

Stakeholder Input Report for

***Lee's Summit R-7
School District
Lee's Summit, Missouri***

submitted by

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EXECUTIVE RECRUITMENT & DEVELOPMENT

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Lee's Summit School District Lee's Summit, Missouri

District Stakeholder Input

Executive Summary

During November 12th – 14th, 2019, consultants Dr. Judy Sclair-Stein and Dr. Jeanette Tendai conducted meetings with district stakeholders representing five different groups associated with the Lee's Summit School District, including community, students, teachers, classified staff and administrators. The consultants received input from over 200 individuals in these groups. Input was gathered regarding the selection of a new superintendent for the Lee's Summit School District.

Outlined on this page and the next several pages is an Executive Summary of the major themes expressed by the participants at these sessions. Following the Executive Summary is a compilation of all the input received from these groups and individuals in response to the four questions asked of each group and participant. The final section of the report will consist of responses by individuals who completed the online survey and responded to the same four questions.

Tell us the good things about your community.

- Large city that has a small-town feel
- Safe community and a good place to raise a family – Lots of activities are built around families
- Parks System provides a large variety of outdoor activities
- Cultural experiences are available within our community and downtown Kansas City (professional and collegiate sports, music, theater, cultural festivals etc.)
- People love and are engaged in community – lots of involvement – Pride
- People are willing to help each other and are supportive of community as a whole
- Many resources are available through community individuals and businesses
- Our location is close to great places to visit in and around Missouri and the Midwest
- The community is growing and becoming more diverse in all areas
- There is lots of support for the teachers and schools

Tell us the good things about your schools.

- Teachers/staff and administration are outstanding and make decisions based on students
- Outstanding reputation – rated at the top of Missouri schools
- Students are amazing and want to learn
- Innovative school district – Missouri Innovation Center, Early Childhood Center, Alternative Learning Centers
- Many partnerships with local and regional businesses and educational institutions
- Diversity
- There is an emphasis on all activities – sports, art, theater, academics (something for everyone)
- Very supportive school community
- Adults are always learning and want to do what is best for students
- The district is growing and becoming more diverse
- Students are amazing and want to learn
- High School students have a healthy rivalry but come together to support each other and perform community service projects
- Technology is available to students K-12

What issues should the superintendent be aware of as he/she comes into the district?

- The district is growing quickly and class sizes are large in some places
- Some facilities are in need of updating – new schools could be necessary in the near future
- There could be a bond issue on the ballot in 2020 – planning is needed
- The last two superintendents departed in negative manners
- The Board of Education has been split on several issues – there has been behavior that caused division and distrust in the community
- Morale is much lower than normal and there is a general lack of trust within the school district and with the community
- The topic of Equity must be addressed in order for the district to move forward
- There is a need for healing
- People who work directly with students do not feel appreciated or valued by district level administration and Board
- The superintendent needs to gain the trust of the employees and community
- The focus of the district needs to get back to the kids
- Mental health is an area of concern for students and adults throughout the schools and community
- Parents are extremely involved and vocal in all aspects of their children’s education
- Community expects superintendent to be visible at all levels and know students, staff and parents
- Person should take time to get to know the people, district and community before trying to make big changes. There are traditions that are valued and should be understood.

- There will be several openings at the district administrative level that will need to be filled
- Some members of the district and community are embarrassed by the recent events and negative publicity the district has received – pride needs to be developed again
- The teacher salary schedule should be reviewed to correct discrepancies caused by past salary freezes that were not re-instated

What skills, qualities or characteristics should the new superintendent possess to be successful here?

