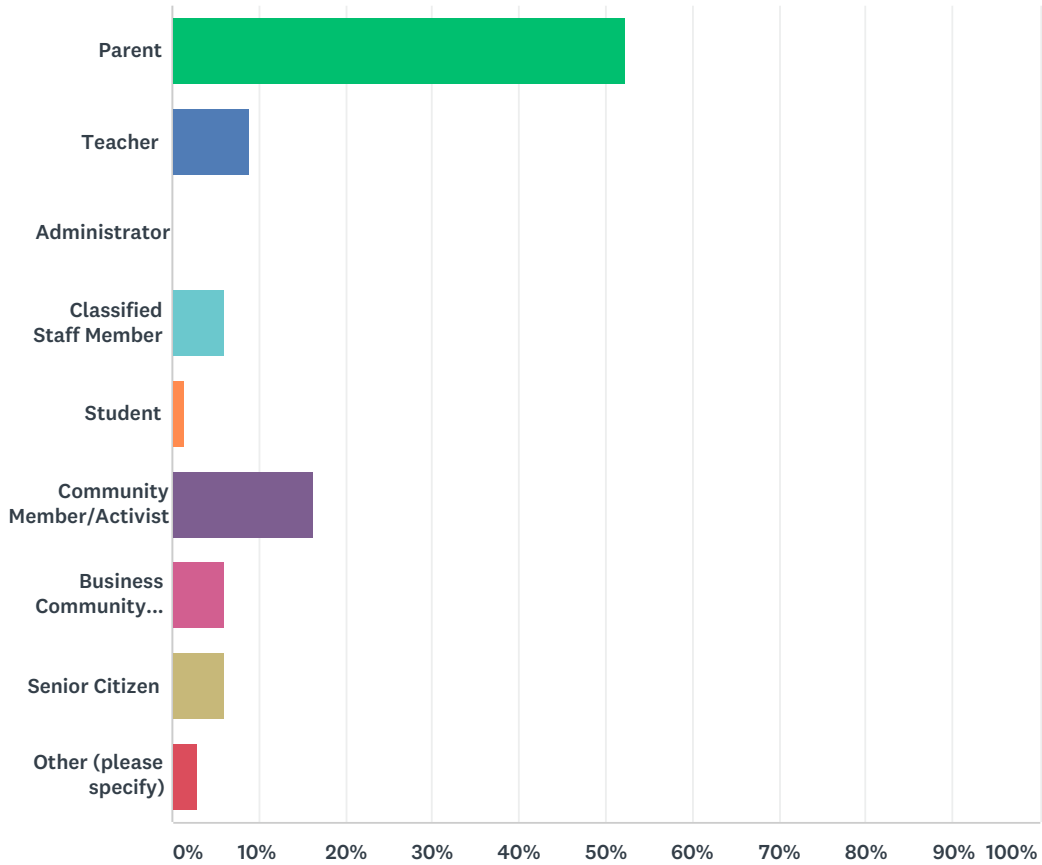


Q1 I am responding to this survey primarily as (please select the title or role that best reflects the underlying basis or foundation for your responses):

Answered: 67 Skipped: 0



| ANSWER CHOICES                    | RESPONSES |           |
|-----------------------------------|-----------|-----------|
| Parent                            | 52.24%    | 35        |
| Teacher                           | 8.96%     | 6         |
| Administrator                     | 0.00%     | 0         |
| Classified Staff Member           | 5.97%     | 4         |
| Student                           | 1.49%     | 1         |
| Community Member/Activist         | 16.42%    | 11        |
| Business Community Representative | 5.97%     | 4         |
| Senior Citizen                    | 5.97%     | 4         |
| Other (please specify)            | 2.99%     | 2         |
| <b>TOTAL</b>                      |           | <b>67</b> |

