

The following report was given to the Oklahoma City Public Schools Board of Education on Friday, May 2, 2008. The report posted on this website has been amended to delete Phone Numbers, Mailing Address and e-Mail Addresses of potential Superintendent candidates. In addition, when supplied the name and contact information for survey respondents have also been deleted to respect the privacy of respondents. Profanity has also been deleted from this version of the report.

All deletions to the report as it was originally submitted to the school board are noted in this document.

Superintendent Search Community Feedback

Compiled from feedback received at four community meetings and
online survey by the Oklahoma City Public Schools Foundation



Table of Contents

Executive Summary	3
At-a-Glance Results	4
Feedback from Community Meetings – Overview	6
Feedback from Community Meetings	7
Superintendent Candidate Recommendations	13
Survey Responses to Open-ended Questions	14
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.)	
Survey Responses to Open-ended Questions	27
4. Please share any additional thoughts. (Responses are from all surveys, including those that selected more than five traits in response to question 2.)	
Appendix A	40
John Marshall High School Community Meeting	
Appendix B	42
Douglass High School Community Meeting	
Appendix C	45
Capitol Hill High School Community Meeting	
Appendix D	47
U.S. Grant High School Community Meeting	
Appendix E	49
Non - Compliant Superintendent Search Survey Results for Questions 1 and 2	



Executive Summary

Demonstrating a seriousness of purpose, parents, teachers, staff, students and community members worked together to determine the qualities the next Oklahoma City Public Schools Superintendent should have to successfully lead the District.

Collaborative management topped the list of qualities, with patrons in attendance at the April community meetings expressing the need for a “unifier,” “team player/coalition builder,” and someone who “includes others in decision making.”

Setting high expectations, putting students first and someone not afraid to make tough decisions were the qualities identified as next highest in importance. Each meeting hosted by the Oklahoma City Public Schools Foundation featured a facilitated format that allowed everyone to participate and share their input. Brainstorming in small groups, each patron identified the qualities he/she felt important that the next superintendent possess. Following the brainstorming session, the entire audience voted for the qualities they felt most important to determine the order of priorities.

All school board members attended at least one of the community meetings with several attending many or all of the meetings. Acting School Board Chairman Albert Basey assured those in attendance that the school board would be using the qualities identified in the community meetings and via the individual surveys when they reviewed resumes and interviewed candidates.

In addition to the community meetings, metro area residents had the opportunity to express their views through individual surveys made available at the meetings and online. Survey results as of April 30th, had someone who “has a vision for the District’s future” topping the list with “worked as a teacher or principal” and “understands issues of an urban District” following closely.

More than 180 people attended the four community meetings held in each quadrant of the District. Meetings were held at Capitol Hill High School and three new MAPS for Kids schools, John Marshall High School, Douglass High School and U.S. Grant High School. In addition to those in attendance, more than 200 citizens completed individual surveys to date.

Information collected from the community meetings as well as information received from the online survey through noon on May 2, 2008 is included in this report. Following this initial report, the survey will remain available through noon on May 9, 2008. Any additional surveys received after the initial report will be added as an addendum to this report. The public will be able to view the report and its addendum beginning the week of May 5, 2008, by visiting The Foundation’s website at <http://www.okckids.com/super/>.



At-a-Glance Results

Survey		
Please check the ONE group that you best represent:		
Answer Options	Response Percent	Response Count
Community	28.5%	55
Teacher	26.4%	51
Parent w/ student in OKC schools	20.7%	40
Administrator	11.4%	22
Staff	7.8%	15
Board	2.6%	5
Student	2.6%	5
	<i>answered question</i>	193
	<i>skipped question</i>	23

Survey			
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
Has a vision for the District's future		63.4%	135
Worked as a teacher or principal		62.9%	134
Understands issues of an urban school		58.7%	125
Interacts with students and parents		49.3%	105
Knows how to motivate people		46.5%	99
Welcomes input		43.2%	92
Spends time in the schools		42.7%	91
Is a strong advocate for the District		39.0%	83
Lives in or has lived in Oklahoma		39.0%	83
Has experience as a superintendent		35.2%	75
		<i>answered question</i>	213
		<i>skipped question</i>	3



At-a-Glance Results

Community Meetings			
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



Feedback from Community Meetings – Overview

Each meeting featured a facilitated format that allowed everyone to participate and share their input. Brainstorming in small groups, each patron identified the qualities he/she felt important that the next superintendent possess. Following the brainstorming session, the entire audience voted for the qualities they felt most important to determine the order of priorities. Qualities that shared common characteristics were grouped into 17 categories by participants.

Category	Votes
Team Player/Collaborative Management/Site-Based Management	42
Educational Experience	37
Puts Students First	37
High Expectations	36
Not Afraid to Make Tough Decisions	31
Problem Solver	26
Integrity	25
Inspirational/Visionary	25
Engages Parents and Community	20
Understands District Needs & Programs	20
Dedicated to District	19
Good Communication Skills	17
Focus on Academics	16
Culturally Competent	15
Good Fiscal Management	12
Independent Ideas	5
Longevity	2



Feedback from Community Meetings

Team Player/Collaborative Management/Site-Based Management

42

- Able to recruit quality people
- Believes in Baldrige Model
- Collaborating Leadership
- Collaborator
- Communicate with the community through the principals at the OKC public schools
- Friendly towards teachers
- Get teachers supplies they need
- Includes others in decision making
- Respect of Staff
- Respect others and listen to all opinions
- Respects people (educational professionals and community members)
- Respect the opinions of teachers, parents, and students
- TEAM Builder/Groom Train
- TEAM Player
- Team player/ coalition builder
- Unifier/ Bring the district together

Educational Experience

37

- A respected educator
- Ability to recruit quality people
- Be knowledgeable
- Be on cutting edge of trends in education
- Degrees and experience in education
- Educational leader
- Educator
- Experience/ track record successful
- Experienced strong leader
- Good experience in education
- Knowledge
- Knowledge of job
- Multiple levels of educational experience
- Must have (possess) a superintendent's certification in the state of Oklahoma within the first 90 days of his/her employment
- One that has had experience as a teacher and administrator as a school principal
- Past experience as superintendent
- Proven experience
- Seasoned professional with track record
- Should be experienced
- Teacher



Feedback from Community Meetings

Puts Students First

37

Advocate for youth
 Caring/ cares about students
 Children first priority
 Focus on ed. Program and needs over facilities
 Has best interest of students as primary goal
 His/her priority must be the children
 Knows that every child can learn
 Love of learning
 Pride in students and staff
 Put students 1st
 Students first
 Values all children
 Wants every child to succeed

High Expectations

36

Be a leader
 Be Creative
 Competitive with surrounding districts
 Dress appropriately
 Expecting Results
 Hands on highly visible
 Has high expectations of all involved
 High Expectations
 Knowledgeable
 Leadership
 Pro Active Great Expectations
 Raise standard
 Raised expectations
 Take us to ed. Leader in the state. Make us the best!

Not Afraid to Make Tough Decisions

31

"Hard Line" but soft touch
 A Woman
 Backbone
 Courageous
 Courageous and passionate
 Hold all people accountable
 Knows how to have good discipline in our schools
 Make the tough decisions
 Not afraid to take corrective actions
 Strong
 Willing to hold teachers, students, parents accountable
 Willing to let the buck stop with him/her
 Willing to take risk



Feedback from Community Meetings

Problem Solver

26

- Able to find solutions to problems
- Able to manage change
- Assesses before acting
- Creative, innovative, an organizer
- Install firearms detectors
- Outside of establishment- free thinker
- Problem solvers
- Progressive thinking
- Recognize problems
- Someone who will support pilot project
- Strong management skills
- Thinks outside the box

Integrity

25

- Considerate honest and friendly
- Honest
- Integrity
- Responsible
- Transparency and honesty
- Trust
- Trustworthy
- Treat others well

Inspirational/Visionary

25

- Believes in change
- Charisma
- Clear vision
- Creative/ innovative
- Global view in competitive world
- Innovative
- Innovative/ Educational options
- Innovator and thinker
- Inspirational leadership
- Inspire
- Long range planner...Visionary
- Risk taker
- Somebody with a vision and inspiration
- Thinks long term
- Visionary thinker



Feedback from Community Meetings

Engages Parents and Community 20

- Accessible
- Capable of becoming a part of the community and the students
- Collaborate with business community
- Community involvement
- Community oriented
- Creates programs that involve parents/families in their children's education
- Encourage involvement
- Has open-door policy available
- Improve parental involvement thru active leadership
- In the community and with the students
- Involves parents in the community
- Involves you in the community
- Parental involvement
- Supports active parental participation
- Understand and involves the community
- Very involved
- Visible
- Visible in the school and community
- Work with business community and understand OKC
- Work with the alumni association

Understands District Needs & Programs 20

- Connection to the district
- Diplomacy
- Education and experience with urban districts
- Equity not equality
- Experience in urban district
- Experience in urban environment
- Experience with urban schools
- Integrate all schools (charter, etc) fairly into PS system
- Knowledge of an urban district
- Knowledge of urban school districts
- Less Bureaucracy
- Manage the business of education in a difficult political environment
- Research-driven
- Understanding the system
- Understands problems of poverty



