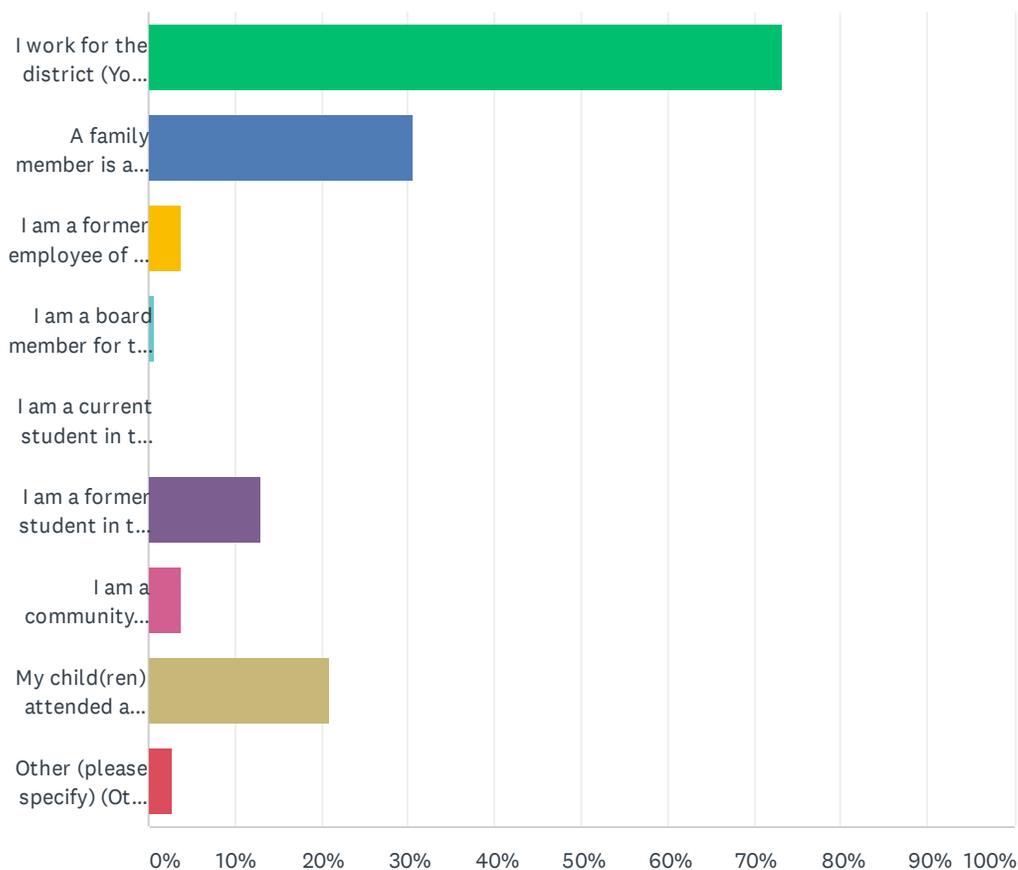


# Q1 My relationship to the district: [You may select up to three]. (Mi relación con el Distrito es la siguiente: [Usted puede seleccionar hasta tres respuestas.]

Answered: 186 Skipped: 0

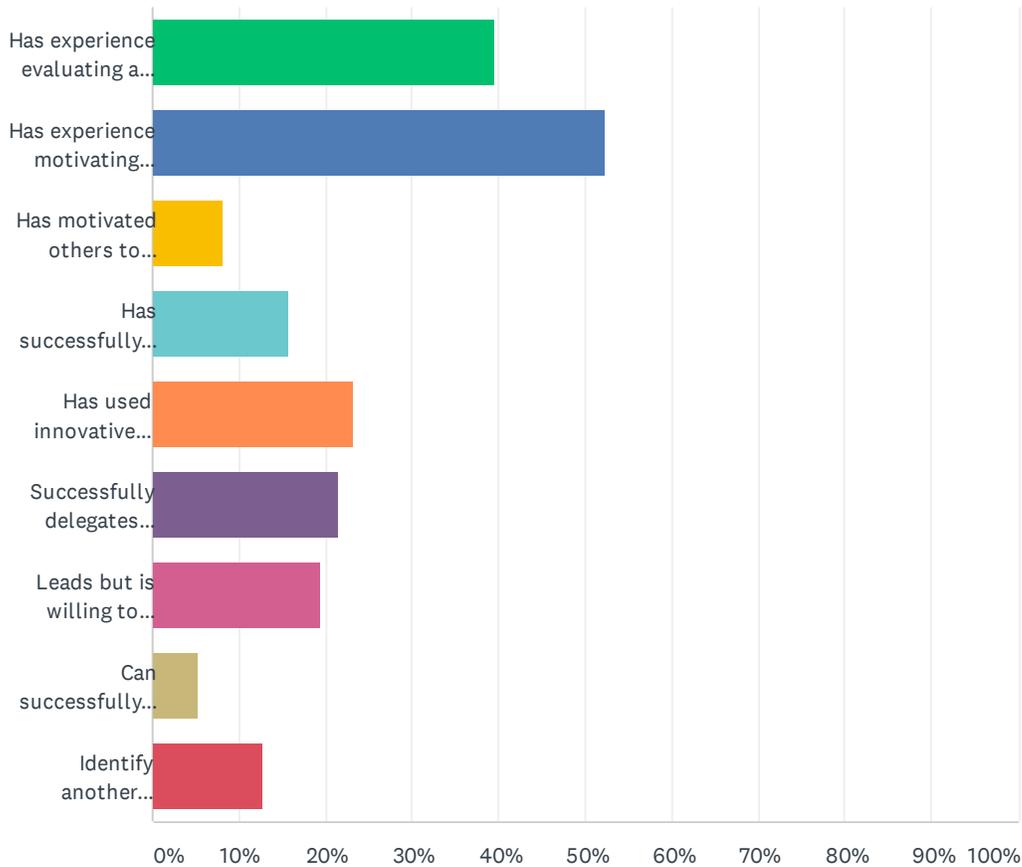


ANSWER CHOICES	RESPONSES
I work for the district (Yo trabajo para el Distrito)	73.12% 136
A family member is a student in the district (Un miembro de mi familia es estudiante en el Distrito)	30.65% 57
I am a former employee of the district (Soy un ex empleado(a) del Distrito)	3.76% 7
I am a board member for the district (Soy un miembro de la Mesa Directiva del Distrito)	0.54% 1
I am a current student in the district (Soy un estudiante actual en el Distrito)	0.00% 0
I am a former student in the district (Soy un ex estudiante del Distrito)	12.90% 24
I am a community member without a family member in the district (Soy miembro de la comunidad sin un miembro de la familia en el Distrito)	3.76% 7
My child(ren) attended a school in this district in the past. (Mi hijo(a)/hijos asistió(asistieron) en el pasado a una escuela en este Distrito)	20.97% 39
Other (please specify) (Otro, por favor especifique)	2.69% 5
Total Respondents: 186	

#	OTHER (PLEASE SPECIFY) (OTRO, POR FAVOR ESPECIFIQUE)	DATE
1	I have extended family in the community.	1/21/2021 3:04 PM
2	Long term sub who is really a teacher	1/14/2021 4:16 PM
3	Preferably Tohono O'odham or Native American	1/14/2021 8:13 AM
4	Family member work for the district	1/6/2021 7:56 AM
5	Child in school now	1/4/2021 8:57 PM

## Q2 Leadership Skills: Please choose only TWO items that you feel are the most important for your district. (Por favor escoja DOS cualidades que usted considera son las más importantes para su Distrito.)

