision in what is best for students to guide decisions. The new superintendent needs to be able to build their vision/mission and the board needs to build trust in this person. There has been too many negative articles in the paper and broader community conversation about the disfunction of the current superintendent AND the current school board. This has had a negatively impact on the community morale and teacher confidence and spirit. 3. Leadership structure at each campus needs to be reassessed. In order to better promote academic success the new superintendent will need to look at the current leadership structure and also continue to grow future leaders.	1/28/2018 8:12 AM
7	1. Lack of funds 2. Competition from charter schools & home schooling	1/27/2018 5:25 PM
8	poor leadership, poor communication, poor vetting procedures of new teachers at the high school	1/26/2018 5:12 PM
9	Drugs Respecting others from less privileged families	1/26/2018 2:56 PM
10	1. Teacher pay. I love this district and want to stay here. However, my expected salary next year is \$34,108 before Prop 301 and \$39,108 afterwards. If I were to move back to my home state next year, I would be making \$51,943 minimum before adding in TRI packages. At some point, I will not be able to resist leaving despite my love of our wonderful district. 2. Technology in the district. 3. Opportunities for professional development to better serve students.	1/26/2018 1:03 PM
11	Meeting the needs of our very diverse student population, with their wide range of abilities and challenges. Making teacher salaries and benefits commensurate with other districts in Arizona, taking into account the high cost of living in Sedona. Ensuring that the professional educators (teachers) in the district have a voice in determining the delivery of education in the district, and that their professional experience is acknowledged, respected, and included in the decision-making process.	1/25/2018 5:32 PM
12	—Budget —Failure to embrace diversity, particularly linguistic diversity —Shameful board member behavior. It is damaging.	1/25/2018 4:35 AM
13	Disconnect within the district. The three schools should NOT all be promoted as "same". Each school should be special and specialized. That being said, there is severe disconnect and distrust between the three schools and upper administration. Bad "blood" between administration, the public, and staff is creating a hostile work environment. Uncertainty and lack of trust in our district is a "cancer" that is going to cause our district to fail. The public senses this uncertainty and parents are sending their children to other schools and districts.	1/24/2018 6:13 PM

14	1. declining student enrollment 2. multi-grade classrooms 3. lack of consistency from one year to the next; teachers never know what they might be teaching, parents never know what programs will continue	1/24/2018 5:02 PM
15	Delegating district-level workloads to already over-worked teaching staff Teacher salary is terrible - I took a huge pay cut to work here - and I feel undervalued and disposable by the district-level administration Rumors and animosity between school sites perpetuated by administration and staff at other schools puts me in constant fear of my position, although I am assured consistently that I am an excellent teacher and valued within my school.	1/24/2018 4:26 PM
16	There's not enough clarity coming from the district office, there is no unification throughout several of the schools!	1/24/2018 1:05 PM
17	1. School Board 2. Teacher's pay and retention 3. Unity among schools	1/24/2018 12:52 PM
18	Arizona school funding or lack thereof and that is a challenge for the state not just our district.	1/24/2018 9:48 AM
19	corrupt leadership - underpaid teachers - lack of curriculum mapping K-12 - non existent curriculum - mis spending resources - falsified Scott Keller into leadership/principalship = corruption	1/23/2018 10:40 PM
20	Fragmented schools and board members,.	1/23/2018 9:35 PM
21	Class size, Testing to prepare for college or SATS, etc.... Sufficient home work to challenge students, quality of teachers hired.	1/23/2018 8:34 PM
22	Declining enrollment Involving the Hispanic community Inefficient State funding, especially salaries	1/23/2018 8:12 PM
23	Keeping staff and non bias vision for the schools	1/23/2018 7:55 PM
24	Teacher retention (salary, benefits), etc.	1/23/2018 6:58 PM
25	Low test scores. No money.	1/23/2018 5:19 PM
26	Every Year challenge to have enough students to keep school open. 2. Budget cut.. kids are not getting enough what they supposed learn.	1/23/2018 4:25 PM
27	Fear of school consolidation Board has too much power	1/23/2018 3:48 PM
28	1. Micromanaging Board leadership 2. Hidden/Secretive agenda of Board leadership 3. Inefficient use of funds	1/23/2018 3:44 PM
29	High population turnover, low wages compared to cost of living, lack of suitable daycare or after school care.	1/23/2018 3:41 PM
30	Lack of appreciation for teachers, the district office, cost of living deterring qualified teachers (though I cannot imagine a superintendent has any control over that)	1/23/2018 3:29 PM