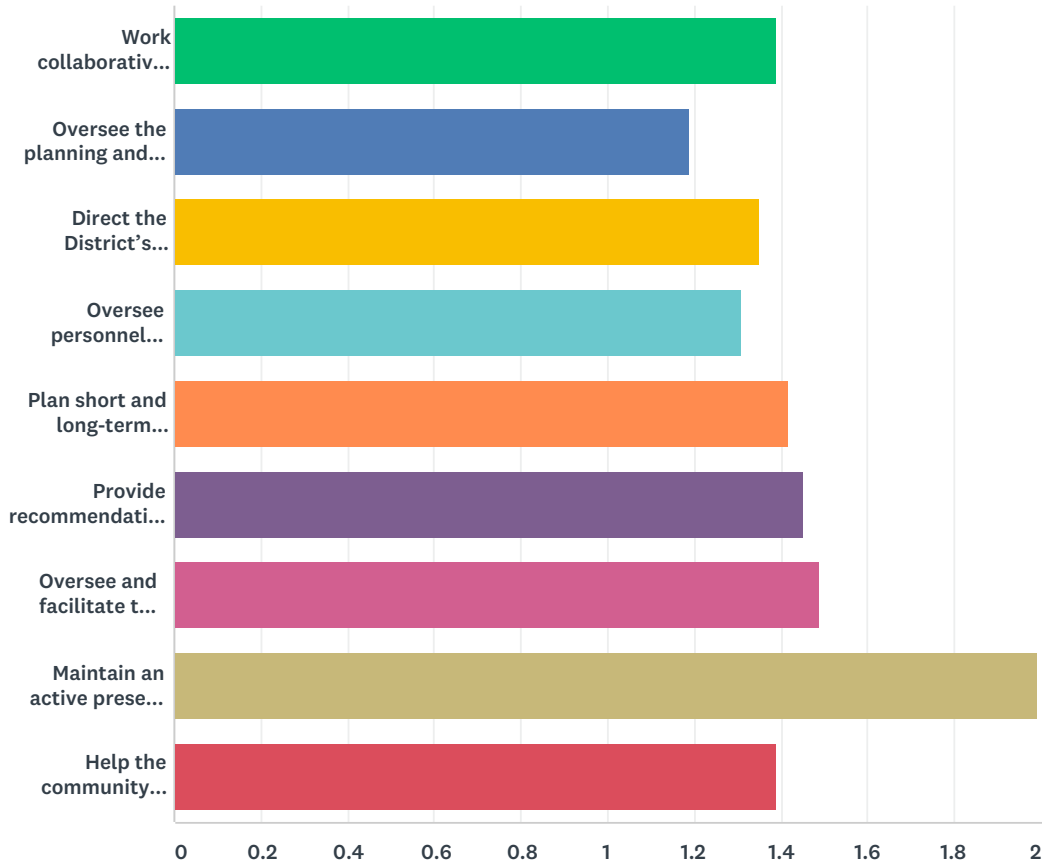
| # | OTHER (PLEASE SPECIFY) | DATE |
|---|------------------------|------|
|---|------------------------|------|

## Superintendent Search Survey for Cascade Public Schools

|   |                        |                  |
|---|------------------------|------------------|
| 1 | Community youth leader | 4/9/2018 9:30 AM |
| 2 | Grandparent            | 4/9/2018 7:13 AM |

Q2 Please rank the relative importance of each of the following activities for what you would consider to be a successful superintendent of Cascade School District.

Answered: 67 Skipped: 0



|   | IN MY TOP THIRD OF PRIORITIES AMONG ITEMS LISTED | IN MY MIDDLE THIRD OF PRIORITIES AMONG ITEMS LISTED | IN MY BOTTOM THIRD OF PRIORITIES AMONG ITEMS LISTED | TOTAL | WEIGHTED AVERAGE |
|---|--|---|---|-------|------------------|
| Work collaboratively with the community in problem solving.                   | 70.15%<br>47                                     | 20.90%<br>14  | 8.96%<br>6  | 67    | 1.39             |
| Oversee the planning and management of the District's budget.                 | 82.09%<br>55                                     | 16.42%<br>11  | 1.49%<br>1  | 67    | 1.19             |
| Direct the District's educational programs.                                   | 71.21%<br>47                                     | 22.73%<br>15  | 6.06%<br>4  | 66    | 1.35             |
| Oversee personnel policy and plan for District's long-term staffing needs.    | 70.15%<br>47                                     | 28.36%<br>19  | 1.49%<br>1  | 67    | 1.31             |
| Plan short and long-term District (strategic) direction.                      | 64.18%<br>43                                     | 29.85%<br>20  | 5.97%<br>4  | 67    | 1.42             |
| Provide recommendations and support for decision making by Board of Trustees. | 61.19%<br>41                                     | 32.84%<br>22  | 5.97%<br>4  | 67    | 1.45             |

## Superintendent Search Survey for Cascade Public Schools

|   |              |              |              |    |      |
|---|--------------|--------------|--------------|----|------|
| Oversee and facilitate the District's day-to-day operations.                          | 59.70%<br>40 | 31.34%<br>21 | 8.96%<br>6   | 67 | 1.49 |
| Maintain an active presence in state and national legislative and educational issues. | 29.85%<br>20 | 41.79%<br>28 | 28.36%<br>19 | 67 | 1.99 |
| Help the community understand District challenges and issues.                         | 71.21%<br>47 | 18.18%<br>12 | 10.61%<br>7  | 66 | 1.39 |