Feedback from Community Meetings

Dedicated to District	19
<ul style="list-style-type: none"> An Okie! Commitment Committed to remain in district longer than a few years Dedicated Dedication to the job Local person (someone who cares about Oklahoma and our schools) Long-term investment Prefer an Oklahoman/someone already here! Someone willing to stay long term Visit each one of the district schools during the 1st 6 months of his/her employment 	
Good Communication Skills	17
<ul style="list-style-type: none"> Articulate leader Capable of communicating effectively with different groups Communicates well with all Communication skills Communicator Communicator- responds to patron concerns Diplomacy Good communication skills Good listener to parents, teachers, and kids Has good PR skills Improve district's reputation Open communication with media, press, and community People person Personable and approachable Public speaker marvelous rhetoric :) 	
Focus on Academics	16
<ul style="list-style-type: none"> Educates the WHOLE child Enhanced skills at elementary level Focus on Academics Recognizes many ways to put rigor into curriculum Understand standardized tests and their limitations 	
Culturally Competent	15
<ul style="list-style-type: none"> Able to work with different cultures Advocate of the arts Awareness of poverty and diversity Be FAIR Culturally sensitive Experience working with diverse groups Should not show racism towards us (Hispanics) Understand and work with diverse community Understanding the people you are working with 	



Feedback from Community Meetings

Good Fiscal Management	12
Administrator willing to be audited	
Capable of administering the funds	
Financially responsible and resourceful	
Good fiscal management	
Knowledgeable in budgeting and financing	
Leverage resources	
Possess a good understanding of the school's financial issues	
Independent Ideas	5
Free thinking	
Sense of mission	
Someone with systemic approach to school improvement	
Supports SOKC Schools	
Wise, wisdom, knowledgeable	
Longevity	2
Loyal and honest (to a fault!)	



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” 35 potential candidates were named and respondents also asked that some candidates not be considered.

Suggested Candidate	Yes	No	Total
Keith Ballard	2		2
Carol Berry	1		1
Dr. Jan Borelli	17	7	10
Bob Bothel	1		1
Linda S. Brown	1		1
Current Cleveland, OH Superintendent	1		1
Dr. Sally Cole	3		3
Stephen Crawford	1		1
Kathy Draper	8		8
Sherri Fair	2		2
Raul Font	3		3
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	2	9
Dr. David Pennington	1		1
Dr. John Q. Porter	11		11
Lisa Reed (Meeting Facilitator)	6		6
Dr. Bill Scoggin	6		6
Guy Sconzo	2		2
Joe Siano (Sieno)	5		5
Karl Springer	1		1
Dr. Brian Staples	2		2
Dr. Linda Toure	3		3
Phil Wallace	2		2
Dr. Don Wentroth	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.)

John Q. Porter or Mrs. Lisa Reed

Mrs. Lisa Reed or John Q. Porter

John Q. Porter, Mrs. Lisa Reed

John Q. Porter or Mrs. Lisa Reed

John Q. Porter or Mrs. Lisa Reed

Betty Mason (former OKCPS Superintendent)

CLIFF HUDSON

Dr. Jan Borelli, **Phone Number Deleted**, **Mailing Address Deleted**

Jan Borelli has worked as an elementary, middle school, and high school principal. She also has experience as a superintendent. She believes in OKCPS and truly aspires to lead our district. I know she can be successful in this position.

Linda S. Brown - former Interim Superintendent. A professional and fair person to all.

John Q. Porter or anyone like him.

Guy Sconzo, Joe Siano

Kathy Draper, **Phone Number Deleted**. She was my principal and a great leader. She was always positive and cared about us and our students. She always included us in all decisions. She is in education for the right reasons and cares about us.

Sandra Park, acting superintendent

Dr. Warren Gardner

Dr. Jan Borelli

Dr. Joe Sieno, Norman

Carol Berry- or whoever she picks



Survey Responses to Open-ended Questions

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

The current superintendent of Cleveland, OH Public Schools.

Dr. Joe Siano- Norman; Joe Kitchens- Western Heights Dr. Don Wentroth-Putnam City High School

Keith Ballard, CEO of Oklahoma State Schoolboard Association.

Dr. Jan Borelli- Dr. Borelli has taught and has been a principal in an OKC elementary, middle, and two high schools. She works well with school staffs and encourages parent participation. Has a strong "backbone."
Knows many people across our contry because of workshops and such.

Sally Cole- have worked with Dr. Cole and she has all of the qualities that we have discussed tonight.

Bill Scoggan, MidWest City Superintendent Dr. Scoggan is the best leader I have worked with. He brought Baldrige to the District and participated in the writing of the Aims. He has a great vision and common sense!

John Q. Porter He made a difference and stood up to the school board.

Bill Scoggin, Supt. Mid Del Schools

Bob Moore/Joe Siano/Bill Scoggin

Bob Moore/Joe Siano (Norman)

Kirk Humphries

Dr. John Q. Porter He has the credentials and the concern for urban youth of all colors. and he's not afraid to make changes that we need.

Dr. Linda Toure--Dr. Toure was the principal at Creston Hills Ele. while I was teaching there. I was at that school for over 18 years. She was the most professional, knowledgeable and fair principal I have ever taught under. I taught a total of 27 years. I, as other teachers I taught with, always said she needed to be superintendent of this district in order for it to gain the respect of the staff, students and community. I'm sure you know she is presently at the Board of Education. Thank you

Dr. Delia Marand **Mailing Address and Phone Number Deleted**



Survey Responses to Open-ended Questions

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Dr. Jan Borelli, **Phone Number and Mailing Address Deleted**. I want someone who is local and knows the makeup of our community. Having worked with Dr. Jan Borelli, I personally know first hand that she means business and the business being, meeting the needs of the students and staff where ever that is. She is highly knowledgeable about all aspects of the OKC Public School learning community. There is absolutely NO doubt that if you let this one get away, it will be an injustice to all the wonderful students, staff, and parents of this great school district.

Sandra Parks

Dr. Jan Borelli or Dr. Sally Cole. Both of these are stong educators with a proven history of success in schools. They have worked in the district for many years and understand the issues and challenges the district faces.

I don't have anyone in mind, but I pray it is someone who makes a difference in the schools and is not afraid to stand up to money-hungry and controlling bureaucrats. I want to see real, physical changes in the district(improvements to the physical aspect, improvements in curriculum, improvements in teacher pay and teacher qualification and performance, improvements and expansion of counseling in schools. I pray for someone who has good character in and out of the job. And I pray for someone with innovative ideas and who welcomes innovative ideas.

sorry none that i know of...

Kathy Draper **Mailing Address and Phone Number Deleted**. I believe Kathy would make a great superintendent as she works very hard for the needs of the schools in Oklahoma and has experience both as a teacher and as a school principal. She has dedicated her career to helping all children recieve an education.

I believe Dr. Sally Cole would make a great Superintendent for Oklahoma City. She meets the five criteria I selected on the last page and she understands racial cultural economic and gender diversity. Something you left out as a desirable. This is a problem in itself.



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.)

r. Jan Borelli I have taught school for 30 years in Oklahoma. This includes urban, suburban, and farming communities. Dr. Borelli was brought to Westwood Elementary when we had been on the "list" for 4 years. With teacher involvement, utilizing student assessment data, horizontal/vertical teamwork, and continuity of the same curriculum at our building, we have some of the highest scores in the district and state. Dr. Borelli has served as principal in all three school levels. Our building seldom has referrals and I believe this can happen in more of our OKC schools. The discipline problems in the middle and high schools are out of hand. Much of this can be attributed to the curriculum and how it is used. Principals should be held more responsible for the actions of their students and the scores of their students. I believe Dr. Borelli will help bring these problems under control. Bringing in more involvement of the parents and corporations is needed to show the students we all care. This should help our number of students staying in school and graduating.

Dr. Irving P. McPhail is currently Executive Vice President, and COO of National Action Council of Minorities in Engineering. He has been a school superintendent, chancellor of a county community college, a college president, and has researched and published over 50 articles on effective schooling, leadership, testwiseness, etc. He is a nationally respected expert on teaching children how to learn, and professional development of teachers. His academic degrees are from Cornell, Harvard, and Penn. He chairs the reading council of AERA. His address is: **e-Mail Address and Phone Number Deleted**.

Sandra Park -- she is doing a good job as acting superintendent and should be a strong contender to continue.

Dr. Jan Borelli, she is a strong leader, knows the district, and Oklahoma is her home. We do not need anymore outsiders.

Dr. Jan Borelli, **Phone Number and Mailing Address Deleted**. Dr. Jan Borelli has educational leadership experience at the elementary, middle and high school levels. She has led the students and staff at Westwood Elementary School to the status of a high achieving urban school. She is a qualified, passionate and experienced leader who gets results.

I think Phil Wallace would make a good Superintendent. He is well connected, has been a successful Oklahoma Superintendent, has a calm hand, and has good common sense. Phil is not the kind of person who thinks that firing everyone is the solution. He is close to retirement and would make a good transition to a long term Superintendent.