31	The district's budget has not been well managed and this is the main source of concern. The other main challenge is to overcome the negativity and continued bad mouthing from one school to another. The respective schools are not working as a unified staff and do not seem to consider themselves coworkers between the schools. The individual staffs seem to be unified.	1/23/2018 3:29 PM
32	Transparency, teachers need to work with struggling students and work as a team with parents.	1/23/2018 3:21 PM
33	Declining enrollment, lack of funding	1/23/2018 3:20 PM
34	Lack of leadership, too much of the "Good 'ole Boys Club" with favoritism running rampant throughout the levels of leadership, Lack of good teachers not all because of pay but also due to the fact that strong teachers will have opinions and the current leadership does not want opinions!	1/23/2018 3:00 PM
35	Not sure.... I'm sure there are some but can't name them.	1/23/2018 2:58 PM
36	Declining enrollment (birth rates, charter school/alternative educational opportunities, etc) Public's view of district (mismanaged, incompetent with spending/budget, in-district fighting)	1/23/2018 2:52 PM
37	lack of concern for teachers. bussing for after school activities	1/23/2018 2:50 PM
38	1) Insufficient money due to state policies and declining enrollment. 2) Staff and benefits decreased due to lack of money. 3) Poor leadership and board decisions in the past that wasted money on unnecessary construction.	1/23/2018 2:39 PM
39	Safety and making sure students are happy not just pushing them to test	1/23/2018 2:38 PM

40	Student enrollment has been dropping due to many factors. They aren't moving here in droves. The retirement community is expanding. Reasonably-priced housing is necessary to keep Sedona employees close by to have their children attend our schools. We need to consolidate our elementary school campuses.	1/23/2018 2:25 PM
41	Budget shortfalls and keeping schools open. Every year there is a shortfall that threatens the closing of Big Park. The budget needs to be picked through to determine how we can keep Big Park open for the long term. The second issue is enrollment - how can we increase enrollment numbers and retain attendance in this school district.	1/23/2018 2:10 PM
42	1. Dissension between schools 2. Lack of communication between schools	1/23/2018 10:52 AM
43	The bond was a disaster. Lost confidence from the community and ruined the budget. Discipline in the schools has a bad reputation. It is irregular and not communicated in a clear and consistent way.	1/23/2018 9:36 AM
44	1. I oppose sending junior high students to the high school. 2. I understand drugs are a big problem at SRRHS. If true, dealers should be caught and removed from the on-campus setting. Possibly ongoing drug awareness programs would help...from junior high (or even elementary school) on. 3. Inadequate funding from the state	1/22/2018 1:46 PM
45	Budgetary issues impact us all, most especially the kids. Creating outreach within the community might be a solution. Therefore, it is incumbent upon the hiring team to evaluate the candidates' previous District experience; their success, or lack thereof. Twice, I have seen superintendents hired who have left their previous positions under a cloud. The lack of success at their previous districts was discovered AFTER hiring. (In one case, we actually quit the district. It had become obvious that children weren't valued, and the new sup't was very narrow minded in her approach.) OK, here's a challenge for you....how do we get the decision makers to truly understand the issues we face, until they spend time on site, within classrooms, talking to staff, working with children? If you fall back on the adage, "I was once an educator," you are suffering from short sightedness because the needs of this generation have changed and your prescription needs to be updated. I am grateful for the efforts you are making on our behalf!	1/22/2018 12:28 PM
46	Declining enrollment numbers are scary and we need to adjust to it as a district. Our elementary schools must consolidate to save our teachers, programs and support for our students. Nobody wants this, but it is necessary. Otherwise you will lose more teachers like me who just can't do more with any less.	1/22/2018 8:38 AM
47	A school must be closed bottom line. We have an obvious issue with too many schools for the number of students. We have a board who are looking for a superintendent to follow their direction and not lead the district. Need to have someone who is familiar with school consolidation/closure and make it happen before all services/teachers are slashed.	1/22/2018 8:29 AM
