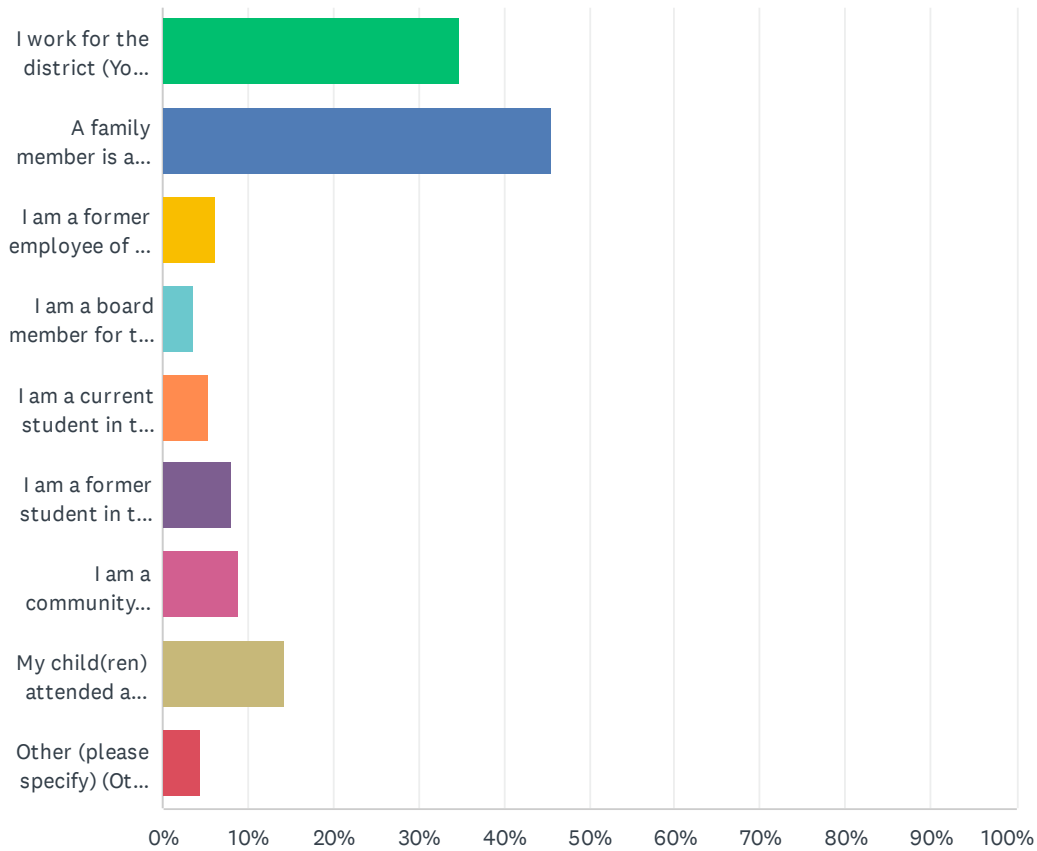


Q1 My relationship to the district: [You may select up to three]. (Mi relación con el Distrito es la siguiente: [Usted puede seleccionar hasta tres respuestas.]

Answered: 112 Skipped: 0

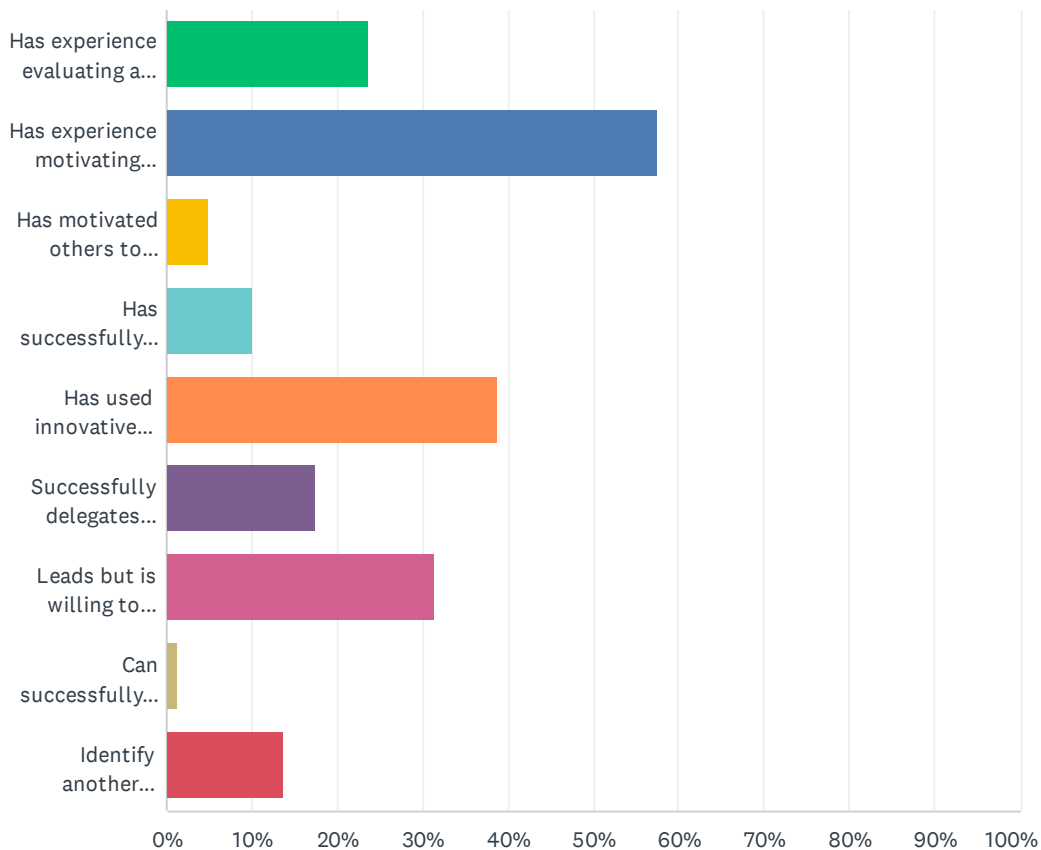


ANSWER CHOICES	RESPONSES
I work for the district (Yo trabajo para el Distrito)	34.82% 39
A family member is a student in the district (Un miembro de mi familia es estudiante en el Distrito)	45.54% 51
I am a former employee of the district (Soy un ex empleado(a) del Distrito)	6.25% 7
I am a board member for the district (Soy un miembro de la Mesa Directiva del Distrito)	3.57% 4
I am a current student in the district (Soy un estudiante actual en el Distrito)	5.36% 6
I am a former student in the district (Soy un ex estudiante del Distrito)	8.04% 9
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)	8.93% 10
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)	14.29% 16
Other (please specify) (Otro, por favor especifique)	4.46% 5
Total Respondents: 112	

#	OTHER (PLEASE SPECIFY) (OTRO, POR FAVOR ESPECIFIQUE)	DATE
1	Retired Pediatrician, Educator, Administrator.	5/24/2023 3:31 PM
2	Volunteer in the schools	5/21/2023 12:50 PM
3	Retired reading teacher, former literacy tutor	5/19/2023 2:17 PM
4	Attending another school in the district	5/18/2023 4:24 PM
5	I also work at the West Sedona School extended day program	5/15/2023 11:33 AM

Q2 Leadership Skills (Habilidades de Liderazgo):The superintendent is responsible for acting ethically and according to professional norms and develops, advocates and enacts a shared mission, vision and core values that result in a district culture of highly quality education that promotes each student’s academic success. (El superintendente es responsable de actuar éticamente y de acuerdo con las normas profesionales y desarrollar, defender y promulgar la misión, visión y valores fundamentales compartidos que dan como resultado una cultura distrital de educación de alta calidad que promueve el rendimiento académico de cada estudiante.)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: 80 Skipped: 32