- Visible, approachable, someone who will get to know people personally...community members, staff, parents and especially students
- Champion of the district – Someone who will represent the district in a positive and uplifting manner
- Genuine passion and love of students and district as a whole – Pride in Lee’s Summit
- Attend district/community events and activities
- Know the students and staff at all buildings
- Strong visionary leader who can inspire and motivate people
- Understands and has ability to analyze systematic needs of district and take action
- Relationship builder – people person – genuine – caring – healer
- Team builder who can bring everyone together for the kids
- Ability to understand and manage the strong opinions that will be expressed
- Ability to manage and unite the Board
- Ability to actively listen respectfully and respond appropriately to situations
- Understands the role of social media and can use it to the benefit of the district
- Firm understanding of school budgeting process and ability to use funds based on priorities of district
- Possess and demonstrates a high level of honesty, transparency and integrity
- Encourage innovation and willing to trust teachers and administrators to try new things
- Ability to communicate clearly in all forms
- Skilled in teaching and learning strategies and how technology can be integrated in all areas
- Sense of humor, creative and able to infuse fun into work and learning
- Ability to lead a successful tax and bond campaign and work with district
- Ability to work with district, community and local businesses and organizations, to advocate for the schools and raise funds for district
- Always puts best interest of students first
- Ability to hire outstanding talent and provide professional development and mentoring for continual improvement and growth
- Demonstrates ability to work with Board of Education in an open and transparent manner
- Understands Missouri legislation and government as it related to education

Stakeholder Input
Reported as received from each Stakeholder Group

Name of Stakeholder Group: Administrators

Tell us the good things about your community.

- School system
- Traditions
- Large city with small town feel
- Generous in support of schools
- Community support
- Still growing
- Parks system
- Nice downtown area
- Patrick Mahomes - 😊
- Lee's Summit and KC are large but both feel like small towns
- Both towns continue to grow
- People move here for small town with big town amenities
- Lots of the employee's children go to school here because it's a good district
- Strong commitment to public education in this region
- KC restaurants and night life is second to none
- We are in the middle of everything. About 3 hours to lots of other great towns. Can get a metropolitan area easily
- This town has a lot of pride, lots of people grew up and live here. Then lots of new people moving in.
- Some pride has been challenged lately but still can move forward
- Welcoming new people
- Lots of opportunities to be in nature – lakes, hiking, outdoor
- Only one state between us and Colorado
- This district offers an opportunity can live in a rural area or town area. Lots of choice within the district. Could live in suburbia or on a farm
- City parks and rec are nationally recognized
- LS downtown is very nice
- One thing unique to KC – Northeast area is extremely diverse and has lots of new people to US
- Great place to raise a family – midwestern values. It's a destination district
- Barbeque
- Lee's Summit is a growing community with everything you need here in town while still being adjacent to KC for sports, arts, etc., but still with the small town feel.
- Good place to live and raise a family.
- Cost of living still o.k.
- We're growing...everything is new.
- Wonderful schools

- Extreme support for the schools from the community, even in the midst of disagreement amongst the community and the board...supt. buyouts...still support from the community for a no-tax increase bond....96% support according to Patron Insight.
- In the middle of great turmoil to those here, there's much less of that to the community as a whole.
- Community will support supt. who has the skills to bring community and board together.
- There is potential for a lot of exciting change in the community...new airport, etc.
- Big small town with lots of connections
- Lots of history
- Not shy in sharing opinions
- A lot to do
- Great arts and parks community
- Vested in district
- A lot going on
- District seen as a pinnacle
- Very family oriented
- So many activities for kids
- Geographically strong central core, but then many lake communities surrounding
- Downtown days and key gathering days

Tell us the good things about your schools.

- Staff live within district
- Principals and leadership – excellent building principals
- Good teachers
- High academic standards
- Variety of opportunity for kids
- Strong parent involvement
- Each school is very important to the families of each attendance area. It plays into where they choose to live. There is an alignment
- Quality of the teachers and reputation of the district
- People come and stay in district
- Commitment to progress -attitude of continued learning
- Building administration – principals, assistant principals have shielded their staff and communities from the district turmoil
- A lot of very talented teachers in the classroom. Always wanting to learn more for their kids.
- Care for all kids and want to do the best possible for them
- Lots of resources that meets needs for all students – i.e. theaters, arts, social work, technology
- Many opportunities for post-graduation success. Focus is on all types of learners – not just college bound. Authentic comprehensive education