48	1. The School Board has created an environment of intimidation and fear within the school staff and administration. 2. The School Board acts unprofessional and out of line. I have witnessed the president have outbursts and temper tantrums in school board meetings when someone says something he doesn't like. They talk of transparency and yet push their agendas while undermining the Superintendent/Administration. For example, the Strategic Planning Meetings that are allegedly supposed to direct the course of the School District are really just community meetings that Big Park is supposed to have to meet their IB candidacy requirements. At none of these meetings is the IB program discussed in depth other than acknowledging that the school is trying to become IB. These meetings are directed by certain biased members of the school board who do not have the best interests of the school district at heart. These board members are willing to hemorrhage the entire district financially for the benefit and biased of one K-6 school. The individual that was hand picked by these board members to facilitate the Strategic Planning meetings is the Site Council President of Big Park school. How is this person non biased and working toward what is best for the ENTIRE school district? 3. The School Board is the biggest issue, weakness, threat to this school district!	1/21/2018 9:15 PM
49	Obviously student population. This town focuses too much on tourism and not enough on it's community. The new Superintendent must work with the community stakeholders to emphasize creating housing, programming and opportunities for families to move here and stay here.	1/21/2018 6:54 PM
50	Money Student enrollment	1/21/2018 4:05 PM
51	1. Paying the teachers fair and competitive wages 2. Declining enrollment and public relations image of the district as not up to par	1/21/2018 8:34 AM

52	1 - Low teacher wages resulting in loss of experienced educators 2 - State and federal funding/budget restrictions	1/20/2018 10:39 PM
53	1. Overall mismanagement of funds from the Superintendent and upper level management. They have overspent on costly software that isn't even being utilized...in the end...teachers will be cut and students will suffer...management will get a bonus. 2. Housing is not affordable for working class families. 3. Continuing to increase teachers workloads without any additional support/guidance.	1/20/2018 9:35 PM
54	I think Big Park should be moved to WSS, since the JR High moved out, they have room. The IB status will not draw in students. Also, I don't like how we are doing strategic planning again. I think we need to find a mission and vision and stick with it, not keep changing it every few years.	1/20/2018 6:10 PM
55	Trust. Poor pay for teachers. Unacceptable 49th standing in education in the country.	1/20/2018 3:49 PM
56	Teacher turn over and pay. Declining enrollment. Inadequate financing.	1/20/2018 3:31 PM
57	Student population and better pay for teachers.	1/20/2018 1:46 PM
58	Accepting changes, enrollment decline	1/20/2018 11:50 AM
59	Substance abuse among students - a long-standing culture in Sedona. Food-insecure students - providing weekend meal packs. Staff acceptance of responsibility for maintaining school food pantries.	1/20/2018 11:47 AM
60	The divide between the two elementary schools.	1/20/2018 11:32 AM
61	Decreasing enrollment. Teachers' salaries are too low which affects being able to retain quality teachers. We need a superintendent and a board that puts the interests of students first.	1/20/2018 9:01 AM
62	Allocation of funds, Balancing administration costs and teacher/student needs.	1/20/2018 5:10 AM
63	Enrollment is low Moved both junior highs to the high school which isn't equipped for this Teacher salaries Higher test scores	1/19/2018 9:33 PM
64	closed mindedness, funding	1/19/2018 8:58 PM
65	There are many students in the district who are in financially challenge families (read poverty) even amidst the wealth of much of Sedona. Poor children need help. A child who is malnourished will not do well. A child who does not have a computer at home needs help.	1/19/2018 6:47 PM
66	School funding is the biggest challenge. However, being able to hire a new superintendent with charisma, innovative thinking, and listening skills will really help and blend well with the mission of the school board.	1/19/2018 4:51 PM
67	Enrollment , need a challenging curriculum, leadership	1/19/2018 4:26 PM
68	One of the most significant challenges is that people forget there are kids here. Most people move here to retire. They may feel they have already paid there education dues, etc. The second is that the standards of education are reprehensibly low. Gifted students are frequently seen as a problem rather than an asset. The third is that the cost of living in the area is quite high. This can make it difficult for teachers to survive here. I think, too, that the public has lost trust in the current superintendent and his cronies.	1/19/2018 3:22 PM
69	Demographic changes that reduce enrollment; performance issues; a contentious and sometimes unprofessional board; biased, hostile and unfair media coverage by the Red Rock News.	1/19/2018 3:04 PM
70	LOW pay for teachers, expensive housing.	1/19/2018 2:04 PM
71	Previous lack of communication between current incumbent and community and lack of trust in his decisions and ability!	1/19/2018 12:38 PM