Answered: 134 Skipped: 52

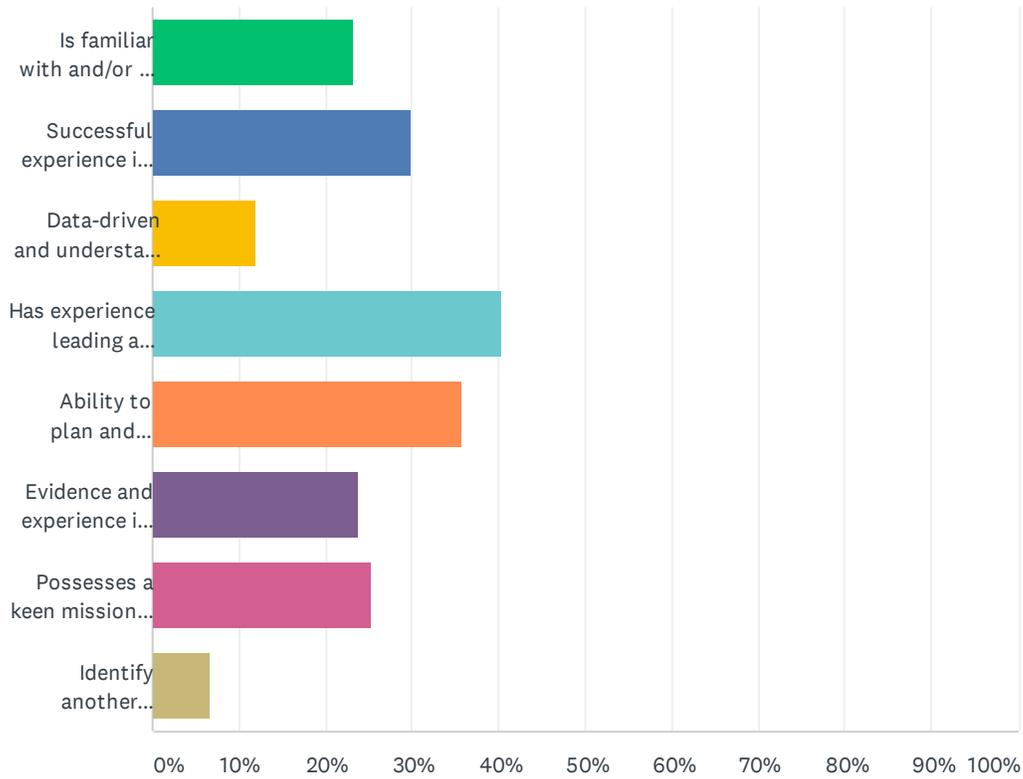


ANSWER CHOICES	RESPONSES	
Has experience evaluating and reorganizing staff, revising procedures, and implementing policy changes to improve efficiency. (Tener experiencia en la evaluación y reorganización del personal, revisión de procedimientos, e implementación de cambios en las políticas para mejorar la eficiencia.)	39.55%	53
Has experience motivating staff and students, improving morale and generating enthusiasm. (Tener experiencia para motivar al personal y a los estudiantes, mejorar la moral y generar entusiasmo.)	52.24%	70
Has motivated others to assume leadership roles.(Saber motivar a los demás para que asuman papeles de liderazgo.)	8.21%	11
Has successfully effected change in spite of some reluctance on the part of staff. (Llevar a cabo los cambios exitosamente a pesar de algunas dudas por parte de personal.)	15.67%	21
Has used innovative means or has ideas of ways to solve problems without new resources - creative. (Utilizar medios innovadores o tener ideas sobre las maneras de resolver problemas sin nuevos recursos – ser creativo(a).)	23.13%	31
Successfully delegates authority and responsibility and holds staff accountable. (Delegar exitosamente la autoridad y la responsabilidad y responsabilizar al personal.)	21.64%	29
Leads but is willing to pitch-in to help at any level in the organization. (Dirigir pero estar dispuesto(a) a dar una mano para ayudar en cualquier nivel de la organización)	19.40%	26
Can successfully get unmotivated or under-performing staff to resign or re-engage. (Poder lograr exitosamente que el personal desmotivado o con bajo rendimiento renuncie o vuelva a comprometerse.)	5.22%	7
Identify another leadership skills trait. (Describa a continuación otra cualidad sobre las destrezas de liderazgo:)	12.69%	17
Total Respondents: 134		

#	IDENTIFY ANOTHER LEADERSHIP SKILLS TRAIT. (DESCRIBA A CONTINUACIÓN OTRA CUALIDAD SOBRE LAS DESTREZAS DE LIDERAZGO:)	DATE
1	Does not discriminate amongst staff based on personal & professional biases including skin color, tribal affiliation, kinship, or friendship. Holds ALL staff at EVERY level of the district ACCOUNTABLE & NOT just teachers.	1/21/2021 3:15 PM
2	Dedicated to the humanness of our schools -- looks out for students and teachers	1/14/2021 5:06 PM
3	Respect and understanding of cultural values and cultural educational needs	1/14/2021 9:13 AM
4	Some one who has multiple years experience in working with a Native population so they can help with the overall Mission and Vision of the district, and not just the academic piece.	1/14/2021 9:05 AM
5	Knowledge of TON community for meaningful and authentic care for families	1/14/2021 8:46 AM
6	Honesty and fairness in decisions	1/14/2021 8:34 AM
7	Recruiting and Retaining ESS Teachers and Parapros	1/14/2021 8:06 AM
8	First one, but also follows collaboration and doesn't view dissent as disloyalty	1/6/2021 12:42 PM
9	NOT a micro manager, and allows current principals to run schools as they see fit.	1/6/2021 9:29 AM
10	Takes responsibility and ownership of their actions. Keeping themselves accountable, along with their staff.	1/6/2021 9:27 AM
11	experience working w/ Tohono O'odham community	1/6/2021 8:36 AM
12	Equity: treats ALL employees with equality and considers the impact of all decisions on each and every employee	1/6/2021 8:34 AM
13	Abides by all Policies no exceptions/ No Favoritism	1/6/2021 8:33 AM
14	Recognizing and trusting in employee competence.	1/6/2021 7:55 AM
15	Has multiple years working with a Native culture and will embrace Culture and Language as a focus in the district.	1/6/2021 7:46 AM
16	Charismatic, highly motivated, goal oriented	1/4/2021 7:27 PM
17	Effective communication on all levels: Staff, student, parent and community.	1/4/2021 3:26 PM

### Q3 Academic Programs: Please choose TWO items that you feel are the most important for your district. (Por favor escoja DOS cualidades que usted considera son las más importantes para su Distrito.)

Answered: 134 Skipped: 52

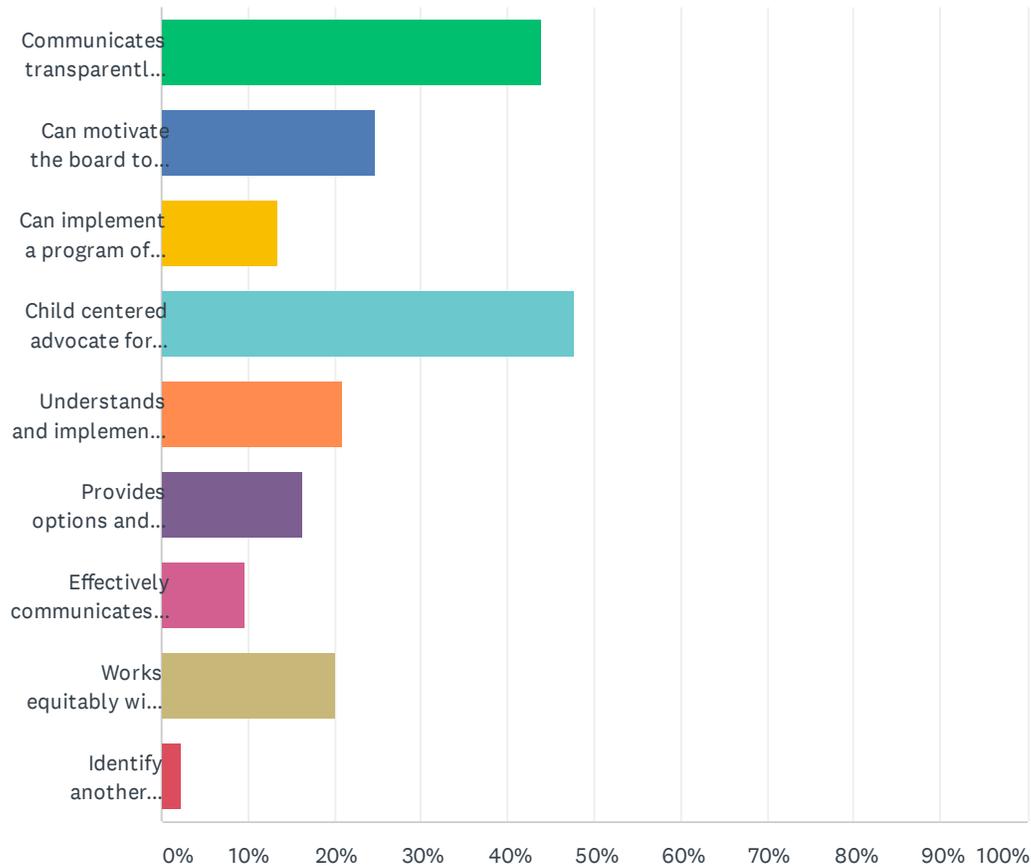


ANSWER CHOICES	RESPONSES	
Is familiar with and/or has successful experience with education reform requirements including college & career readiness. (Estar familiarizado(a) y/ó tener una experiencia exitosa con los requisitos de la reforma educativa, incluyendo la preparación para la universidad y una carrera profesional.)	23.13%	31
Successful experience in curriculum adoption and implementaton that meets or exceeds state standards. (Tener una experiencia exitosa en la adopción e implementación del plan de estudios que satisfaga o exceda las normas académicas estatales.)	29.85%	40
Data-driven and understands importance of data collection and analysis. (Basarse en la información y entender la importancia de la recopilación y el análisis de datos.)	11.94%	16
Has experience leading a school or district where student achievement has been increasing. (Tener la experiencia de haber dirigido una escuela o un distrito en el que el rendimiento académico de los estudiantes haya sido incrementado.)	40.30%	54
Ability to plan and implement continuous improvement and organizational improvement in all academic areas. (Tener la capacidad para planificar e implementar el mejoramiento continuo y el mejoramiento organizativo en todas las áreas académicas.)	35.82%	48
Evidence and experience in moving district/school to higher achievement levels prior to mandates of state or federal agencies. (Tener la evidencia y la experiencia para lograr el avance de un distrito/escuela hacia niveles de rendimiento académico más altos antes de recibir el mandato de las agencias estatales o federales.)	23.88%	32
Possesses a keen mission to raise student achievement for all students in district/school. (Poseer una misión ingeniosa para incrementar el rendimiento académico de todos los estudiantes en el distrito/escuela.)	25.37%	34
Identify another academic program trait. (Describa a continuación otra cualidad sobre el programa académico:)	6.72%	9
Total Respondents: 134		