| #  | PLEASE IDENTIFY ANY ACTIVITY NOT ON THIS LIST THAT YOU BELIEVE IS IMPORTANT FOR A SUCCESSFUL CANDIDATE FOR SUPERINTENDENT OF THE CASCADE SCHOOL DISTRICT.  | DATE              |
|----|--|-------------------|
| 1  | Cascade's academic scores are low. I think that bringing academic excellence back to Cascade should be a top priority. The new Superintendent should work closely with administrators to assure that we are improving academically.  | 4/9/2018 1:33 PM  |
| 2  | Support district teachers Provide positive leadership to staff, students as community  | 4/9/2018 12:47 PM |
| 3  | Someone that is willing to take an active roll and have the absolute best interest of our student and staff in mind. Better communication with the community, students, and parents. We tend to hear things second hand. I don't like the idea of having to receive that communication via twitter, I've followed other schools face book pages, there is so much communication on the up and coming activities etc. The school website could provide more information, it seems as though our site provides the very minimum.   | 4/9/2018 11:07 AM |
| 4  | The Superintendent is there to run the district, not the individual high school or elementary school. This includes working the budget but not the educational programs and teachers directly.   | 4/9/2018 10:35 AM |
| 5  | Be aware of what the U.S. & Montana Constitutions allow and disallow. Don't use the district as the platform for social experiments. Concentrate on education without regard for popular culture.  | 4/9/2018 9:30 AM  |
| 6  | Community involvement is very important and that has been lacking.   | 4/9/2018 8:37 AM  |
| 7  | I feel a change to high level admin staff is in need of serious review. Job descriptions as well as salary structure. I believe it is possible to run a school the size of Cascade with one Superintendent and one Principal.  | 4/9/2018 8:21 AM  |
| 8  | Increasing communication that uses all sources of dissemination available to them including the local weekly newspaper. All too often there is NOT enough information for the community from the school. Being mindful of the school budget and seeking grant opportunities to help offset the constraints of the budget rather than manipulating the finances and/or increasing the permissive levies. Becoming knowledgeable about the building infrastructure and devising a five-year capital improvement plan. Implement policies to end fraternization among the staff. To develop positive ties among the business community and the town government. | 4/9/2018 7:23 AM  |
| 9  | Transparency in all activities.( I understand this is not possible when dealing with personnel issues.)  | 4/9/2018 7:13 AM  |
| 10 | It is of utmost importance that our school's next superintendent is someone who is willing to work with and listen to the community, not someone who shuts the community out and thinks that he/she is smarter than everyone else.   | 4/8/2018 9:37 PM  |
| 11 | We need a superintendent that understands the importance of athletics and extra-curricular activities in addition to academics for our students. Our children need to be challenged physically and mentally. Not every student learns the best sitting behind a desk.  | 4/2/2018 6:21 PM  |
| 12 | Communication and strong leadership skills with staff  | 3/28/2018 1:01 PM |
| 13 | Oversee the school teachers in being sure they are teaching curriculum as prescribed by the Golden Triangle and OPI at each grade level with high expectations fitting that grade level.   | 3/26/2018 8:55 PM |

