

Superintendent Search Community Feedback Addendum

This addendum includes an At-A-Glance Results summary for all surveys and community feedback received through 12:00 p.m., Friday, May 09, 2008 (including those results that appeared in the initial report sent to the school board on May 2, 2008). Also included in this addendum are detailed results from online surveys received from 12:01 p.m., Friday, May 2, 2008, through 12:00 p.m., Friday, May 09, 2008, which were not included in the initial report to the school board.



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At-a-Glance Results

Survey*

Results updated to include surveys received from 12:01 p.m., Friday, May 2, 2008, through 12:00 p.m., Friday, May 09, 2008

Please check the ONE group that you best represent:		
Answer Options	Response Percent	Response Count
Teacher	30.2%	68
Community	27.1%	61
Parent w/ student in OKC schools	18.7%	42
Administrator	10.7%	24
Staff	8.9%	20
Board	2.2%	5
Student	2.2%	5
	<i>answered question</i>	225
	<i>skipped question</i>	28

*Please note: "Teacher" replaced "Community" as the number one respondent group for the survey.



At-a-Glance Results

Survey**			
Results updated to include surveys received from 12:01 p.m., Friday, May 2, 2008, through 12:00 p.m., Friday, May 09, 2008			
Please place an check beside the five (5) traits that are most important to you.			
I want a Superintendent who:			
Answer Options		Response Percent	Response Count
Worked as a teacher or principal		63.3%	157
Has a vision for the District's future		62.5%	155
Understands issues of an urban school		60.1%	149
Interacts with students and parents		49.2%	122
Knows how to motivate people		46.0%	114
Spends time in the schools		45.6%	113
Welcomes input		41.5%	103
Is a strong advocate for the District		39.5%	98
Lives in or has lived in Oklahoma		38.3%	95
Has experience as a superintendent		33.9%	84
		<i>answered question</i>	248
		<i>skipped question</i>	5

**Please note: "Worked as a teacher or principal" replaced "Has a vision for the District's future" as the number one ranking trait. "Spends time in the schools" replaced "Welcomes input" as the sixth ranking trait.



At-a-Glance Results

Community Meetings			
No-changes made to these results.			
Priorities by Category		Votes Percent	Votes Cast
Team Player/Collaborative Management/Site-Based Management		10.9%	42
Educational Experience		9.6%	37
Puts Students First		9.6%	37
High Expectations		9.4%	36
Not Afraid to Make Tough Decisions		8.1%	31
Problem Solver		6.8%	26
Integrity		6.5%	25
Inspirational/Visionary		6.5%	25
Engages Parents and Community		5.2%	20
Understands District Needs & Programs		5.2%	20
Dedicated to District		4.9%	19
Good Communication Skills		4.4%	17
Focus on Academics		4.2%	16
Culturally Competent		3.9%	15
Good Fiscal Management		3.1%	12
Independent Ideas		1.3%	5
Longevity		0.5%	2
<i>votes cast</i>			385



Superintendent Candidate Recommendations

In response to the survey inquiry, “If you know someone who would make a good superintendent, please write his/her name, phone number and address here. And please share why you think he/she would make a good superintendent” and the request to “Please share any additional thoughts” 38 potential candidates were named and respondents also asked that some candidates not be considered. (Results updated to include surveys received from 12:01 p.m., Friday, May 2, 2008, through 12:00 p.m., Friday, May 09, 2008. The original report only included 35 potential candidates. New candidates and candidates who have had additional yes or no votes are noted with an asterisk.)