#	IDENTIFY ANOTHER ACADEMIC PROGRAM TRAIT. (DESCRIBA A CONTINUACIÓN OTRA CUALIDAD SOBRE EL PROGRAMA ACADÉMICO:)	DATE
1	*Holistic* and rigorous in approach	1/14/2021 5:06 PM
2	Understands special education laws and has worked to mainstream students with special needs in order to promote a more inclusive environment.	1/14/2021 11:40 AM
3	Understands the excessive testing of students and seeks alternate means to evaluate students	1/14/2021 8:06 AM
4	Second one, but can cannibalize the successful parts of numerous curricula to develop a unique system for the district (uses AP, other state's ideas, the CIE, the IB, etc).	1/6/2021 12:42 PM
5	Has faith in staff that they understand & know the curriculum and they should be allowed to do their job NOT recreate the wheel when you already have things that work well in place.	1/6/2021 9:29 AM
6	experience implementing TO academic preferences	1/6/2021 8:36 AM
7	Values and appreciates staff and listens to better lead the staff and students .	1/6/2021 7:59 AM
8	Ability to close the racial academic achievement gap for the population being served.	1/4/2021 7:27 PM
9	Implement culture	1/4/2021 2:47 PM

### Q4 Board-Superintendent Relations: Please choose only TWO items that you feel are the most important for your district. (Por favor escoja DOS cualidades que usted considera son las más importantes para su Distrito.)

Answered: 134 Skipped: 52

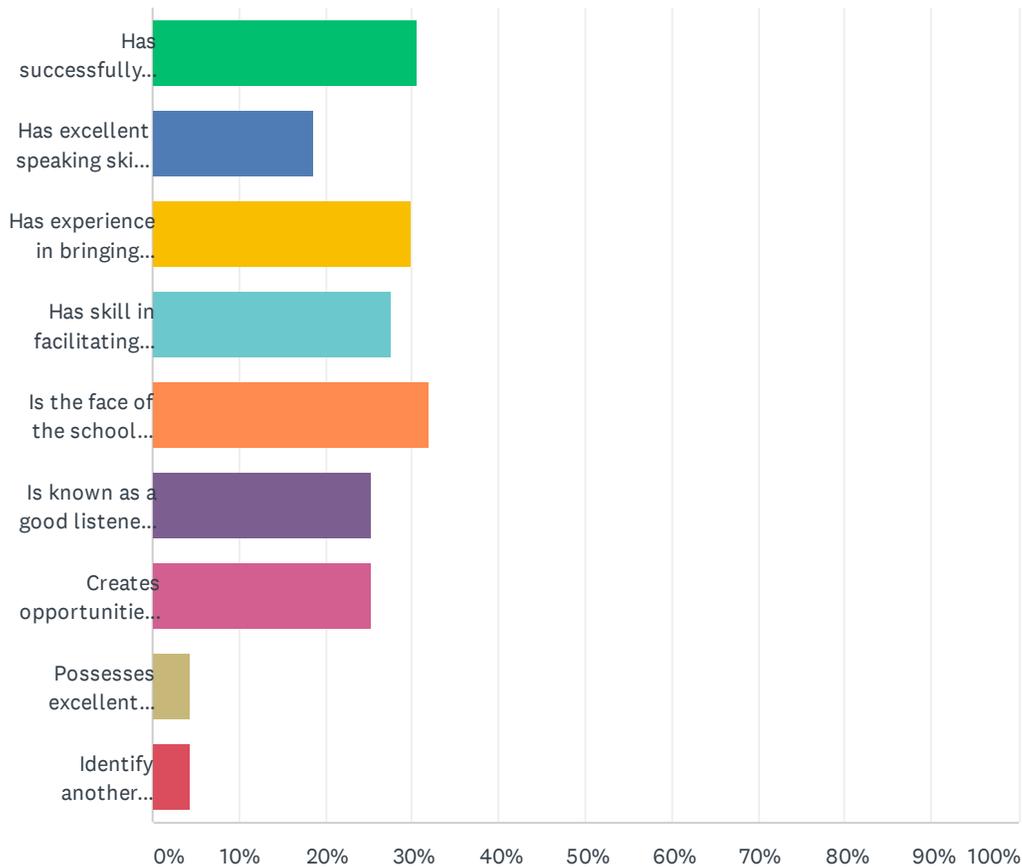


ANSWER CHOICES	RESPONSES	
Communicates transparently and with candor with all stakeholders. (Comunicarse de manera transparente y con franqueza con todas las partes interesadas.)	44.03%	59
Can motivate the board to maintain its leadership role as the responsible party for education in the district. (Poder motivar a la Mesa Directiva para que mantenga su papel de liderazgo como la parte responsable para la educación en el Distrito.)	24.63%	33
Can implement a program of board-district goal setting and long range planning. (Poder implementar un programa a fin de establecer las metas para la Mesa Directiva y el Distrito y planificar a largo plazo.)	13.43%	18
Child centered advocate for learning who demonstrates beliefs that all children can learn and inspires others with this belief. (Abogar por el aprendizaje centrado en los niños, que demuestre la convicción de que todos los niños pueden aprender, e inspirar a los demás con esta convicción.)	47.76%	64
Understands and implements board policy and administrative procedures (regulations). (Entender e implementar las normas de la Mesa Directiva y los procedimientos administrativos (reglamentos).)	20.90%	28
Provides options and recommendations for the board; accepts board directives and implements. (Proveer opciones y recomendaciones para la Mesa Directiva: aceptar e implementar las directrices de la Mesa Directiva.)	16.42%	22
Effectively communicates decisions made by the governing board. (Comunicar eficazmente las decisiones tomadas por la Mesa Directiva.)	9.70%	13
Works equitably with all board members and provides ample opportunities for board input for agendas and meetings. (Trabajar equitativamente con todos los miembros de la Mesa Directiva y proveer amplias oportunidades para recomendaciones ó puntos de vista para las agendas y reuniones de la Mesa Directiva.)	20.15%	27
Identify another relationship-based trait: (Describa a continuación otra cualidad basada en la relación):	2.24%	3
Total Respondents: 134		

#	IDENTIFY ANOTHER RELATIONSHIP-BASED TRAIT: (DESCRIBA A CONTINUACIÓN OTRA CUALIDAD BASADA EN LA RELACIÓN):	DATE
1	Views the board as an alliance & does not seek to hide important information from the board through underhanded means. This is ESPECIALLY important w/ regard to conflict resolution, facility operations, and teacher/staff retention.	1/21/2021 3:15 PM
2	Can explain to the Board when some policy proposals might be detrimental to education and support the teachers ideas as well.	1/6/2021 12:42 PM
3	The board needs to have teacher and classified staff to listen to. You only know the Superintendent's view - not the staff.	1/6/2021 9:29 AM

### Q5 Communications and Community Engagement: Please choose TWO items that you feel are the most important for your district. (Por favor escoja DOS cualidades que usted considera son las más importantes para su Distrito.)