## Superintendent Search Survey for Cascade Public Schools

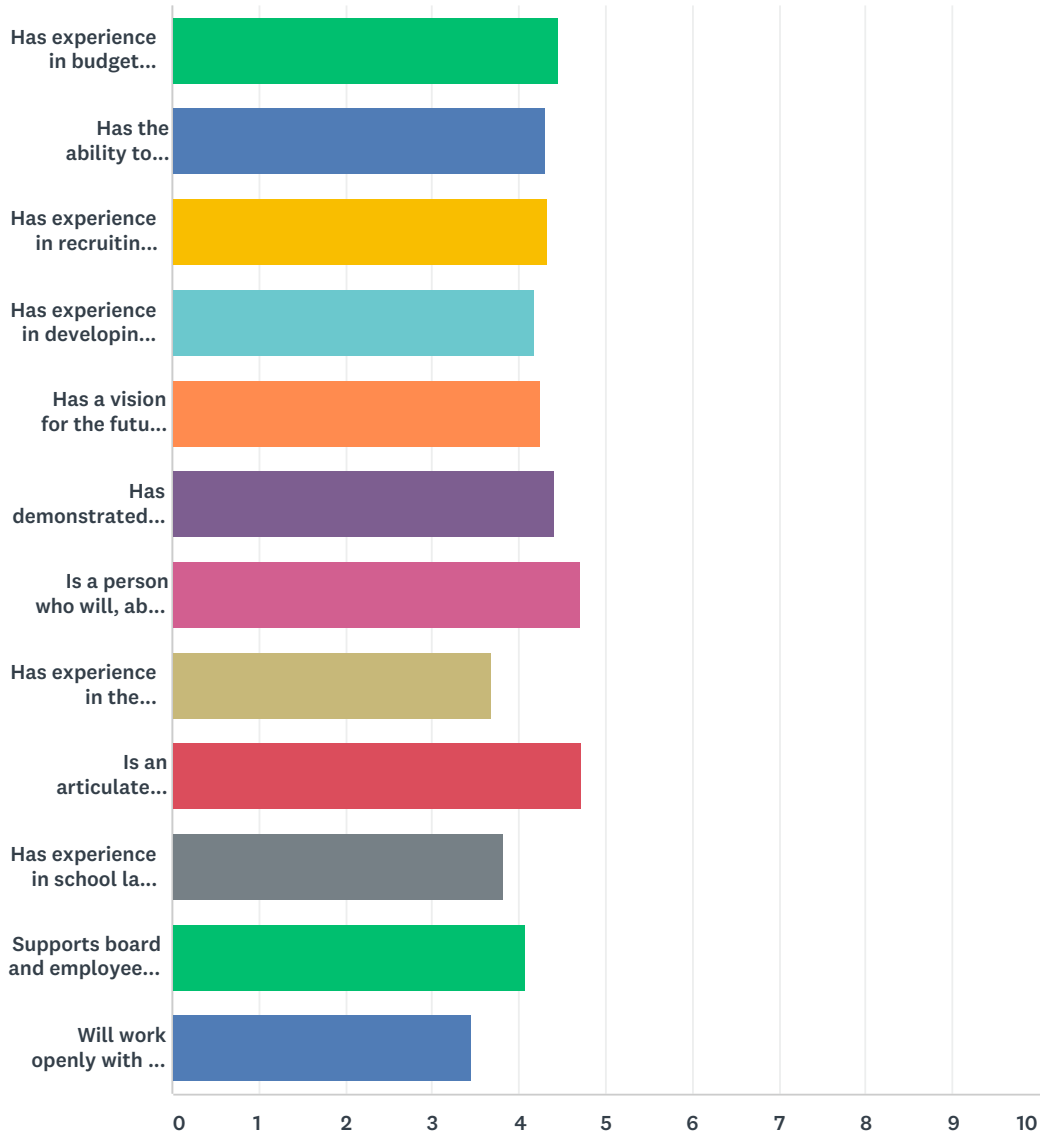
---

|    |   |                    |
|----|---|--------------------|
| 14 | I want the superintendent to be actively involved in the school. Phones ringing? Pick up the line and help the staff. The stands dirty after a game? Then help the custodial staff. Roll up your sleeves and help your staff!!! I want the superintendent to be involved in the community, I want to see the individual at more than just the annual community softball tournament bringing in ringers to beat out the community members. I want a strong moral character and the ability to solve problems without castigating or alienating the community. I want to see some personal responsibility on the part of the individual when mistakes are made, then own them and figure out a solution, not shove the staff in front of the criticism and then hide behind the delegation of duties. I want the superintendent to have buy in with the community and stop with the "us vs. them" mentality. That has got to STOP!! | 3/26/2018 2:21 PM  |
| 15 | Be an open book and willing to work with all who have questions and concerns. Be honest and have the education of the students be most important.i feel   | 3/26/2018 10:42 AM |
| 16 | Put student learning at the center of every decision.   | 3/23/2018 6:03 PM  |
| 17 | Give teachers leeway to do their jobs without busywork.   | 3/23/2018 4:11 PM  |

---

### Q3 I want a Superintendent who:

Answered: 67 Skipped: 0



|   | I CONSIDER THIS TO BE NOT IMPORTANT. | I HAVE NO STRONG VIEW ON THE MATTER. | I CONSIDER THIS TO BE SOMEWHAT IMPORTANT. | I CONSIDER THIS TO BE VERY IMPORTANT. | I CONSIDER THIS ABSOLUTELY NECESSARY. | TOTAL | WEIGHTED AVERAGE |
|---|--------------------------------------|--------------------------------------|---|---------------------------------------|---------------------------------------|-------|------------------|
| Has experience in budget planning and implementation.   | 1.49%<br>1                           | 0.00%<br>0                           | 2.99%<br>2                                | 43.28%<br>29                          | 52.24%<br>35                          | 67    | 4.45             |
| Has the ability to inspire creative problem solving and cooperation on the part of a diverse community and staff. | 2.99%<br>2                           | 2.99%<br>2                           | 5.97%<br>4                                | 37.31%<br>25                          | 50.75%<br>34                          | 67    | 4.30             |

## Superintendent Search Survey for Cascade Public Schools

|   |            |            |              |              |              |    |      |
|---|------------|------------|--------------|--------------|--------------|----|------|
| Has experience in recruiting and retaining outstanding personnel.   | 2.99%<br>2 | 1.49%<br>1 | 5.97%<br>4   | 37.31%<br>25 | 52.24%<br>35 | 67 | 4.34 |
| Has experience in developing, implementing, and evaluating curriculum and instruction with the goal of improving student achievement.           | 2.99%<br>2 | 2.99%<br>2 | 11.94%<br>8  | 37.31%<br>25 | 44.78%<br>30 | 67 | 4.18 |
| Has a vision for the future of Cascade School District and has the ability to communicate that vision.  | 4.48%<br>3 | 0.00%<br>0 | 13.43%<br>9  | 29.85%<br>20 | 52.24%<br>35 | 67 | 4.25 |
| Has demonstrated leadership skills.   | 2.99%<br>2 | 1.49%<br>1 | 1.49%<br>1   | 38.81%<br>26 | 55.22%<br>37 | 67 | 4.42 |
| Is a person who will, above all other qualities, commit and defend what is ultimately best for the students.                                    | 2.99%<br>2 | 1.49%<br>1 | 1.49%<br>1   | 10.45%<br>7  | 83.58%<br>56 | 67 | 4.70 |
| Has experience in the integration of technology in curriculum and management programs of the district.  | 1.49%<br>1 | 2.99%<br>2 | 38.81%<br>26 | 38.81%<br>26 | 17.91%<br>12 | 67 | 3.69 |
| Is an articulate leader who presents a positive presence that will increase parental involvement and community support for the school district. | 0.00%<br>0 | 0.00%<br>0 | 2.99%<br>2   | 22.39%<br>15 | 74.63%<br>50 | 67 | 4.72 |
| Has experience in school law and policy development.  | 2.99%<br>2 | 4.48%<br>3 | 31.34%<br>21 | 29.85%<br>20 | 31.34%<br>21 | 67 | 3.82 |
| Supports board and employee training and self-improvement plans.  | 1.49%<br>1 | 2.99%<br>2 | 20.90%<br>14 | 35.82%<br>24 | 38.81%<br>26 | 67 | 4.07 |
| Will work openly with the news media.   | 7.46%<br>5 | 5.97%<br>4 | 37.31%<br>25 | 31.34%<br>21 | 17.91%<br>12 | 67 | 3.46 |