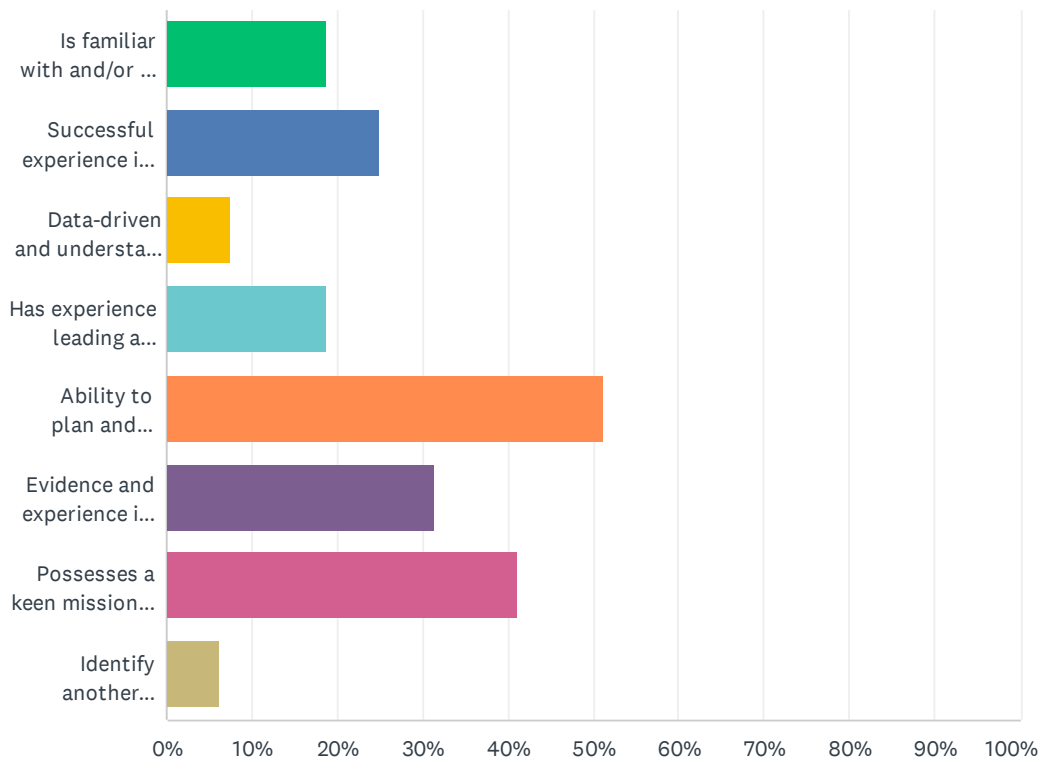


ANSWER CHOICES	RESPONSES
Has experience evaluating and reorganizing staff, revising procedures, and implementing policy changes to improve efficiency. (Tener experiencia en la evaluación y reorganización del personal, revisión de procedimientos, e implementación de cambios en las políticas para mejorar la eficiencia.)	23.75% 19
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.)	57.50% 46
Has motivated others to assume leadership roles.(Saber motivar a los demás para que asuman papeles de liderazgo.)	5.00% 4
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.)	10.00% 8
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).)	38.75% 31
Successfully delegates authority and responsibility and holds staff accountable. (Delegar exitosamente la autoridad y la responsabilidad y responsabilizar al personal.)	17.50% 14
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)	31.25% 25
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.)	1.25% 1
Identify another leadership skills trait. (Describe a continuación otra cualidad sobre las destrezas de liderazgo:)	13.75% 11
Total Respondents: 80	

#	IDENTIFY ANOTHER LEADERSHIP SKILLS TRAIT. (DESCRIBA A CONTINUACIÓN OTRA CUALIDAD SOBRE LAS DESTREZAS DE LIDERAZGO:)	DATE
1	Treats all programs, schools, personnel with equity and respect (i.e., refrains from showing favoritism)	5/26/2023 12:49 PM
2	Is able to provide a nurturing and comfortable environment for all students and staff regardless of race, sexual identity, religious beliefs or economic status. Experience mitigating social and emotional conflicts between students with empathy, grace and effectiveness.	5/25/2023 8:18 PM
3	Has skills hiring and *retaining* the absolute best teachers and creating a work environment where teachers feel valued and want to stay in our district for as long as possible.	5/25/2023 4:19 AM
4	Excellent Communication and People skills - strait talk - actions match words	5/24/2023 3:50 PM
5	Can find a way to better find out teachers, maybe giving up salary so teachers can get paid more!	5/18/2023 5:25 PM
6	Servant Leadership qualities, social responsibility	5/18/2023 4:38 PM
7	Communication with staff and connecting the school with the community	5/17/2023 10:28 AM
8	Community bound	5/16/2023 6:12 PM
9	communication	5/16/2023 5:47 PM
10	Has a following of staff or can recruit staff to Sedona	5/16/2023 3:15 PM
11	Is not influenced by remaining staff	5/16/2023 3:15 PM

Q3 Academic Programs (Programas Académicos):The superintendent develops and supports academically rigorous and clear and consistent systems of curriculum, instruction and assessment, develops the professional capacity and practice of school personnel, and fosters a professional community of teachers and staff to promote each student’s academic success and well-being. (El superintendente desarrolla y apoya sistemas académicamente rigurosos, claros y consistentes de currículo, instrucción y evaluación, desarrolla la capacidad y práctica profesional del personal escolar y fomenta una comunidad profesional de maestros y personal para promover el éxito académico y el bienestar de cada estudiante.) 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: 80 Skipped: 32

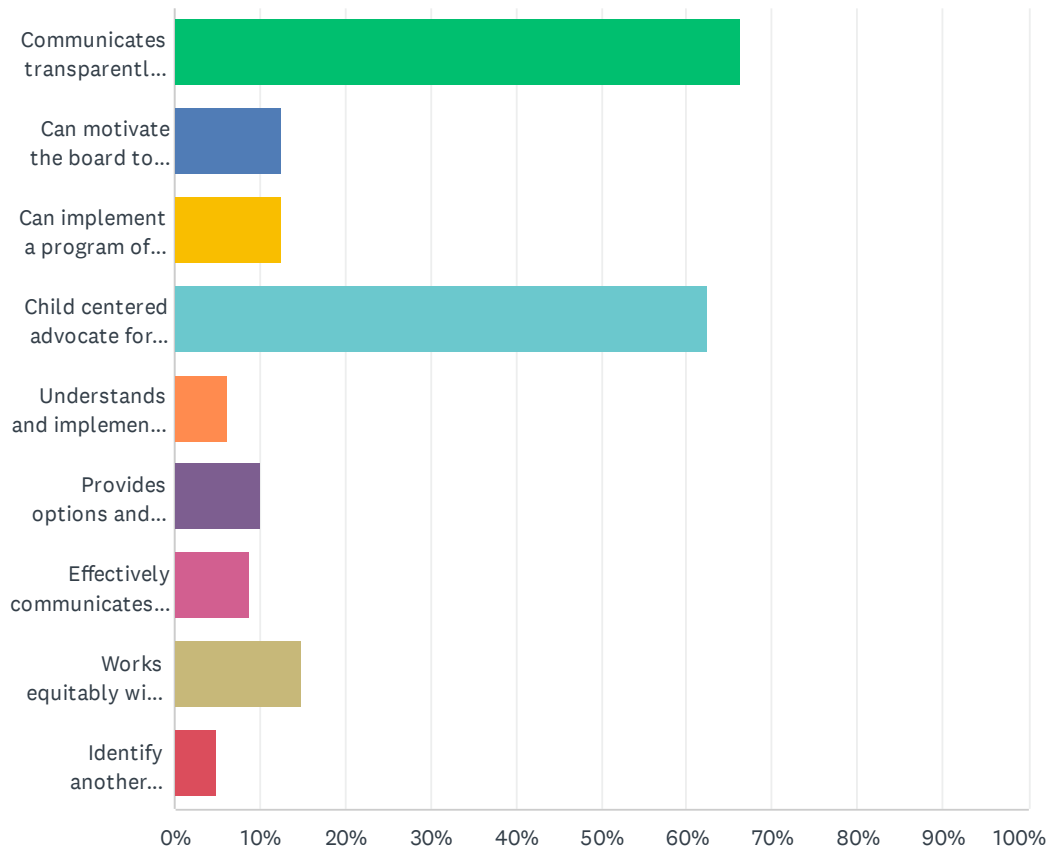


ANSWER CHOICES	RESPONSES
Is familiar with and/or has successful experience with education reform requirements including college & career readiness. (Estar familiarizado(a) y/ó tener una experiencia exitosa con los requisitos de la reforma educativa, incluyendo la preparación para la universidad y una carrera profesional.)	18.75% 15
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.)	25.00% 20
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.)	7.50% 6
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.)	18.75% 15
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.)	51.25% 41
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.)	31.25% 25
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.)	41.25% 33
Identify another academic program trait. (Describe a continuación otra cualidad sobre el programa académico:)	6.25% 5
Total Respondents: 80	