John Q. Porter



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.)

Karl Springer, the current Mustang superintendent. I encountered him in the 2001-2003 time frame with the state budget issues affected education funding. He has common sense. He has experience in understanding the education laws and their impact on operations. His background includes military service - which by definition includes working with people who come from a multitude of backgrounds. He seems level headed and had respect for a bunch of women from Oklahoma City Schools who asked for his input and wisdom. Although he works in a Mustang which may reflect an "urban flight" attitude by its population, no doubt the cultural issues of kids from divorce and single parent households exist there as well.

HAVE NO IDEA WHO. BUT NEEDS SOMEONE, WHO IS NOT PART OF BRAINWASHED EDUCATION COMMUNITY TO HAVE COURAGE TO BREAK UP DOWNTOWN CENTRAL OFFICE FROM CLICKS, WHO, HAVE A VESTED INTEREST IN THEIR TURF. IT IS IMPOSSIBLE, TO GET THESE (TOO LONG IN JOB) TO MAKE ANY INTELLIGENT ADJUSTMENTS.

If I find someone I'll let you know.

If I find someone I'll let you know

I believe that Sherry Fair, who has worked as the Media Adminstator, for the OKC Public School system would be an extremely effective Superintendent. Mrs. Fair understands challenges facing the OKC Public School System, as well as, the vision of MAPS projects. Mrs. Fair has worked in the OKC area in numerous capacities, both civic and in paid positions. I would strongly encourage the OKC search committee to seek Mrs. Fair out and discuss the likelihood of her seeking the position of superintendent for our school system. You may reach Mrs. Fair at home – **Phone Number Deleted**. Her home address is **Mailing Address Deleted**. Thank you for considering Mrs. Fair.

I read the editorial today and the first person that came to my mind was a member of our church. Her name is Kathy Draper, **Phone Number Deleted**. She volunteers in our Kidz Ministry and when I first met her I admired her pride and passion for Oklahoma City PS. She is devoted to Oklahoma City and cares about their success and she loves children. She shared why working in urban districts is her calling and it is because she was an urban child and believes that education helped her despite barriers and has chosen to give back what was given to her. I asked her why she has not moved to suburban districts and she said it was gods plan for her to serve urban kids and provide them the foundation to succeed and live their dreams. That stuck with me. I believe she would stay in the position for a long period of time and she is a team player and flexible. I hope you will see what she can bring to you as she has to our church and ministry.

Sheri Fair



Survey Responses to Open-ended Questions

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Jean Hendrickson Current Executive Director of the State A+ Arts Schools Jean is the most remarkable person I have ever worked with! She knows our school system having worked in schools from Quail Creek Elementary to Mark Twain Elementary, recognizes that the school is the heart of the community and knows how to include the community in the school to help it excel. She is terrific at forming community partnerships within her schools. She excels in her leadership style and her staff members are extremely loyal to her and excited to work with her at any capacity.

Dr. Jan Borelli **Phone Number and Mailing Address Deleted.** Dr. Jan has brought the entire staff at Westwood together under one vision. She has taught us how to collaborate, use data-driven instruction, plan for intervention, and involve parents in reaching our goals. The student, parents, and teachers of Westwood have benefitted greatly from her leadership. She believes in two-way communication and leadership. Her vision for the district is the same vision she has for all schools. The fact that she has been an elementary, middle, and high-school principal and superintendent means that she is experienced with all levels of a school district. She bases her beliefs and practices on research as well as personal experience. She has all the qualities of a great superintendent.

Mrs. Kathy Draper, **Phone Number Deleted** She was my principal when I was a teacher in Oklahoma City. She is a good leader and her positive attitude and innovative ideas empowers everyone around her. I still talk her and she always finds time to listen and offer advice or share ideas. If she were leading in Oklahoma City I would come back and work in the city again.

I know that there is a group encouraging people to recommend that Jan Borelli be selected as our next superintendent. If you are at all considering this recommendation, I would like to ask that you not. I have worked with Jan in the past and have observed her to be rude, crude, and hateful to many people around her. I'm afraid that she would not be a good representative for our district.

Sandra Park has been very good. It would be great to see what she could do if given the actual job. As acting, she has been somewhat limited in what she could do. She would be very good.

I think Sandra Park has done an excellent job! She is supportive of the schools, students and patrons. I think she would make great impact on the district. If not Sandra, please consider trying to bring back Guy Sconzo. He was the Assistant Superintendent until Dr. Weitzel and is in Texas winning many awards as best Superintendent. Would be a great shot in the arm for the district. Definitely not Jan Borelli. I think her general treatment of patrons, staff and peers should demonstrate reasons not to consider her.

Sandra Park has done an excellent job as interim and would be wonderful if allowed to retain the position.



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.)

Sandra Park has done an amazing job since she has been acting superintendent. If she were to have the time, I believe she could make this district #1.

SANDRA PARKS

Sandra Park is currently demonstrating clear and precise district aligned expectations and goals. She is passionately following through with our currently established district policies, vision, and goals. She is aware and was a part of the development of the districts future aims/goals, needs and wants. Ms. Park is courteous, experienced, level headed, and yet firm. She has a vast background knowledge of our District and is currently demonstrating her effective communication skills and addressing high priority areas. She has not previously been asked to resign from a Superintendent position. She does not have a reactive personality and is student and district driven.

Shawn Hime, Assistant State Superintendent of Finance. **Phone Numbers Deleted.** He has an educator with a solid background in school finance and education. He has worked extensively with the legislature and school organizations.

I know of a principal that is trying to move up that has lost all connection on what it's like to be a teacher.

As a retired teacher from the district I've heard Jan Borelli's name mentioned. I don't believe she would make a good super for us. She didn't like seem to be able to take the heat in El Reno, why would she in our district? Controversy has followed her wherever she went and I think we all agree that's not what we want for this district.

Kathy Draper, **Phone Number Deleted** She is very passionate and understand urban needs. She cares about the interest of Oklahoma City Public Schools and see the big picture.

Bob Bothel is the Director of Education for the United States Coast Guard. The HQ for Coast Guard education is right here in OKC. Bob is a brilliant administrator, loves Oklahoma, and has a real burden for the community. I strongly suggest someone makes contact with him. His phone number is **Phone Number Deleted** and he lives in **City Deleted**.

Dr. Linda Toure **Mailing Address Deleted** Please under no circumstances consider Dr. Jan Borelli. It is imperative that you keep her out of the super's job. Dr. Toure is an excellent listener, actively participating in all aspects of the District's life. I have known her as a teacher, principal and Director. I feel her time has come to be considered for the Superintendency. She has visions for the future and she is an Oklahoman all the way through.



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.)

Dr. Allen Ingram would be a person to consider. He is very well educated in the needs of an urban school. He has a hands on approach toward kids in struggling schools. He is a perfectionist with the appropriate education and a rare passion. He has been grooming himself to be a Superintendent of Schools. That will happen for him either in our state or another. I hope we do not ignore his potential.

Dr. Linda Toure She has been in the district many,many years. she knows how to get things done and is very,very professional in handling any controversy issue with great ease. She is current an RD in our district. She knows all the ins and outs of our district and will put us back on a positive direction. she will "run" the district not Mr. Ross or Mrs. Davis. We need "high school" directors to run our high schools not elementary people or someone who hasn't even been in the classroom!

I think Raul Font would be a great fit for this job. He has a lot of the traits we could use as a superintendant. He did a great job with OKCPS before he left to go to Texas where he was well thought of and had moved up before he came back to OKC for family reasons. Phil Wallace also has a lot of good traits and is well liked. Scoggins at Mid-Del seems to have done a good job and certainly should be contacted to see if he would be interested. I think Jan Borelli would be a disaster. Most of the people I know that worked with her in High School and at El Reno agree. She alienated the City Council while at SEHS and her School Board when at El Reno.

Dr. Jan Borelli Principal, Westwood Elementary She has great leadership, she is here for the kids. She has been with OKCPS for years and her reputation is highly respected.

Dr. Jan Borelli **Mailing Address and Phone Number Deleted** Dr. Jan Borelli, principal of Westwood Elementary School, the Hippest School in America, not only has educational leadership experience at the elementary, middle and high school levels, she has also spent most of her career working for the OKCPS urban school district and has experience as a superintendent. Her understanding and commitment to urban education and published practices have established her as national advocate for urban education and "School Reformer" (American Association of School Administrators, May 2006). Dr. Jan is passionate about children and their education. In the past few years she has actively been working to create a plan for making OKCPS a high-achieving school district in the U.S. That plan puts students and parents first and employs the talents and strengths of all employees for the educational success of all children.



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

Dr. Brian Staples **Phone Number Deleted** Dr. Staples has proven himself as an excellent school leader. He served in a leadership role during the Weitzel/Powell era and is familiar with all aspects of what the responsibilities of a superintendent entails. He does not back off from pressure, but makes decisions based on one criteria, STUDENT ACHIEVEMENT! First and foremost, he is a student advocate. Secondly, he keeps abreast, promotes, and demonstrates the latest current national research of best practices. Thirdly, he not only advocates ALL STUDENTS CAN LEARN; he believes it!