Answered: 134 Skipped: 52

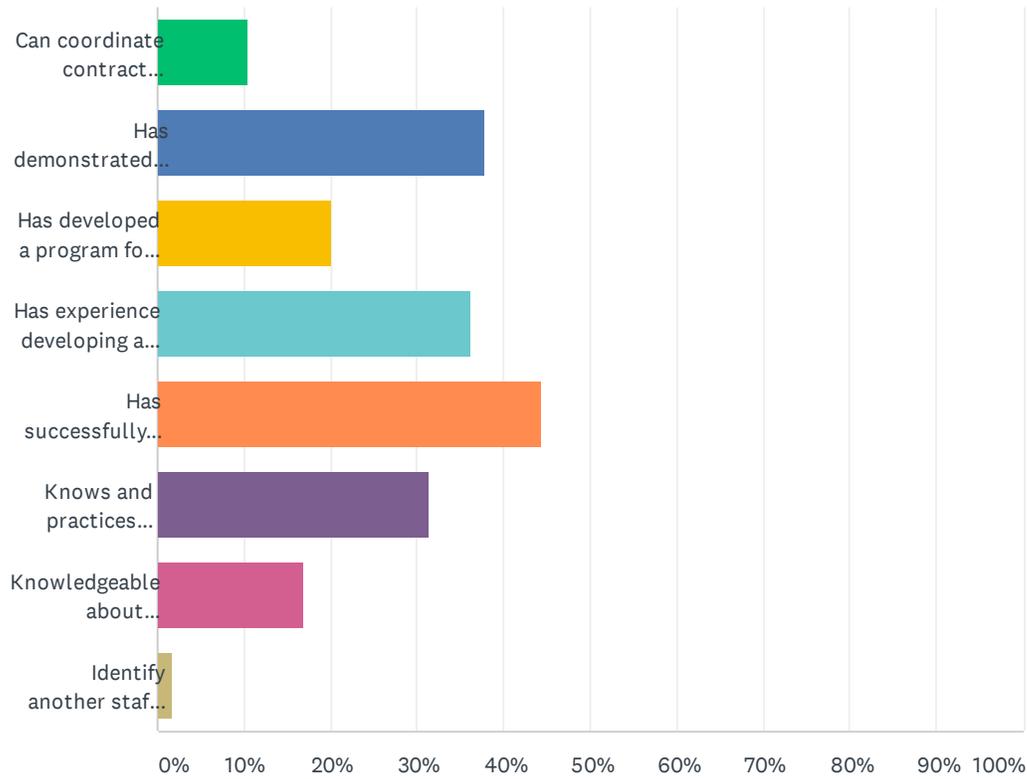


ANSWER CHOICES	RESPONSES
Has successfully engaged the public, the media and support groups. (Lograr exitosamente la participación del público, los medios de comunicación y los grupos de apoyo.)	30.60% 41
Has excellent speaking skills with large and small groups. (Tener excelentes habilidades para comunicarse con grupos grandes y pequeños.)	18.66% 25
Has experience in bringing diverse special interest groups together. (Tener experiencia en reunir a diversos grupos con intereses especiales.)	29.85% 40
Has skill in facilitating group activities and staff/community forums. (Tener habilidad para facilitar Has successful experience in conflict resolution. (Tener una experiencia exitosa en la resolución de conflictos.)	27.61% 37
Is the face of the school district through involvement in community activities outside of the school. (Ser la imagen del distrito escolar a través de la participación en actividades comunitarias fuera de la escuela.)	32.09% 43
Is known as a good listener. (Ser conocido(a) como una persona que sabe escuchar.)	25.37% 34
Creates opportunities for strategic partnerships. (Crear oportunidades para sociedades estratégicas.)	25.37% 34
Possesses excellent writing skills (memos, policies, newsletters, blogs, etc...) (Poseer excelentes habilidades de redacción (notas, normas, boletines informativos, blogs, etc...))	4.48% 6
Identify another communication-based trait: (Describa a continuación otra cualidad basada en la comunicación:)	4.48% 6
Total Respondents: 134	

#	IDENTIFY ANOTHER COMMUNICATION-BASED TRAIT: (DESCRIBA A CONTINUACIÓN OTRA CUALIDAD BASADA EN LA COMUNICACIÓN:)	DATE
1	Is fair and gives educational opportunity for success with everyone	1/14/2021 9:13 AM
2	open door policy	1/6/2021 5:32 PM
3	Not only a good listener BUT it is imperative that there is follow through. When staff bring issues to their attention there needs to be a commitment to follow through and solve.	1/6/2021 9:29 AM
4	Understands that community in which he/she serves and establishes positive relationships with students, staff, families, community members, community organizations and local government.	1/6/2021 8:54 AM
5	speaks Tohono O'dham	1/6/2021 8:36 AM
6	Is know to be a compassionate and kind person.	1/6/2021 8:34 AM

### Q6 Staff Development: Please choose TWO items that you feel are the most important for your district. (Por favor escoja DOS cualidades que usted considera son las más importantes para su Distrito.)

Answered: 124 Skipped: 62

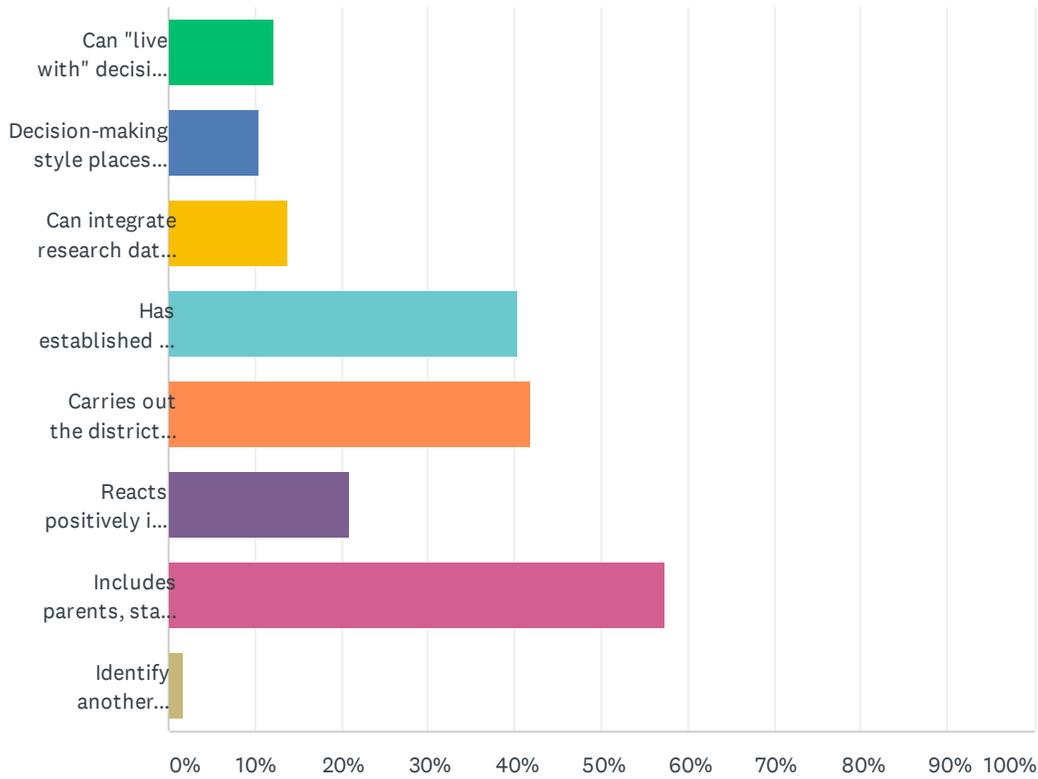


ANSWER CHOICES	RESPONSES	
Can coordinate contract negotiations and administer bargaining agreements. (Poder coordinar las negociaciones de contratos y administrar los acuerdos de negociación.)	10.48%	13
Has demonstrated skill in supervising employees at all levels. (Haber demostrado habilidad en la supervisión de empleados en todos los niveles.)	37.90%	47
Has developed a program for staff evaluation and corrective action/improvement plans. (Haber desarrollado un programa para la evaluación del personal y planes de acción correctiva/ mejoramiento.)	20.16%	25
Has experience developing and coordinating professional staff development programs. (Tener experiencia en desarrollar y coordinar programas para el desarrollo profesional del personal.)	36.29%	45
Has successfully recruited, selected and retained highly qualified staff. (Haber reclutado, seleccionado y retenido exitosamente al personal altamente calificado.)	44.35%	55
Knows and practices effective personnel policies and procedures. (Conocer y practicar las normas y procedimientos para el personal eficiente.)	31.45%	39
Knowledgeable about non-discriminating regulations at the state and federal level. (Estar bien informado(a) de los reglamentos sobre la no discriminación a nivel estatal y federal.)	16.94%	21
Identify another staff development trait: (Identificar otro rasgo desarrollo personal:)	1.61%	2
Total Respondents: 124		

#	IDENTIFY ANOTHER STAFF DEVELOPMENT TRAIT: (IDENTIFICAR OTRO RASGO DESARROLLO PERSONAL:)	DATE
1	Listens to teachers about PD	1/6/2021 12:44 PM
2	Is knowledgeable about the school improvement process and identify professional development that is specific to the needs of the students/teachers.	1/4/2021 7:44 PM

### Q7 Decision-Making: Please choose TWO items that you feel are the most important for your district. (Por favor escoja DOS cualidades que usted considera son las más importantes para su Distrito.)

