

Logan Elm Local School District

Focus Group Feedback Report

Via Fax or Email

- Making sure our highest achieving students make progress throughout the year in order to meet value-added.
- Threat: teaching to the middle of the class.
- Opportunity: Ability-grouping/cluster grouping our gifted students
- Support the current gifted program as a vital part to students' overall well-being
- Understand the new gifted rules
- Understand the needs of gifted students.
- Encourage administrators and teachers to see the importance of gifted students
- Knows value-added
- Open minded, creative problem solver
- Values all programs/staff members
- Renewing existing operating levies
- Passing bond issue for new facilities (to go with OSFC funds)
- Verbally, and with actions, encourages LE to be the best
- Meeting the growing needs of or students, not just academically but also socially and emotionally
- Improving our state report card
- Funding
- Building
- He or she needs to energize the district and lead us in looking for new and evaluating current funding, programs, methods, and curriculum
- He or she must collaborate with and promote our district to our community
- He or she needs to be energetic, lead by example, and be confident
- Open minded enough to hear opposing opinions but still able to make the tough decisions
- Proactive and visionary while still able to manage the day to day affairs
- A listener, a leader
- Visible and available
- I am looking for someone with good people skills and PR skills
- Have a good understanding of funding and a record of obtaining additional funds for a building through grants, etc.
- Interest in curriculum and achievement
- Caring for kids is essential
- Supt. Should be an experienced person with regard to leadership
- Need a person who has been a supt. previously so we have minimal "on the job" training
- Someone familiar with running successful levy/bond campaigns
- Someone from without the district, let's get some "new blood" in here
- Someone who understands system change theory and Baldrige theory

- Leadership vs. Management
- Understand each part of the team is essential
- Know and support the teaming process
- A person who sees all the parts and recognizes the importance of making change through team coordination
- Facilities
- Revenue generation
- Public relations, selling the public on the importance of a strong educational system
- Internal relations, supporting the entire system's desire to improve
- Fiscal conservative, make the most of what we have
- Visionary, open to taking some chances that might require seeking additional help
- Strong commitment to the community
- Well-rounded understanding of the educational field
- Strong background in finance
- Open communicator
- Our schools are over crowded and buildings not sufficient
- Address cutbacks from state government
- Address safety for or students and have crisis plans in place
- Address the increase in services to the special needs students
- Willingness to work with the community on many levels
- We are a business; the new supt. needs to serve the customers
- Exceptional communication skills
- Ability to work with others even when there is disagreement
- Delegate responsibility to those who can do the job
- Help improve processes to prepare students for proficiency testing
- Parents want letter grades throughout elementary school
- The need for new school buildings
- Update computers, printers, all technology
- Better communication between administration and staff
- Reinstate reading programs and others done away with
- Examine budget carefully and trim where possible to do more in other areas
- Express empathy and understanding to all employees
- Integrity, honor, intellect, good personality
- One who truly cares about kids and education
- Not someone who wants to finish up retirement years
- Good with accounting and budgets
- Decisive
- Good judgment
- People person
- Advocate for well rounded educational programs and students
- Someone who is here for the right reasons, improvement of our district and the well being of all the students
- Aging buildings and technology our worst problems

- Be visible. Communicate with fresh ideas
- Must have an understanding of educational finance and know how to run an educational business
- Maximize limited resources
- Facilities must be the #1 priority
- Someone who will stay longer than three years, has a vision, and can unite staff and community around that vision
- Someone who understands and enjoys our local culture

3/19/08 Classified Staff

- Building Issues: Capacity, age, set-up, etc.
- Funding/OSFC experience
- Address shortage of textbooks and other classroom materials
- Bridge gap between way some classified are treated. No special favors. Treat all staff members equally
- Eliminate good old boy network and connections
- Someone who understands the culture here. We have a “wide” culture with distinct differences among groups.
- Deal with large physical size of district
- Socio-economic diversity issues
- Someone with no current ties to Logan Elm.
- Able to make tough decisions and stay the course
- Not bow to political pressures or the loudest whiners
- Be accessible to all students and staff and parents, etc.
- Have an open door policy
- Be fair and consistent to all
- Bring lengthy administrative background
- No “coasters”.
- Be aggressive in attacking Logan Elm challenges
- Not a micro-manager.
- Work on increasing state report card numbers
- Be honest and a leader about social issues prevalent in our high school (drugs, drinking). Need to be very aggressive on this issue.
- Honesty
- Give everyone the same answers. Consistency.
- Not worried about pleasing everyone all the time
- An experienced superintendent, with high level central office experience
- Classroom experience
- Business Acumen
- H/R and labor relations background
- High moral values
- Good PR skills
- Community activity and visibility
- Leadership throughout community
- Be seen and present in the buildings

- Be an academic supt. Academics before athletics!
- Respect confidentiality
- Be organized
- Be a positive person!
- All students and staff are equal
- Understand how important the little things are!
- Logan Elm assets: great kids, staff who care about kids, multi-generational staff and parents, good business support of our schools, great parental support overall.