Suggested Candidate	Yes	No	Total
Keith Ballard	2		2
Carol Berry	1		1
Dr. Jan Borelli*	20	10	10
Bob Bothel	1		1
Jerry Bowerman*	1		1
Linda S. Brown	1		1
Current Cleveland, OH Superintendent	1		1
Dr. Sally Cole*	4		4
Stephen Crawford	1		1
Kathy Draper	8		8
Sherri Fair	2		2
Raul Font*	9		9
Dr. Warren Gardner	1		1
Jean Hendrickson	2		2
Shawn Hime	1		1
Cliff Hudson	1		1
Kirk Humphries	1		1
Dr. Allen Ingram	1		1
Joe Kitchens	1		1
Dr. Delia Marand	1		1
Betty Mason	1		1
Dr. Irving P. McPhail	2		2
Bob Moore	5		5
Sandra Park (Parks) *	11	6	5
Dr. David Pennington*	2		2
Dr. John Q. Porter*	13		13
Lisa Reed (Meeting Facilitator)	6		6
Teresa Rose*	1		1
Dr. Bill Scoggin*	10		10
Guy Sconzo*	3		3
Dr. Bill Seitter*	1		1
Joe Siano (Sieno) *	6		6
Karl Springer	1		1
Dr. Brian Staples*	4		4
Dr. Linda Toure	3		3
Phil Wallace	2		2
Dr. Don Wentroth	1		1
Dr. Darnell Williams*	1		1



Survey Responses to Open-ended Questions

Comments appear exactly as they were written on surveys or typed-in by respondents.

3. If you know someone who would make a good superintendent, please write his/her name, phone number and address here. And please share why you think he/she would make a good Superintendent. (Responses are from all surveys, including those that selected more than five traits in response to question 2.)

I don't know who would make a good superintendent, but I know that you should not keep Sandra Park in case she has put her name in the hat. For the reasons you dismissed the previous superintendent, she continued to do those things plus many more at Blanchard. I highly recommend you do RESEARCH before hiring the next superintendent -- whether subsequent or interim.

Bill Scoggins

Dr. David Pennington, current Supt of Ponca City Public School District, **Mailing Address and Phone Number Deleted**. Dr. Pennington is a tremendous school administrator who understands Oklahomas laws, the State Accreditation Standards, and is a regular presence at the State Capitol. I consider Dr. Pennington to be one of the finest administrators in the state of Oklahoma and believe that his hands on leadership style would serve the school district well. Dr. Bill Seitter, current Supt of Weatherford Public School District, **Mailing Address Deleted**. Dr. Seitter moved to Weatherford several years ago and cleaned up after a very difficult administrative situation for the school district. In that situation, similiar to what we residents of OKC schools are undergoing now, Dr. Seitter's predecessor had disenfranchised many on his staff, patrons, and the board of education regarding the operations of the school district. Dr. Seitter has been able to move his district forward with his leadership skills. Both of these gentlemen are fine administrators and I believe that a currently employed superintendent who is aware of Oklahoma's laws would be a tremendous asset to OKC Public School District. One of the problems that has been at the root of the administrative issues within OKC is a lack of knowledge of Oklahoma school law. Having either of these gentlemen in charge would move the school district to the next level.

Dr. Jan Borelli would make an excellent superintendent. She is a strong leader who is not afraid to make teachers work for students.

BILL SCOGGINS IS THE ONLY CHOICE

RAUL FONT **Phone number deleted** VISIONARY ENERGETIC BOLD COMMUNITY ORIENTED LISTENER

Dr. John Q. Porter. He has worked in an urban school district. He is not afraid to make changes. Many of the district principles in the schools need to be held accountable and he is the man to do that. He is visible in the district. How many of the former superintendents rode school buses, visited the schools, interacted with the patrons and students? None that I know of. He circulated in the district to get a feel for what's happening in our schools. He is a man, not a yes man. We have board members who forget they have been elected by the people in their district and think they must approve every little item and if it isn't, then the superintend is wrong. Let the super do his job and if it isn't illegal, support him. I believe Dr. Porter had a great visions for the OKC public schoold district. The first month he was here he cleaned house at John Marshall. How many times have the police department visited that campus since the change. Many more of the principles need to show some improvement or be sent home.



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Dr. Raul Font; He has experience in several schools and extensive work within this district; He has experience with the urban school as well as a comparison background with districts unlike OKCPS. I also think Scoggins would make a good candidate from the listing. It is time we hired someone that knows OKCPS!