#	IDENTIFY ANOTHER ACADEMIC PROGRAM TRAIT. (DESCRIBA A CONTINUACIÓN OTRA CUALIDAD SOBRE EL PROGRAMA ACADÉMICO:)	DATE
1	Maintains the rigor and support of existing successful programs (not always rushing towards the next buzzword)	5/26/2023 12:49 PM
2	Experience and plan to increase student population in school.	5/19/2023 3:49 PM
3	More money for the teachers and less pay for higher ups. Education is done in class, not in the office.	5/18/2023 5:25 PM
4	Recognizes the role that underlying issues like poverty, housing insecurity, and language barriers contribute to academic performance and has interest in identifying root causes and developing support systems to address them. .	5/16/2023 3:39 PM
5	Supports teachers keeping classroom order to promote student achievement.	5/16/2023 3:30 PM

Q4 Board-Superintendent Relations (Relación de Junta-Superintendente): The superintendent works collaboratively with the governing board and fosters a shared understanding of the roles and responsibilities of both the board and superintendent. (El superintendente trabaja en colaboración con la junta directiva y fomenta un entendimiento compartido de las funciones y responsabilidades tanto de la junta como del superintendente.) 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: 80 Skipped: 32

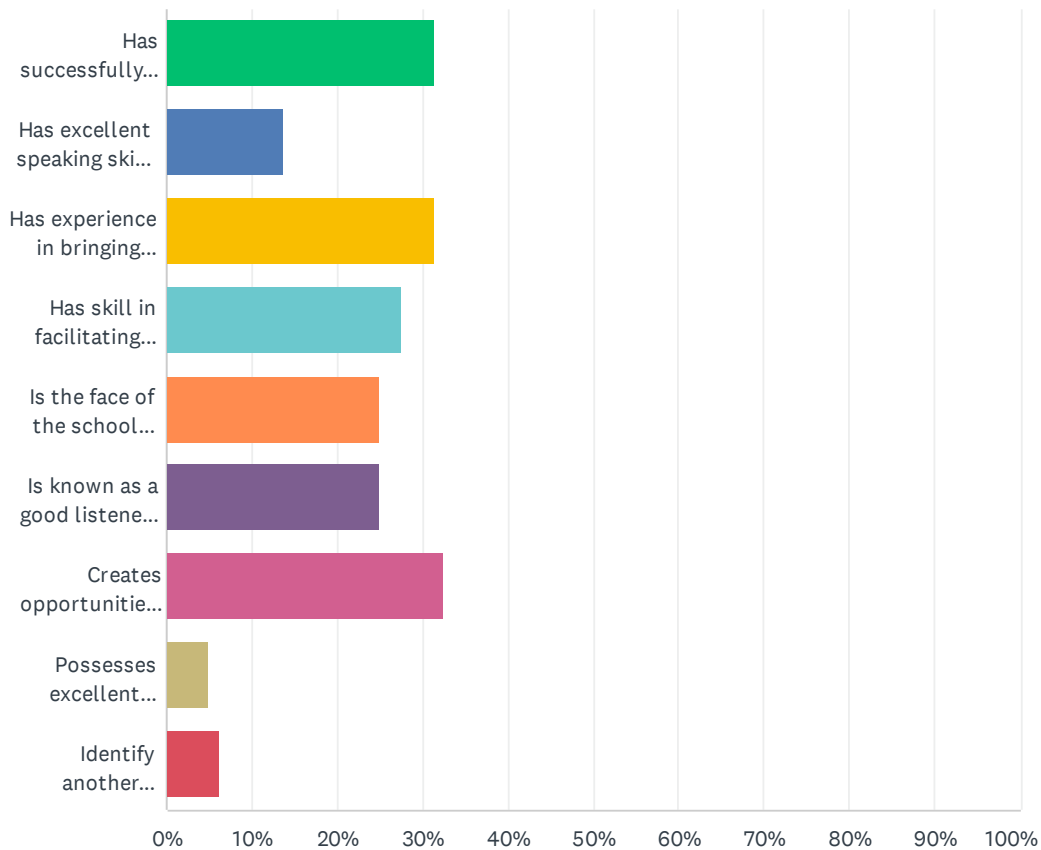


ANSWER CHOICES	RESPONSES
Communicates transparently and with candor with all stakeholders. (Comunicarse de manera transparente y con franqueza con todas las partes interesadas.)	66.25% 53
Can motivate the board to maintain its leadership role as the responsible party for education in the district. (Poder motivar a la Mesa Directiva para que mantenga su papel de liderazgo como la parte responsable para la educación en el Distrito.)	12.50% 10
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.)	12.50% 10
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.)	62.50% 50
Understands and implements board policy and administrative procedures (regulations). (Entender e implementar las normas de la Mesa Directiva y los procedimientos administrativos (reglamentos).)	6.25% 5
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.)	10.00% 8
Effectively communicates decisions made by the governing board. (Comunicar eficazmente las decisiones tomadas por la Mesa Directiva.)	8.75% 7
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.)	15.00% 12
Identify another relationship-based trait: (Describa a continuación otra cualidad basada en la relación):	5.00% 4
Total Respondents: 80	

#	IDENTIFY ANOTHER RELATIONSHIP-BASED TRAIT: (DESCRIBA A CONTINUACIÓN OTRA CUALIDAD BASADA EN LA RELACIÓN):	DATE
1	Has the courage to make unpopular decisions in order to improve the overall educational achievement of the students	5/23/2023 2:35 PM
2	Get rid of the board and give the money to the teachers.	5/18/2023 5:25 PM
3	Have teachers input be a part of an academic team	5/16/2023 6:12 PM
4	Recognizes that the Board, while representative of voters, may not be actually representative of the community due to participatory and structural barriers, and seeks to ensure implementation of district policies benefit the whole community, with an eye toward equity	5/16/2023 3:39 PM

Q5 Communications and Community Engagement (Comunicaciones y Participación Comunitaria): The superintendent is responsible for maintaining meaningful two-way communication with staff, families and the community and publicly advocates for their needs and priorities. (El superintendente es responsable de mantener una comunicación bidireccional significativa con el personal, las familias y la comunidad y aboga públicamente por sus necesidades y prioridades.) 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: 80 Skipped: 32