Answered: 124 Skipped: 62

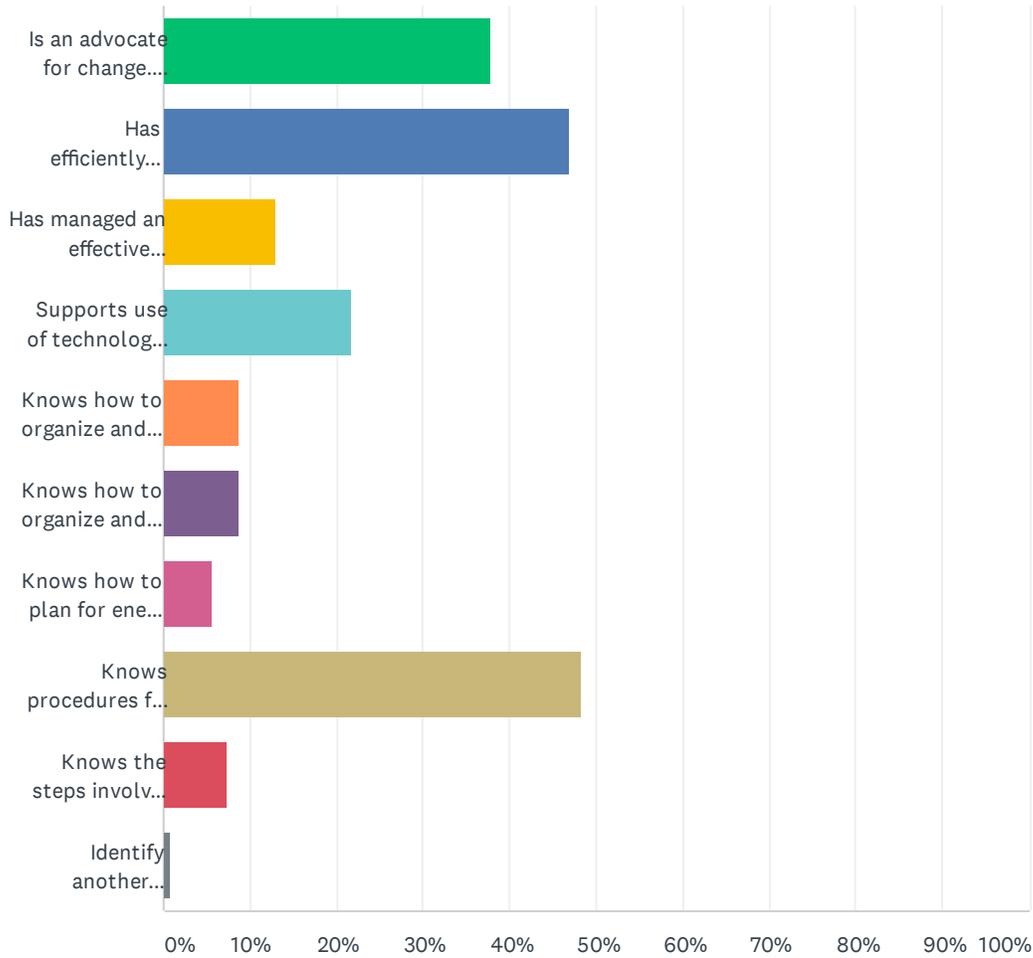


ANSWER CHOICES	RESPONSES
Can "live with" decisions regardless of how difficult they were to make. (Poder "sobrellevar" las decisiones sin importar qué tan difícil haya sido tomarlas.)	12.10% 15
Decision-making style places emphasis on board involvement. (El estilo en la toma de decisiones pone énfasis en la participación de la Mesa Directiva.)	10.48% 13
Can integrate research data into the decision-making process. (Poder integrar los datos de la investigación en el proceso de la toma de decisiones.)	13.71% 17
Has established a strong and effective management team - coordinates decision-making with other administrators. (Haber establecido un equipo de administración estable y capaz - coordinar la toma de decisiones con otros administradores.)	40.32% 50
Carries out the district vision that reflects community values and beliefs to guide the educational programs. (Realizar la visión del Distrito que refleja los valores y convicciones de la comunidad para guiar los programas educativos.)	41.94% 52
Reacts positively in highly stressful situations. (Reaccionar positivamente en situaciones altamente estresantes.)	20.97% 26
Includes parents, staff, community members, & students as appropriate in the development of recommendations. (Incluir a los padres de familia, miembros del personal, miembros de la comunidad y estudiantes conforme sea apropiado, en el desarrollo de las recomendaciones.)	57.26% 71
Identify another decision-making trait: (Describa a continuación otra cualidad sobre la toma de decisiones:)	1.61% 2
Total Respondents: 124	

#	IDENTIFY ANOTHER DECISION-MAKING TRAIT: (DESCRIBA A CONTINUACIÓN OTRA CUALIDAD SOBRE LA TOMA DE DECISIONS:)	DATE
1	Includes teachers in decision making.	1/6/2021 12:44 PM
2	Serves community first and focuses on the needs of the students and the TO Culture.	1/6/2021 7:50 AM

### Q8 Operations, Support Services and Facilities: Please choose TWO items that you feel are the most important for your district. (Por favor escoja DOS cualidades que usted considera son las más importantes para su Distrito.)

Answered: 124 Skipped: 62

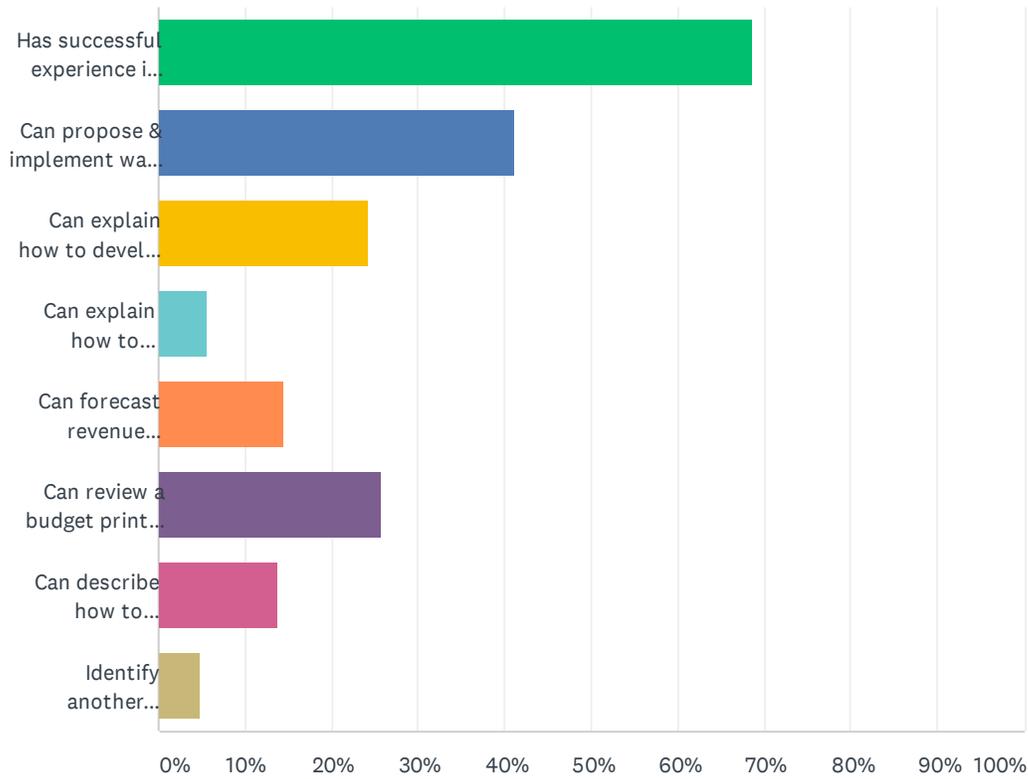


ANSWER CHOICES	RESPONSES	
Is an advocate for change. (Ser un(a) defensor(a) para el cambio.)	37.90%	47
Has efficiently managed the operation of a school or district. (Haber manejado eficientemente el funcionamiento de una escuela o un distrito.)	46.77%	58
Has managed an effective program for supervision of buildings and grounds. (Haber manejado un programa eficaz para la supervisión de los edificios y terrenos escolares.)	12.90%	16
Supports use of technology in the classroom and across the district. (Apoyar el uso de la tecnología en el salón de clases y en todo el distrito.)	21.77%	27
Knows how to organize and operate an effective, efficient transportation program. (Saber cómo organizar y operar un programa de transporte eficaz y eficiente.)	8.87%	11
Knows how to organize and operate an effective, efficient, break-even food services program. (Saber cómo organizar y operar un programa de servicios alimenticios eficaz, eficiente, sin tener pérdidas.)	8.87%	11
Knows how to plan for energy conservation and other operational programs. (Conocer cómo hacer planes para la conservación de la energía y otros programas operacionales.)	5.65%	7
Knows procedures for assessing and improving district operations in all support areas. (Conocer los procedimientos para evaluar y mejorar las operaciones del distrito en todas las áreas de servicios de apoyo.)	48.39%	60
Knows the steps involved in planning new or remodeled facilities and/or dealing with school construction. (Conocer los pasos involucrados en la planificación de instalaciones nuevas o remodeladas y/ó en relación con la construcción de escuelas.)	7.26%	9
Identify another operational trait: (Describa a continuación otra cualidad sobre las operaciones:)	0.81%	1
Total Respondents: 124		

#	IDENTIFY ANOTHER OPERATIONAL TRAIT: (DESCRIBA A CONTINUACIÓN OTRA CUALIDAD SOBRE LAS OPERACIONES:)	DATE
1	all areas are equally important an overall knowledge of operations, transportation, food service and construction is ideal	1/8/2021 4:23 PM

### Q9 Budget and Finance: Please choose TWO items that you feel are the most important for your district. (Por favor escoja DOS cualidades que usted considera son las más importantes para su Distrito.)