I was irritated to read some of the unflattering comments made about Dr. Jan Borelli. I just want the committee who hires our next superintendent to understand that people who bring positive change are going to have folks who will be disgruntled-- like that teacher who was retired from the district because the kids annoyed her and she had to have someone to blame. I worked with Jan Borelli at Webster, and she took us from low performing to high performing in three years and then was promoted to open a new high school. I think that most places she has been this has been true. Is she perfect? I don't think so. Is anyone? No. Will she turn around this district like she has all those other schools? Yes. Will it be hard to do? I think so, and I don't know one of the others who was mentioned who could. I know we must get someone who not only can turn the district around (proven at numerous schools at all levels) but who will do it (vision). Am I one of that huge group of folks who want her as our leader... YES!

Teresa Rose, attorney, Chesapeake. Extremely intelligent and excellent communicator. She could see systems changes the District needs. I see her more as a "CEO" leader, versus a "promoted principal" leader. The District needs an overhaul. Porter tried, but apparently used the wrong tools. The Board and community stakeholders better be prepared for a lot of change (and whining from bureaucrats).

Dr. Font. I worked with him at CHHS and he is great. He is a great motivator and works well with all types of students. I think it would be a great benefit to have someone with a Hispanic background lead our district.

Dr. Jan Borelli Dr. Borelli has worked in our district for numerous years. She is not afraid to fight the hard battles and will do what is right for our students and our schools.

Dr. Darnell Williams, retiring Dean of the School of Education at Langston University. Classroom and management experience. Consummate professional, diverse experience, management skills, and a specialist in reviving educational programs.

There are a great many qualified individuals in the state of Oklahoma. Salary is not the only consideration when applying for a position with any entity. Surely someone out there would like to "try their hand" with our district with altruistic motivation.

I believe Dr. Font would be an outstanding superintendent. He has the experience of having worked in several district besides ours and has always be well liked. He is very smart and has the ability to bring people together. Dr. Borelli is also very smart but if you talk with the teachers at Southeast and Northeast they will tell you she isn't suited for high school. Doesn't do well under pressure. Alienates people. Its her way or the highway. She can spout the data with the best of them, but grade school is a perfect fit for her.

MR.BRIAN STAPLES OR DR. RAUL FONT WOULD BE GOOD CANDIDATES FOR THIS JOB. THEY HAVE WORKED IN OUR SCHOOLS. THEY KNOW HOW THE SYSTEM WORKS AND ARE GREAT WITH KIDS. I HAVE HAD THE PLEASURE OF WORKING WITH BOTH THESE GENTLEMEN AND HAVE SEEN THEM INFLUENCE MANY OF OUR STUDENTS IN A POSITIVE WAY.



Survey Responses to Open-ended Questions

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3. If you know someone who would make a good superintendent, please write his/her name, phone number and address here. And please share why you think he/she would make a good Superintendent. (Responses are from all surveys, including those that selected more than five traits in response to question 2.)

Raul Font would be my 1st choice. He is a great motivator of students as well as teachers. I think he would be able to bring a divided district together. If he would not accept, then Scoggans. He he good, just not as good. I would never, ever pick Borelli or S. Parks. Both of them have clouds from the other districts hanging over their heads. We need to have someone honest, squeaky clean and caring.

Dr. Brian Staples- Currently principal, Douglass High School. His vision, organizational skills, work ethic and ability to motivate all types of adults and children make him the ideal candidate

Sally Cole She has all the traits listed above.

Joe Siano Guy Sconzo

Jerry Bowerman He is a great communicator, likes and has a sincere interest and concern for people and best of all has some common sense. I hope he's still in the district. I had him for a principal a Eugene Field School several years ago.



Survey Responses to Open-ended Questions

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4. Please share any additional thoughts.

(Responses are from all surveys, including those that selected more than five traits in response to question 2.)

I would hope that with any of the candidates listed, the board of education would visit with individual school board members who served while that person was in office as well as STAFF members who worked in the immediate area with that person. One of the most popular nominees on this site has some very interesting baggage from her only tenure as a Supt in El Reno Public School District. Allegations involving the use of school employees to plan a child's birthday party on school time and with school resources led to a resignation. Similar use of school employees on school time with school resources led to the situation with Dr. Porter. I would sure hate the district to endure a similiar situation with the next superintendent of OKC school districts.

