



Common Threads

Stanwood-Camano School District Superintendent Search - Focus Groups

March 11 & 12 2021

(19 groups 171 participants)

Celebrations:

- Facilities – new high school, new alternative school, tech/maintenance/fields – all buildings updated
- Tight-knit community – strong relationship with school district
- Community caring and support of schools – pride in schools
- Levy and bond support by community
- Family feel in the district – personal relationships
- Community growth – diversity - new housing developments - YMCA
- Great place to live and work – scenery, outdoor recreation and activities
- Technology support for instruction
- Strong fiscal management
- Supportive teachers and classified staff – outstanding administrators
- Re-opening of schools – vaccine program for staff
- Multi-generational history, families and staff (longevity)
- Collaboration in the district at all levels – people work well together
- Variety of student programs – strong CTE program, alternative education
- Kindergarten Hybrid model since September – doing well

Challenges:

- Return to school in Fall from COVID pandemic – in-person/remote learning
- Communication with community, parents and staff
- Community very involved – high expectations

- Changing and growing community - increased diversity (economic/racial)
- Loss of enrollment from COVID – budget challenges
- COVID impact on student learning and social emotional issues
- Resistance to change by staff – longevity of staff – hiring practices
- Teacher bargaining and labor relations
- Academic impact on EL and low income families/students
- Need for greater mental health support for students
- Continued focus and growth of work on “equity” – staff and students
- Strategic plan and clear vision needed
- Teaching and learning - curriculum and professional development
- Superintendent visibility and connection to the community
- Two counties and city – maintaining relationships and collaboration

Attributes:

- Visible, active and embraces the community – strong communicator
- Can deal with current challenges and re-entry from COVID – clear plan
- Builds trust and has a collaborative style – relationship builder
- Transparent – approachable, honesty, integrity, humility and ethical
- Successful experience in education – teacher/leader
- Understands systems – improvement – innovative – new ideas
- Visible in schools, classrooms and work spaces - inclusive
- Experience with and supports equity work – leads with equity lens
- Values partnerships – supports and creates new
- Wants to stay here – preferably lives in district – invested in community
- Develops and promotes a clear and articulated vision/strategic direction
- Personable, supportive, kind, empathetic and inspirational
- Understands small towns and communities
- Good fiscal background, experience and understanding
- Supports and has experience with SPED, EL, T & L and instruction