72	Lack of collective investment and community engagement with the schools --- based on previous superintendent and board functioning. How to elevate the expectations for students success AND necessary student supports AND draw upon the culture and interests of all students including latino students and students in poverty-- community/and some teachers' beliefs that the schools are declining because of the students who are going there---versus that abilities of staff to develop cross cultural competencies and instructional practices that engage diverse learners. Shifting from "what we've lost over time" to the richness and potential of our students and community. The selection, development and accountability of school leaders. The elephant in the room related to finances and school closings.	1/19/2018 11:32 AM
73	shrinking student population.	1/19/2018 10:47 AM

74	Restoring faith in a Supt who can bring opposite factions together for the good of the students. A spot who can establish clear guidelines and delineate responsibilities and boundaries for staff. A Supt who can implement a plan to increase enrollment and improve instructional programs.	1/19/2018 9:54 AM
75	1. Decrease in the student population. 2. Student capacity in each building--reorganizational might be in order.	1/19/2018 6:13 AM
76	1. Decreases in funding. Poor fiscal responsibility and poor judgement in the District. Too much nepotism and or "buddy" hiring. Go out and find qualified people to run the show. 2. Declining enrollment of students. They are leaving to go elsewhere and no one seems to care in the current administration. There are no questions asked when students leave the district. Why not? 3. Lack of class diversity and academics to hold students.	1/18/2018 8:19 PM
77	Not combining West Sedona and Big Park School--from an economic standpoint. Our decreasing student population. Our teacher salaries--I know of several who will be leaving in the near future...only because of their salary.	1/18/2018 3:41 PM
78	Distrust of the Board by employees (hidden agendas). Low pay for all staff, certified and classified. Low morale of staff (not feeling valued).	1/18/2018 3:07 PM
79	The most challenging situation we currently have to deal with is the continual decline of our enrollment. Another area that is challenging, is the ability to appropriately handle the choices that need to be made in order to balance the budget, even when it may be a difficult choice. It seems some of the past decisions were based on personal desires, not what was best for the district as a whole.	1/18/2018 2:03 PM
80	We went from a district who couldn't afford 3 schools to now having 4 schools. Declining enrollment, students choosing other schools over ours, and the biggest issue currently is that the district is wanting to take away benefits from teachers.	1/18/2018 1:01 PM
81	Hand in hand with the strengths is providing sufficient training on all the new technology that is available in all our schools.	1/18/2018 11:46 AM
82	Lack of funding on all levels, salaries, supplies, make the job more difficult. The feeling that one school is favored over another. New school board micromanaging the district is concerning.	1/18/2018 10:21 AM
83	Declining enrollment because of city's inability/reluctance. to provide affordable housing for young families. Insufficient pay scale.	1/18/2018 10:20 AM
84	Recruiting and maintaining great teachers and students. Attract students back to our district	1/18/2018 8:37 AM
85	1. Apathy of students and teachers/administration/coaches. 2. Disconnect of leadership within the district. 3. Lack of challenge for high achieving students.	1/17/2018 10:02 PM
86	Enrollment, lack of transparency with money, fairness among schools	1/17/2018 1:59 PM
87	The board seems to be too politicized often disregarding the welfare of students and teachers. Facilities are underutilized. Instruction appears to be intimidated by mandates, ignoring the need for engaging and experiential, enriching educational activities.	1/17/2018 12:15 PM
88	Significant challenge(s) is controlling hidden agenda of school board. It is apparent school board is supporting a "favorite" school and staff above the other two schools in district. I believe this politically driven bias is hurting the entire Sedona Oak Creek School District.	1/17/2018 9:16 AM
89	1-Declining enrollment and funding; finding ways to bridge the forecasted gap 2-The District needs to find a way to off-set the "gift" of the School Resource Officer (SRO) that has been given SRRHS. In the past, granting opportunities and funding was in place to pay for this service; this is no longer the case. This current position was funded entirely by the City with the promise that partial/full funding from the District would be found, thanks to the new Chief of Police. The City cannot continue indefinitely. Current staff has been slow to move on this important topic.	1/17/2018 8:47 AM
90	Morale; fiscally weak; lack of partnership between board and supt.	1/17/2018 7:09 AM
91	Lack of funding, professional leadership and some unmotivated staff.	1/17/2018 6:44 AM