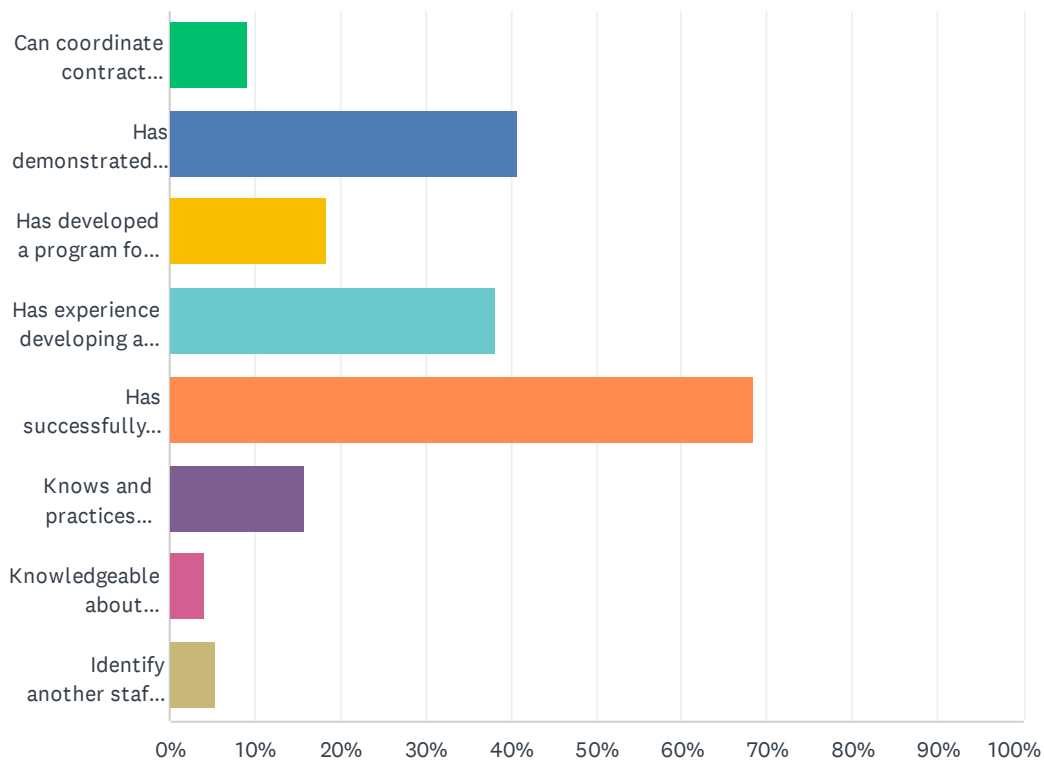


ANSWER CHOICES	RESPONSES
Has successfully engaged the public, the media and support groups. (Lograr exitosamente la participación del público, los medios de comunicación y los grupos de apoyo.)	31.25% 25
Has excellent speaking skills with large and small groups. (Tener excelentes habilidades para comunicarse con grupos grandes y pequeños.)	13.75% 11
Has experience in bringing diverse special interest groups together. (Tener experiencia en reunir a diversos grupos con intereses especiales.)	31.25% 25
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.)	27.50% 22
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.)	25.00% 20
Is known as a good listener. (Ser conocido(a) como una persona que sabe escuchar.)	25.00% 20
Creates opportunities for strategic partnerships. (Crear oportunidades para sociedades estratégicas.)	32.50% 26
Possesses excellent writing skills (memos, policies, newsletters, blogs, etc...) (Poseer excelentes habilidades de redacción (notas, normas, boletines informativos, blogs, etc...))	5.00% 4
Identify another communication-based trait: (Describa a continuación otra cualidad basada en la comunicación:)	6.25% 5
Total Respondents: 80	

#	IDENTIFY ANOTHER COMMUNICATION-BASED TRAIT: (DESCRIBA A CONTINUACIÓN OTRA CUALIDAD BASADA EN LA COMUNICACIÓN:)	DATE
1	Is the face of the school district in clarifying policy and news.	5/26/2023 12:49 PM
2	Can successfully communicate the true need to transform the educational system in the district to achieve basic educational goals and objectives --real results in educational performance, not social engineering.	5/23/2023 2:35 PM
3	Gets the government to fund our schools and teachers. We are ranked so low, do you really think admin will help that? It's time to do things radically different!	5/18/2023 5:25 PM
4	Is committed to transparency and engaging the community in improving our schools.	5/16/2023 3:39 PM
5	Is transparent, keeps staff in the loop and values ideas from teachers/staff.	5/16/2023 3:30 PM

Q6 Staff Development (Capacitación del Personal):The superintendent advances the skills, knowledge and capacity of staff through targeted and strategic professional development that contributes to each student’s academic success and well-being. (El superintendente promueve las habilidades, el conocimiento y la capacidad del personal a través de la capacitación profesional estratégica y específica que contribuye al éxito académico y el bienestar de cada estudiante.)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: 76 Skipped: 36

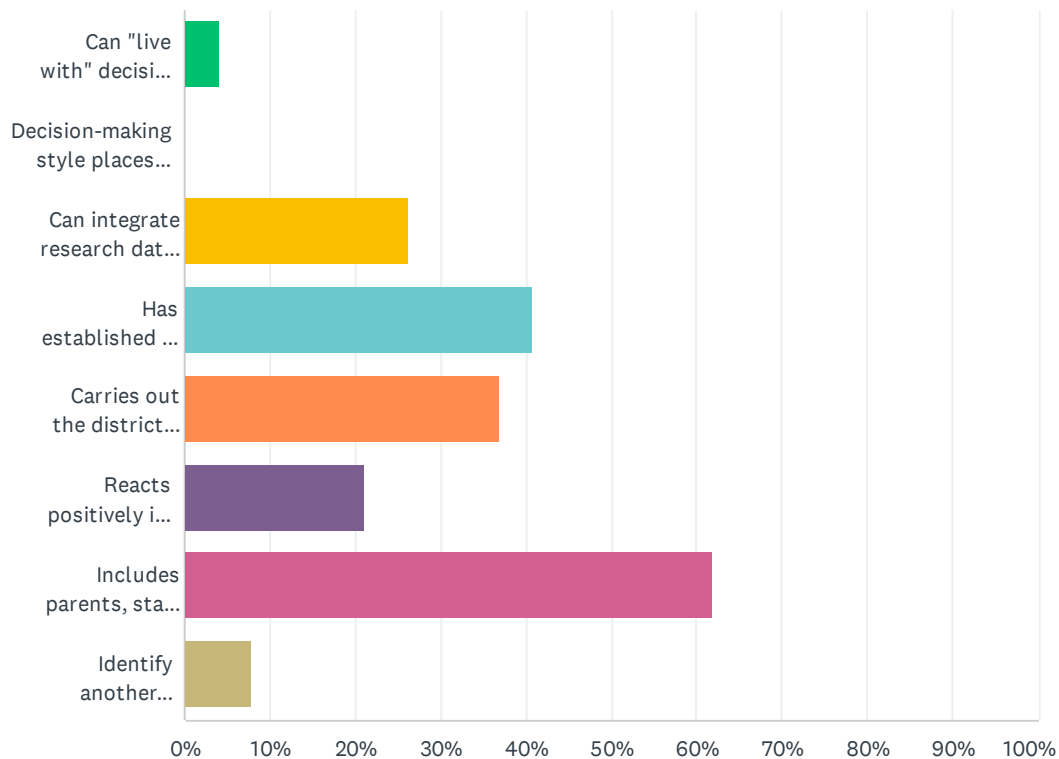


ANSWER CHOICES	RESPONSES	
Can coordinate contract negotiations and administer bargaining agreements. (Poder coordinar las negociaciones de contratos y administrar los acuerdos de negociación.)	9.21%	7
Has demonstrated skill in supervising employees at all levels. (Haber demostrado habilidad en la supervisión de empleados en todos los niveles.)	40.79%	31
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.)	18.42%	14
Has experience developing and coordinating professional staff development programs. (Tener experiencia en desarrollar y coordinar programas para el desarrollo profesional del personal.)	38.16%	29
Has successfully recruited, selected and retained highly qualified staff. (Haber reclutado, seleccionado y retenido exitosamente al personal altamente calificado.)	68.42%	52
Knows and practices effective personnel policies and procedures. (Conocer y practicar las normas y procedimientos para el personal eficiente.)	15.79%	12
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.)	3.95%	3
Identify another staff development trait: (Identificar otro rasgo desarrollo personal:)	5.26%	4
Total Respondents: 76		

#	IDENTIFY ANOTHER STAFF DEVELOPMENT TRAIT: (IDENTIFICAR OTRO RASGO DESARROLLO PERSONAL:)	DATE
1	Doesn't waste teachers' time with unnecessary meetings, workshops, and requirements. Takes away time from the classroom and students.	5/26/2023 12:59 PM
2	Needs to be able to think out of the box and cultivate a healthy teaching environment	5/18/2023 5:29 PM
3	Is committed in supporting staff and teachers, ensuring retention and staff development.	5/16/2023 3:49 PM
4	Continues the highly effective policy of directing 100% of 301 monies to teacher remuneration.	5/16/2023 3:36 PM

Q7 Decision-Making (Toma de decisiones):The superintendent is responsible for making both day-to-day and long-term decisions that reflect the vision of the district and community for their schools and the strategic priorities of the governing board. (El superintendente es responsable de tomar decisiones tanto del día a día como a largo plazo que reflejen la visión del distrito y la comunidad para sus escuelas y las prioridades estratégicas de la junta directiva.)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: 76 Skipped: 36