**Q4 If you had only one opportunity to provide input to the Trustees regarding its selection of a superintendent for Cascade School District, what would you say? Please limit your remarks to 1-2 paragraphs and focus on the issue or issues of greatest importance to you in this selection process.**

Answered: 46 Skipped: 21

| # | RESPONSES   | DATE              |
|---|---|-------------------|
| 1 | For the betterment of the Cascade School District and the Students to achieve greater education opportunities. Keeping everything above board and the School Board apprised of all decisions affecting the school, students and parents.  | 4/9/2018 4:05 PM  |
| 2 | Academic Achievement is of utmost importance. Teachers need to be held accountable for following district programs such as our new writing and math curriculums. These programs will be only minimally successful when teachers are dragging their feet, and we know the programs prepare students for their futures. The new superintendent needs to focus on healing. It has been a very difficult year for educators. Many feel underappreciated and attacked. The new supt. needs to hold firm with pointing the schools towards fulfilling our missions, but also needs to put a lot of effort into rebuilding the operational climate for district employees. Making a strong bridge with the community is also a must. It seems like the community would like to have regular interaction with the supt. at sporting, music, etc. events. The new supt. should be a people person who enjoys spending time with community members. He/she should also build relationships with townspeople who are historically critical of CPS as well as those who support the schools. Building a relationship with Felicia O'Brian is critical so the schools' messages can be printed and made available to the public.   | 4/9/2018 1:33 PM  |
| 3 | Must provide positive leadership to students, staff and community Lead by positive example Create and foster short-term and long-term curriculum and district goals   | 4/9/2018 12:47 PM |
| 4 | What Cascade needs the most is a transparent leader who works with the staff, community, and families. The new superintendent needs to focus on teacher retention and creating a work environment that is positive and student focused.   | 4/9/2018 12:01 PM |
| 5 | Provide a positive learning environment that involves all interested parties. Do not lock out parents and be open and honest with the community. Be budget savvy and understand priorities. Provide better communications to students and community alike. Show compassion when the community is expressing concerns. Must be approachable.   | 4/9/2018 11:47 AM |
| 6 | I think the board and superintendent really need to focus on what is the absolute best for our students and staff...I think that vision has been lost over the past couple of years. I think better communication with the community, parents, and students. The website contains the bare minimum, I've looked at other schools websites that have a lot more information. I don't like the idea of having to receive school notifications via Twitter. Cascade school needs to be more aggressive in hiring quality coaches, we can't just settle on the first applicant that walks through the doors. Possibly compare the salary being paid to these coaches. If you calculate the time they actually put in they really are doing it for the love of the game. Don't get me wrong we have some outstanding coaches...but then we've had others that are marginal. Cascade has some excellent teachers...but I feel we are at risk for loosing a few. WHY is that, are they not getting the support or guidance from the current superintendent. These past few months Cascade has received resignations from staff due to the current community adult bullies, was the current superintendent actively working with the teacher...giving support? I'm hearing Cascade has only had a couple applications....Please, Please don't just settle, make sure it's the right person. We need this school to rise to the top, we need our students to graduate from Cascade knowing they received the best education. We need our board to step up and make sure they are making the decisions for the best interest of the students. Work with the community so we can get beyond the adult bullying that is occurring. Make the community feel like they have a voice...and that you hear them. | 4/9/2018 11:07 AM |