92	Poor communication when implementing changes as assigned by the district. Lack of collaboration between primary and secondary schools. The academic shortfalls of the now "junior high" and the high school...give the secondary "schools" a purpose...make them saleable...be sincere.	1/16/2018 10:10 PM
93	Budget cuts.	1/16/2018 8:32 PM
94	Funding, enrollment, teacher pay	1/16/2018 4:29 PM

95	1. District Survival 2. Teacher Salaries 3. Teacher Tenure	1/16/2018 4:11 PM
96	Budget and the corrupt Board who pretends nothing is wrong and they are just dandy. Get on board with the kids and staff please.	1/16/2018 2:55 PM
97	This district has extremely dire financial issues	1/16/2018 11:52 AM
98	The long commutes to the schools. The necessity of maintaining a school and a presence in the VOC. The lack of curricular connections and higher level expectations for students. Big Park tries to challenge students. Sedona Jr. High seems lacking in higher level expectations. Big Park 4th grader has one hour of homework a night. Jr. High student has zero.	1/16/2018 10:05 AM
99	Number of ESL students. Getting students of all cultures to come together for the collective good	1/15/2018 10:04 PM
100	declining budget and declining enrollment	1/15/2018 7:32 PM
101	1. Decreasing enrollment and the resulting financial problems. 2. Community divisiveness.	1/15/2018 5:33 PM
102	Continual loss of students, lack of a coordinated and challenging academic program which will prepare students for after graduation, lack of administrative leadership at the district office.	1/15/2018 5:15 PM
103	Declining enrollment without any plan to innovate and find out why parents and students are leaving, failure to keep up with the competition, failure to communicate openly to the community, parents and staff, divisive behavior by the superintendent creating ill-will between administrators and staff towards the board.	1/15/2018 4:51 PM
104	enrollment, curriculum, some teachers in the high school	1/15/2018 4:29 PM
105	Lack of sufficient funding to maintain existing programs or add new programs. Lack of top-level administrators. Current administrators are all not strong leaders. Attracting new students and keeping them.	1/15/2018 10:00 AM
106	Two elementary schools with limited staffing and oversized campuses. Faculty resentment and pessimism.	1/14/2018 9:16 PM
107	1) Superintendent has not evaluated some administrators effectively and therefore some principals have a low level of accountability which in turn affect the quality of teacher. 2) Some administrators have not found ways to either evaluate effectively custodians and /or devised new ways that students , teachers and parents can keep gyms and school grounds clean and somewhat groomed. 3) If the superintendent makes it a priority for administrators to evaluate teachers with accountability, then the quality of teaching improves. The majority of our teachers are great, there are still some who need to be held to a higher standard so that they improve their lessons and overall student accountability. Everything starts at the top ! 3) Getting rid of the "Good old Boy" mentality of making decisions and hiring. It has been very apparent over the last years that this has happened.	1/14/2018 8:48 PM
108	District image Communication on every level within the district Motivating students	1/14/2018 7:42 PM
109	Declining enrollment, lack of leadership from a qualified superintendent, failure by the superintendent to create a team atmosphere between the board and admin staff.	1/14/2018 5:05 PM
110	District positions being used for personal gains, work load on teachers/staff, teacher pay	1/14/2018 4:59 PM
111	Zack, Randy and Heather. It is very transparent what you are doing, yet very poisonous. Work on budgeting and funding and use your energies at the state level. Zack, you are an evil human being and not respected.	1/14/2018 10:15 AM
112	Keeping the district as outstanding as possible to attract administration, teachers, and students. Managing the budget along with the state requirements.	1/14/2018 8:37 AM
113	The budget crisis and teacher pay.	1/13/2018 9:59 AM
114	The city of Sedona collects large tax revenues and turns it over to the state to distribute out as they see fit. Being a part of a unified school district then cripples us financially, which also tends to cripple us educationally.	1/12/2018 10:11 PM
115	The challenges that face our district are funding and trust in administration. We need quality administrators from our superintendent to site principals. Our new superintendent needs to effectively secure funding which can maintain and enhance programs to maintain and increase student enrollment. We need Sedona- Oak Creek School District to be a educational destination for families.	1/12/2018 7:23 PM
116	Fiscal resources are terrible; inclusion of the community's ethnic diversity is abysmal	1/12/2018 5:25 PM

117	The low salaries and dishonest administrators	1/12/2018 10:08 AM
118	Retaining quality teachers	1/11/2018 5:17 PM
119	No comment	1/11/2018 3:19 PM
120	PAY SUCKS PAY SUCKS PAY SUCKS	1/11/2018 1:39 PM