- Arts and Sports are equally valued and supported at district and community level
- Focus on social and emotional wellbeing
- This district can stack up against any other district in the state
- Early intervention in this district is amazing – Parents as Teachers is strong – free OT and PT to get kids ready for school
- Everybody wants to do the right thing for kids no matter the role they play
- We attract great candidates who want to work here
- When groups like the Kaufmann Center are wanting to begin an initiative, they reach out to Lee’s Summit.
- MIC Center...great partnership
- Size....a nice sized district....large, but not too large. Large enough to do any of the things you want to try to work with.
- We have potential to grow; we are only about 50% developed.
- District seen as a leader in the state
- Collaborate with other districts; good reputation state-wide
- Sense of pride; all schools in district are good
- Destination district
- People are what make it what it is
- Awesome teachers
- Great staff... “Average stands out here.” District shows appreciation for all staff
- Collaborative district—Decisions aren’t made in a silo
- Attracting and retaining good people is everything
- We have staff members who went here and came back here.
- Our staff members stay here.
- Our teachers have a lot of supports.
- You have the supports you need from above, but you have the autonomy to run your own area.
- Supports for kids and student focused
- Affinity for innovation....great robotics program, MIC, Aquatics Center, Great Beginnings, etc.
- Dedication of district to stepping out and doing something innovative
- Facilities are well-maintained
- Everyone is so passionate about what they do
- We try to consider each situation individually and accommodate when we can. Community involvement is amazing
- The rivalries are friendly
- Theatre departments all gather and do One-Acts

What issues should the superintendent be aware of as he/she comes into the district?

- Stay off social media or have a few people look at them
- Small digs and things....we’ve had enough of that
- Take time to get to know the principals
- Need for teachers to feel valued in their work

- Healing
- Trust needs to be reestablished
- “You didn’t break it, but you’re going to need to fix it.”
- You’re walking into a skeleton crew at central office.
- We’ve got people over there who are not “playing their positions.” They’re not really qualified for the roles they are playing. Many of them who have not been building principals and they are advising us how to run our buildings and we don’t trust them how to advise us.
- Possibly need to have everyone over there reapply for their positions.
- The people in this room are those who are most trusted by the teachers. Take some of the people in this room over to Central Office.
- Be aware that there is some community division.
- A certain section of our community think they have power. The past two superintendents.....there is a faction of the community who feel they have power...feel they can exert their power.
- Don’t be in a hurry. We have people who want change and want it right now. We need to be thinking long term. If we do it too fast, we will be short sighted.
- Strong disconnect right now
- Each community group has their own agenda and be aware of that.
- We are at a critical juncture in leadership.
- We can ill-afford an error in leadership.
- There are some deeply rooted bases of tradition and experience here that can provide help to assist the supt. in being successful. We want that....it’s important to us.
- Culture of an organization starts at the top – BOE
- People see conflicts between the BOE and if the BOE can’t create consistency around student success it bleeds to administration, teachers etc.
- Even though they have difference of opinion they should realize it creates worry among groups when they impact
- March of 2016 is when things started going downhill
- There is a lack of trust – HUGE trust issues
- There are several cabinet vacancies – they will need to immediately begin to address – this can be an opportunity or issue
- The supt will be named in January and posting later could impact the candidate pool
- There may be re-organization to be considered
- There is a feeling that we have not competed against the surrounding districts for previous Supt candidates in the past.
- Worry there might be a lack of shine on the district-candidate pool as a result of the recent situation and the previous superintendents
- Equity and racial inclusion is a topic that continues to be a topic where there is work to be done to bring the community together
- The sensitivity to topic of equity
- Big divide between SLC and the building
- Not a clear decision model that is followed. People aren’t sure how decisions are made.
- Supt who knows how to bring people together and will stand up for ALL staff

