

Survey Responses

Lewis-Palmer School District 38

COMMUNITY MEMBERS

1. Tell Me A Little About Your Community. What Would I Want To Know If I Were Considering Moving There?

- Small town
- Bedroom community for Colorado Springs
- Parents are involved
- Community is changing
- Growing community
- Well educated
- Mostly conservative
- Great location
- Retirement community
- Caring community
- Family focused
- Too many people – stresses renewable water supply
- Beautiful location
- Affluent community
- Unincorporated El Paso County
- Diversity in income and living conditions
- Combination of families with kids and elderly who don't have kids
- Low crime rate
- Tries to maintain close family feel
- Committed to schools

2. What Are the School District's Strengths?

- Dedicated teachers and staff
- Excellent financial management
- Academics
- Parent involvement
- Adequate high school
- Teachers are focused on education
- High student achievement
- High graduation rate
- Sports
- Communication

3. What Are the District's Challenges or Areas Needing Improvement That the New Superintendent Will Have to Address?

- Teacher salary
- Transparency
- Attacks from certain aspect of community
- Staying connected to parents
- Convincing community to pass ballot measure
- Focus on non-college bound students
- Hands on activities
- Decision making

Survey Responses **Lewis-Palmer School District 38**

- Loud liberal minority
- Weak administrators
- Dysfunctional school board
- Excessive testing
- Communication related to more funding
- Small, loud, ultraconservative, pro-charter group
- Lack of funding
- Demanding parents
- Overcrowding at some schools
- Drug enforcement
- Appropriate community engagement

4. Given Your Description of the Community and the Challenges You've Identified, What Qualities and/or Experiences Do You Believe Are Essential in a New Superintendent?

- Experience with conflict
- Relate to business community, business background not education
- Strong educational background
- Strong back bone
- Experience in passing bond and MLO
- Strong communication
- Strong financial background
- Build rapport and trust
- Unify community
- Humble
- Caring
- Focused on student learning
- Strong leadership skills
- Inspirational

5. If You Could Give One Piece Of Advice To The New Superintendent, What Would It Be?

- Ask former teachers about culture
- Stand up to school board
- Listen
- Be understanding
- Communicate
- Replace old guard with new staff
- Do not develop relationship with current board member who cannot get reelected
- Merge with district 20
- Be transparent
- Advocate for public schools
- Be visible in schools
- Do not initiate change right away
- Honesty
- Build bridges

Survey Responses **Lewis-Palmer School District 38**

PARENTS

1. Tell Me A Little About Your Community. What Would I Want To Know If I Were Considering Moving There?

- Small town
- People are friendly
- Beautiful location
- Significant growth in last 20 years
- Lack of support for funding
- Lots of retired air force
- Strong community values and beliefs
- Involved parents
- Very conservative
- Great place to raise kids
- Vocal group full of vitriol and bitterness
- Low crime
- Highly educated
- Community wants to see children succeed
- Diverse community
- Wealthy community
- Three different communities
- Strong relationships within community
- Very opinionated
- Weather can be a challenge
- Schools are high quality
- Close knit
- Strong Christian presence
- Housing is limited and very expensive

2. What Are the School District's Strengths?

- Excellent teachers
- High performing schools
- High graduation rate
- Engaged parents
- Upper middle class good instructors
- Strong programs
- Many extracurricular opportunities
- Strong student engagement
- Security
- Safe schools
- All staff
- Small business and military influence
- High schools are excellent
- Communication and cohesiveness
- Caring staff
- Reputation of school district in the state
- Diversity – good traditional and good charter schools

Survey Responses

Lewis-Palmer School District 38

- Options for parents
- Great location
- Excellent test scores
- Dedicated principals

3. What Are the District's Challenges or Areas Needing Improvement That the New Superintendent Will Have to Address?

- Funding
- Communication
- Transparency around finances
- Growth
- Bullying at schools
- Community is divided
- Relationship between community and school board
- Better job in engaging the public and building trust
- Discord between education reformers and common sense parents
- Rogue charter school that behaves as it wishes
- Mental health issues
- Need for additional buildings
- Making decision around Grace Best
- Wealthy parents who feel entitled
- Meeting every type of student need
- Increased class size
- Middle school capacity
- Start time for high school
- At times, student behavior in schools
- Tone deaf to community
- Information dissemination – web site needs improved
- Retention of good teachers

4. Given Your Description of the Community and the Challenges You've Identified, What Qualities and/or Experiences Do You Believe Are Essential in a New Superintendent?

