

TUESDAY, JANUARY 13, 2015

7:30-8:30 P.M.

EMPLOYEE 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?
 - Our people are our significant strength – talented, intelligent, creative, hard-working people
 - Incredible teachers who just keep getting better
 - Incredible resource staff that gives ideas to the entire state of New Mexico and beyond
 - People are great from school office staff to central office staff; all are good
 - Central Office supports schools
 - Talented, creative people
 - Size of the district is beneficial, more opportunities to serve special education students and students with special needs
 - Dedicated people, passion of the people and an invested Board of Education
 - Hours that people work are amazing
 - Board of Education that contributes many hours and is knowledgeable
 - Finance Department is talented and top notch
 - Bullying program is good
 - State school ambassador program that helps with mentoring
 - Alternative schools – meeting the needs of students that don't fit into the traditional schools
 - Truancy prevention program
 - Passionate staff about student success and student achievement
 - A lot of people want to see the district continue to do better
 - Diversity
 - Staff willing to try different things
2. What do you feel are the positives of the community?
 - A lot of businesses and the city government support of APS
 - Swift action of partners within community when needed (example is Pajarita Mesa)
 - Different enterprises that partner are strong
 - Pajarito Mesa is good example; students had critical needs for after school program – providers and partners acted quickly to meet needs of school and students within a month
 - Ability to work together and coordinate efforts
 - Community requires staff to be accountable, collaborative and transparent, which is good

- Diversity is a strength
- People who have been marginalized in the past are now more organized
- District has community engagement policy; people are more empowered

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

- Approachable, open to meeting employees and community – someone who wants to hear what people say
- Visible
- Has integrity and is ethical
- Understands that budget drives everything we do in the district
- Innovative leader who addresses inequality in students; need to challenge deficit thinking, understands what racism is and model it in schools and district
- Modeling an understanding of racism (gender, class, sexual orientation, etc.)
- Understanding of health and mental health – all the pieces needed for students to learn
- Accepts challenges of district but doesn't use them as an excuse for inaction
- Someone who can get things done
- Understands inclusive practices for people with disabilities
- Hybrid candidate – expand non-traditional definition to social, community activist candidates
- Experienced with a district the size of APS
- Work with community, state and other resources, including social workers
- Focus on succession planning and retention (half of staff in the district can retire in the next five years.)
- Understands and/or has a background in elementary education. . . understands everything begins at the elementary level, including the love of learning
- Talk to elementary leaders to uncover barriers to learning

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

- State-level reforms are crushing the staff, children, teaching and learning but many schools are still making incredible progress and doing amazing things
- A-F grading system is punitive, not helpful
 - Carlos Rey Elementary School recruited community and business people to help with amazing work for the school but it is rated a failing school
 - We've been treating everyone the same, but we are not all the same. We need to break the pattern of treating everyone the same.
- Cultural proficiency initiative in schools – courage to push the initiative through and continue
- Teacher evaluation system has effected morale at a serious level
- Job openings
- Budget reforms

- Upcoming teacher shortage
 - School safety
 - Staff morale
 - Retention of staff
 - Target the classes that students specifically are failing in transition years (seventh, eighth and ninth grade)
 - Changing needs of our students
 - Families have needs beyond education; for instance, kids are coming to school to get away from crisis at home and they have nutrition and health issues
 - Shortage of resources to meet needs of students
 - People need to be retrained to be more effective to keep up with changing social needs
 - Need more schools of choice – stem, fine arts – need to reach students who don't learn in traditional ways, need to continue momentum that has been created
 - How do we sustain programs that are working and scale them up to take them district wide? (And how do we get rid of what's not working?)
 - Work with community, social workers – social worker used to be attached to each school and needs to be again
 - Focus on succession planning for staff
 - Focus on retention – half of current staff can retire in next five years
 - Don't have enough capacity to address language barriers in district; 10 percent of families are out of loop due to language; rely on google translation too much
 - Marginalized students
 - Transgendered students who are not honored, for instance, regarding bathroom issues
 - Immigrants/refugees who need better placement and analysis
5. Is there any other information you would like to share concerning the community, school or superintendent position that would impact the search process?
- Why was [REDACTED] so rude to the parent who had an accent? He mentioned the man's accent publicly and frankly that was very offensive for someone you'd think was more culturally sensitive.
6. Do you have questions regarding the search process?
- Does New Mexico have requirements that would eliminate candidates? Candidates need to be eligible for certification in New Mexico
 - New Mexico certification has specific requirements
 - All should know what are requirements so no one's time is wasted

- How many large urban districts are looking right now – Fort Worth, Plano, Louisville, LA, Chicago, Las Vegas, need to be ahead of big five
- Will salary be competitive? Will look at market salaries - \$300,000 – haven't done study yet, all negotiable with board

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

- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]