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Dr. Jan Borelli, currently Principal at Westwood Elementary in the OKCPS School District. She lives in Norman with her husband Pat, who is an Assistant Principal at SE High School and her 2 sons BO and Joe. I have worked with Dr. Borelli at 3 different places. I saw her put her plan into action at Webster, Southeast and now Westwood. I highly recommend her because I have seen her do what she says she will do. It's time Oklahoma City Public Schools employed a superintendent from the local area and preferably one from within. In the past, hiring from within really wasn't an option. But today, someone has emerged that not only is fully capable and prepared for the job – but also WANTS the job. Dr. Jan Borelli, principal of Westwood Elementary School, the Hippest School in America, not only has educational leadership experience at the elementary, middle and high school levels, she has also spent most of her career working for the OKCPS urban school district and has experience as a superintendent. Her understanding and commitment to urban education and published practices have established her as national advocate for urban education and "School Reformer" (American Association of School Administrators, May 2006). Dr. Jan is passionate about children and their education. In the past few years she has actively been working to create a plan for making OKCPS a high-achieving school district in the U.S. That plan puts students and parents first and employs the talents and strengths of all employees for the educational success of all children. As a supporter of Oklahoma City Public Schools, I know you agree it is time to put someone in the driver's seat that truly cares about the students and families of OKCPS, and truly cares about this community she calls "home". It's also time to bring someone to the helm who knows and understands the strengths and weaknesses of the district's resources – something that eliminates a learning curve that can sometimes produce devastating results. Dr. Borelli's experience in OKCPS includes joining the district in the late 1980's as a middle school principal. She is nationally renowned for developing, with her faculty, excellent classroom and school-wide discipline and high learning expectations. She moved onto lead the staff at Southeast High School before spending two years as the superintendent in El Reno. Most recently, she has led the students and staff at Westwood Elementary School. Upon her arrival in 2004, Westwood was in its fourth year on the state's "Needs Improvement" list. Since then it has become a celebrated and recognized success story. Dr. Jan has also achieved a number of distinctions in her career and is affiliated with several professional education organizations as a leader or member. Her five-point plan for OKCPS is below. Her belief is that to be successful, OKCPS must achieve these points, and she has a track record of achieving success through these principles. 1. School/Classroom Management: The most important thing to every parent who sends their child to school is that AT THE VERY LEAST their child is safe. Dr. Borelli is a national expert on this and has brought safe, secure school procedures to every school she has led. 2. Personnel Management: You can teach good people what they need to know but first you have to hire good people, support them, reward and recognize them, value the divergent voice and care about those who sustain the dream. 3. Leadership: Leadership is the single most important driving force to significant and sustainable change. Successful leaders not only lead well, they inspire leadership at all levels and provide models that sustain their leadership after they are gone. Dr. Borelli believes we need to grow our own leaders, so we do not find ourselves dependent on other states, districts to provide what we need. 4. Curriculum and Instruction: Dr. Borelli is a turn-around educational specialist, she knows how to use student assessment data to drive instruction. She believes that all change happens in the classroom, and she will support teachers in teaching all children. 5. Secondary School Reform: Her plan would do more than superficial one shot attacks at the problem. She believes in developing school improvement that is comprehensive, intensive, sustained, and targeted. She is renowned as a turn around specialist, and her plan reflects her commitment and talents. NOW, what can you do to help? Through the support of the OKCPS Foundation, the OKCPS School Board has provided an avenue for you to voice your opinion for who the next superintendent should be. Visit www.okckids.com/super and there you will find a short four-question survey. The first question inquires about the five most important traits of a successful superintendent. Dr. Jan possesses all these traits so simply choose your top five. The second question asks if you know someone who should be superintendent. This is where you can make your own sustainable difference in the lives of nearly 40,000 students and the entire OKC community. To show your support, provide the following information: Dr. Jan Borelli, **Phone Number and Mailing Address Deleted**. The second part to this question and the third question asks your opinion of why she would make a good superintendent and to share your thoughts. Please feel free to cut and paste any of the above information into your answers to supplement your own thoughts. The fourth question simply asks what community group you represent. Please use your own name, address and/or email address, and a contact number. Thank you. Together we will all make a difference!



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Dr. Jan Borelli, **Phone Number and Mailing Address Deleted**. Dr. Borelli is a national expert on school/classroom management and believes we need to grow our own leaders-to have success in the district they must hire successful leaders who can make significant and sustainable change. Dr Borelli is that type of leader-she is a turn-around educational specialist and she knows how to use student assessment data to drive instruction. She believes in developing school improvement that is comprehensive, intensive, sustained and targeted. She is committed and talented as well as experienced.

Bill Scoggan, Superintendent of Schools Mid-Del Schools **Phone Number Deleted** I worked under Mr. Scoggan's when he worked for our District as the Director of Magnet Schools. He is a fantastic leader! He is a "turn around" leader. He understands the importance of building relationships and the skills to develop them. Bill has a positive history with our District and a strong base of respect and trust! His knowledge of our District as a successful building and central office administrator in our District, along w/ his experience as a Superintendent makes him the perfect candidate! Not to mention his integrity! If you need any additional information, please contact me. **Contact Name, Business and Phone Number Deleted**

I do not know anyone currently.

Dr. Keith Ballard, He is politically connected, familiar with Oklahoma Laws and finance, and has been a superintendent and executive for a statewide association.

Dr. David Pennington

Kathy Draper

Please ask Mr. Bob Moore to return.

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.

Open-Ended Response

John Porter, OKC. In my 18 years in the district he is the first superintendent whose face I recognized in just a few short months. He inspired students, teachers, and parents to get involved. His vision for the district was in line with my own, and he was willing to walk the talk. He placed the closing of Stonegate Elementary on hold and recognized that John Marshall could become an IB school. I guess he must have threatened the MAPS establishment that does not consult with or consider what is best for the kids or the teachers Stephen P. Crawford - use to be at Roff, OK - don't know where now. If you could get him, he'd be what you're looking for. Please research his background. Thanks. **Name has been Deleted**



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I have been impressed with Dr. Brian Staples, former principal at Northeast Academy for Health Sciences & Engineering (I believe he recently moved to Douglass HS). He has demonstrated that you can have a successful urban high school that sends most of its students on to college. While he may not have experience as a superintendent, he seems to have direct experience with a success in the OKC public schools.

Sandra Park Jean Hendrickson

Sandra Park Jean Hendrickson

Sandra Park Jean Hendrickson

Raul Font would be good. He was a teacher then principle in the district. He is Mexican and would be a good person to bring the schools, staff, parents together. He is a good leader and would make the people at the board of education do their jobs. He would be the Chief and the rest of the people would go back to being indians. We need to hire someone who has not left some other district or even a job in our district under some sort of cloud. Why don't you take the time to google some of your candidates and see what the local papers say?

Dr. Jan Borelli, **Phone Number and Mailing Address Deleted** I have worked for her at Southeast High School, 1995-1998 in the front office as a secondary clerk. She ran a great school. Her employees were given the opportunity to take the initiative to improve their job assignments. She has great leadership skills. She would listen to new ideas and help you to implement them for the good of the school. I think she is the best we could hope to get as our new superintendent.

Dr. Randall Spindle - an excellent educational leader with a "gift" for communicating to all ages, education, and socioeconomic levels. This man would not only be an excellent problem solver but a team builder as well. His current employer would sorely miss him, but he would be an excellent addition to the OKC staff should he choose to accept the challenge. Whoever is chosen, hopefully, he/she will be given the support/funds to give the future of Oklahoma City the education they deserve.

Bill Scoggins - Used to be at Classen School of Advanced Studies as a principal

I would like to recommend a friend from church named Kathy Draper, **Phone Number Deleted**. My husband and I volunteer with her in the Kidz Ministry and we have been reading the articles. She fits many the qualities we have read about. She is caring and we know that education is her calling. She is a strong advocate for Oklahoma City and cares about the district. She has always spoke positively about Oklahoma City even when all the problems that occurred during the winter. She would be a great leader.

Has anyone thought to contact Guy Sconzo? It was a great loss to the district when he left!

CLIFF HUDSON

Dr. Jan Borelli, **Phone Number and Mailing Address Deleted**



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Jan Borelli has worked as an elementary, middle school, and high school principal. She also has experience as a superintendent. She believes in OKCPS and truly aspires to lead our district. I know she can be successful in this position.

Linda S. Brown - former Interim Superintendent. A professional and fair person to all.

John Q. Porter or anyone like him.

Guy Sconzo, Joe Siano

Kathy Draper, **Phone Number Deleted**. She was my principal and a great leader. She was always positive and cared about us and our students. She always included us in all decisions. She is in education for the right reasons and cares about us.

Sandra Park, acting superintendent

Dr. Warren Gardner

Dr. Jan Borelli

Dr. Joe Sieno, Norman

Carol Berry- or whoever she picks



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4. Please share any additional thoughts.

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I want this guy back he helped other states he can help ours.