- There needs to be an evaluation of who can make decisions and at what level
- Understands and values departments
- Listener and collaborator
- Be able to value both sides of hurt that people who are feeling – value however people are feeling
- Experience of support staff staffing and ways to maintain staffing levels. Maybe consider another model to staff
- There needs to be connections between MS and ELEM. and may change in future – kids may need to be divided. It's a big deal and people care about this
- There is a rich tradition but also a new Lee's Summit and can support work that has been done to keep moving LS forward. How do we take support and include everybody
- Clear divide between two camps – there needs to be healing. How do you bridge gap between the two?
- Show honor and value for all opinions – honor people who have support and built the district but be open to new ideas and innovation
- Some people need to work through their thoughts and take time to build trust
- Communication – over-emphasize what is going well while addressing what needs to be done
- Not all students are headed to college – support for kids to go from HS to career or trade school
- There is a rift in the BOE that is visible from everywhere. Both sides need to be aware of this and hire someone who can work with.
- Manage board of education
- There is a need to define specific words and what they need
- Worry around when a new person comes in people are worried about where people sit in the organization and how will organization change
- We manage our own support services and it works well
- Benefits – insurance costs are going up and people are making less now because salaries haven't kept up
- Teachers have voiced that they're going to start looking for other jobs....some of our best teachers have voiced this to their principals.
- Some teachers are paying more for insurance and seeing less money, because they got a small raise and didn't get a step. But that is being exacerbated by the climate in the district.
- If we are appropriately staffed at CO, we have not done a good job of explaining what each person's role is and why we have them in those jobs
- Immediate and future facility needs.
- We're getting ready to ask for a huge Bond Issue; if the bond doesn't pass in April, that's going to be another huge issue.
- Lack of trust from bldgs. to SLC
- Teachers need and want support from CO and CO Admin. need to be having conversations with teachers
- Bldg. admin. have had to shelter our staffs from the lack of support from CO
- You don't know what is being said in other buildings....lack of trust across the board
- There needs to be true commitment to building leadership teams

- Ability to have vision of community in our schools
- We're doing the best we can to hold on in our schools...kind of scary
- A bucket of money is not going to solve our problem...need good vision; wide disparity
- Supt. and staff need to be able to articulate what the vision of our district; no one can really do that
- Supt. should know that the majority of people working in CO have not been building principals. Only three people in CO have had prin. experience. Lack of trust from bldg. principals, when CO people are telling them how to run their buildings.
We have a bunch of holes at CO...you don't even know who to call
- Whoever comes in is going to have to work really hard to figure out what positions to fill
- What CO positions do we really need?
- There is a schism in how people feel about what has happened over the last year. There are many hurt feelings of what has happened. There is not a consensus of what has happened. There needs to be a strong skill set of building relationships.
- Healing
- We need someone who is more of an instructional leader, not a thought leader....not just challenging our thoughts....we need some of that, but we also need research-based practices.
- A lot of teachers could go to almost any surrounding district and make more money
- The morale right now in our buildings is not good, (related to finances and benefits)
- Our teachers need to be able to feel the impacts of certain decisions with relation to finances. Student:teacher ratio is growing and teachers don't feel much support. Responses have been minimal.
- Sixth grade to middle school...If the bond is passed or not, where does that decision stand?
- Clear communication is a board goal, but that has not happened. As a district, we're not following through. That is an issue for us.
- People need to be clear on what clear communication is; it's a very unsettling feeling. how can we communicate in a more clear and consistent manner?
- Promote positivity
- We have a community member, not a district member, who has promoted positivity...We need to be part of that solution.
- From communication: The social media stats are not helpful. Spend your time giving me positive news. What is the priority.
- Lots of communication, isn't necessarily good communication.
- It shouldn't be all about their pride and ego
- The board and the supt....what are you hiring the supt. to board; what is the board's role. There needs to be a lot of work there....There's a big piece there.
- For CO to understand the roles they play; they need to be prepared to reset once they know the roles they are going to play.
- They need the right people to be in the right seats on the bus.