Answered: 124 Skipped: 62



ANSWER CHOICES	RESPONSES
Has successful experience in planning, managing and evaluating annual budgets. (Tener una experiencia exitosa en la planificación, administración y evaluación de un presupuesto anual.)	68.55% 85
Can propose & implement ways to restore financial stability to a district with financial problems. (Poder proponer e implementar maneras para restaurar la estabilidad financiera de un distrito con problemas financieros.)	41.13% 51
Can explain how to develop and implement budgeting and accounting control procedures. (Poder explicar cómo desarrollar e implementar la elaboración de un presupuesto y los procedimientos de control contable.)	24.19% 30
Can explain how to establish recommendations for appropriate levy or bond issues. (Poder explicar cómo establecer las recomendaciones para recaudar impuestos de manera apropiada o emisiones de bonos.)	5.65% 7
Can forecast revenue shortfalls and enrollment changes. (Poder pronosticar la insuficiencia de ingresos y los cambios en la matriculación.)	14.52% 18
Can review a budget printout and note irregularities and areas of potential future concern. (Poder revisar una copia impresa del presupuesto y notar las irregularidades y las áreas de potencial preocupación en el future.)	25.81% 32
Can describe how to supervise purchasing, payroll and other fiscal matters. (Poder describir cómo supervisar las compras, la nómina y otros asuntos fiscales.)	13.71% 17
Identify another budget/finance trait: (Describa a continuación otra cualidad sobre el presupuesto/finanzas:)	4.84% 6
Total Respondents: 124	

#	IDENTIFY ANOTHER BUDGET/FINANCE TRAIT: (DESCRIBA A CONTINUACIÓN OTRA CUALIDAD SOBRE EL PRESUPUESTO/FINANZAS:)	DATE
1	Does NOT allocate over 50% of the school budget to Administrative positions when students need HIGH QUALITY teachers & support staff rather than ANOTHER administrator.	1/21/2021 3:19 PM
2	Experience creatively leveraging resources new and old to meet the needs of desired new programs	1/14/2021 5:06 PM
3	Listens to the community budget needs they see needs to be done in the school district	1/14/2021 3:52 PM
4	works with teachers association to negotiate pay increase	1/14/2021 8:09 AM
5	Ability to do grant writing for more financial/program gains	1/6/2021 12:24 PM
6	Willing to understand the needs of the community and tailor budget accordingly	1/6/2021 11:14 AM

**Q10** What do you consider to be the two or three most significant **STRENGTHS** of the district? (¿Cuáles considera usted que son los dos ó tres puntos fuertes más significativos del Distrito?)

Answered: 104 Skipped: 82

#	RESPONSES	DATE
1	Community, Himdag, Awesome teachers	1/19/2021 10:41 AM
2	1. leadership 2. staff	1/19/2021 10:04 AM
3	1. We have many staff/teachers and administrators that love working in our community. You see many staff members stay late or work on weekends to ensure our kids are successful. 2. We have a great school board that has all intentions of ensuring that our students are priority one. They are supportive of the current staff and leadership team.	1/15/2021 1:41 PM
4	1. Cultural identity 2. I see a willingness to pour effort into significant changes for the best of students where they are identified	1/14/2021 5:12 PM
5	Including Tohono O'odham culture, language and families in school and events. Santa In Blue, having the sunrise house to help the Nation's families.	1/14/2021 3:57 PM
6	the community feel and the way that everyone is there to help when needed.	1/14/2021 2:08 PM
7	decision-making skills (can be a defense lawyer to all the staff regardless of race or color) and can stand with the decisions but can be transformative leader if needed. Can be knowledgeable (both theory and applications)	1/14/2021 11:59 AM
8	Community, cultural awareness	1/14/2021 11:48 AM
9	The staff and students.	1/14/2021 11:22 AM
10	1 2	1/14/2021 11:11 AM
11	They understand what teachers are highly efficient and give those teachers the opportunities for leadership roles in the district. They understand the benefits of retention and not just think teachers are replaceable (which in turn cost hundreds of thousands of dollars to replace).	1/14/2021 10:51 AM
12	Finance Teacher housing	1/14/2021 10:18 AM
13	N/A	1/14/2021 9:57 AM
14	Culture environment	1/14/2021 9:56 AM
15	A candidate who can balance a focus between the Tohono O'odham Culture, Academics, and Social Emotional needs of our students. A candidate who is community orientated and can value the opinions of all stakeholders. A candidate who tries to grow staff and students v. treating staff and students like numbers.	1/14/2021 9:12 AM
16	The significant strengths of the district right now I believe to be are the community involvement and support we provide families. I believe another strength is having a school board that can finally come together for the good of the community, and the staff.	1/14/2021 9:01 AM
17	Professional Development, Support from Human Resource, Data Driven	1/14/2021 8:52 AM
18	Student support, staff support, professional development	1/14/2021 8:46 AM
19	As of now the biggest strengths I see are the changes and the improvements we have made throughout the school district. each campus has come a long within the past few months than it has in years.	1/14/2021 8:36 AM
20	Community involvment	1/14/2021 8:32 AM
21	Our belief in the Himdag, and the importance of keeping language and culture for our students.	1/14/2021 8:20 AM
22	Educators and school administration teams	1/14/2021 8:14 AM
23	Students and families are kind, caring and respectful Teachers are flexiable and caring	1/14/2021 8:12 AM
24	Flexible and community-minded	1/14/2021 8:00 AM
25	n/a	1/13/2021 12:16 PM
26	The staff want to see the district achieve high standards so there working as hard as they can do it.	1/12/2021 7:20 PM
27	Communication with parents and community members.	1/12/2021 8:11 AM

Baboquivari Unified School District Community Superintendent Search Survey 2021

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28	1. Friendly and capable staff 2. Including T.O. Culture	1/11/2021 7:29 PM
29	The district has teachers and administrators who truly care for the students and want to see them succeed. I feel that students are encouraged to do their best and to be lifelong learners. The district provides resources to teachers and students on order for them to set and accomplish goals.	1/11/2021 4:24 PM
30	Community and staff involvement.	1/11/2021 3:46 PM
31	Community builders, academic support, teacher dedication	1/11/2021 3:17 PM
32	First, in our small district there is a very dedicated staff across all levels who care about the students and do more than just what is expected of them (including long commutes even when there are evening school wide events). Second, Administrators who support and believe in their staff. (thank you Mrs. Enriquez, Mrs. Valdez, Miss Pablo and Dr. Morris !)	1/8/2021 7:41 PM
33	The district has beautiful facilities, is financially stable and has great leadership in the board.	1/8/2021 4:33 PM
34	Great staff Great Admin	1/8/2021 2:58 PM
35	Can't think of anything at the moment.	1/8/2021 12:21 PM
36	Teamwork The team caring about students and community	1/7/2021 4:28 PM
37	*Commitment to help students thru education. *Mission and vision. *Staff	1/7/2021 3:51 PM
38	na	1/7/2021 3:44 PM
39	Community involvement,	1/7/2021 3:17 PM
40	N/A	1/7/2021 1:58 PM
41	The district has a good sense of community. I also feel they have the means and desire to implement change to the academic success of the students.	1/7/2021 1:56 PM
42	One strength would be the staff such as cafeteria staff and transportation	1/7/2021 1:18 PM
43	Student Support Family/community Support Organization	1/7/2021 12:30 PM
44	TBRI, integrating technology into the classroom.	1/7/2021 12:15 PM
45	Administration has done so much in an short time to implement CDC Guidelines school wide. Employee personnel has been introduced, taught through professional developments, and at the end tested on knowledge regarding COVID 19 Issues. Has not been easy getting use the "new norm".	1/7/2021 9:33 AM
46	1) culturally involved 2) student safety in mind 3) student needs at all levels attempted to be met (clothes, psych, food, safety...)	1/6/2021 5:47 PM
47	Continually striving to improve	1/6/2021 3:12 PM
48	The teachers supporting each other with encouragement and advice sharing especially with new staff. The teachers desires to see the shortfalls that have developed in the students corrected as soon as possible. The desire for the school board to support the teachers and help grow them and keep them rather than always looking for a new person.	1/6/2021 1:45 PM
49	Cultural wealth Community awareness	1/6/2021 1:32 PM
50	They need to be open when teachers/community members come with questions/concerns. They need to be respectful of the culture.	1/6/2021 12:49 PM
51	I haven't been here long enough to make an informed decision. I would say the best is that I can teach my class without micromangement.	1/6/2021 12:45 PM
52	The teachers of the district are, for the most part, exemplary. There is good involvement of the board.	1/6/2021 12:34 PM
53	Technology- one device per student and tech support. Before pandemic - we do a great job of going into the community and being present in the community.	1/6/2021 11:44 AM
54	The strengths of the district would be inclusion, budget and professional development.	1/6/2021 11:39 AM
55	Staff and safety	1/6/2021 11:30 AM