Mrs. Lisa is so kind and wonderful

Let the super be his/her own person allow him/her to be up front in decision making because of his/her educational background should lead them to be able to make good decisions.

First we need to turn around the current trend of five superintendents in six years. No large organization can operate effectively with the head man or woman leaving virtually every year. Just when the board of education and the community begin to feel that they have established rapport, our superintendents leave. Either we are hiring the wrong people or is there some systemic problem in our community. We need to find out what the problem has been, now, before we fail again. Obviously a superintendent must be a charismatic leader. They should possess strong management skills and ideally, know how to operate a great educational program. Regarding management skills, they must be able to identify and hire great managers, then delegate. They must have the skill to maintain the school system facilities. Our tax payers have invested almost \$800 million in building new schools and refurbishing older buildings. They must be maintained. We need a facilities maintenance plan to assure that Oklahoma City continues to provide an excellent learning and working environment for our children and their teachers, something past superintendents have failed to do. They must establish a plan of work with the school board then have the intelligence to make bold decisions in a proper time frame. Oklahoma City Public Schools desperately need a dynamic, articulate leader with experience as a superintendent of a large urban school district who will assure the school board that they will stay for at least eight years. Members of the school board must, **MUST** visit the district the proposed candidate is leaving before making a decision. When a person with warm social skills is identified, a person who presents themselves well to the public and Oklahoma City community leaders, the board of education should express defined goals to them that they must meet such as they must lower the number of drop outs and raise the high school graduation rate to at least 85 percent. I ask the current school board members to realize that the process of hiring an Oklahoma City Schools superintendent is of critical importance to this community. Hiring the right person as Oklahoma City Schools Superintendent should be, and is, as important as the job of the mayor of our city. This is serious business and school board you cannot fail this community. Oklahoma City is so exciting and on a roll of success and growth in almost all areas, except this, the position of superintendent of our school system. Don't let this community down.

Please share any additional thoughts.

Hire an educator! Not a business person or attorney.



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Please work with the SOKC Schools and their alumni associations

1) Please think outside the box. Do not be afraid to hire a non-educator -- we do not need to necessarily find another Superintendent from someplace else. 2) Please look nationally -- we do not need to hire someone "just down the road" because it feels easy. 3) Give strong consideration to someone who has had any involvement turning around large and/or urban districts. 4) Make sure they believe in empowering and cultivating very strong, independent principals -- leadership starts locally at the individual school. 5) Leadership, vision, and the ability to motivate principals, teachers, and staff is paramount.

This school district is STILL, after 15 years of honest effort, a bureaucratic DISASTER. Half of the employees are invaluable hard-working people, and the other half are trying to SUBVERT what the good people are doing. ** We desperately need a superintendent who is a MANAGER and LEADER first (obviously not Porter). ** Bob Moore did a whole lot of things right!

Dr. Borelli not only has educational leadership experience, she has also spent most of her career working for the OKCPS urban school district. She also has experience as a superintendent. She is passionate about children and their education. Dr. Borelli joined the district in the late 1980's and is recognized nationally. Her track record speaks for itself. I would highly recommend Dr. Jan Borelli.

I hope the Board of Education will listen to what we are asking them to do. Please believe in some of us. Jan Borelli has been able to lead unsuccessful schools to success and GLORY

We need a person who will be inclusive and has a respect for ALL parties' involved.

I am not interested in seeing a superintendent hired who does not enjoy the unqualified support of the Board of Ed., the community, and students!

I would like for them to have a connection with the district not politically. Put Children first.

It is my hope that we don't continue to do business as usual--"the good ole' boy syndrome." We need someone who will be fair and not cater to the whims of certain board members. We need someone who will see that if you are hired to work--you do the work and not consistently complain all the time.

One of the most important qualities of a good leader is that of innovative thinking. The district is mirrored in mediocrity and will never rise above the muck if ineffective methods, ideas, and personnel continue to hold sway.



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We need a leader who will instill discipline.

My hope is that this process will not be in vain and that the Board uses it to make a decision in the best interest of the district. The Board should also be ready to be ultimately accountable for the final selection.

I want someone who wouldn't just hire any person who applies for a job. I would also like someone who puts real thought into his or her actions.

avoid mistakes. Don't over-reach. Not unnecessarily combative

Will the process be transparent, or will the selection be clothed in secrecy so that the public will not have a chance to respond to the choosing of the new superintendent? Will the OKCPS school board keep the names of the candidates from the public? Many people with whom I have spoken do not have faith that anything will change. We have a strong feeling, given the episode with John Porter, that the school district does NOT want change. There is also a belief that many of the school board members are merely political pawns who do not put students and teachers first but are more concerned about their public personae and individual agendas.

She has taken over the helm of the district and is doing a great job in the position.

The next OKC School Superintendent, like any good CEO, needs to be a leader who understand his own strengths & weaknesses and surrounds himself with people who compliment his skills and abilities. He should be able to help the district determine a strategy but more importantly actually effectively implement that strategy down to the school level. A superintendent who works to find the commonalities, rather than the differences is disparate stakeholder groups is imperative.

She has all of qualities of a great leader, she also has a great vision and desires greatly to lead this wonderful district.

we need someone who will work with the union and be willing to approach and solve the problems of poor teachers and principals.

The number of students who left Oklahoma City highschoools for the last 30 years but cannot read, do simple math, or write intelligent sentences for the last 30 years is inexcusable (and may be criminal). I graduated from Classen Highschool in 1950 with an excellent education which allowed me to accomplish much in my lifetime. Now instead of teaching basic skills, You allow schools like Northwest Classen to offer a Day of Silence to allow a few students recruit for an immoral and unhealthy life style of perversion. Shame on you! Earl Madison



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Culturally sensitive to all groups in the city

Must be willing to do battle with teachers who are not doing their successfully.

Make sure this person is a proven servant leader.

Kitchens runs a demographically similar school district. Wentroth got legislation written and passed allowing achieving students to be rewarded.

Clean restrooms with toilets!

Get someone who can reel in the principals. Let them know that they are not invincible.

Good Start- OKCPSF MUST have input on selection/system process: prior superintendent, good speaking, proven political.

Business background; sound financial background; good communicator; leader

Integrity and Courageous back bone

Can and will recruit quality people. The qualities listed on the board were a better list than those shown above in #1.

Let's get the job done.

Change is the only constant in education, so we need someone who can manage change while they respect everyone in the organization. They can make tough decisions.

Don't limit search to Oklahoma maybe an individual that wants to "come back to Oklahoma."



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To whomever is conducting this survey....the Board (under the influence of Cliff Hudson) did not listen to its patrons, parents and taxpayer, bond movers with the last Superintendent. Why should we trust your "efforts" now? We need a show of good faith.

I do not believe that the members on the school board are in touch with what the teachers and students need. The way Mr. Porter was treated was deplorable! Money was wasted on the search to find him and will be wasted in the new search! Stop playing with the students' future!!

To be successful in the education of kids of Oklahoma City, we have to get drugs/narcotics free schools.

NOT Sandra Park. She has a negative history with both of her last two jobs, with countless former employees who testify as to her "evil" treatment of stakeholders.

The superintendent needs to be responsible and must be supported by a staff who is just as responsible. Having the superintendent live in Oklahoma City isn't such an important requirement as it is to make sure he/she faced and overcame challenges to turn the district around and make it highly successful.

Interesting that the Foundation paid for John Porter's departure. Wonder why? It will be a real challenge to find someone as qualified and motivated as he. Good luck. The OCKPS track record at selecting and keeping superintendents is poor.

WE NEED SOMEONE TOTALLY COMMITTED TO THE DISTRICT IN EVERY WAY-AND FIRST OF ALL AN OKLAHOMAN!

To be successful, a new superintendent will require many qualities: -ability to communicate with a very diverse constituency, -ability to be a high profile advocate for a district that is often criticized, -ability to identify common goals for the district that can unify its constituents as much as possible.