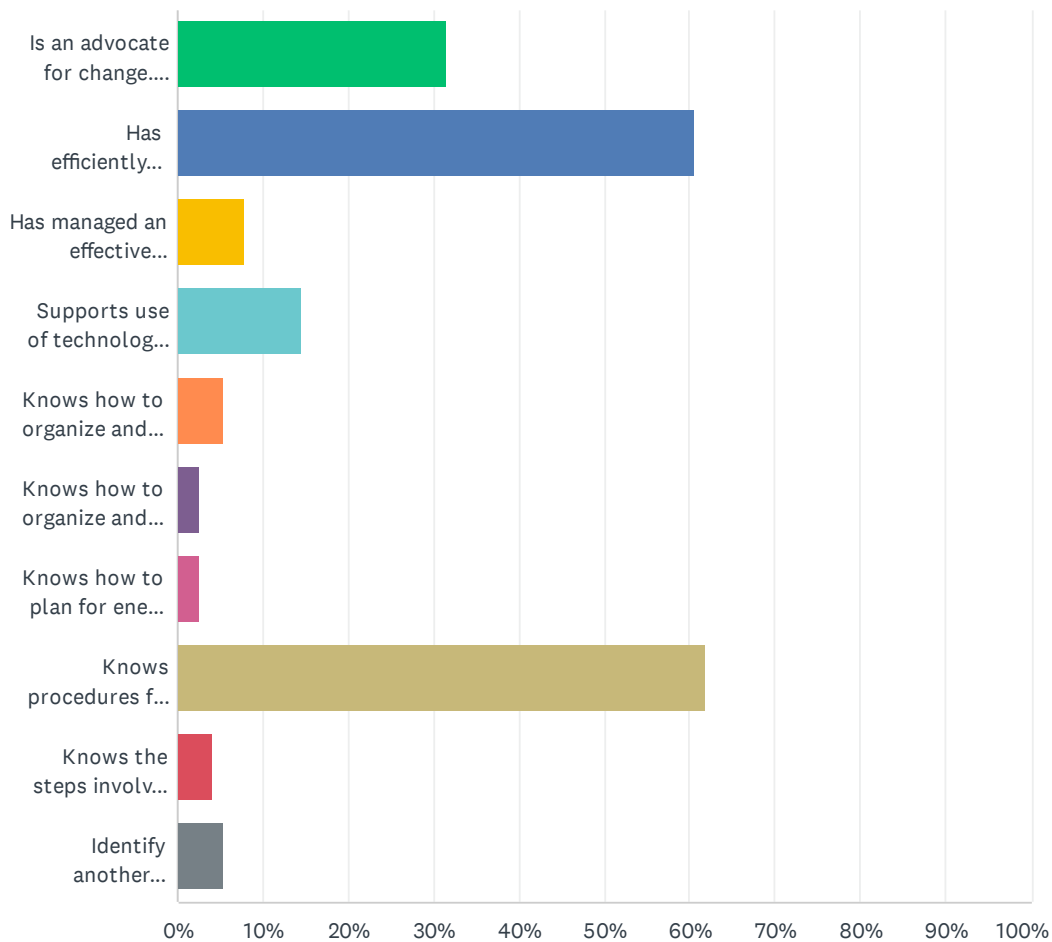


ANSWER CHOICES	RESPONSES
Can "live with" decisions regardless of how difficult they were to make. (Poder "sobrellevar" las decisiones sin importar qué tan difícil haya sido tomarlas.)	3.95% 3
Decision-making style places emphasis on board involvement. (El estilo en la toma de decisiones pone énfasis en la participación de la Mesa Directiva.)	0.00% 0
Can integrate research data into the decision-making process. (Poder integrar los datos de la investigación en el proceso de la toma de decisiones.)	26.32% 20
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.)	40.79% 31
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.)	36.84% 28
Reacts positively in highly stressful situations. (Reaccionar positivamente en situaciones altamente estresantes.)	21.05% 16
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.)	61.84% 47
Identify another decision-making trait: (Describa a continuación otra cualidad sobre la toma de decisiones:)	7.89% 6
Total Respondents: 76	

#	IDENTIFY ANOTHER DECISION-MAKING TRAIT: (DESCRIBA A CONTINUACIÓN OTRA CUALIDAD SOBRE LA TOMA DE DECISIONS:)	DATE
1	Consistency: doesn't change policy with every new whim of the public or politicians.	5/26/2023 12:59 PM
2	Ditches the bureaucracy and treats teachers with respect and support.	5/18/2023 5:29 PM
3	Recognizes that many decisions have consequences for families, students, and staff, and is committed to reducing harmful outcomes.	5/16/2023 3:49 PM
4	Values teacher input from "the front line"...has not lost touch with classroom teaching.	5/16/2023 3:36 PM
5	Demonstrates leadership skills, independently	5/16/2023 3:15 PM
6	Logical, analytical decision making, ask an expert if necessary	5/15/2023 11:39 AM

Q8 Operations, Support Services and Facilities (Operaciones, Servicios de Apoyo e Instalaciones):The superintendent manages district operations, support services and resources, including facilities, to promote each student’s overall success. (El superintendente administra las operaciones del distrito, los servicios de apoyo y los recursos, incluyendo las instalaciones, para promover el éxito general de cada estudiante.)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: 76 Skipped: 36

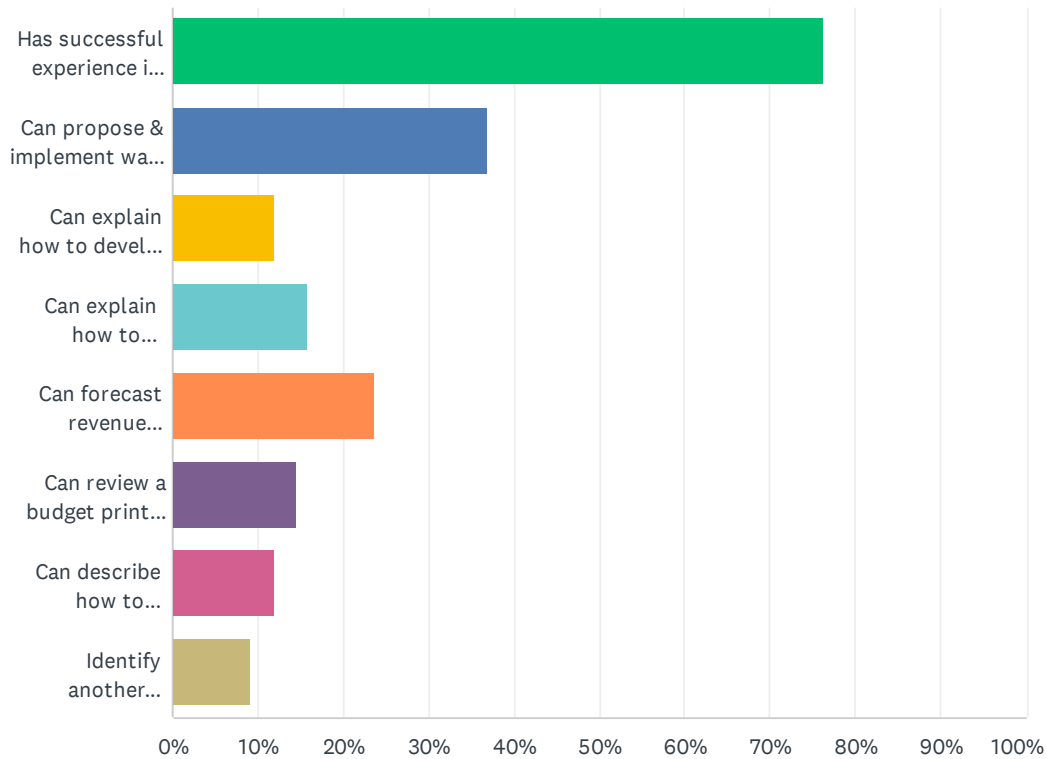


ANSWER CHOICES	RESPONSES	
Is an advocate for change. (Ser un(a) defensor(a) para el cambio.)	31.58%	24
Has efficiently managed the operation of a school or district. (Haber manejado eficientemente el funcionamiento de una escuela o un distrito.)	60.53%	46
Has managed an effective program for supervision of buildings and grounds. (Haber manejado un programa eficaz para la supervisión de los edificios y terrenos escolares.)	7.89%	6
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.)	14.47%	11
Knows how to organize and operate an effective, efficient transportation program. (Saber cómo organizar y operar un programa de transporte eficaz y eficiente.)	5.26%	4
Knows how to organize and operate an effective, efficient, break-even food services program. (Saber cómo organizar y operar un programa de servicios alimenticios eficaz, eficiente, sin tener pérdidas.)	2.63%	2
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.)	2.63%	2
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.)	61.84%	47
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.)	3.95%	3
Identify another operational trait: (Describa a continuación otra cualidad sobre las operaciones:)	5.26%	4
Total Respondents: 76		

#	IDENTIFY ANOTHER OPERATIONAL TRAIT: (DESCRIBA A CONTINUACIÓN OTRA CUALIDAD SOBRE LAS OPERACIONES:)	DATE
1	Makes equitable decisions about where improvements should be made, i.e., doesn't pay attention to only the "squeaky wheel" or what an influential elite want, whether community members or school board.	5/26/2023 12:59 PM
2	Same as other responses, more teacher support!	5/18/2023 5:29 PM
3	Creates a safe environment, including solving the problem of misbehavior in school bathrooms by students.	5/16/2023 3:36 PM
4	Involve students. Have a clean up day, I'd rather spend time and solve a problem than be continually inconvenienced by it	5/15/2023 11:39 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: 76 Skipped: 36