121	1) would like to see more vocational offerings through Sedona RRHHS 2)more controls at high school level: -calls home if student missing ANY classes on same day of absence to address immediately -if drugs, major incidents i.e.: weapons happen at school perhaps a letter to address the situation and action taken so rumors/hearsay are clarified. Heard of drug incident on campus, but rumors indicate unequal or inconsistant handling of those involved. This information could be used as a teaching moment for parents to discuss with their children on what transpired and repercussions/action taken to those involved. (without names of course) and done so in a timely manner, so parents not notified weeks after incident.	1/11/2018 1:24 PM
122	Division between the DO, the schools and the Board Strong leadership and transparency	1/11/2018 12:39 PM
123	1. Our school board has far too much control and are making decisions they are not qualified to make. Furthermore it is not the school boards job to micro manage and intimidate staff which is exactly what they do. 2. Decreasing enrollment. 3. Not being fiscally responsible. Keeping Big Park open is a complete drain on the entire school district and personal agendas are taking precedence over making the tough decision of closing it.	1/11/2018 12:27 PM
124	BOARD, budget and lack of support from state.	1/11/2018 10:01 AM
125	Canned math program is not always relevant or grade level appropriate. Bullying	1/11/2018 8:53 AM
126	Lack of flexibility, lack of room for students to have options (red rock academy) when traditional schooling is challenging. POOR COMMUNICATION TO PARENTS WHAT IS GOING ON. Lack of complete website.	1/11/2018 8:39 AM
127	Large class sizes Overworked, underpaid teachers Insufficient resources (not enough resources to support 2 elementary schools)	1/10/2018 9:38 PM
128	Declining enrollment, school personnel spread too thin across too many campuses, budget crisis	1/10/2018 8:38 PM
129	lack of unity is a challenge, we need to build a district identity and cooperative for the benefit of the students; a community that doesn't support education in some sectors needs to be informed of what is happening and how the schools are part of our entire community and benefit the community and need community support; disparate programs in the elementary schools that divide and spread thin the resources and create unequal opportunities among the students at two schools;	1/10/2018 7:22 PM
130	Salary for teachers, feeling of community overall; with staff, parents and teacher, other schools, and the district.	1/10/2018 6:41 PM
131	Budget challenges: Decreasing enrollment due to less students in the district Decreasing enrollment due to online options Keeping students motivated from K - 12	1/10/2018 6:05 PM
132	Administration and faculty who have been allowed to maintain status quo without being held to standards and expectation; lack of funding; incredibly low standards for achievement	1/10/2018 5:48 PM
133	Maintaining enrollment numbers, maintaining the BEST educators	1/10/2018 5:03 PM
134	not enough money, a leadership vacuum that leads the board to exaggerate its role, passionate parents	1/10/2018 4:35 PM
135	Económicos y comunicativos. Informar transparentes.	1/10/2018 3:18 PM
136	1. Unprofessional and inexperienced district office personnel (for example, there are two spelling errors- affect vs. effect and another on this survey) 2. The current push of teaching packaged curriculum "with fidelity" with no trust of teachers adjusting curriculum to meet their students' needs 3. Mismanagement of funds	1/10/2018 3:05 PM
137	Charter schools draining already scarce resources (and trying to attract kids from those other schools to keep enrollment higher). Inadequate compensation for teachers and other school staff (difficult to find and retain talent which then causes community distrust and loss of enrollment to other options which becomes a vicious circle). Clearly not simple problems to fix, but the survey asks what I think the biggest challenge/issue is. So there it is.	1/10/2018 2:40 PM

138	1. Poor state funding/budget 2. Drop in enrollment/transient student population 3. Low morale among employees due to unsupportive, sometimes hostile school board, and low pay in all positions- faculty and staff.	1/10/2018 2:29 PM
139	1) Lack of funding and personnel to offer such a wide variety of student programs, i.e. sports, theater, music, robotics, STEM, IB. 2) Many students leave the district to get their education somewhere else. Why do so many students leave for other high schools, home schooling or Primavera? What do these offer that we don't? 3) The Red Rock News frequently writes negative news articles or editorials about the school district and our dysfunctional school board.	1/10/2018 1:48 PM
140	Lack of sufficient state funding for all aspects of school (teacher pay, maintenance, extra-curricular). Trying to run a Junior High School at the actual High School (prefer this be changed as NOT in best interest of younger kids). Turnover of students is high in schools due to transient housing and jobs in Sedona. More stability for the area would be desired.	1/10/2018 12:29 PM