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To the OKCPS Superintendent Selection Committee: I attended the Grant community meetings regarding the selection of a new superintendent for OKCPS. After I left the meeting, I thought about characteristics desired in a new superintendent that were identified at the meeting. Clearly the district first needs a professional educator who understands the complex and problematic issues of urban education. But, one sub-set skill omitted in the meeting I attended, is the need to select an educator who will be a wise steward of the district's limited resources. To me, knowing how to wisely spend large sums of money and wisely utilize personnel are important skills to seek in a new superintendent. I have worked with school improvement issues in the district for five years -- under three superintendents. I am very proud of the many advancements/improvements the district has and is making. Yet, I also see issues of concern, and much of my training has been to critique education -- which, as with others, you may or may not value. But, I care enough that I am taking time to write to the selection committee about management of money and personnel. To me, too many text books, instructional programs, assessment options, and professional development choices are selected and purchased from the top down and then imposed on all, or most schools. (i.e. recent examples are Voyager reading/math, Gates Reading test, PassKey, and Edusoft.) The mandates I have observed are too often imposed even when individual schools have better programs already in their buildings and teachers already have been trained to implement the programs. These, and other top down, district or feeder pattern, decisions seem to have too little support in research and/or the professional literature. One example is Soar to Success which is well identified in most professional literature as a stronger elementary reading intervention program than Voyager. Yet, last fall the mandate was to box up Soar to Success and use Voyager.... Further, each spring schools are informed they have large sums of money to spend or lose within a very short time -- which was three days this year at the school where I work. Some schools know money will be released and have pre-planned about how to spend the money wisely. Yet, it seems most, or at least too many, schools just start making purchases they hope will be good uses of their money. I see lots of education materials sitting around buildings that have never been opened. Yet, teachers only get \$100.00 a year to purchase supplies for their classrooms, and are scurrying around this time of year for pencils, paper, paperclips. . . Surely, these big bucks can be spent with more thoughtful research and planning, and more money made available for teachers to access for daily classroom needs. (Part of the problem is that federal monies, and much of the state monies, are ear-marked, but laws/policies CAN be changed. An interest and a willingness to work for changing how schools are funded at the state and national level could be good attributes to also seek in a new superintendent.) The district recently purchased expensive Lexmark printers for buildings, but a copy use limit of 200 pages per teacher each month has also been implemented. Two hundred pages of paper is about 8 classroom sets of papers a month for elementary teachers and even fewer for middle school and high school teachers who have 100+ students each day. With limitations and two codes to enter before one page can be photocopied, absolutely nothing, that I can see, was accomplished with the purchase of the new Lexmark printers. Yet, the district unloaded big bucks on expensive printers but apparently not on copy paper or ink. Perhaps non-educators made decisions about copy limits and imposing access controls requiring teachers to enter TWO access codes. One simple code for each teacher would have served the same purpose. Professional development is another issue where, again, I think, the money can be better targeted and more depth given to PD needs. I know the district is making progress in this area, but there is still a lot of top down, one-size-fits-all, professional development in the district. Direct and indirect costs for one shot district "Forms" and "guru" speakers is not supported in professional development research and literature. Good PD is need specific and an ongoing study and dialogue. Then there is the issue of personnel and class sizes. In too many schools, classes start in August with 28-30 in elementary classrooms and perhaps 40ish in secondary classrooms. Then, some years, good teachers are hired in October or January to reduce class sizes or provide interventions. These new teachers participate in professional development and learn the curriculum at the schools where they work. The district invests direct and indirect resources in these new teachers, but then the new teachers are release from their contracts in the spring and accept jobs in other districts or at least at other OKCPS schools. The cycle starts again the next year. I hope my examples provide context to my suggestion that the search committee add good management skills of all resources to the list of characteristics needed in a superintendent. Thanks you for taking time to read about my concerns regarding management of resources. I enjoy the challenges of working in an urban school district, and even though, I am a critic of much of what I observe, I do value and appreciate many of the decisions made in the district and value the many outstanding educators -- administrators, teachers and para-professionals with whom I work in OKCPS. As school board members, thank you giving of your time and for caring about our children and the quality of their school experiences. Good hunting for a new superintendent! Sincerely, **Contact Name and Business Deleted**



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Integrity is of utmost importance. I believe that motivating rather than instilling fear will have a lot more success. When you move someone in from out of state, I would be very surprised if you find someone that has commitment and loyalty to the district and the state. Finding someone in the region would be much better as they would be committed to this area.

I have heard that Dr. Borrelli is wanting the job. She would make Porter look like a nice guy. She has terrible mood swings and does not think before she does something. Then she has to clean up her mess. she left El Reno as supertendant because of problems. Ms. Parks also left a district under some sort of cloud. Can we not find someone who has not screwed up somewhere else??

Far northeast Oklahoma City public schools i.e. Parker, Green Pastures and Spencer elementary schools - Rogers middle school and Star Spencer HS; need to be included/informed on all school issues.

I'd like this person to be able to make changes. I've seen enough of the good ole' boy, go along to get along type and the buddy system to fill a life time. This also means the school board has to be up to the task of supporting a sea-change in the approach(es) taken. It is crucial that the individual understands education. Save the trainers for Vo-tech and dog obedience. I'd like someone who pushes decisions AND RESOURCES to the school level instead of keeping it at central command, as it were.

Recognize the support staff & pay them more!

We also need someone who will also support the support staff as well as the teachers.

Recognize the importance of Support Staff

We need a superintendent who will support the support staff (secretaries for example). They are underpaid & we lose some great quality staff to the suburbs who pay more.



Survey Responses to Open-ended Questions

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

4. Please share any additional thoughts.

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

The issues that plagued our former Superintendent should never have arisen. I work for a local College and I deal directly with providing reimbursement for travel to College staff. The Finance department is responsible for catching errors in claims, it is not the responsibility of the staff member. When auditing financial records, the State does not interrogate the staff member that was reimbursed, they check through the files of the office that issues the reimbursement. The fact that the District hired this employee to come in and bring new life to our schools for the benefit of our students and then burned him the way it did on administrative policy speaks very poorly for the District. I am a product of Oklahoma City Public Schools, have attended Classen SAS and graduated from Southeast H.S. I had the opportunity to work with Dr. Guy Sconzo on a close personal level at the Youth Leadership Exchange program of Leadership Oklahoma City. Since I graduated I have watched scandal and conflict and problem after problem befall the District. This is not something you can blame the students or the parents for. This is not something you can blame the faculty for. This is a systemic problem that begins starting at the top down. The administration, starting with Secretary Garrett to the Superintendent to the Administrators of the individual schools must be held accountable for the decay of our education system in Oklahoma City. Watching the problems created by the School Board and especially the Chairman was horrible. The former Superintendent was not given a chance to effect change in the District. This is the problem you create when you offer up a popularity contest to run an education system. Congeniality and a nice wardrobe are great to win votes and to gain favor, but that is NOT the job of the District. The leader of this District should be QUALIFIED to lead educators, and to create a system in which students thrive and excel, in which they aspire to achieve. This simply has not been done thanks to the current administration. At this point I am desperately seeking residence outside of Oklahoma City so I may send my son to a school that is concerned with his young mind, and not with power games and bureaucratic drama.

By the way Websense is a bunch of **Expletive has been Deleted**~

Please do not consider Sandra Park as a superintendent. As a parent of former OKCPS children, I moved to Blanchard OK and Park was our superintendent. She glad handed parents while abusing our teachers and students. She was uninvolved with the district and was the cause of 2 important bond issues failing. She couldn't run a student body of 2000 so she defiantly can't run a district of size.

Remember poor people need a voice too.

I believe most of what I'm concerned about was included in the last question.



Survey Responses to Open-ended Questions

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

4. Please share any additional thoughts.

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

Dr. McPhail recently spoke to students and faculty at Langston University and received two standing ovations. He is a scholar, teacher, educator, parent, and outstanding administrator. He knows and understands urban learners and urban schools. Oklahoma City needs a nationally known and respected administrative leader. If we are becoming a national player, we need a knowledgeable, articulate, and personable leader for this fledging school system.

The superintendent needs to be a good manager who knows how to get the right people on the bus. Doing that does not mean terrorizing current employees -- the new superintendent must motivate current personnel to the full extent possible while using appropriate processes to help folks move on when it's clear they don't belong on the bus.

We need to make changes in our system too many upper level administrators, our highschools should be site based leadership. We are waisting money with the RED's.

We need NOT to hire a Superintendent who does not have standard Oklahoma Certification. We need a Superintendent with both strong fiscal and academic backgrounds. Some of the folks who have applied have been asked to leave other schools districts. Check with El Reno, with Blanchard, and with Chichasaw before hiring these people. Calling references is fundamental to any job application. The foundation and other special interest groups have had too much input (leaving the voice of the people out) while choosing Superintendents in the past

I believe a great superintendant will build on the success of current OKCPS schools. We have fabulous schools throughout the district and I want someone who will support those schools. Currently, some of the schools with special programs have to fight every year to maintain what they have even though their test scores are near the top for the district. We should reward schools that use inovative practices and curriculum and have the results to prove their effectiveness. A "one size fits all approach" will not lead our district in the future. We can not be afraid of effective school principals and should allow them to lead their own schools.

In my opinion, the superintendent does not have to be from Oklahoma, but should live here (obviously) once elected. I think it would be good for him/her to be from a different state in order to bring new ideas to our area. We as a community need to be able to hear and follow the vision of the person that we elect into office since we did elect them.

1.Raise level of compensation to attract quality people to apply for teaching position in Oklahoma rather than other states. 2. Establish criteria to become a Superintendent and groom aspiring principals from within. 3. Do not outsource directly or thru headhunters for Superintendents. This damages the self esteem of the local principals.

Please institute programs to develop and groom from the existing pool



Survey Responses to Open-ended Questions

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

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 have read about the meetings in the newspaper; however, is enough being done to get the word out to the parents. This is such an important issue in every aspect. It would be great if we could see signs on the side of the streets telling the parents about these meetings; radio advertisement and television announcements. This is a very important matter. My opinion is when the Oklahoma City School District becomes an exceptional education system it will benefit all school systems in the whole state. Oklahoma City Public School System is letting all school systems down by not setting the example.