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.)	76.32%	58
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.)	36.84%	28
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.)	11.84%	9
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.)	15.79%	12
Can forecast revenue shortfalls and enrollment changes. (Poder pronosticar la insuficiencia de ingresos y los cambios en la matriculación.)	23.68%	18
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.)	14.47%	11
Can describe how to supervise purchasing, payroll and other fiscal matters. (Poder describir cómo supervisar las compras, la nómina y otros asuntos fiscales.)	11.84%	9
Identify another budget/finance trait: (Describa a continuación otra cualidad sobre el presupuesto/finanzas:)	9.21%	7
Total Respondents: 76		

#	IDENTIFY ANOTHER BUDGET/FINANCE TRAIT: (DESCRIBA A CONTINUACIÓN OTRA CUALIDAD SOBRE EL PRESUPUESTO/FINANZAS:)	DATE
1	Has been successful at helping pass a school override.	5/19/2023 11:05 AM
2	Gets money out of the city and into the school. You've got to be kidding me, this city makes too much money and some should go to the teachers.	5/18/2023 5:29 PM
3	Will continue with providing full 301 funds to teachers	5/17/2023 10:34 AM
4	Skilled at leveraging partnerships with local organizations to increase funding for both the visual and performing arts.	5/17/2023 9:28 AM
5	Not tempted to accept non-district kids w/ serious behavioral/academic issues to generate revenue.	5/16/2023 3:36 PM
6	Recognizes where financial changes are needed and makes decisions with actual players	5/16/2023 3:15 PM
7	prioritizes budget for school improvement	5/16/2023 11:10 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: 72 Skipped: 40

#	RESPONSES	DATE
1	Strong Community Engagement: Our school district has a dedicated community of parents and local organizations who actively support the schools. They regularly contribute to our initiatives, events, and decision-making processes, creating a rich, collaborative environment for students. Advanced Technology Integration: Our district has effectively integrated technology in classrooms, enhancing the learning experience and preparing students for the digital age. The availability of online resources and tech tools help in fostering creativity and innovation among students.	5/30/2023 4:43 PM
2	Students, parents, teachers	5/30/2023 3:16 PM
3	The students/parents, PTA/Booster support	5/30/2023 2:09 PM
4	Facilities seem to be maintained properly for student safety and self-respect Student inclusiveness seems to be important.	5/26/2023 1:05 PM
5	staff wants success in the classroom our community supports education	5/26/2023 11:50 AM
6	Sedona is such an appealing place to live with a very strong community of residents who have lived here for decades, students who have grown up in the district and are still living here, as well as teachers who taught within the district for decades, all who care deeply for and are wanting to contribute to this district and their community. We also have beautiful facilities. We have also balanced our budget which was a huge struggle for many years under past leadership.	5/25/2023 5:00 AM
7	Strengths - free preschool, after-school program for working parents, cooperative arrangement with Yavapai college. Knowing the kids names and their families.	5/24/2023 4:38 PM
8	A possible recognition that the district is failing to provide its students with a true quality education. A possible willingness to consider alternatives to the current situation.	5/23/2023 2:45 PM
9	(1) Technological advancements in the classroom. (2) Financial stability for the school district.	5/23/2023 2:14 PM
10	Dedicated teachers. Extended day program for K through 5th graders. Transportation for students to get to and from school	5/23/2023 1:58 PM
11	Generally a caring staff, a community that wants to support the schools,	5/21/2023 1:02 PM
12	Strong school community, dedicated staff, history of innovative programs for learning and student success, allowing opportunities for growth, such as the senior program they used to have stem programs robotics for the elementary school. The school district has developed good programs for students.	5/21/2023 7:41 AM
13	Location Technology	5/20/2023 11:21 PM
14	1. Innovation in educational and extracurricular programs to improve student opportunities and outcomes. 2. Fiscal management and tax dollar stewardship. 3. Cohesive and well-communicated strategic goals adopted and followed by all stakeholders. 2.	5/19/2023 6:40 PM
15	The board operating efficiently with teachers and all students in mind, a unified/workable staff that adjust well to change, and students who respond to structure and stability which we need to grow and attract more families and students.	5/19/2023 4:00 PM
16	Teacher dedication to students Teacher implementation of new programs	5/19/2023 2:39 PM
17	I think the district does a good job of involving the community and doing events I believe the district is looking at better methods of recruiting talent	5/19/2023 12:42 PM

Sedona - Oak Creek Unified School District Community Superintendent Search Survey

SurveyMonkey

18	(1) Dedicated staff and community who want to see our students succeed, (2) growth of leaders within the school/district, (3) transparent communication between stakeholders include leadership, board, staff, families, and community.	5/19/2023 11:08 AM
19	The students, the teachers, and the tourists. Get more tourist money and fund the teachers.	5/18/2023 5:31 PM
20	Facilities, real attempt at fiscal management while under state constraints	5/18/2023 4:51 PM
21	Diverse, equitable, safe	5/18/2023 2:01 PM
22	Our teachers are dedicated and will work hard for our students. Our teachers will do what is in the best interest of students.	5/18/2023 8:37 AM
23	The facilities are beautiful and the current staff you have are lovely and truly try their best with what they have.	5/18/2023 4:56 AM
24	Beautiful surroundings/facilities, Strong tax base for bonds	5/17/2023 12:00 PM
25	Carrying out an effective ELL program, striving for student success in every classroom, and upholding a collaborative and positive environment for person	5/17/2023 10:39 AM
26	Small safe school	5/17/2023 10:34 AM
27	Leadership ,Decision Making, Accountability, curriculum, Professional development for Teachers.	5/17/2023 10:02 AM
28	Open enrollment. Fairly open and productive communication with families. Instituting the career program for high schoolers.	5/17/2023 9:57 AM
29	A nivel distrito no se pero en las escuelas de sedona no creo que tengan ningún punto fuerte cuando hace mucha falta mas apoyo mas recursos les ace falta muchos programas para los estudiantes porque no tienen muchas clases	5/17/2023 9:54 AM
30	Physically attractive campus in a breathtakingly beautiful setting. Friendly, kind staff and faculty at all levels. Concern for others is apparent throughout interactions among and between students and faculty/staff.	5/17/2023 9:35 AM
31	1. Staff commitment, dedication and longevity. 2. Student/Staff recognition 3. Culturally and ethnically diverse.	5/17/2023 9:12 AM
32	Beautiful location and facility. Children population who want to learn and are yearning for more opportunities. Growing in student population.	5/17/2023 8:09 AM
33	I wish I had an answer. Your staff is treading water.	5/17/2023 8:07 AM
34	Teaching Staff, Dedication to Student Success	5/17/2023 7:38 AM
35	Small school in a small city with ample amount of talent in various areas (students/ teachers/ community member support). Beautiful campus!!	5/16/2023 10:50 PM
36	The district is lacking in so many things. At the time I do not see strengths.	5/16/2023 10:02 PM
37	Experienced staff, dedicated principals, amazing campuses.	5/16/2023 8:36 PM
38	1. Amazing Students 2. Diverse Educational Programs 3. Community Support/Resources	5/16/2023 7:12 PM
39	Beautiful Campus. Great staff.	5/16/2023 6:48 PM
40	strong leadership	5/16/2023 6:33 PM
41	Open door policy for public, availability	5/16/2023 6:17 PM
42	- Physical resources (Nature, open campus, location, name value, SPAC..) - Diverse student population	5/16/2023 6:11 PM
43	I think the district supports the students and staff well. I think the district maintains a supportive environment for both students and staff.	5/16/2023 5:54 PM
44	Cohesive staff who aren't afraid to approach each other when an issue arrises. Good access to technology	5/16/2023 4:53 PM
45	small community can get to know all students performing arts center and school grounds an	5/16/2023 4:38 PM

Sedona - Oak Creek Unified School District Community Superintendent Search Survey