## Superintendent Search Survey for Cascade Public Schools

|    |   |                   |
|----|---|-------------------|
| 7  | Make sure the applicants know and understand the challenges of coming in to a divided community and ask how they would meet those challenges. The damage to the structure of community support has been done, to rebuild that is vital to the future of the the district.   | 4/9/2018 10:37 AM |
| 8  | Unfortunately I do not trust the Board of Trustees to understand what the school needs. They need to take their blinders off and realize that Cascade School is about the kids and those that teach those kids. The administration has overtaken the school and not supported their teachers. The school has not been able to hold onto the best teachers and the trustees have not wanted to do their own research to find out why. The district needs a Superintendent that is for education first, open to listening and taking ideas to improve the school, and agenda lastly. Cascade has a strong parent and community presence and the new Superintendent will need to know how to communicate well.   | 4/9/2018 10:35 AM |
| 9  | The biggest concern that I have in regards to the hiring of another super is finding a positive leader. Cascade desperately needs an injection of vision, excitement for that vision and above all for it to be related to in a positive manner. There has been way too much negativity and pessimism throughout the community. The students are starting to display this behavior, mimicking the adults. It's being displayed as bullying, disdain for others and a lack of enthusiasm for their school. I believe that a leader at the top that is enthusiastic, visionary and positive can absolutely change the attitude for everyone. They will not accept that behavior from the kids and will create that same feeling of pride and excitement in the rest of the community. This is a great school that should have a lot of pride. The new super will reinvigorate that pride. | 4/9/2018 10:00 AM |
| 10 | That he or she will be willing to address community questions and problems head on. I think the respect for the teachers is important because they are the ones directly in the trenches. I believe we need a superintendent that has worked his way up to understand the problems our teachers face on a day to day basis. A good work environment is very important for the stress of todays education and lack of respectful attitudes is a real challenge. I believe that its administrations job to help teachers become better teachers. We also need policy on the houseing and what his or her duty is to the up keep.  | 4/9/2018 9:57 AM  |
| 11 | My answer is the issues all above . Forget the bad feelings and all that has been going on in the past and let us move forward to have an excellent school etc. that we have had all these years. We do not have to have this problem in our small town, there is enough going on elsewhere.  | 4/9/2018 9:53 AM  |
| 12 | Collaboration is very important. An ability to collaborate the clear vision and desires of the district. An individual hat helps keep the school at the center of the community is vital.   | 4/9/2018 9:49 AM  |
| 13 | Pick someone who understands the values and morals that are still part of life in rural areas of the country. Someone with the spine and integrity to make decisions based upon what is right, even if it defies popular national trends. Good character is more valuable than good words, good transcripts or good connections.  | 4/9/2018 9:30 AM  |
| 14 | Needs to be able too motivate personal not run off the good teachers, etc   | 4/9/2018 8:56 AM  |
| 15 | Engage with teachers, not just in a meeting setting. Providing honest feedback to teachers in a plan that allows for constructive criticism. Teachers should get a pay raise if earned, while the superintendent shows value before getting paid the 100,000\$. Incentivizing teachers is the one way to bring value and student test scores up along with school mora. The community will follow. Superintendent should encourage teachers to get students out of the classroom and pick up town garbage, engage in the community, and the superintendent should be there as well.   | 4/9/2018 8:46 AM  |
| 16 | I think a superintendent should lead by example, integrity, honesty, an open mind and an open door. There is presently a discord between the school superintendent and the community and in order for this to be resolved I think a search for a new superintendent is in order.  | 4/9/2018 8:37 AM  |
| 17 | To all Trustees and future superintendents. Please remember that you are working for the betterment of the kids. Every time you make a decision, ask yourself how this affects the kids! The education of our young people always will come first!  | 4/9/2018 8:34 AM  |
| 18 | See previous comments. In addition once new staff is hired I feel it is crucial for district to hire MTSBA to do some training sessions at the Cascade school. This will allow for all board members, school staff, and community to learn about what can and cannot be done in a learning atmosphere. I also feel a new round of MTSBA lead strategic planning will help a new superintendent, board, and community bridge the huge gap it is currently facing.  | 4/9/2018 8:21 AM  |

## Superintendent Search Survey for Cascade Public Schools

|    |   |                   |
|----|---|-------------------|
| 19 | The next superintendent needs to build community within the Cascade School and with the greater community outside of the school. Without a strong community, it is nearly impossible to have a flourishing student population. Our student numbers have decreased in recent years and that needs to be addressed by the incoming superintendent and trustees. The administration needs to work more closely and in partnership with the business sector and town government to encourage positive growth in our community.  | 4/9/2018 7:23 AM  |
| 20 | The community has had enough subterfuge, lies and harrassment. Please find someone with a strong moral compass. If nothing else a hard worker who takes responsibility, won't dip in the company pool for a "special friend" and is able to talk to someone without lying. That would be a refreshing change.   | 4/9/2018 7:20 AM  |
| 21 | We need a superintendent who is open, honest and respectful and is willing to listen to suggestions. The superintendent should make an effort to pursue other avenues of funding such as grants. Proven experience in budget setting and adherence to the budget are important. Be willing to look at current staffing levels from principals on down with a focus on assuring our emphasis is in the classroom with both teachers and resources. For instance, the chemistry class right now has no, or very limited, equipment to do labs. A teacher must be assured that they have the appropriate resources to do their job. Thank you for this opportunity to provide my input.  | 4/9/2018 7:13 AM  |
| 22 | We need a superintendent with a true capacity for human resources and public interaction. A strong sense of accountability and work ethic are a must. A true understanding of the taxpayer load and a desire to acknowledge and accommodate them. A desire and plan to do what is best for the students in the short and long term.   | 4/9/2018 6:31 AM  |
| 23 | [ REDACTED ] It is time to bring Cascade School back to being one of America's Best! The next superintendent needs to be, first and foremost, a great communicator who values the community that pays his or her salary. Secondly, this person needs to be able to inspire others to follow his or her lead on all matters concerning the school. He or she cannot be a bully who believes that no one else can possibly understand the complex intricacies of running a school. If they truly value our students, the school board will select an individual who places student and staff needs above personal vendettas and preferences, it will select someone who knows that the big picture is more important than winning every conflict, and it will make every effort to unite the community rather than continue to divide it. | 4/8/2018 9:37 PM  |
| 24 | One opportunity? Call a spade a spade. I'm pretty sure this is my only opportunity because from what I have seen of 5 members of this board, they are only interested in listening to their own voice. It's real simple. [ REDACTED ] We need to get back to basics with our curriculum. We need a supt that realizes the education of the students is #1. And who best supports the children? Yes, the teachers! Not the administration. The administration's job is to support teachers. Spend money in the classroom and quit the frivolous spending. Get a capital improvement plan in place. Apply for grants and make the administrative "team" earn their keep.  | 4/4/2018 9:27 AM  |
| 25 | I believe one of the most important things to consider in this selection process is to remember that Cascade is a small community. We need someone who is going to help our schools grow and our children succeed, but at the same time understand and preserve the atmosphere and lifestyle of a small, close-knot community. Preserving that lifestyle and the life lessons they learn from the people they entrust their children to, for part of their days, is just as important to most parents as the education their children will receive.   | 4/2/2018 7:20 PM  |
| 26 | We need a superintendent that will recruit and retain exceptional teachers that can challenge students in all areas. Academics are important, however students that are challenged in all areas (technical skills, sports, business, technology) are more prepared for careers beyond high school and college. Our students need the ability to solve problems and be provided with exciting educational opportunities. Our school district also needs to have a succession plan for our retiring and transitioning educators. A intentional plan for transition will not only help our faculty but also benefit our students.  | 4/2/2018 6:21 PM  |
| 27 | I would like to see an individual that will stand up for the students rights and education. I would like to see professionalism all the way around.   | 3/29/2018 3:12 PM |