We had our children in the public schools from 1993-2005 in schools that reflect a welcoming of parental and community involvement - Nichols Hills and Belle Isle. We did not continue in public schools for high school as the choices did not seem to connect with us. I am concerned that the public school designs for combined middle and high school will increase problems through loss of a smaller school community in which kids make more connections with adults. I am not a fan of a union mindset where teacher commitment revolves around a timeclock. The current contract with the union needs to provide for incentive funds for site administrators to reward teachers who put the time in with the kids in helping the kids thrive.

we need someone with morals, integrity, dependability, working for the children, the schools, and the district, not looking for trips to take to increase his experiences, but interested in meeting head-on the problem of drop-outs. we need to have someone who knows the importance of the first year or two of school, the success the children know when they are taught phonics and succeed at learning to read and stop the drop-out problem at the source.

CENTRAL OFFICE PERSONNEL NEEDS A HOUSECLEANING. MANY ARE SO INTRENCHED, TO PREVENT ANY CHANGES THAT AFFECT THEIR TURF.

I strongly believe the next superintendent MUST be from the Oklahoma City area. The superintendent must believe in the vision the MAPS project has developed and continue to pursue those objectives. We have already been through to many superintendent's who are not from Oklahoma. Those past superintendents have had NO CLUE what Oklahoma is about. We are a unique state and we must seek a superintendent who understands the values of true Oklahoman's. Recent past superintendts have not even come close to the vision of the people, who have children, attending the OKC school system is. We have just proven that "We're in the big league now!" Headlines, April 19, 2008, Daily Oklahoman. We must continue this big league into the OKC Public School now!



Survey Responses to Open-ended Questions

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

4. Please share any additional thoughts.

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

We need someone who understands Oklahoma and the MAPS for Kids project and the local issues that affect our children's education. The person needs to be visionary and directly involved in the schools, with the teachers, principals and most importantly, with the children the schools are educating. This person needs to be motivated by values other than money and power. They need to be vitally concerned with our children's safety and protection in addition to top level education. Finally, they need to be advocates for increased teacher pay and benefits so we can attract the best educators to our state to teach our children through inspiration, excellence and empowerment.

most important is to realize that there are a lot of excellent superintendents from Oklahoma who would be very qualifies. The out of state people are looking to drain the money trough that the borad set up for these turkeys. Get rid of all the extra weight of people at the district headquarters. Most of them are useless. Each school has a principle and these people should earn the high pay. Start putting the classroom teachers needs first. They deserve a lot more than they are getting. Supertendents and principles like to dump on these teachers. I am not a teacher nor have i now ore ever been employed by a school system. **Contact Name and Phone Number Deleted**

This time, let's find the perfect leader for our schools!

Please consider Sandra Park

Sandra has demonstrated skills of setting expectations and holding people accountable for what they are assigned. She is fair, honest, caring and consistent. She has a passion for the kids of OKC and for the betterment of the district. She is what our district needs at this point.

SHE HAS DONE AN EXCELLENT JOB FILLING IN AND I BELIEVE SHE WILL MAKE A GREAT SUP

I, as well as many others in my department will not work for Jan Borelli. Dr. Borelli would be an equal to Dr. Porter.

Someone that hasn't lost the connectivity with teachers. Someone that is willing to get down in the trenches with the teachers.

Consider candidates from larger Oklahoma districts.

You need a peacemaker and someone who operates with a diverse group of people.



Survey Responses to Open-ended Questions

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

4. Please share any additional thoughts.

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

It is imperative that our superintendent has an education background. Also, this individual should be humble, knowing that s/he is a public servant and presents themselves as such.

We need someone who will "take charge" of our district and not let it run like 6 different districts or as they call them community learning areas! Our clients move from one place to another and every "center" is run differently and it is a mess! We have directors who have NEVER taught high school and they are running our high schools like elementary schools. No wonder our students drop out! They want to change credits for only certain high schools (lower them) so they can go to a 7 period day but the speciality schools will stay the same. When a student moves from one school to another, he might become behind in credits if it is done that way. The old John Marshall and Capitol Hill had a schedule with 6 time blocks for 2 years (as a trial) and the teachers saw them everyday but scores DID NOT go up they dropped! And without board approval those schools had to reduce the credits by 4 so the students could graduate. I heard Sandy Garrett would not approve different credits for our school district. Mr. Ross and Mrs. Davis are the only two who are pushing for this change. We need to wait until a new superintendent is hired and see what he/she thinks. These two REDS are trying to move forward without board approval or the support of the teachers. We need someone to truly open their eyes and see what is going on in our district! Not everything that is being said is a true statement. It might "look" good on paper but it isn't really working!

In my 18 years in the district, Bob Moore was by far the best leader we've had. Please base your criteria on qualities that he had. Perhaps: A proven record in the world of education. A respectful man who obviously inspired others in a POSITIVE way. A clear insight and ability to get to the internal issues. It seems his implementation of the surveys for administrators, teachers, parents, and students was a strong tool to implement change.

Dr. Font would still be my first choice as he would have the support of the Hispanic community and is a very smart administrator. He handles people well and has the ability to work with all people. I really feel he would make OKCPS an outstanding Superintendent.

I have come to know Dr. Jan by being a volunteer at Westwood Elementary School. My daughter teaches at the school. Dr. Jan was the first principal at Westwood to actually care about whether the children learned or not. The principals before her did not believe that the kids at Westwood could be successful in school. Dr. Jan brought a vision and purpose to the lives of the students and teachers. Without her, the school would still be failing. I believe that she can do for the district what she has done for Westwood. It won't be easy and it won't make everyone happy; but it will make the students successful. That should be your NUMBER ONE purpose in selecting a superintendent. The focus should always be on the needs of the students. She will do the job and do it well!

I have worked with her since the 1980's. She's a turn around specialist, and I just know she would make all the difference to turning around our entire school district.



Survey Responses to Open-ended Questions

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

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 think it is important to try to hire someone from the district, or the city

I hope a decision is made before our school year ends. The health of our organization is at stake! Due to the challenges we have faced throughout the year, it is a must that we have a strong and stable finish! If not, we face losing many outstanding people.

We need a superintendent that is familiar with education.

Unfortunately, the core of the city was ignored when scheduling these input sessions. Some of the most active community members are in the central area of the city and will have to travel to the outer edges of the city to attend a session. Why bother?

I was allowed to "check" only 5 answers on the previous page, I think "welcomes input" and has "vision for the district" are also equally important.

I have known Kathy for several years, and during that time I have witnessed her dedication to students, and the furthering of their education, and overall well being. I have seen her dedication in procuring updated technology, and programs for the children in the schools she has served. and I believe she has a clear vision of what she sees beneficial for the future of the children's education, and their growth.

This person should have an understanding of our region (e.g. Oklahoma, Texas) and should not currently be employed by the district.

Pass history has shown us that hiring a person with previous experience as a superintendent does not necessarily make for a good superintendent. I feel one definitely needs to have an educational background with experience in financial management. It is very important that the individual does not have or show a racial preference as our recent pass has been. All employees should be treated the same regardless of race. I fill strongly that the district has over looked a lot of good people right here in Oklahoma that knows and understands what is really needed to advance the OKCPS District.



Appendix A - John Marshall High School Community Meeting

Tuesday, April 22, 2008

The John Marshall High School Community Meeting featured a facilitated format that allowed everyone to participate and share their input. Brainstorming in small groups, each patron identified the qualities he/she felt important that the next superintendent possess. Following the brainstorming session, the entire audience voted for the qualities they felt most important to determine the order of priorities.

Team Player/Collaborative Management/Site-Based Management	26
<ul style="list-style-type: none"> Able to recruit quality people TEAM Builder/Groom Train Collaborator TEAM Player Believes in Baldrige Model Unifier/ Bring the district together 	
High Expectations	25
<ul style="list-style-type: none"> Pro Active Great Expectations High Expectations Expecting Results Competitive with surrounding districts Raise standard 	
Integrity	15
<ul style="list-style-type: none"> Integrity Transparency and honesty 	
Problem Solver	15
<ul style="list-style-type: none"> Problem solvers Recognize problems Able to manage change 	
Inspirational/Visionary	13
<ul style="list-style-type: none"> Inspire Risk taker Innovative Innovative/ Educational options Visionary thinker Inspirational leadership 	
Not Afraid to Make Tough Decisions	12
<ul style="list-style-type: none"> Backbone Make the tough decisions "Hard Line" but soft touch Courageous 	



Appendix A - John Marshall High School Community Meeting

Tuesday, April 22, 2008

Dedicated to District	11
Long-term investment	
Dedication to the job	
Dedicated	
Puts Students First	10
Students first	
Put students 1st	
Engages Parents and Community	8
Parental involvement	
Improve parental involvement thru active leadership	
Encourage involvemenet	
Community involvement	
Work with budiness community and understand OKC	
Understands District Needs & Programs	8
Knowledge of an urban district	
Understanding the system	
Integrate all schools (charter, etc) fairly into PS system	
Less Bureaucracy	
Culturally Competent	5
Awareness of poverty and diversity	
Understand and work with diverse community	
Culturally sensitive	
Good Communication Skills	4
Good listener to parents, teachers, and kids	
Improve district's reputation	
Communication skills	
Communicator	
Focus on Academics	2
Focus on Academics	
Good Fiscal Management	2
Financially responsible and resourceful	
Good fiscal management	
Educational Experience	0
Multiple levels of educational experience	



Appendix B - Douglass High School Community Meeting

Thursday, April 24, 2008

The Douglass High School Community Meeting featured a facilitated format that allowed everyone to participate and share their input. Brainstorming in small groups, each patron identified the qualities he/she felt important that the next superintendent possess. Following the brainstorming session, the entire audience voted for the qualities they felt most important to determine the order of priorities.