141	A bad board . Who work from hidden agendas.	1/10/2018 12:21 PM
142	Competing against own district schools rather than other districts Leadership lack of motivation and vision at Junior High and High School Fiances	1/10/2018 12:15 PM
143	The relationship among school administrators/teachers, the Governing Board and the general public still seems fractured and strained. Loss of funding because of declining enrollment.	1/10/2018 12:10 PM
144	Declining enrollment due to low numbers of children in area. Poor communication due to language barrier with our growing Hispanic population. Weak administration/leadership with antiquated policies and ideas.	1/10/2018 11:57 AM
145	A superintendent who is paid ludaris salary and that was the reason for one of Sedona's best teacher/ principals to leave the Sedona school system	1/10/2018 11:52 AM
146	The current School Board President and Vice President are the most significant challenge to the District. Low teacher salaries are the second - and how to raise them.	1/10/2018 11:52 AM
147	lower enrollment, non-English speaking population	1/10/2018 11:48 AM
148	Lack of rigor at the junior and senior high schools Division between the WSS and BP communities	1/10/2018 11:46 AM
149	Enrolment at Big Park, Closing Big Park School. Short fall in the Budget not having enough money to keep our staff. Giving raises to the Teachers.	1/10/2018 11:44 AM
150	Finances - longterm in particular Transparency and trust in leadership	1/10/2018 11:27 AM
151	Cost of living is high, families leaving the area due to resort living and high housing costs. Too many Charter schools divide the small student population.	1/10/2018 11:15 AM
152	Same as above	1/10/2018 11:00 AM
153	1. Lack of funding for fuller scale gifted and talented program 2. Community make up - largely retired population that does not have an active stake in children's education as their children are grown and grandchildren live out of town/state. Sedona is a wonderful place to raise children but there are smaller and smaller numbers of young families living here. (This is not the job of the Superintendent but something s/he will have to deal with in terms of falling enrollment.) Since you opened this survey up to all community members will be very interesting to see what the population answers that does not have children in school here sees as important. Retired people could offer so much support for schools and provide a vast amount of knowledge to share with children through volunteer programs. Would love to see more teamwork between the two sectors (schools + retired adult populations of Sedona).	1/10/2018 11:00 AM
154	Ability to secure funding on the city and state level to ensure success in the classroom with motivated teachers who want their students to be successful in learning beyond just the state requirements. Ability to hire upper tier (more qualified) teachers because of low salaries. Ability to retain most qualified teachers due to low salaries. Not having enough funding to separate the slower students in their own groups so brighter students can learn at a quicker pace and not be held back by slower learners.	1/10/2018 10:57 AM
155	Challenges include: High teacher turnover rate; low teacher pay; teachers being role models for what they teach (ex)- HS PE teacher needs to be active in his role); better communication for event happenings; better counseling for guiding students on road to college.	1/10/2018 10:50 AM
156	Not willing to close Big Park for the benefit of ALL students. A community that cannot financially support single teachers who have a passion to teach. The inability of the board/admin to follow rules and procedures. Get educated. Board meetings are embarrassing at times.	1/10/2018 10:44 AM

157	Money, funding and diminishing enrollment. Also losing many students to online programs.	1/10/2018 10:37 AM
158	Unknown at this point, just moved here	1/10/2018 10:36 AM
159	Declining enrollment and budgetary issues. Rebuild trust of community and staff members.	1/10/2018 10:27 AM
160	1. Declining enrollment 2. Divisive planning that creates within-district competition 3. Effectively communicating with and educating all stakeholders the real data and challenges (current and forecasted) that must be resolved in the district	1/10/2018 10:22 AM
161	lack of good quality specials classes for the children	1/10/2018 10:20 AM
162	1. Declining enrollment within the entire District - options to provide transportation for those outside of the area that would love the option to attend one of the schools. 2. The divide between the 2 K-6 schools. My opinion is W Sedona seems to continually think that Big Park is taking from them.	1/10/2018 10:20 AM
163	Funding, meeting the needs of a diverse student body with a limited budget/limitations of what can effectively be achieved in a small community, recruiting and maintaining quality faculty and staff.	1/10/2018 10:20 AM