- Values teachers
- Ability to balance budget
- Address groups that are critical of district
- Supportive of Arts
- Emotionally mature and patient
- Focus on whole student
- Visible in community
- Extrovert with charisma
- Strong fiscal management
- Business acumen
- Listener
- Willing to work with all aspects of community
- Honest

Survey Responses

Lewis-Palmer School District 38

- Transparent
- High integrity
- Strategic planner to address growth
- Lifelong educator
- Friendly
- Open minded
- Creative
- Flexible
- Good communicator – written and oral
- Demonstrated leadership skills
- Experience in MLO and bond
- Experience with diversity
- Understands psychology of kids
- Thick skinned
- Courageous and brave
- Understands mental health issues
- Collaborator
- Skills to unite community
- Ability to work with school board effectively
- Loves kids
- Innovative ideas
- Aware of school standards across country
- Relationship builder
- Advocates for local control
- Conservative
- Decision maker
- Understands charter schools

5. If You Could Give One Piece Of Advice To The New Superintendent, What Would It Be?

- Communicate often and clearly
- Transparency of budget
- Advocate for schools
- Don't trust school board
- Make presence known in community
- Don't change everything at once
- Honest and up front
- Educate our young people
- Don't listen to loudmouths
- Listen to concerns of teachers and parents
- Don't try to please everyone
- Good luck
- Read all information about D38
- Stay calm
- Celebrate diversity
- Talk to people

Survey Responses
Lewis-Palmer School District 38

- Build relationships
- Change things when necessary
- Meet privately with as many teachers and parents as possible
- Develop thick skin
- Don't be discouraged by negative voices
- Put yourself in parent's shoes
- Lead the change for 21st century skills
- Be available
- Praise effort over achievement
- Stand your ground
- Get rid of dead weight in administration
- Get rid of charter schools
- Don't be afraid to call a snow day

Survey Responses **Lewis-Palmer School District 38**

STAFF

1. Tell Me A Little About Your Community. What Would I Want To Know If I Were Considering Moving There?

- Welcoming
- Schools are caring and compassionate
- Small town feel
- Very conservative
- Close knit
- They are two distinct groups
- Diverse
- Highly educated
- Trust issue between community and school district
- Housing costs are high
- Growing community
- A lot of affluent people
- A lot of entitled parents
- Beautiful location
- Highly political community
- Supportive of schools
- High expectations

2. What Are the School District's Strengths?

- Academic rigor
- Excellent programs for students
- High graduation rate
- Teachers and administrators who care about students
- Exceptional staff who work in schools
- Safe schools
- History of excellence
- Schools focus on needs of children
- Support families
- Parent involvement
- Hard working staff
- Extra and co-curricular activities
- Music program is strong
- Kids first
- High expectation of performance
- Post grad success
- Staff collegiality
- Good class size currently
- Well behaved students

3. What Are the District's Challenges or Areas Needing Improvement That the New Superintendent Will Have to Address?

- Unity on school board
- Getting factual information to all constituents

Survey Responses **Lewis-Palmer School District 38**

- Divisive camps in community
- Growth
- A lot of transient families
- Trust in community with school district
- Funding for new schools
- Class sizes are growing
- Meeting all needs of students
- Too much autonomy between schools and teachers
- Educating the public
- Unforgiving community
- Overcrowding
- Board needs direction
- Repairing relationships
- Higher teacher turnover
- Trying to do more with less
- Cost of housing for school staff
- Unifying community

4. Given Your Description of the Community and the Challenges You've Identified, What Qualities and/or Experiences Do You Believe Are Essential in a New Superintendent?

- Instructional leader
- People person
- Experience in high performing school districts
- Strong leadership and communication skills
- Strong moral compass
- Understanding of facts vs ideology
- Visible in community and schools
- Support staff
- Compassion
- Thick skinned
- Effective communicator
- Reach out to business community
- Superintendent experience
- Ability to unit community
- Strong decision maker
- Hold people accountable
- Endless energy to campaign

5. If You Could Give One Piece Of Advice To The New Superintendent, What Would It Be?

- Get to know people in schools
- Don't accept status quo
- Open door policy
- Be visible
- Well-grounded and attend to your personal life

Survey Responses
Lewis-Palmer School District 38

- Don't nickel and dime staff
- Do whatever is needed to retain staff
- Listen
- Encourage with diplomacy
- Be confident
- Don't let naysayers run you down
- Value everyone
- Be your own person

Survey Responses **Lewis-Palmer School District 38**

STUDENTS

1. Tell Me A Little About Your Community. What Would I Want To Know If I Were Considering Moving There?

- Conservative
- Weather
- School district decision-making awesome
- Small
- Active
- Nice
- Interesting
- Beautiful
- Mixed bag of people

2. What Are the School District's Strengths?

- Help students achieve personal goals
- Academics
- Teachers
- Sports
- Classes
- Safety
- Science, math, foreign language, athletic departments
- Strong STEM programs

3. What Are the District's Challenges or Areas Needing Improvement That the New Superintendent Will Have to Address?

- Crowding
- Mental health issues
- Snow days
- Some of rules
- Start times
- School schedules
- Not enough Arts
- Funding
- Bullying issues
- Drug problems in school

4. Given Your Description of the Community and the Challenges You've Identified, What Qualities and/or Experiences Do You Believe Are Essential in a New Superintendent?

- Empathy and understanding to social and economic needs
- Uses quality judgment
- Understanding what things are like from student perspective
- Understanding mental health
- Respects teacher's time and value to school
- Regard for safety of students and faculty
- Respect for parents

Survey Responses
Lewis-Palmer School District 38

- Common sense
- Open to change
- Good speaking skills to teens and children

5. If You Could Give One Piece Of Advice To The New Superintendent, What Would It Be?

- Don't screw up
- Take advice from students, parents and faculty
- Have fun
- Common sense
- Schools are far from perfect