56	1) We have some really good principals who need more support. Our current district leaders tend to inundate our principals with "busy work" and not enough time is spent on what really matters: Serving the social/emotional/academic needs of the children in this community. 2) Our students are HIGHLY capable. We need a leader who can keep our focus on the high leverage tasks that will maximize student achievement and promote socio-emotional well-being.	1/6/2021 11:22 AM
57	Amazing staff and students. School Board and Administrations belief in the safety of all students and staff, as well as community members. Willingness to implement change for the betterment of the school district.	1/6/2021 11:04 AM
58	Teamwork/open communication, Input from teachers, staff, parents/guardians, district comunity, and council. dr. Morris is ontop of all information we need from everywhere: covid19, state information, nation changes, road conditions, and any thing else that came up.	1/6/2021 10:02 AM
59	Teamwork and mission accomplishment	1/6/2021 9:58 AM
60	Data driven and we love the kids	1/6/2021 9:44 AM
61	Supportive administration overall with little emphasis placed on hierarchy. Cohesive working environment in part due to small size and emphasis on teamwork. Students come first.	1/6/2021 9:31 AM
62	1. Many of our staff are very committed to the education and wellbeing of our students. 2. We include the community in decision making. 3. We go above and beyond to contact home in many different ways when there are concerns with students.	1/6/2021 9:19 AM
63	Fairness to all. Being transparent. Taking responsibility and passing the buck.	1/6/2021 9:11 AM
64	people working together in solving problems,	1/6/2021 9:08 AM
65	Willing to be innovative, listening to all staff members.	1/6/2021 9:08 AM
66	small district annual pay raises open door policy with administrators	1/6/2021 9:06 AM
67	Unity and Engagement	1/6/2021 8:58 AM
68	Family Oriented, Community Oriented	1/6/2021 8:55 AM
69	Tribal history and wisdom, local culture, proximity to Baboquivari Mt.	1/6/2021 8:54 AM
70	Student centered Community involvement Ongoing professional development for teachers	1/6/2021 8:46 AM
71	Engaged, caring and intelligent board members. Especially the president of the board Juan Buendia. Thank you very much for all of your dedication.	1/6/2021 8:41 AM
72	not really sure at this time	1/6/2021 8:38 AM
73	The Best Interest for Students well being & Success	1/6/2021 8:26 AM
74	Strong, effective faculty and staff. Supportive administration	1/6/2021 8:18 AM
75	The district employs a diverse group of professionals, Superintendent truly cares about the employees & close knit with community.	1/6/2021 8:16 AM
76	I believe we have staff that were hired that have their heart set on helping our students; we do our best to do community based events which I believe helps in parent involvement;	1/6/2021 8:16 AM
77	Community involvement, Data usage in decision making	1/6/2021 8:09 AM
78	1. Incorporating Culture into the classrooms. 2. Staff who go above to educate students.	1/6/2021 8:04 AM
79	Staff & School board who are committed to students education.	1/6/2021 8:00 AM
80	The only strength I've seen is the teachers who are willing to build positive relationships with students. This is not all teachers.	1/6/2021 7:54 AM
81	N/a	1/6/2021 6:48 AM
82	I can't say.	1/5/2021 7:59 PM
83	Community involvement Good academic program	1/5/2021 12:35 PM
84	1. Self of identity, 2. Sense of community, 3. All the elements to be a leading district.	1/5/2021 7:35 AM

85	Leadership, understanding, and finance	1/5/2021 6:08 AM
86	Relationship between staff and community.	1/4/2021 10:34 PM
87	O'odham language, Culture and tradition	1/4/2021 9:03 PM
88	The ability come together in these times we need	1/4/2021 8:45 PM
89	Looking for the best interest for the students. Willingness to work to keep staff. Trying to build a friendly work place.	1/4/2021 8:38 PM
90	Financial stability - less audit findings from previous years. Teacher's starting salaries and Teacher's Housing	1/4/2021 7:48 PM
91	Meals, transportation n some staff.	1/4/2021 7:28 PM
92	Communication with teachers, motivation	1/4/2021 4:54 PM
93	Community support and ability to motivate everyone to stay safe.	1/4/2021 4:53 PM
94	Community building and support	1/4/2021 4:03 PM
95	Culture and parent communication	1/4/2021 4:03 PM
96	-	1/4/2021 3:30 PM
97	Technology, Leadership, and Student engagement	1/4/2021 3:20 PM
98	As a people, the community is strong in effort for their students to succeed. There are many different levels of government that want to see education at the forefront. Our staff support is excellent for their students and their achievements.	1/4/2021 3:20 PM
99	Culturally, community, and student oriented	1/4/2021 3:08 PM
100	Committed teachers/staff other than that, I'm not sure what else at this time.	1/4/2021 2:57 PM
101	Team support	1/4/2021 2:56 PM
102	Implementing protocols for covid-19 pandemic Technology assistance for students	1/4/2021 2:52 PM
103	None	1/4/2021 2:41 PM
104	Communication	1/4/2021 2:37 PM

**Q11 What do you consider to be the two or three most significant CHALLENGES OR ISSUES facing the district? (¿Cuáles considera usted que son los dos ó tres desafíos ó problemas más significativos que enfrenta el Distrito?)**

Answered: 104 Skipped: 82

#	RESPONSES	DATE
1	teachers who don't believe in the students, lack of community support in rural areas, communication at all levels.	1/19/2021 10:41 AM
2	1. recruitment of staff 2. retainment of staff 3. getting back on track due to Pandemic	1/19/2021 10:04 AM
3	1. Holding staff/teachers/site administrators accountable for ensuring that our students are learning to the best of their abilities. We need to stop "watering down" the curriculum. Our students can learn if given the right tools and teaching instruction they deserve. This also means that our students deserve to be taught in a clean environment and served the best food from our food service. 2. BUSD is 70 miles west of Tucson, which makes it hard for recruiting and retaining highly effective teachers, staff, and leadership. We have increased the teacher salary to \$52,000 and most have a student-teacher ratio of 20 to 1; however, our students are still showing little to no improvement. I feel that some of our teachers come out to BUSD as they are close to retirement so that their pension can increase when they retire. Therefore, not putting much effort into our students' education. We also have school administrators that struggle to hold teachers and staff accountable. The school board needs to support the leadership when trying to discipline or terminate employees when they are not meeting the goals and vision of the district as this affects our students from learning. 3. The incoming salary for a superintendent should be competitive with any district our size. Please be cognizant of the candidates' strengths and what they may bring to our community. We need someone who will care for our kids and community and shows that they will love and support our vision.	1/15/2021 1:41 PM
4	1. Recruiting and maintaining inspiring, brilliant, and culturally fitting teachers for the long term 2. Giving students the individual attention they need; breaking patterns of lowered expectations that leave students ill-equipped in higher grade levels	1/14/2021 5:12 PM
5	Listening to the students and community needs and taking action on solving the problems. Treating everyone equally with a educational goal to succeed in educational opportunities.	1/14/2021 3:57 PM
6	energy and motivation from students and staff to improve overall	1/14/2021 2:08 PM
7	personnel skills (non-discriminatory in terms placing people in administration regardless of race)	1/14/2021 11:59 AM
8	Keeping up with communication between support staff and office personnel during virtual learning. New employee training.	1/14/2021 11:48 AM
9	none that I know off.	1/14/2021 11:22 AM
10	1 2	1/14/2021 11:11 AM
11	1) teacher retention 2) attendance and getting parents to have their students show up every day 3) need a math center/tutor center on the Nation to help for 1st to 8th grade so that they are prepared for HS	1/14/2021 10:51 AM
12	Low test scores Everyone working together to make our district outstanding Everyone doing there part	1/14/2021 10:18 AM
13	Consistently, transparency, communication	1/14/2021 9:57 AM
14	communication Community input trust	1/14/2021 9:56 AM
15	This year the focus has shifted away from Social Emotional Learning and from integrating Tohono O'odham Culture. This could be due to the unique situation we are in, but I believe that will be a bigger need then ever once we return with students. There are academic challenges and we need someone who understands the challenges to our district uniquely and will not try to force what has worked in previous districts that do not have the same population that we do. This is not Tucson. Our district is unique.. Staff and Teacher retention is also a major issue.	1/14/2021 9:12 AM
16	What I consider to be the two most significant challenges facing the district are certain staff not being held accountable for poor behaviors and lack of leadership, and our low test scores.	1/14/2021 9:01 AM
17	Teacher retention, PD for specific areas/fields, Internship within the district	1/14/2021 8:52 AM
18	being able to unite different ideas of others into cohesive plan, helping all achieve their best results	1/14/2021 8:46 AM

Baboquivari Unified School District Community Superintendent Search  
Survey 2021