164	How do we keep what we have? The teachers, the staff etc. How can we pay them what they deserve to keep them in our schools. When my daughter was in 8th grade, graduating to 9th every one of her teachers left. What??? Its time to change that. Second is the perception our town has of those at the district level and the school board leaders. Its more about personalities than our school issues that seems to be drawn into the public eye. Our leaders need to build bridges to our community so we have the support we need to deal with our issues.	1/10/2018 10:20 AM
165	Finding enrollment. Mediocre academic success. Bullying.	1/10/2018 10:17 AM
166	Destroying the culture of unaccountable administration. Restore reputation. No longer accepting status quo over new ideas.	1/10/2018 10:16 AM
167	1. Under paid teachers for retention and recruitment of high quality educators. 2. A disjointed district with dissension particularly between Big Park and West Sedona education	1/10/2018 10:09 AM
168	Money, low enrollment, 2 K-5 schools with less than 500 kids.	1/10/2018 10:05 AM
169	Funding: ability to continue to operate all school locations with current enrollment. Gifted and talented programs and support at all levels.	1/10/2018 10:01 AM
170	encouraging more families with school aged children to move to the area. The low educator salaries makes it difficult to keep good educators.	1/10/2018 10:01 AM
171	Poor food service, not enough art or humanity, ridiculous student pickup and drop off.	1/10/2018 9:59 AM
172	Lower enrollment levels need to be effectively addressed having two K-6 schools is hurting the district. There needs to be a change regardless of threats of community members claiming they will pull their students from the district. This plan needs to look at all students and that a high population of students with weaknesses. An IB school is not a solution it perpetuating a problem of creating more funding problems in the future. We need to focus on making an education that is for all students. Board needs to not be a threat to attack school members. We have a parent who files lots of due processes which impacts school staff in being able to attend to other areas that they would be able to improve and meet needs of other students. Much time, paperwork and effort is spent on this.	1/10/2018 9:58 AM
173	No accountability from administration to staff or students. Low expectations are a standard- especially in non-professional employees, i.e. janitors, maintenance. Mid level leadership is poor.	1/10/2018 9:53 AM
174	Funding	1/10/2018 9:51 AM
175	First, the district is in an historically retirement age community and does not feel the same support as a "normal" school district. Second, financial constraints for the school district based upon the first challenge.	1/10/2018 9:50 AM
176	A board that has a set agenda and does not ask or inquire about what teachers think about movement in the district. Not all board members have been seen on campuses or know what goes on at each sight.	1/10/2018 9:48 AM
177	Divisiveness in the community and between the staffs and parents of the two K-6 schools. Loss of trust in leadership from the building level to the Board Room.	1/10/2018 9:37 AM
178	1) Lack of technology and funding in the classroom 2) School board making decisions that shouldn't be made just by them and not having everyone's voice heard, especially the teachers and support staff	1/10/2018 9:35 AM

179	1. Lack of money 2. Declining enrollment 3. Revolving door of teachers due to lack of pay	1/10/2018 9:33 AM
180	budget, lowering enrollment	1/10/2018 9:25 AM
181	I am concerned that research based decisions are not being made concerning the selection of a superintendent. Please look at what components make up the best choice.	1/10/2018 9:13 AM
182	The greatest challenges that the district is facing are the ones that are out of their control, cost of living, housing situation, lack of jobs. The lack of unity within the district, the feeling that one school is favored over another by both staff and parents will destroy this district. School Board being viewed as untrustworthy. If everyone is always feeling lied to or misled there can be no positive future.	1/10/2018 9:08 AM
183	Budget cuts and how to effectively address changing school demographics. The board is also a major challenge as they don't know what the hell they are doing	1/10/2018 9:04 AM
184	Low wages and lack of trust in the board and admin For example: for THE first time ever the staff is NOT a part of the selection committee for the superintendent search.	1/10/2018 9:01 AM
185	Funding/teacher pay Lack of affordable teacher housing. (Can you build housing on school grounds?)	1/9/2018 3:45 PM
186	increasing enrollment to increase funding; retaining and recruiting quality teachers, administrators and staff in an area of high housing costs; delivering quality education for students with a state legislature that does not honor the voting public's will	1/9/2018 12:22 PM
187	Our board attempting to micromanage. State funding.	1/8/2018 3:38 PM
188	Financial challenge; recruiting highly skilled teachers; internal/external stakeholder perception	1/8/2018 9:52 AM