Puts Students First	23
<ul style="list-style-type: none"> Pride in students and staff Children first priority Advocate for youth Wants every child to succeed Has best interest of students as primary goal Knows that every child can learn 	
Not Afraid to Make Tough Decisions	16
<ul style="list-style-type: none"> Courageous Hold all people accountable Not afraid to take corrective actions Willing to take risk Willing to hold teachers, students, parents accountable 	
Educational Experience	13
<ul style="list-style-type: none"> A respected educator Educator Be knowledgeable Experienced strong leader Ability to recruit quality people Experience/ track record successful Educational leader Seasoned professional with track record Knowledge of job Be on cutting edge of trends in education Knowledge 	
Focus on Academics	12
<ul style="list-style-type: none"> Recognizes many ways to put rigor into curriculum Enhanced skills at elementary level 	
Team Player/Collaborative Management/Site-Based Management	12
<ul style="list-style-type: none"> Includes others in decision making Respect of Staff Collaborating Leadership 	



Appendix B - Douglass High School Community Meeting

Thursday, April 24, 2008

High Expectations	8
Has high expectations of all involved	
Raised expectations	
Hands on highly visible	
Integrity	8
Integrity	
Trust	
Trustworthy	
Good Fiscal Management	7
Leverage resources	
Knowledgeable in budgeting and financing	
Culturally Competent	6
Understanding the people you are working with	
Be FAIR	
Engages Parents and Community	6
Visible	
Understand and involves the community	
Has open-door policy available	
Supports active parental participation	
Visible in the school and community	
Collaborate with business community	
Inspirational/Visionary	6
Innovative	
Thinks long term	
Believes in change	
Clear vision	
Global view in competitive world	
Understands District Needs & Programs	6
Equity not equality	
Connection to the district	
Knowledge of urban school districts	
Experience in urban district	
Manage the business of education in a difficult political environment	
Education and experience with urban districts	
Experience with urban schools	
Dedicated to District	3
Committed to remain in district longer than a few years	
Commitment	



Appendix B - Douglass High School Community Meeting

Thursday, April 24, 2008

Good Communication Skills

3

- People person
- Good communication skills
- Has good PR skills
- Open communication with media, press, and community

Problem Solver

3

- Outside of establishment- free thinker
- Creative, innovative, an organizer
- Assesses before acting
- Thinks outside the box
- Progressive thinking



Appendix C – Capitol Hill High School Community Meeting

Monday, April 28, 2008

The Capitol Hill High School Community Meeting featured a facilitated format conducted in Spanish. As some meeting attendees only spoke English, a separate facilitated session was conducted simultaneously. This allowed everyone to participate and share their input. Brainstorming in small groups, each patron identified the qualities he/she felt important that the next superintendent possess. Following the brainstorming session, the Spanish-speaking audience voted for the qualities they felt most important to determine the order of priorities. And the English-speaking audience voted for the qualities they felt most important to determine the order of priorities. Results from both groups are compiled here.

Educational Experience	13
<ul style="list-style-type: none"> One that has had experience as a teacher and administrator as a school principal Must have (possess) a superintendent's certification in the state of Oklahoma within the first 90 days of his/her employment Should be experienced Good experience in education Teacher 	
Problem Solver	7
<ul style="list-style-type: none"> Able to find solutions to problems Install firearms detectors 	
Good Communication Skills	6
<ul style="list-style-type: none"> Capable of communicating effectively with different groups Communicator- responds to patron concerns Personable and approachable Public speaker marvelous rhetoric :) 	
Inspirational/Visionary	4
<ul style="list-style-type: none"> Somebody with a vision and inspiration Innovator and thinker Long range planner...Visionary 	
Puts Students First	4
<ul style="list-style-type: none"> His/her priority must be the children Values all children Love of learning 	
Engages Parents and Community	3
<ul style="list-style-type: none"> Capable of becoming a part of the community and the students Creates programs that involve parents/families in their children's education In the community and with the students Involves parents in the community Involves you in the community Very involved 	



Appendix C – Capitol Hill High School Community Meeting

Monday, April 28, 2008

Good Fiscal Management	3
<ul style="list-style-type: none"> Possess a good understanding of the school's financial issues Capable of administering the funds Administrator willing to be audited 	
Team Player/Collaborative Management/Site-Based Management	3
<ul style="list-style-type: none"> Respect others and listen to all opinions Communicate with the community through the principals at the OKC public schools Friendly towards teachers Respect the opinions of teachers, parents, and students Respects people (educational professionals and community members) 	
Understands District Needs & Programs	3
<ul style="list-style-type: none"> Research-driven 	
Integrity	2
<ul style="list-style-type: none"> Treat others well Considerate honest and friendly Honest Responsible 	
Dedicated to District	1
<ul style="list-style-type: none"> Visit each one of the district schools during the 1st 6 months of his/her employment 	
High Expectations	1
<ul style="list-style-type: none"> Knowledgeable Dress appropriately Leadership Be Creative Be a leader 	
Not Afraid to Make Tough Decisions	1
<ul style="list-style-type: none"> Strong Courageous and passionate Willing to let the buck stop with him/her 	
Focus on Academics	0



Appendix D – U.S. Grant High School Community Meeting

Thursday, April 29, 2008

The U.S. Grant High School Community Meeting featured a facilitated format that allowed everyone to participate and share their input. Brainstorming in small groups, each patron identified the qualities he/she felt important that the next superintendent possess. Following the brainstorming session, the entire audience voted for the qualities they felt most important to determine the order of priorities.

Educational Experience	11
Proven experience	
Degrees and experience in education	
Past experience as superintendent	
Independent Ideas	5
Wise, wisdom, knowledgeable	
Sense of mission	
Someone with systemic approach to school improvement	
Free thinking	
Supports SOKC Schools	
Culturally Competent	4
Experience working with diverse groups	
Advocate of the arts	
Dedicated to District	4
An Okie!	
Prefer an Oklahoman/someone already here!	
Someone willing to stay long term	
Local person (someone who cares about Oklahoma and our schools)	
Good Communication Skills	4
Communicates well with all	
Articulate leader	
Diplomacy	
Engages Parents and Community	3
Community oriented	
Accessible	
Work with the alumni association	
Understands District Needs & Programs	3
Experience in urban environment	
Understands problems of poverty	
Diplomacy	



Appendix D – U.S. Grant High School Community Meeting

Thursday, April 29, 2008

Focus on Academics	2
Educates the WHOLE child	
Understand standardized tests and their limitations	
High Expectations	2
Take us to ed. Leader in the state. Make us the best!	
Inspirational/Visionary	2
Charisma	
Creative/ innovative	
Longevity	2
Loyal and honest (to a fault!)	
Not Afraid to Make Tough Decisions	2
Knows how to have good discipline in our schools	
A Woman	
Problem Solver	1
Someone who will support pilot project	
Strong management skills	
Team Player/Collaborative Management/Site-Based Management	1
Get teachers supplies they need	
Team player/ coalition builder	
Integrity	0



Appendix E – Non-Compliant Superintendent Search Survey Results for Questions 1 and 2

We received a few hand-written Superintendent Search Surveys that did not comply to the standards of question 2, on these surveys respondents selected more than 5 traits. Since we are unable to determine the five (5) traits most important to these respondents, we did not include the responses to question 2 in this report’s summary of results. (However, the respondents answers to question 3 and question 4 were compiled with all other survey responses.)

The following are the results for questions 1 and 2 from the non-compliant surveys.

Non-compliant Surveys		
Please check the ONE group that you best represent:		
Answer Options	Response Percent	Response Count
Administrator	0.0%	0
Board	0.0%	0
Community	53.3%	8
Parent w/ student in OKC schools	13.3%	2
Student	26.7%	4
Staff	0.0%	0
Teacher	6.7%	1
<i>answered question</i>		15
<i>skipped question</i>		0



**Appendix E –
Non-Compliant Superintendent Search Survey Results for Questions 1 and 2**

Non-compliant Surveys			
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		46.7%	7
Interacts with students and parents		100.0%	15
Spends time in the schools		80.0%	12
Lives in or has lived in Oklahoma		40.0%	6
Understands issues of an urban school		66.7%	10
Knows how to motivate people		80.0%	12
Is a strong advocate for the District		53.3%	8
Welcomes input		80.0%	12
Has experience as a superintendent		46.7%	7
Has a vision for the District's future		100.0%	15
<i>answered question</i>			15
<i>skipped question</i>			0