SurveyMonkey

19	Challenges I see the school district is face are not having proper training or equipment for jobs. The work is getting done although it would be more efficient if the tools needed were provided.	1/14/2021 8:36 AM
20	Trauma support, culture,	1/14/2021 8:32 AM
21	Issues that happen at home that district can't really control; the spectrum of parent involvement is higher in lower grades than higher grades.	1/14/2021 8:20 AM
22	creating a working relationship with educators at the different schools and engaging parents and other stakeholders	1/14/2021 8:14 AM
23	Staffing of ESS in our district	1/14/2021 8:12 AM
24	Poverty and unequal access	1/14/2021 8:00 AM
25	Community Communication	1/13/2021 12:16 PM
26	Buildings and grounds are in need of a lot of repairs and replacement so we will need a superintendent that will spend time and the amount of money needed to get them back to operational standards again.	1/12/2021 7:20 PM
27	COVID safety for students and staff.	1/12/2021 8:11 AM
28	1. Students being on grade level 2. Engaging parents in their student learning	1/11/2021 7:29 PM
29	If feel that a challenge involves preparing students to take standardized tests without an overemphasis on testing. It is important to build students' vocabulary, especially at a young age so they can successfully express themselves both verbally and in writing as they grow and learn. Another challenge is to encourage students to learn about their language and culture and be proud of their strong heritage.	1/11/2021 4:24 PM
30	Increasing test scores.	1/11/2021 3:46 PM
31	Retention, Moral, workload	1/11/2021 3:17 PM
32	The first is the shortage of bus drivers for extracurricular activities, second is the shortage of custodians (particularly during this time of COVID), and finally a budget for the library.	1/8/2021 7:41 PM
33	The pandemic has forced districts globally to think outside the box to provide an adequate education. This has provided a unique opportunity for the district to figure out a way to provide education to students that will elevate them to meet and exceed standards. Leadership at the top is essential, teachers who truly love students is essential, engaging our students is essential. There are different methods of teaching and those methods need to be matched to each student's needs. It's about the students.	1/8/2021 4:33 PM
34	Parental buy in/Involvement in Student apathy	1/8/2021 2:58 PM
35	Safety of students and staff	1/8/2021 12:21 PM
36	Connectivity issues Parents need to be more responsible and effective with their kids regarding school work.	1/7/2021 4:28 PM
37	*Family involvement *Transportation	1/7/2021 3:51 PM
38	na	1/7/2021 3:44 PM
39	Not taking staff concerns seriously, keeping teachers that should not be teachers, low staff morale at the primary one reason is we email the principal and don't get responses back. Feels like we are out to fin for ourselves we are not a group.	1/7/2021 3:17 PM
40	N/A	1/7/2021 1:58 PM
41	Two challenges for the district are connecting with families and all staff informed on all the obstacles these students have in achieving academic success.	1/7/2021 1:56 PM
42	One issue would have to be some board members are out dated	1/7/2021 1:18 PM
43	Keeping Instructors Getting higher scores on data driven assessments	1/7/2021 12:30 PM
44	Staff retention, staff moral (the staff needs to feel the administration is behind them, when most of the time they feel over worked and under appreciated).	1/7/2021 12:15 PM

Baboquivari Unified School District Community Superintendent Search  
Survey 2021

SurveyMonkey

45	Student attendance Employee moral (some of us feel at a low & alone.) We are not following CDC Guidelines especially with cleaning public everyday areas. (Restrooms)	1/7/2021 9:33 AM
46	1) lack of students that meet state levels for all areas of education beginning in grade 2) some educators that lack the enthusiasm to teach in a challenging environment, do not understand, or want to understand, the culture and/or language 3)lack of cultural teaching to teachers	1/6/2021 5:47 PM
47	Retention of teachers and staff.	1/6/2021 3:12 PM
48	The general unresponsiveness of the students parents to the shortcomings of the students being corrected. The lack of viable re-teaching or additional support after school for the students who need additional support to come back to grade level performance abilities. ( Need additional transportation after school to get the students home) Its absence is hindering the teachers who do what to stay and help support the students who need this additional support and foundational knowledge absences. 3. To many "Quick fixes ideas" -Support the plans that are finding success rather than keep hoping for the "quick fix" that does not work in our community.	1/6/2021 1:45 PM
49	Resistance to change Lack of preparation on the part of the staff	1/6/2021 1:32 PM
50	We change the curriculum/assessments so much. Is there a way for us not to do this?	1/6/2021 12:49 PM
51	Overcoming the isolation of the district, student and community detachment in education, student retention of class lessons from week to week, month to month, and year to year.	1/6/2021 12:45 PM
52	We have changed curriculum on a yearly basis and this takes away time from teaching and potential re-teaching. How can we improve attendance?	1/6/2021 12:34 PM
53	keeping staff- motivating teachers and staff to stay with district.	1/6/2021 11:44 AM
54	The district's challenges would include virtual learning, due to the fact it is forever changing from technology. Another challenge the district faces is teacher/paraprofessional retainment.	1/6/2021 11:39 AM
55	Communication	1/6/2021 11:30 AM
56	1) We are overly focused on test scores and not enough emphasis is put on character development and other socio-emotional needs. 2) Not enough of district resources are put back into kids/community. 3) Vision/mission of BUSD40 is NOT followed consistently.	1/6/2021 11:22 AM
57	Maintenance and upkeep of all district owned buildings. Attendance of students, fluctuating student enrollment. Increasing student grades/scores.	1/6/2021 11:04 AM
58	Covid19, keeping the comunity and staff safe, educating our students in this new world situation.	1/6/2021 10:02 AM
59	Parents not taking responsibility for their child's education. Students not taking ownership of their education. Promoting students to the next grade level who are not at least close to being proficient at the current grade level.	1/6/2021 9:58 AM
60	communication and favoritism	1/6/2021 9:44 AM
61	Poor attendance. Drop-out rates/low achievement. Low enrollment.	1/6/2021 9:31 AM
62	1. Lack of family support for students education. Disconnect between home and school. 2. Attendance, even prior to COVID-19, despite extreme effort by school staff to increase attendance.	1/6/2021 9:19 AM
63	Hiring needed school staff. Unable to retain good effect staff.	1/6/2021 9:11 AM
64	challenges is being able to work with staff, as well as the difference programs.	1/6/2021 9:08 AM
65	High turnover with staff and lack of attracting highly effective teachers	1/6/2021 9:08 AM
66	attendance no consistency with in the district, constant changes without staff involvement	1/6/2021 9:06 AM
67	Following District Policy, Accountibility, and Student/school scores/grades.	1/6/2021 8:58 AM
68	Integrity, Honesty, Awareness	1/6/2021 8:55 AM
69	Non- certified O'odham staff, honoring tribal principles while dealing with AZ BOE guidelines.	1/6/2021 8:54 AM
70	Community believing school is a priority	1/6/2021 8:46 AM

Baboquivari Unified School District Community Superintendent Search  
Survey 2021

SurveyMonkey

71	The inexperienced principles and vice principals are a great challenge to the district. The fact that each school subject area does not have a budget and often needed supplies are not ordered.	1/6/2021 8:41 AM
72	Parent Involvement Student attitudes and behaviors	1/6/2021 8:38 AM
73	To turn around low performing schools	1/6/2021 8:26 AM
74	The need to improve attendance The need to attract and retain quality educators.	1/6/2021 8:18 AM
75	Under performing academically, high turn over in principals & principals have little or no experience.	1/6/2021 8:16 AM
76	Morale at each school level; when there are after school community events we lack teacher participation (I've seen this at our school); keeping teachers and staff;	1/6/2021 8:16 AM
77	recruiting and retaining staff,	1/6/2021 8:09 AM
78	1. Communication: between admin-teachers, schools-families 2. Technology: Many wifi/internet issues	1/6/2021 8:04 AM
79	Student dropout rates & Parent involvement	1/6/2021 8:00 AM
80	The understanding of Maslow's hierarchy and meeting level one needs. The lack of time to collaborate cross curricular and vertically.	1/6/2021 7:54 AM
81	n/a	1/6/2021 6:48 AM
82	Distance of students traveling. Control of class.	1/5/2021 7:59 PM
83	Stable employment for the teachers Concerns of class failure for the students around the pandemic	1/5/2021 12:35 PM
84	1. Governing board may consider reviewing the goals frequently to ensure the board and the school staff are aligned. 2. Governing board may consider being agents of change to ensure the nation is also held accountable with the community needs. Affordable internet to all members of the Nation should not be an issue nowadays.	1/5/2021 7:35 AM
85	Covid, keeping kids safe,	1/5/2021 6:08 AM
86	Recovering from a year of lost learning.	1/4/2021 10:34 PM
87	Communication, transportation, technology	1/4/2021 9:03 PM
88	The biggest challenge today is technology the safety of our children and how technology affects them	1/4/2021 8:45 PM
89	Families putting education as a high priority. Keeping staff.	1/4/2021 8:38 PM
90	COVID 19 (virtual learning), Declining enrollment (student attendance), High Stake testing results at the State Level.	1/4/2021 7:48 PM
91	Challenges and support for parents when challenges arise	1/4/2021 7:28 PM
92	This pandemic, no communication amongst the teachers or staff	1/4/2021 4:54 PM
93	Ability to help all the students and communication to the community	1/4/2021 4:53 PM
94	Retention of teachers	1/4/2021 4:03 PM
95	None	1/4/2021 4:03 PM
96	Communication on all levels; difficulty of getting things done (orders, repairs, monies, hiring, construction, organization, cleanliness.	1/4/2021 3:30 PM
97	non	1/4/2021 3:20 PM
98	Social and Emotional Deficiencies have been heightened with the pandemic. There was challenges in motivating all students to attend school. Testing is not a strong point of many, that needs to be diversified to find the manner of which our students respond.	1/4/2021 3:20 PM
99	Transportation lack of drivers, need more selections and levels of learning for students at different levels and intrests	1/4/2021 3:08 PM

100	1) Not culturally driven enough( TO culture-identity matters and helps students thrive, and sometimes school is the only place to obtain it), 2) need more trauma informed education/procedures/policies for students/staff/parents to thrive, most come from unhealthy homes and those unhealthy behaviors filter into the school environment therefore create an unhealthy environment for all to learn, 3) when the unhealthiness is addressed then setting higher expectations for students/parents/staff. Thank you.	1/4/2021 2:57 PM
101	Culture, staff, and bullying	1/4/2021 2:56 PM
102	Help with internet for those that can't afford it Some sort of DISCOUNT agreement with TOUA for students for long term.	1/4/2021 2:52 PM
103	They do not have good communication with the community especially parents.	1/4/2021 2:41 PM
104	COVID☹	1/4/2021 2:37 PM