- There is the potential for a lot of conflict on the school board.
The processes that the board requires....some of the things the board requires are micromanaging. Taking something that is \$2,500 for approval is micromanaging.

What skills and qualities should the new superintendent possess to be successful here?

- Relationship building
- Seek first to understand
- Be a good listener
- Operate with integrity
- Strong systems awareness and how to connect all the pieces
- Be constructive not deconstructive; bring positive energy
- Provide support instead of judgement
- Humility
- Committed to this community rather than their own agenda
- Be visionary; be aware of opportunities and ways to further enhance the district.
- Be able to build a good team around them.
- Be genuine
- If you're going to listen to the principals, write it down. Understand what principals are going through and deeply understand to be able to help this group.
- Be sincere and genuine in your responses.
- Be an advocate to the greater KC community for Lee's Summit.
- You will represent Lee's Summit in all you do.
- Be an advocate for all kids and all families.
- Keeping the standards high for all kids.
- Supt. should show pride in our teachers and publicize that.
- Show pride in our community and our district
- We need someone who can lead our board of education; they need someone strong who can guide them.
- We need someone with a sense of humor; we haven't had fun in a really long time.
- It is time to care about your people and value the folks you have hired to do the jobs.
- Deep understanding and awareness of the good things going on here in Lee's Summit and celebrate those things.
- Systematic changes in the district which need to be looked at, including P.D., etc. Tie systematic changes with the "feeling tone" issues....don't lose sight of systematic changes. We need to function as one school district.
- Lee's Summit as a whole, people want to move forward and grow, but there needs to be an understanding and a historical perspective on the great things which have happened here and then move forward.
- There has to be an understanding of social media and Twitter. Have a social media presence on Twitter.
- Building-level principal experience and supt. experience.
- Experience working with a community and unifying a community.
- There should be no personal lawsuits in their background

- Be a team player with other school districts and other supt.'s in the area...connect with others.
- Respect the pride and traditions here.
- Let's go and move forward together
- Check your ego at the door.
- If you make mistakes, own it.
- Don't shy away from the issues that have occurred.
- Authentic desire for equity
- Thick enough skin to know there are going to be op eds, and there is no winning the pr image of what's next. There will be media coverage and the KC Star will have an opinion.
- Come in with a focus on what we're doing and what we're doing well and how to expand and how to move us forward.
- Someone who will quietly listen, listen, listen and then lead.
- This is a destination...come and stay.
- "I want this place to work....come in and make this place work with all of us."
- Come in and attend events...games, elementary school carnivals, Robotics on a Sat.,etc.
- Come to buildings...not to check it off a list, but just to be there and get to know people.
- Come in and get to know people. Take care of your people.
- People need to feel valued by the person who is leading us.
- I need the person to have experience in a larger, growing district...like we are.
- I need to know my child is well-taken-care of.
- Get out of the "drama-dome" we've lived in for a while.
- The person coming in needs to know how systems work and we need to have systems alignment. Many are working in silos. An area of growth would be systems alignment. There is a lot work going on that is not aligned. It's great to be site-based, but we do need to work on systems alignment.
- Get in and do the work.
- Need to be a politician and a good public speaker
- A unifier
- Know how to work with a team and be a collaborator
- Set a vision and also includes thoughts and suggestions from a team
- Experience is important to have
- If the bond passes there is a lot of work to be done
- Many openings to be filled so the ability to make decisions and back them up
- Student focused
- All around good person
- Board management expertise and experience – ability to develop a cooperative approach
- Ability to navigate the board
- A connector
- Board may change in April – lots of change possible
- Know a little about everything –
- Experience

