

MONDAY, JANUARY 12, 2015

11:30-12:30

BUSINESS AND GOVERNMENT OFFICIALS

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1. What do you consider as the significant strengths of the school district?
 - Staff and employees, principals who are dedicated. APS is more than just employees, it's a family environment with 19,000 employees. "Parents" of the district are the school board and they see the dedication and the heart of the district. Children most important part of the district.
 - Great job of offering choices, including minorities
 - Ability to partner with CNM (originally APS and TVI were governed by the same board). The partnership speaks to what the APS board is trying to do
 - Intentionally working on the partnerships with businesses, city and county government
 - Financially responsible
 - Work hard to be efficient with resources (human capital, financial and facilities)
 - Equitably addresses the disparities the district faces
 - Work with diverse cultures and languages

2. What do you feel are the positives of the community?
 - Diversity (culturally, historically and there are sub-diversities)
 - University town
 - Ready to quickly mobilize around new ideas - new leadership can really make sure the community is ready to go
 - Students tolerant and accepting of one another; that is different than other communities where there are strong divisions - diversity lends itself to tolerance and acceptance
 - Community college town- lots of students come from APS to CNM and then finish at UNM - the transition is really important and it allows people to reinvent themselves when the economy changes - allows second careers for retirees
 - Sandia Labs, Los Alamos Labs, Kirtland Air Force Base - there is a division of scientific, medical and technological research that is very important. There is a lot of access to brain power.
 - Weather
 - Cultural and historical places are significant and important
 - Partnerships within the community and with APS like Sandia Educational Outreach programs
 - Great Pre-20 system (education), state funded Pre-K
 - Newspaper tries to do well to have good transparency

- Good dialogs within the community
- APS is a part of the community, which is really key
- Co-license with a public television station (New Mexico PBS) - owned by a public school so great access to public broadcasting and opportunities
- Strong sense of place - strong sense of identity in the city - we are different and we celebrate it

3. What are the three qualities you would like to see in a new superintendent?

- Personal life should not rule professional life – someone who has shown professionalism through his or her career
- Display professionalism throughout career
- Track record to make changes - the students and employees feel changes need to be made and that status quo isn't good enough anymore
- Need to continue with the choices available to students
- Need to continue to grow those partnerships with CNM and business community - there are so many intersections between what's already happening and the new superintendent needs to continue the work
- Understands the culture in the state - don't want someone who has to learn what happens in ABQ from the ground up - can probably find someone in the present APS system that could be qualified
- Bring minorities and low income students up to the same level as the students as a whole
- Growing and maintaining partnerships with CNM, UNM and business community
- Why set bar so high, salary-wise?
- Someone who understands the unique cultures
- State of education is critical to the business community - chamber of commerce wants student-centered approach to education reform
 - Policy to increase grade level reading in the third grade - if not proficient wants intervention and improve reading proficiency and a path to graduation - third grade reading proficiency is critical to degree completion and cannot afford to lose students at that time
 - Reduce truancy and absenteeism - excused and unexcused - address chronically truant students - impact of missing school whether excused or unexcused is damaging and contributes to drop out rates
 - Social delivery on site at every school - youth and family student services at school - health and mental services - facilitate planning between schools and service needs
 - Support New Mexico common core state standards - prepare students to be competitive

- Inclusion of student achievement data in teacher evaluation
 - Reward highly effective teachers and principals
 - Support professional development for teachers and mentorship for teachers who need guidance
 - Recruit and retain STEM teachers
- Superintendent Business Advisory Council - we talk to the superintendent constantly
 - Teamwork has to be facilitated in APS and outside of APS
 - Integrity in everything he or she does
 - Quality is so important - data is important but you need to make sure you measure the right things because it drives programs
 - Good leader - goals, plans and can carry plans out
 - Respect for the individual and community and cultures no matter where they come from
 - Good communicator - need to communicate internal and external
 - STEM and arts balance - need to have both in order to have best economy in the future
- Superintendent that will be in the field - governing on the road to truly see the conditions in some of the schools so the superintendent needs to be actively visiting and knowing what's happening
- Closing the achievement gap (effects jobs down the road) – as a main focus
- Culturally sensitive - need to make sure all cultures are respected - international district, Native Americans, etc. - need to make sure everyone can learn and feel welcome
- Strategic planner - feel we are about five to seven years behind even in terms of building the schools - we need to make sure we are building capacity for the schools and need to make sure the schools are small . . . need to be thinking ahead of the curve
- Work with legislature, county, city and federal government
- Understand the value of early education (pre-natal – 5 years)
 - If we get drop-out rates under 8 percent that will translate into \$700M savings to New Mexico overall
- Understand the difference between equity and equitable - there are parts of the community that require more attention than others so we have to struggle with how we support the students that need additional support - cannot get wrapped around the idea of just funding at the same dollar amount but spending the investment where necessary
- Recognize the amazing assets we have and the challenges the students and teachers are facing
 - Including high poverty rates, food deficient
 - Supports idea of schools as opportunities for social services

- Arts needs to be recognized as having a lot of value in development of our future work force
- ABC Community School partnerships - community schools are a great way to deliver social service supports
- Aware of the psychology and sociology of how people learn
- Understands the electronic age and the potential of technology and its use in the classroom
- Computers and technology needs to be applied in the classroom so students are experienced early on
- Support idea of "No parent left uninformed" and give parents tools to help them help their students
- Focuses on the mission, vision and values of APS and partner with the rest of community to fill in the gaps
- Law enforcement perspective – alternative to arrest, out of the box way of thinking about crimes on campus
- Law enforcement can potentially be partners - poverty issues, drug use, mental health, mediation services - we need to have positive outcomes through offering community services
- Not okay to make caustic remarks toward other politicians and aware of how his/her remarks with affect future relations/business partnerships
- Collaborator/planner . . . and ability to set a tone of collaboration
- Willing to have public discussions
- STEM and arts are important, but also important to focus on history and languages . . . a well-rounded education
- There needs to be a lot of healing and rebuilding of trust within this district and the community
- \$300,000 salary is reasonable for managing 90,000 students and this huge district (salaries for UNM President and football coach much higher for fewer students)
- Work with the legislature in a bipartisan way
- Recognize that the legislature works with 89 school districts. APS is the largest, but there are 88 others.

4. What are the critical issues the new superintendent will face in this position?
- Tech savvy and social media savvy
 - Use the media in a way that's productive
 - Diversity the district has had is a great positive and needs to be celebrated - concerned that minority students perform worse than student population as a whole and would be great to see APS be the first major school system that teaches academics with lower income and minority students performing at the same level as the rest of the students - good for the economy and students - should be our great goal

- Social issues - need to make sure that we are using our schools as a deliver social services - mental health
- Poverty
- Collaborator and planner - huge district and have to make sure there is a tone set that we will be collaborators and partners with everyone on all issues
- There has to be a lot of healing and building of trust - there used to be a lot of it, but people do need to heal again so they can address and tackle issues
- Legislative standpoint – has worked with three to four superintendents since serving as legislator - want a superintendent that will work with us and not against us - it's always been adversarial between the district and the legislature - APS is the biggest but have to make sure that we take care of all our districts and APS has to be collaborative