SurveyMonkey

46	Mr. Dearden's administration balanced the budget and figured in pay raises. I feel this administration has been transparent. They have worked as a team...I appreciate our district administrators.	5/16/2023 4:24 PM
47	The strengths will always lie with the "boots on the ground" teachers - we must support them as much as we can. They need to be given an atmosphere where they can teach.	5/16/2023 4:12 PM
48	I like that it is small and teachers and admin know the students. I also like the partnership with Yavapai college	5/16/2023 4:10 PM
49	The school district may be small but it is a great school with opportunities for students to really excel if they want driven to succeed.	5/16/2023 3:45 PM
50	1. Our district has many great teachers, staff members and strong (remaining) leadership in Ms Isom. 2. Our district has mainly nice students. 3. Our district has a beautiful campus	5/16/2023 3:44 PM
51	.	5/16/2023 3:40 PM
52	Building relationships with families Teacher salaries for the area Partnerships that support families/students' needs	5/16/2023 3:33 PM
53	Diversity, active parents and welcoming staff	5/16/2023 3:25 PM
54	Some staff is getting more successful with student discipline, Communication between some teachers and families is amazing, Activities and committees at the junior high and high school (only) are available for parents to join and families to participate in all year	5/16/2023 3:20 PM
55	multi-cultural yet everyone interacts,	5/16/2023 3:18 PM
56	The ONLY thing this district has going for it is its beautiful campus/building infrastructure. The faculty, staff, and administration could all be replaced — this district's achievement, by any state or federal standard, is abysmal. The student:teacher ratio is terrible. The experience-level and the staff-turnover are terrible. The absolute disregard for state and federal laws for students with disabilities is reprehensible. The district's communication with students and parents is practically nonexistent, and is usually last-minute. This district runs like a minimum security prison, not a school, and it should be under state and federal investigation for its civil rights abuses, failure to meet state educational standards, and abject incompetency of the outgoing administration.	5/16/2023 3:17 PM
57	Unable to answer	5/16/2023 3:11 PM
58	As an employee of Sedona Red Rock High School, I can say that this is the most motivated and highest quality staff of teachers I have ever had the pleasure to be a part of. I feel strongly that with respectful and competent leadership, this High School can become a beacon of light in the community and surrounding areas.	5/16/2023 3:06 PM
59	Financially sound, fairly higher pay for teachers, goals to increase academic success are a priority.	5/16/2023 3:06 PM
60	Excellent location/high income area with desirable/safe town that feels like a small town.	5/16/2023 2:57 PM
61	Most of our faculty are excellent and want to give our students the best education. Beautiful facilities.	5/16/2023 1:17 PM
62	The people employed. The facilities and available technology.	5/16/2023 1:09 PM
63	Teaching staff are motivated and eager to come together to improve student achievement. The supporting departments are exceptional in making sure everything runs smoothly. We have no long-established programs, we are in an excellent position to implement school and district-wide improvement plans.	5/16/2023 11:22 AM
64	Hiring Heather Isom as principal	5/16/2023 7:48 AM
65	Cohesive staff, Strong Leadership Team,	5/16/2023 7:05 AM
66	Sedona Oak-Creek Educational Foundation, plans to renovate and use Big Park as teacher rentals, SRRHS Yavapai College dual enrollment opportunities	5/15/2023 7:07 PM
67	Diversity, different opportunities (CTE, Early College, AP, etc.), flexibility	5/15/2023 11:41 AM
68	Wide range of programs, good use of technology.	5/15/2023 11:26 AM

69	Focus is on improving student achievement A very collaborative culture in the District. Good parent and community support and communication	5/15/2023 11:22 AM
70	Student performance has improved. Communication and staff morale is strong. Growth in our student population that allows for better programming.	5/15/2023 10:50 AM
71	n/a	5/15/2023 10:19 AM
72	Personalization for students, relationships with students, teamwork	5/15/2023 9:56 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: 72 Skipped: 40

#	RESPONSES	DATE
1	1. Compliance Issues: One of the major challenges our district faces is adherence to educational policies and protocols. There have been instances where certain rules or guidelines are not properly implemented or overlooked, leading to inconsistencies in the learning environment and potential disadvantages for our students. 2. Limited Decision-making Process: Another significant issue is that the decision-making process seems to be controlled by just one or two individuals. This centralized decision-making does not allow for a diverse range of perspectives and opinions to be considered, which could lead to decisions that do not fully consider the needs of all stakeholders in the district. 3. Lack of Emphasis on Special Education: Lastly, the district faces a challenge in prioritizing and adequately resourcing special education. It appears there is not enough focus or allocation of resources towards meeting the diverse needs of students who require special education services. This could potentially hinder the progress of these students and prevent them from reaching their full potential.	5/30/2023 4:43 PM
2	Hiring and retaining qualified staff who maintain a secular atmosphere in the classroom and develop relationships of cooperation and partnership with students.	5/30/2023 3:16 PM
3	No Sports at either school (football, softball, etc.) No K-8 School - Parents like their students in 6-8 to younger and currently students are growing up too fast. There are no authoritarian figures at the Elementary, the principals at both schools have no experience and were not interviewed (just appointed to the position), the dress codes are a joke - primary students have time to dye their hair blue at night but not read, there are no consequences for bad behavior and teachers have no way of implementing consequences (loss of recess or benching a student is all that is available) "Dangerous" students are not removed from the classroom or held accountable - even when a teacher is "afraid" of the student. A student can threaten another student and the teacher is advised not to turn in a discipline referral and if one is turned in, there is no follow-up and it is never returned to the teacher. The district needs to make us more inviting to all students. Our campuses are falling apart and look terrible.	5/30/2023 2:09 PM
4	Standing up to political right-wing extremism, such as book-banning, and to other anti-intellectual influences.	5/26/2023 1:05 PM
5	teacher retention English Language Learner success	5/26/2023 11:50 AM
6	We have been struggling with teacher retention for many years now and a reputation that our best teachers feel that they are expendable and easily replaceable. We are struggling right now to regain a sense of community, and with our reputation. We want our schools to have the absolute best reputation for offering the best academics, safe environment, and also a sense of community and belonging, not only with all the families, but also with the teachers and administrators who want to stay and work within our district for years and even decades, as they did in the past.	5/25/2023 5:00 AM
7	1. Hiring and keeping the best teachers when AZ pays so poorly. (Community support for teacher housing and childcare is an indirect way to subsidize teacher salary.) 2. Tailoring early grade programs starting with preschool for both Spanish and English speaking kids. That is where the achievement gap starts.	5/24/2023 4:38 PM
8	Over the past years, students in the Sedona (and Arizona) public school system have been consistently underachieving, according to available metrics. There has not been any visible effort to turn the ship around--a real leader is needed, and the district needs to support that leader.	5/23/2023 2:45 PM

Sedona - Oak Creek Unified School District Community Superintendent Search Survey

SurveyMonkey

9	(1) Maintaining student enrollment (2) Providing ELL (English Language Learners) appropriate educational support to be successful in general classroom instruction. (3) Retaining teachers	5/23/2023 2:14 PM
10	Enrollment. Non-english speaking students. Teachers salaries and lodging	5/23/2023 1:58 PM
11	Addressing student attendance concerns, adequate support for students typically under served and keeping dedicated and talented staff members	5/21/2023 1:02 PM
12	Declining enrollment, staff retention, community awareness of the schools in support of involvement in the schools	5/21/2023 7:41 AM
13	Housing Funding	5/20/2023 11:21 PM
14	1. Current and future enrollment. 2. Sustaining facilities and real property no longer used in direct support of students.	5/19/2023 6:40 PM
15	Student population growth and attracting families to our district, building an even more cohesive and clear goal as a staff for students academically and behaviorally, and lastly keeping and attracting (hiring) new quality educators into our school system and community.	5/19/2023 4:00 PM
16	Housing for teachers Budget shortfalls	5/19/2023 2:39 PM
17	I think the district can be completely out of touch with the needs of the classrooms. West Sedona Elementary is missing essentials items that the PTA then becomes responsible for funding. The classrooms (i.e. kindergarten) was understaffed and overwhelmed and the environments were chaotic for the beginning of the school year. Difficulty attracting talent to the schools.	5/19/2023 12:42 PM
18	(1) Affordable housing for teachers, staff and a families with children in the district, (2) small district with large projects on the horizon that require time and staff capacity, (3) student achievement needs to rise.	5/19/2023 11:08 AM
19	Continuing to do it the way it's been done. Not supporting the teachers. Too many old people	5/18/2023 5:31 PM
20	Wrong priorities, poor teacher retention (due to wrong priorities), lack of innovative programming	5/18/2023 4:51 PM
21	Lack of discipline	5/18/2023 2:01 PM
22	Our students have low reading, writing and math skills across the board with unacceptable gaps within our schools' subgroups. We must focus on academic skills if we want our students to be successful citizens that contribute positively to their communities.	5/18/2023 8:37 AM
23	Staffing. Not enough teachers, therefore not enough classes/subjects provided. You have monetized public education! They are literally paying to take tests! This doesn't occur in other states - I found this surprising.	5/18/2023 4:56 AM
24	Low student population, Older community that doesn't prioritize education, High cost of living and no affordable housing for staff	5/17/2023 12:00 PM
25	Lack of a strong ELL program (for this current school year)	5/17/2023 10:39 AM
26	Lack of community, staff retention, communication	5/17/2023 10:34 AM
27	Passing a new Bond .Keeping quality staff.	5/17/2023 10:02 AM
28	Declining enrollment and middle class family support in Sedona. Meeting the needs of ESL students while not neglecting the high performers who need challenge. This district is completely backward on sex education, not providing it is a health detriment to the students. Most parents are not going to address sex ed at home which leaves kids vulnerable to teen pregnancy, emotional distress and sexually transmitted disease. Sticking your head in the sand when it comes to sex ed is a HUGE mistake.	5/17/2023 9:57 AM
29	Tener mas reglas estrictas con los estudiantes, no permitir que usen aretes los hombre que se recorten el pelo bien, que las niñas se peinen, que usen ropa adecuada para la escuela, porque les permiten usar shores muy cortos, mini blusas, van con sandalias a la escuela se supone que es una institución donde se enseña valores y respeto, tener mas control con la distribución de drogas dentro del plantel escolar	5/17/2023 9:54 AM
30	Significant percentage of ELL students. Staff turnover/retention.	5/17/2023 9:35 AM