## Superintendent Search Survey for Cascade Public Schools

|    |   |                    |
|----|---|--------------------|
| 28 | <p>Before the board will be able to attract and keep a quality candidate, conduct of the Board needs to improve. Board meetings should be professional business meetings of the district, with board members arriving informed. Instead, board meetings are community controlled, catered to the public and driven by a small toxic group. While some board members strive to educate themselves others make no attempt and it's obvious the intent for being on the board is a personal agenda. Board members may be volunteers, but if they are publicly elected it is their responsibility to the district to become quickly educated and behave as business professionals. Follow procedure and policy so school officials can do the jobs they were hired to do. If board members don't have the time then they have no business being on the board. There are free trainings listed on the agenda every month so there is no excuse. When the board can conduct efficient professional meetings and have done their own due diligence to educate themselves, attracting a quality superintendent will come much easier. Pay a decent salary to attract a good leader. Look for someone who can lead and motivate staff, improve morale, communicate positively with the community, and be able to build the trust of the board. A superintendent who strives to reach out to staff, parents, community will dramatically improve leadership at the school and rapport with the community.</p>   | 3/28/2018 1:01 PM  |
| 29 | <p>I think it is important to have someone who is a presence in the school on a daily basis and provides visible leadership to staff and students. I also feel it is incredibly important to have someone who is willing to fight to hire and retain qualified teachers, coaches and personell. Salary is always an important factor in acheiving this. We need someone who understands this and what it takes to offer competitive salaries so that people are willing to come here and stay (custodians, bus drivers, coaches)</p>  | 3/27/2018 2:03 PM  |
| 30 | <p>The new superintendent needs to be a leader and an outstanding citizen as well as having an open mind. I hope to see strong manager attributes in the superintendent in the cases of money management and the priorities that the last superintendent let get worse and worse !</p>  | 3/27/2018 11:29 AM |
| 31 | <p>They should be outgoing and willing to be a part of the community, They should be able to speak with students, teacher and parents often. Organized and good work ethic.</p>   | 3/27/2018 9:50 AM  |
| 32 | <p>The superintendent needs to be knowledgeable in curriculum as required by law for each grade level and that it is being taught at each grade level as required. Communication with parents and community by newsletters, newspapers, and a website are necessary. They need to feel welcome at all school activities and invited to take part if they choose. Knowledge of budgets and openness as to what is being done is very important. Info after the fact is not acceptable.</p>   | 3/26/2018 8:55 PM  |
| 33 | <p>It is now time to set aside differences and end the "us vs. them" ideology that has been so prevalent in the actions of the board [ REDACTED ] and culminating with the community turning to a petition to try and gain the attention of the board members. The board members who ignored the frustrations and concerns of the majority of the community members and only listened to those whose opinions mirrored their own. It is your responsibility to end this!!You have done a terrible job at community healing since January. Promises were made but there has been no follow-through, especially now that trustees are picking fights with community members in board meetings, trustees won't make eye contact or speak to those who opposed them on this issue, trustees pulling their children from the school system not a week after admonishing the community for their actions and making claims about how much better the school is now than it was, trustees talking over, interrupting and not respecting another trustees expressing an opinion that wasn't liked or appreciated, esp after that opportunity was afforded to the same trustees when during the admonishing the community for their actions. It is an embarrassment. It is imperative that you find a superintendent that has the ability to buy-into our community, who will listen to the general public on all issues, good and bad, and not just the select few that are of a like mind. The community doesn't have to be in lockstep, but there must be a mutual respect and support of differing opinions. Humility is a must. The ability to admit fault and work to correct issues. Someone who will roll up their sleeves and help out where needed, no job is beneath the position. Push a shovel, push a broom, help a teacher take roll, serve food, buzz people into the building, and not hid in an office behind locked doors and only admit entrance to a select few who can get past the security of the building. Think outside the box, how are we failing (and there are a lot of failures), so don't keep the same model, find a better or different way. Someone who can unite the teachers, staff and community, not create more dysfunction. Someone who understands that they work for the Board of Trustees, not the Board of Trustees working for the superintendent.</p> | 3/26/2018 2:21 PM  |