- Instructional leader – deep grounding in learning
- Approachable person –
- Be visible and get to know people, department
- Should put organization above self – focus on LS as a district
- Caring – deep caring and value of people and what they are doing – get past themselves and focus on district. Want to connect with people and groups
- Be about the passion and not the money
- Leave the egos at the door
- Someone you can have a conversation with and be honest
- Relationship builder – genuine care and others above self
- Willing to vulnerable and human when needed
- Is able to listen, be a learner and open to hear what people say
- Understands social media and how to use it
- Team player and values
- Understand the impact of what you say and how you say it – be aware of how you act and what you say – people are listening
- Track record success – experience in a large district
- Weigh record of success against potential of a person
- Community will accept someone with less success if they have had success where they have been
- Able to show experience and success doing what LS needs
- Someone who is willing to get their hands dirty and be involved. Help in areas where that need help.
- Positive Personality and desire to be present
- Friendly and open
- Be present where they are – small groups or large groups
- Someone who can unite people and move us forward

Name of Stakeholder Group: Community

Tell us the good things about your community.

- The strength of the school district – its established and is a big draw for the KC region
- Open community – very easy to get involved in anything you want to –
- Parks system
- Downtown area
- Safety of the community – low crime
- Lakes
- Good highway access
- Affordability and open housing – good return on your investment
- Friendly community – people say hello and we offer to help those who need it
- Access to benefits of the big city – sports, arts, shopping but can come back to LS
- Cost of living is reasonable

- Small town feel
- Welcoming community – moved here because of the school district –
- In Lee Summit people are recognized and valued for volunteering
- Accepting of all cultures
- Great schools
- Well educated community and needs to realize college may not be for all students

Tell us the good things about the Lee's Summit School District.

- Teachers!!!!
- Large number of teachers live in community and have their own kids attend schools
- Extra curricular activities available for students – open to start new ones too
- Business and organization partnership – school works with community
- District is well funded – PTA assists schools
- Parent support and involvement – partnerships
- Work force development with EDC –
- Community is hungry for participation from the leader of the district
- Students are well prepared for life after school
- Friendly competition between Blue Springs and LS and helps both be better
- A lot of community leaders attended LS schools - when it's time to raise kids the people come back here
- We pass bond issues
- Parental involvement – classrooms-sporting. Family focused culture
- It's the leaders job to lead and guide the community to remain
- LS Educational Foundation has provided over 10 million in supports – consistently fills gaps up to \$400,000 on an annual basis. Provided help for one-to-one tech
- Known as an innovative district – creating pathways for industry development
- Growing diversity is a benefit financially and racially
- Housing is changing and it's a positive thing
- Teachers
- The things are generally well organized and structured here – with the exception of what has happened recently
- Consistency throughout the district
- Robotics program
- Course offerings allow incredible opportunities for kids
- High expectations for all kids coupled with supports and services
- The vision and ability to look into the future for our students
- Offers a diverse selection of programs
- MIC program
- International Bacalorate
- International Studies
- Multiple activities for students

- Music and arts program
- Academics are strong
- Not afraid to ask questions
- Community Engaged in the district
- Kids' ability to use technology is huge
- When people haven't been other places, they don't realize what we have here
- We have phenomenal programs
- You can graduate with a two year college degree
- Lee's Summit is a district other districts look towards
- Great teachers who are really committed to kids and want to grow and get better

What issues should the superintendent be aware of as he/she comes into Lee's Summit?

- Who is in charge of what at SLC and what are their areas of expertise
- We are top heavy at SLC
- We have a lot of chiefs at SLC
- Have a keen understanding of communication in our district and understand the range of media
- Let your people do their work if they can do their work
- There will be a range of press and publicity brought to our district.
- Supt. needs to be cognizant of social media platforms and that kids are well engaged
- Understand this city's strategic planning process
- There is racism going on in our buildings
- There needs to be accountability in the buildings with regards to racism.
- Class sizes...29 in a 5th grade classroom
- CFP...facility master plan group to look at redistricting, Re-drew boundaries and still have oversized classrooms
- Rise in depression and anxiety
- Be observant of the time given by parent volunteers in the district; their time is valuable
- Being in a community that is growing and evolving, be aware that boundaries and issues like that are going to need ongoing planning. These are not "one and done," situations.
- People don't necessarily work traditional work schedules anymore. Family structures aren't traditional anymore. Can we keep after school care open later? More innovative options to support families. Can we reduce the costs for families?
- Look at initiatives that were not previously followed through on and see what if anything can be done.
- Whoever the successful candidate is will be immediately under a microscope. We must have someone who is aware of that and can handle that kind of scrutiny.
- Rapidly growing community that is going through some growing pains. He/she will have to navigate that again.
- We have a bond issue that will be coming up and if that fails, there will be some challenges.
- Prior two supt.'s didn't work out well.