Sedona - Oak Creek Unified School District Community Superintendent Search Survey

SurveyMonkey

31	1. Lack of consistency and transparency. 2. High turnover, particularly administrative positions.	5/17/2023 9:12 AM
32	Insane staff turnover that has impacted student learning (ex: student had 5 different math teachers in a school year). Lack of "arts" (chorus, marching band, shop, performing arts, etc).	5/17/2023 8:09 AM
33	Retaining staff Behavior at the middle school Teachers not communicating with parents about unacceptable behavior	5/17/2023 8:07 AM
34	1. High turn over due to current leadership and lack of collaboration on all levels. 2. Lack of support for teachers with unsafe student behaviors. 3. Lack of staff appreciation and acknowledgment.	5/17/2023 7:38 AM
35	Low student enrollment and lack of staff (appears that there has not been a good retaining staff ratio)	5/16/2023 10:50 PM
36	Lack of things for students to participate in high school Should not have married couples work together Field trips	5/16/2023 10:02 PM
37	Teacher turnover, programs that used to be successful being removed from the district: AR reading for example in the elementary grades, lack of talented and involved counselors at the high school.	5/16/2023 8:36 PM
38	1. Teacher Recruitment/Retention 2. Student Achievement 3. Declining Enrollment	5/16/2023 7:12 PM
39	Falling enrollment. Budget shortfalls.	5/16/2023 6:48 PM
40	a great personality	5/16/2023 6:33 PM
41	Maintaining qualified and dedicated, loyal staff	5/16/2023 6:17 PM
42	- Sedona Charter School - Budget cut - Teacher/Staff retention	5/16/2023 6:11 PM
43	The budget is a concern for our district. There is going to be lots of personnel change over the summer.	5/16/2023 5:54 PM
44	Run-down facilities: accumulated trash, limited custodial services, terrible smell in A building makes learning difficult Constant teacher turnover: non-competitive pay compared to other nearby districts, little monetary incentives for teachers to stay High cost of living: perhaps an incentivized plan to encourage teachers to live in town	5/16/2023 4:53 PM
45	lack of quality teachers lack of high expectations and rigor for all students better student support services	5/16/2023 4:38 PM
46	1) I work at the elementary school. It is a beautiful campus, but the grounds are not being maintained as they should. The playgrounds are full of holes and large areas of grass are missing. Our sidewalks have weeds and grass growing in between the cracks. Building paint and stucco are peeling off on the buildings. I would like to see some time and resources spent on this issue. 2) The budget is always tricky in a small school district 3) Coming in from the outside, a new superintendent will need to gain the trust of the board, the teachers, and the families.	5/16/2023 4:24 PM
47	Hiring staff that can and will stay. They need affordable housing. I think when a teacher is not feeling well they need to be supported and allowed to stay home. We might even consider a wellness team that supports them in their home, perhaps bringing medicine or food directly to them.	5/16/2023 4:12 PM
48	Budget. Being a public school in Arizona is challenging, but being in an extremely expensive area like Sedona makes it even more difficult for the district to hire staff	5/16/2023 4:10 PM
49	The school district has less students every year which means less classes are offered to the students who are still in the district, less opportunities for students.	5/16/2023 3:45 PM
50	1. Student misbehavior (drugs, fighting, bullying) in restrooms 2. A high percentage of student body has little interest in academic growth/student spend too much time on cellphones/earbuds (ban them in class and enforce it, PLEASE!) 3. Small district vulnerable to declining enrollment, cuts in programs (theater, sports) and bad reputation for lack of discipline enforcement (started improving this year) and low academic achievement possibly creating vicious cycle of further decline in future	5/16/2023 3:44 PM
51	.	5/16/2023 3:40 PM

52	Consistent communication, transparency, and support from the district office to ALL campuses Effective curriculum and instruction for emerging bilingual students High turnover	5/16/2023 3:33 PM
53	ESL challenges and state rankings	5/16/2023 3:25 PM
54	Lack of teacher mentoring or real/any leadership at the elementary office, Lack of actual curriculum at all schools, Complacent (VERY comfortable) staff lack professionalism and HIPPA/FERPA issues at all schools	5/16/2023 3:20 PM
55	high turnover, easy classes do not best prepare kids for college	5/16/2023 3:18 PM
56	The failure to deliver equitable, rigorous academics leaving our children unprepared for college, or adulthood. The failure to communicate with student families, and to leverage the overflowing resources of the surrounding wealthy, educated community.	5/16/2023 3:17 PM
57	Managing WSS grounds and buildings Replacing playground equipment Upgrade facilities	5/16/2023 3:11 PM
58	I think that there has not been effective communication between administration and teachers, and there has been an "us versus them" mentality that has not allowed teachers to feel heard or included in larger school decisions. I think that we need someone who is ready to engage directly with teachers, both in and out of the workplace to create a family atmosphere for the school community. This is a phenomenal group of teachers, but we need to come together more completely and effectively to be able to best serve our students.	5/16/2023 3:06 PM
59	-Special education department needs to be completely overhauled. All special educators should be required to reapply for their current positions. Special education students are not being taken care of, especially those with ADHD and Autism. -Teacher are NOT held accountable. Teachers get away with bad performance due to a fear that there will be no one to replace them. -High turn over for non teaching positions. This is due to low wages. My suggestion is to become the highest paid district in the state. This, along with the beauty of the area and great kids will make teacher not want to leave or get fired.	5/16/2023 3:06 PM
60	Enrollment changes, staff retention & providing a substantial program meeting all of our kids needs. We would like performing arts to return.	5/16/2023 2:57 PM
61	Changing demographics, large numbers of English Language Learners who fail because of lack of resources, lack of training for staff.	5/16/2023 1:17 PM
62	Open accessible campuses where anyone can walk in at any time. Declining population in town of school aged children.	5/16/2023 1:09 PM
63	Improving ELL and SPED outcomes.	5/16/2023 11:22 AM
64	Hiring solid, quality teachers who will not quit during the school year Behavioral issues because they seem to keep rising Including teachers and students in decision making and vision for the future	5/16/2023 7:48 AM
65	Teacher Recruitment, Housing shortage, Declining enrollment	5/16/2023 7:05 AM
66	Enrollment. The district doesn't act to attract more families and students to our campuses. There should be a push to attract families to our district. Facility upkeep Positive image/public relations	5/15/2023 7:07 PM
67	Funding, staffing issues (people quitting mid-year, and student experience/involvement (outside academics, there are few clubs and other student activities)	5/15/2023 11:41 AM
68	Poor academic performance, teachers not providing quality instruction/differentiation, teacher retention.	5/15/2023 11:26 AM
69	State funding Lack of affordable housing	5/15/2023 11:22 AM
70	Passing the next override. Mailing our growth and increasing student performance. Connecting with the city and community	5/15/2023 10:50 AM
71	n/a	5/15/2023 10:19 AM
72	Enrollment, housing, budget (all connected)	5/15/2023 9:56 AM