

TUESDAY, JANUARY 13, 2015

11:30-12:30

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?
 - Families involved in mental health system – APS has schools for students with mental health and behavioral problems
 - Diversity reflected in the public schools - racially, socio-economic diversity
 - Diversity of resource
 - Inter-generational - families attend schools generation after generation and care about their success and gives a sense of pride
 - Teachers are outstanding and want to do right by the kids

2. What do you feel are the positives of the community?
 - Diversity, cultural, ethnic, socio-economic
 - Human capital, knowledge and potential in the community is immense
 - Arts – very arts-oriented city, especially for as large as it is
 - We have artists who actually can make a living here
 - Both visual and performing arts
 - Different cultures - bilingual population - our city looks now the way the rest of the country will look in 10 years so we can be a leader
 - Our government agencies want to work together and be involved in the school system rather than be adversarial
 - There is always a community event going on - you can be part of Albuquerque to the extent you want to be and can find anything you want
 - Fourth in the nation in breweries
 - Mountains and the Rio Grande are the life of the city, gives access for mental health, relaxation, and physical activities – a real asset for the community
 - Hopeful community - we haven't given up on ourselves - we have a lot of challenges but we are optimistic about the future and the importance of students to be that future - investing in students is our future
 - Resiliency – people continue to persevere and push APS and the community forward
 - UNM and CNM
 - Labs and other varied types of businesses
 - Great weather, great outdoor recreation possibilities
 - Opportunities for business owners and education to partner together

- Community consistently votes for bonds and capital dollars - we need to make sure we respect that investment and do it transparently and fairly

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

- Leadership
- Bring consensus
- Collaborator
- Communication skills – to get information out to the community, parents and students
- Superintendent Equity Council
 - Should superintendent be bilingual - would be great, but not required
 - Culturally sensitive - someone who has put time in already in their life to learn about "isms" and is committed to making sure they don't infect our system - they need to not be brought up to speed but need to know us already and be familiar
 - By the time they figure out who we are we are already behind
 - Needs to connect all the pieces about cultural competence and all the programs and projects that create a coherent experience so they can successfully go after post-secondary
- Collaboration
- Not top down
- Be willing to listen
- New superintendent needs to be a team builder - no one person can do this job - need to understand our community and needs to be willing to work with them - need to work with the business community - there are a lot of talented people in the management system already and we need to stabilize - build a great team and build support
- Sensitive to sharing data with outside agencies, for instance for-profit companies, and how dangerous that is
- Education is not a business, bring a balance between business knowledge and education
 - We know that we need someone like a CEO with good management but we need to balance the management with budget, etc. but we also have to be concerned about the non-business aspects like feeding kids when they get here
- Balance is key and collaboration with organizations like PTA and being engaged with families and communication with families - miscommunication or lack of communication at their level is something that needs to be addressed

- Keen understanding and appreciation of massive amounts of data and how it can be used strategically to drive the district (from Human Resources, human capital, financial, comes from around the district)
- Willing to share data – all kinds of community organizations are willing and ready but don't have the data needed to know how to help (grants, after school programs, etc.)
- Good listener
- Needs to travel to the schools and the community so they are tuned in and work for the community
- Needs to be able to work with legislators to fully fund education
- Connections with post-secondary so they can make meaningful connections with life after high school
- Intentional with organizational design - come into APS without any preconceptions about the administrative organization - need to know how the strategies that they want to put in place is aligned with administrative functions of City Center - silos need to be broken down so collaboration can be fostered with those that are charged with supporting schools
- Senate for School leadership:
 - Partner with local educators outside of APS to educate students - personalized education, new accountability measures - these were developed in charter schools in Albuquerque and need to be partnered to create more schools that are more personalized and more responsive – charter-friendly superintendent
- No out-of-state candidate - look at current good principals instead
- Education envisionser
- Look at current principals or former principals who know students
- How to teach, not what to teach (information is everywhere, understanding isn't)
 - Teach to creatively engage students
- Important to train and keep training principals

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

- Challenging urban environment
- Building trust again with the families, community, staff, everyone
- Working with and improving the reputation of APS
- Retention of entire work force (50 percent of all APS employees can retire in the next five years) and people are not going into the field like they used to
 - Working with local university to attract people into the field of teaching
- Balancing the need for testing (if there is a need) with the need for instruction (spending too much time testing our kids and not instructing them). We need a superintendent and school board that will keep the

things that distract from instruction out of the classroom - teachers are frustrated that they don't have enough time to teach. (You don't fatten the pig by weighing it.)

- Balancing the need for testing with the need for enriched instruction - too much time testing students and not enough time instructing
- Policies coming from the federal government and the state, so we have a real battle that we give the community and the teachers decisions that are in the best interest of our students
- The need to understand cultural competence - it's about inclusion and family engagement. Different parts of our community feel they are not listened too. We need to have someone who is ready to deal with cultures, history of our state and where our APS community has been, working with the school board to come together and have a dialogue with community.
- School safety and security – comprehensive look at the security of our schools
 - Need to improve safety
- Student transfer policy that is transparent (seems like now it is “who you know” and not really the lottery system)
- APS is a very what you know and who you know system. In ways it is a very closed system. If you are not on the inside, you do not even know what is going on. It's a good old boy and/or good old girl system. A territorial environment. The district needs to understand who they do this for.
- Balancing local, federal and state expectations and navigating the political scene
- Assets – community overwhelming votes to put dollars in the education system, challenge is how to build and use the funds equitably and without waste
- What would inspire a person graduating from college right now to be a teacher – a big challenge to attract people to the profession of teaching
- Work with legislators to fully fund schools and use funding to keep teachers
- Culturally competent and how we serve the diverse student body
- Students prepared to seek post-secondary and help them connect to post-secondary
- Sophisticated on understanding of organizational design and able to pair their strategy so the organization can be designed to make APS the best it can be
- 33 characteristics in the survey don't express issue of cultural proficiency – but it is a top issue

5. Is there any other information you would like to share concerning the community, school or superintendent position that would impact the search process?

- Don't need to be in a hurry about this process – we have a good interim superintendent
- More conversations with the community (transparency in the process)
- The moderator is adding his own take, for instance "Do you have vandalism?" Or the assumption that we want the [REDACTED]. People running this should keep their thoughts to themselves.
- Lower the salary for the superintendent

6. Do you have questions regarding the search process?

- Will there be information about semi-finalist candidates, their school districts and about their history?
 - Community will meet with the semi-finalist – be candid, ask questions
 - Once you have names, you can google them and do some research on your own.
- Whatever goes into the online survey will become part of the job description and the community input will be part of the board's interview process

7. If you have any names of candidates you would like to recommend contact us after the meeting.

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[REDACTED]
[REDACTED]
[REDACTED]