3/19/08 District Office & Administrators

- FACILITIES: handicap access, age, capacity, layout, HVAC, parking
- Ability to influence community in facilities challenge
- Funding experience (levies and income tax issues)
- Professional development
- Build cross-county bridges
- Knows education and school law
- Understand different cultures within district
- Develop team approach in all things related to teaching and learning
- Wants to work with staff as team on all issues, i.e., goal setting
- Communicator
- Creative communicator (LE has limited access to local newspaper and TV media)
- Work with parents at all socio-economic levels and at all achievement levels and with parents of all educational levels
- Treat all staff at all levels equally.
- Understand and honor steps already taken toward academic improvement
- Know curriculum issues
- Educator with public school background
- Some experience with K-6 would be nice, i.e., reading instruction
- Decision maker
- Problem solver
- Hands on experience
- Understand culture and our history of consolidation
- Get away from good old boy club
- Understand special education issues
- Someone who can appropriately manage vocal pro-athletic supporters and parents
- Balance priority of athletic vs. academic
- Make gifted kids more of a priority
- Address staff morale and divisions. Corral the troops
- Wants to be seen in the buildings!
- Approachable to all
- Important to live in the district. This is a 24/7 job
- Asset: Great students and committed staff

- Mentor the development of all staff
- Asset: Safe community and family oriented
- Good parental support
- Administrators who understand teaching and learning
- Someone to delegate and then monitor and advocate for LE
- Many staff and teachers live in the district
- Positive and Optimistic leader needed

3/19/08 Middle and HS Teachers

- Kindergarten; Address short-comings of current half day schedule (morning students bear burden of weather delays and closings)
- FACILITIES
- Funding background and ability
- Pro-active in seeking funding for facilities and programs
- Alternative funding experience and interest
- Transportation and busing knowledge. This is a huge district
- Enjoy PR within the community
- Understanding of large but fragmented district
- Communication skills in all venues and with all groups
- Commitment to district long term
- Listener to all and opposing view points
- Understand and care about Logan Elm kids
- Important that Supt. Lives in district
- Great sense of community here
- Would like outside candidate with supt. Experience
- Courage to change some of the ways we do business currently
- Stand up to all parents when necessary
- Support the staff and teachers
- Experience with passing levies
- Experience with OSFC funding
- Conservative spender
- Understand split nature of district by county
- Lead by allowing staff and admin. to do what they are hired to do and then hold all accountable
- Not a micro manager
- Quality staff here and great kids. Everyone cares.
- Begin thinking more about “new” economy in terms of what we are offering and in terms of technology
- Work to change poor attitudes in parents an students about educational priorities
- Consider athletic/academic balance
- Professional development has gone away. Restore.
- Problems with miscommunication must be addressed. All staff in all buildings need to have the same information and then the information staff needs to be what is actually happening
- Information currently is inconsistent

- Inform us about the decisions that are made

3/19/08 Elementary Teachers

- Our district is diverse. Use this as an asset
- Understand different needs of buildings and students
- Don't need to re-vamp totally; build on current success
- Recognize and celebrate success
- Be visible in buildings
- Have open door policy
- Be approachable
- Good communicator
- Place more attention on accelerated students K-12
- Great staff, good administrators
- Work with curriculum director in position that has finally been restored
- Have some business acumen
- Know how to work with community
- Networking and partnership skills
- District is manageable in # of students. Education is still personal.
- Staff is resourceful, not whiners
- Critical to live in the district
- Classroom teaching experience is critical
- FACILITIES need immediate attention
- Honest
- Interested in all staff opinions
- Someone who arrives at and provides answers
- Long-term commitment to district. No stepping stone
- No good old boy connections
- No pre-conceived notions
- Have consistency with answers and info
- Understand county-to-county differences
- Understand challenges of large, hilly district (weather)
- Emphasize curriculum and testing to increase prof. development and student achievement
- Academics should drive financial decisions, not the other way around
- Win/win thinker
- Discussion before decisions
- Collaborative negotiator
- Keep arts strong
- Building maintenance should be strong across all buildings
- More attention on technology
- Outsider would allow for level playing field
- Open minded
- Build bridges; be inclusive
- Build capacity in any new buildings. Think long term

- Be good listener. Learn what you don't know
- Be advocate for district with state on all issues, esp. gifted and special education

3/19/08 Community Members

- Business skill and acumen in addition to educational skills
- Experience outside local area
- Building and construction experience
- Accessibility
- A skilled and articulate communicator.
- Have a vision
- Be good spokesperson in tough times
- Experienced leader, not just a manager
- Important: finance and business background
- History of success as leader and problem solver
- Passion for learning and education as a whole.
- Grants experience and exp. with alternative funding sources
- Knowledge of special education issues and laws and also of gifted
- Open minded
- Successful negotiator
- Teaching experience
- Understand diversity issues, economic and cultural
- Creative solutions with limited resources
- Vision paired with realism
- Forward movement, not just status quo in areas of technology, staff and student achievement, training
- Love for kids
- History of success in challenging times
- Buildings and facilities experience
- Improve academics, curriculum, personalized education
- Understand NCLB
- Keep focused on priorities...don't get side-tracked
- Challenge: Community attitudes in general
- Find athletic/academic balance. Avoid pressure to respond to those who favor athletics over all else
- Leader to get all groups moving forward and united on the vision
- Encourage community participation in all areas including academics
- Utilize community volunteers in all areas
- Educate community about testing and other mandates
- Add and publicize PSEO options
- Be an advocate for Logan Elm
- Improve logical path for HS scheduling
- Delegate and then hold others accountable
- Networking skills
- Important to live in district

- Have track record of proven skills and abilities
- Willingness to learn about us and our staff
- Creative in use of volunteers; maximize resources
- Visible throughout community
- Disciplinarian...willing to improve student behavior
- OSFC Experience with efficiency, etc.
- Great fit for Logan Elm
- Have excitement for the job and for kids
- Lead the way to improvement
- Moral and ethical high standards
- Academic recognitions are almost absent in Logan Elm. Focus on those for a change over athletic recognition
- Long term commitment
- Great parent support here. Use it.
- Levy experience necessary