We need someone who is very knowledgeable about special education laws and requirements. An someone who can and will make changes at the administration building.

We need someone who is going to bring all together. This person should understand the challenges that educators and parents face and find solutions to these challenges. This person needs to be strong and honest and fair. I think someone with experience in a large district would be nice, but the way the last one was kicked out may make that a real challenge.

IT'S TIME FOR A CHANGE

Give Dr. Porter a chance. He has been cleared on the bogus charges made by Cliff Hudson. Swallow your pride and allow him to do what you hired him to do. I do not think Ms. Parks is a good choice. She seems to have a checkered background from previous employment.

did y'all do the superintendent survey? I kinda unloaded on 'em and thought about sending this stuff to Basey and Shaefer. Whattayathink? The Board can approach the new Super 2 ways: 1. Low Risk Low Reward: a super who will last for years at the District, please all the stakeholders, make a few improvements along the way. 2. High Risk High Reward: a super who comes in for just 2-3 years, breaks the systems down, installs new/better org'l and educ'l models, rolls several/many heads out the door and brings in new eyes and ears. Then, that super goes away and a #1 type comes in. On the current path, this district will only see more private/parochial, Charter and even Enterprise schools. If you do not shape yourselves up, the market (e.g. voters) will do it for you and it will not be pretty. The District does NOT need a Super to mix and mingle w/students, beyond some research and evaluation. The District needs someone brave enough (and with the Board/community support) to tell the truth: 1. Crime in schools is over -- violators and their parents/guardians be warned. 2. Crappy teachers must go -- sorry AFT and/or bureaucrats. The must-transfer days and laborious termination proceedings are over, and if you are unwilling to use multiple instructional techniques for different student learning styles, box up your stuff this summer. 3. Leaders of Racial/Ethnic Groups -- stand up or shut up. Demand your respective parents' involvement, support policy change, but do not cry "racism" in the face of painful change. 4. Students must want to learn -- this self-fulfilling prophecy can challenge parents, teachers and administrators, but students must commit to voluntary learning, otherwise the US Army is ready for your enlistment. 5. Taxpayers -- you have starved the OKC School District for 40 years, do not expect it to heal overnight. While you have opted to support an NBA team, prepare yourselves for even larger support for your schools. 6. Adjacent School Districts -- we need your partnership. For decades, you have benefited from our economic sacrifice from the migration of wealthier populations. We need a unified Metro OKC education strategy and cross-pollination of districts' best practices AND resources. I'm sorry to sound so negative, but more of the same simply will not fix what ails us. Just my two cents' worth...

I have heard that Borelli is one of your options. She and John Q. went to the same ethics school. She would be a terrible option. She has huge mood swings and you would have a mass exodus of employees



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4. Please share any additional thoughts.

(Responses are from all surveys, including those that selected more than five traits in response to question 2.)

This district is in need of someone that can work with its current staff and faculty, but not be dragged into the "abyss" of mediocrity that currently exists!

With the past history of this district, a one year contract should be offered.

I've worked with Jan Borelli, She is unapproachable and unpredictable making her an ineffective leader.

I would like to see someone who supports the teachers and will hold the principals accountable for their actions and their schools.

The district has fumbled this issue in the past. It is time the board step up to the plate and hire someone who will be honest and be the super. Not just a yes person for board members who want to run the district. The board members are nice people, but we need an educator to run the schools. My first suggestion to the new sup. would be to get rid of the REDS and go back to director of HS, MS and Elementary. Hire someone for those jobs who has experience in that level of education. HOW stupid to have a HS Director who has never taught in the HS level!!!!

The acting superintendent has too much baggage. If we cannot get Dr. Porter back, we need a fresh start.

Some candidates who have filed to be superintendent are not the answer for Oklahoma City. I hope backgrounds are checked and people are investigated in all realms to be certain these candidates do not get past the primary interviews.

I've always been amazed at all the money this district wastes coming up with the wrong people for the job.

Every new superintendent comes up with a whole new system of how to waste money with new slogans and educational kits. How about trying to recruit someone that has a little common sense. Did anyone ever consider sight based management so the people who actually know the needs of the school could solve the problems?

