

TUESDAY, JANUARY 13, 2015

6:00-7:30 P.M.

COMMUNITY MEETING

RYAN RAY AND STAN PAZ, FACILITATORS FROM RAY AND ASSOCIATES

1. What do you consider as the significant strengths of the school district?
  - Diversity
  - Comfort level the students have with one another, no matter their cultural background (ethnic, religious, sexual preferences and gender differences, etc.), respect one another
  - Students themselves - they believe that they can achieve anything that they set forth
    - Students are very respectful of adults
    - Students are very hungry to learn - they want someone to think that they can learn and tell them what the expectations are so they can do their best
  
2. What do you feel are the positives of the community?
  - Parents
  - We have a diverse population but what is most important about the diversity is the tolerance and comfort that the students have with one another -
  - City is very relational - even though we are a large city we have the feel of a small town. We have strong relationships with one another and large networks of relationships.
    - Albuquerque has a lot of kids and we spread out over a large land mass - still has small town thinking
  - Culture - we celebrate culture and we have a lot of different cultures - people visit here and they love the culture
  - Kids are hungry to learn and want people to think of them as learners
  - State fair highlights all the portions of the culture
  - Balloon Fiesta
  - Community is interested in what happens in education
  
3. What are the three qualities you would like to see in a new superintendent?
  - Honesty
  - Thinking outside of the box
  - Sense of humility
  - Listen to parents and outsiders with suggestions - leadership with a little humility - even if there is something that is not really welcome need to take the time to think about it first rather than just dismissing ideas from the beginning
  - Problem solving and collaboration
  - Respect

- Open to every idea - open to innovation - willing to look around at schools that are not just public schools but are private schools - not be closed-minded about the ideas that other types of schools have
- Value education as a process - doctorate degree is a necessity of the new superintendent and important to this community
- The new superintendent really needs to listen to all the educators from the principal-ship to the teacher-ship
- Someone who will focus on hiring more teachers so that class sizes can be reduced

4. What are the critical issues the new superintendent will face in this position?

- Losing population in city, state and school district – people want to stay but are leaving to find jobs
- Getting over the perception or "baggage" from the previous superintendents - the district has suffered from the previous leaders so they may have to spend more time building relationships and trust with the schools than they anticipate - the schools have to believe in who he/she is - they have to believe that he/she has the school's best interest at heart
- Lack of funding – New Mexico will have a very significant lack in funding for GO bonds soon - next fiscal year is going to very bad - need to be very conscious of budget constraints from the state
  - for every \$1 gas goes down, we lose about \$5M a day of state funding
  - We lack viable business other than oil and gas
  - How the constraints will affect the very unique funding formula
- Needs to have a good relationship with Public Education Department - needs to work with other political leaders in the state
- Understand the unique relationship between the board and the superintendent. The superintendent works for the board and implement the board's policy. The board is the one that should be driving everything.
- Getting parents involved in general with the district and not just the things that their students are involved with - we need to encourage more parents to be involved in all the activities because it is in the best interest of the district as a whole, but particularly at the high school level

5. Do you have questions regarding the search process?

- What are the qualities Ray and Associates recommend? 33 on the survey are field tested after 1,000 or so searches
- Look at people beyond those involved in education or outside education? Depends on what the school board wants: traditional (teacher, principal,

central office . . .), non-traditional (business experience, military, etc.), hybrid (been in both worlds)

- Important to hear what the community has said at these meetings. It will all be posted online as soon as possible (hopefully a day or so)
- Thank board for their leadership and transparency in the process to have good candidates
- The process has been very open and needs to continue to be open