## Superintendent Search Survey for Cascade Public Schools

|    |  |                    |
|----|--|--------------------|
| 34 | I feel that education is the most important. We need a superintendent that sees the need to prepare all of our students for the next educational step in their lives. Extra curricular activities are important but not at the educational expense. I would like someone who is personable and wants to help our school be successful in achieving to get our school back to one of the best class C schools in the nation. I feel it is important also for the superintendent to want to live in the community as well as take part and support the community. When we have a successful superintendent all the items mentioned above will fall directly into place at our school.  | 3/26/2018 10:42 AM |
| 35 | It would be nice if superintendent interviews could be done at a time that general public could sit in and listen. At least when they get narrowed down to the final 5 or something similar.   | 3/26/2018 9:04 AM  |
| 36 | In selecting a new superintendent, I hope the board will select a candidate who can be a true leader. The best candidate will be an excellent communicator who can connect with the community, his school and his staff. Communication and transparency should be an essential goal, and our leader should not hide behind closed doors, work at home just because he can, or make employees and education colleagues feel inferior. The superintendent should be visible at all school events from athletics to concerts to FFA dinners. I would hope the superintendent would appreciate and embrace the input of our diverse population and also really get to know the students we serve. He or she should be a bond maker, not a bond breaker. He should understand what it means to lead a small school in a small community. I request that the board make a smart, informed and well-researched decision. We cannot change the past; it has passed. However, we can change the future by holding hands as a community and school and moving forward to once again restore positivity in our school and collective community. | 3/25/2018 7:10 PM  |
| 37 | A strong focus and PLANNING for our district's financial needs is imperative for fixing our educational and structural challenges. The board needs to be more involved in this planning and in the know of large expenditures. Relations with the community need to be repaired sooner rather than later, not only by the superintendent, but the board and staff. The CONSTANT harassment of any parent or taxpayer that doesn't agree with your decisions needs to end,[ REDACTED ] . The unfounded complaints being told about community members by them is unprofessional (using one's position to get their way) and unproductive (creating even more strife with your parents and tax base).   | 3/24/2018 12:00 PM |
| 38 | It is about the students. However, in order to do what is best for the students, we must be able to hire and retain exceptional teachers and staff. We must be able to work with the community - especially the silent majority while finding ways to increase support from those who are currently against us.  | 3/24/2018 9:04 AM  |
| 39 | We just lost a highly qualified science teacher from being harassed or bothered by an overzealous parent. Where was the leadership to prevent this from going on to the point where we lost a teacher? No student has the right to disrupt a classroom and no student's parent has the right to not treat any teacher with respect or dignity. This school district is on the verge of collapse unless a strong leader who actually backs up the teachers with support from the community comes forth and helps to fix this mess.  | 3/23/2018 10:56 PM |
| 40 | No matter what, student learning is the number 1 priority, NOT making the community happy. Do what is best for students even if it is not popular, like non renewing mediocre teachers. Cascade students deserve the best, regardless of who the teacher is, who likes or doesn't like the teacher, and where they grew up (local/nonlocal). KEEP THE GREAT TEACHERS AND GET RID OF THOSE WHO ARE NOT.... your students are worth it! Look at your HS data (college readiness tests).... your HS is in desperate need of higher standards and expectations, rigor, effective instruction, and teachers who have the content knowledge to teach their subject area. Hire a superintendent that has the skills and guts to accomplish the above.   | 3/23/2018 6:03 PM  |
| 41 | Do what is bests for the students and not be bullied by the bullies of our community.  | 3/23/2018 4:20 PM  |
| 42 | The new Superintendent needs to: 1. Have at least 5 years classroom experience 2. Not solely blame teachers for student performance and get parents (guardians)/students to also accept responsibility. 3. Not look at this job as a stepping stone to a bigger school district. 4. Not have meetings in June or July to have changes to the curriculum.   | 3/23/2018 4:11 PM  |
| 43 | I believe that the Superintendents primary goal should be the students and have the ability to make decisions base on the students best interest and their education. Secondly the Superintendent needs to be some is not only good with the teachers/employees, but a great manager gives their employees the tools to excel in their strengths and the help to become better in their weakness.  | 3/23/2018 12:06 PM |

## Superintendent Search Survey for Cascade Public Schools

---

|    |  |                    |
|----|--|--------------------|
| 44 | 1. Communication. Communication has been an issue in the past. We need an employee that is great with communicating items with the local residents so there is no assuming. Communication with the locals and the parents and getting everyone on the same page and working together to improve our school is much needed. 2. Moral. Getting our school back to where the Students and Teachers want to come make a difference.  | 3/23/2018 11:28 AM |
| 45 | The Superintendent needs to be a present figure in the school and community. They need to be knowledgeable in finance, policy, and curriculum. They need to be someone who has pride in the school and believes the students are the center of every decision. Honesty, integrity, accountability, leadership.   | 3/23/2018 9:10 AM  |
| 46 | I'd tell the board they need to step up their game and quit being the naysayers like the friends in the community, and to let the Supt. work the issues at the school. We have one Board member who is against everything the Supt. wants to accomplish, especially raising the bar around. Maybe the next Supt will find a better way to improve the quality of our staff, as we have a handful who have no business leading our students in the classroom, and they need to move on. | 3/23/2018 8:40 AM  |

---