- Equity and where we're at and we still have a lot of work to do.
- Last two supt's. have had a trigger and then there was a decision to get rid of them. They went from big support and then there was big opposition.
- Try to understand Lee's Summit; Lee's Summit is not like any other community. You need to understand Lee's Summit so you can survive in Lee's Summit.
- Lee's Summit has that small town feel, and things can turn real quick.
- Regardless of cultures, race...there are people in this community who have already made up their minds what the new supt. should be like...probably like them. That is a fine line to walk and navigate.
- Can be kind of provincial at times.
- Equity issue and what was started by Dr. Carpenter
- Diversity is here now
- People sometimes have to fight for their kids, along race lines
- Balance: Personal agendas, group agendas and community agendas....Supt. needs to be able to balance all three.
- Lack of transparency
- Lack of transparency with parents
- Class sizes
- lack of trust with SLC
- Lots of new people who don't know who works here and understand the needs of the classroom
- Achievement gap
- Growth process is amazing; how to deal with overcrowding...6th to middle and how to make that happen
- Very little staff diversity...doesn't match kid diversity
- We need to continue the conversations about equity
- Every child needs to have a quality education regardless of their race, background, etc.
- Some people at the SLC have been placed there because of bias.

What skills and qualities should the new superintendent possess to be successful here?

- This is a great opportunity for a superintendent
- Our district needs someone who can heal and work with the changing community
- There is an opportunity to bring people together here
- Understand economic development
- Needs to be a good organizational development leader
- Help create a culture of "grow your own."
- We are entering into another boom phase in Lee's Summit.
- Collaboration is going to be a key of working with everyone. Be a unifier and bringing people together. Be that leader that can bring the voices together. Something constructive that is coming out of every step
- Our staff needs support and our team needs to have a visionary leading that team forward
- Community needs to feel comfortable with the team and he/she needs to feel comfortable with the subordinates who can go out and represent him/her

- Majority of the community still wants to push forward on the conversation of equity
- We need someone who is going to be comfortable having tough and uncomfortable conversations.
- Professionalism
- Be honest and not have an agenda
- Be aware of where the district is now and of what we've accomplished, but also one who can move us forward.
- It's about the kids and the teachers.
- If the teachers are happy, the learning will come.
- Be a good advocate for public education.
- Be well-versed in school funding and aware of what is going on in Jeff City. Understand the funding formula.
- Be able to understand the needs of industry and work with us to build the framework.
- Know a lot about early childhood; put resources there.
- Reach out to working parents for involvement.
- Liaison to welcome new families and children to the district to help them acclimate
- Be able to deal with the politics of your job (in Jeff City) for public education
- Communication...have different forms of communication
- Experience in multi-cultural and racially diverse school systems and be comfortable having conversations about that.
- Having that background and knowing how to navigate in that environment and navigate those relationships and be mindful who they represent...students.
- Meet with supt.'s around the area who have been successful and have been here a while.
- Understand the nuts and bolts of school funding and the Hancock Amendment...(It's a \$300 million business)
- Be present in the schools without meddling in the schools....don't micromanage
- Help the board to also meet the criteria established for the supt.:
- A successful educational leader who possesses excellent communication skills, is a good listener, keeps the board informed, values two-way communication and is visible in the district and community.
- A team player who can build positive collaborative relationships with all stakeholders and who develops others through team building.
- A proven academic leader who has demonstrated success in building innovative, equitable and high-quality educational programs for all students.
- An experienced administrator who is dedicated to embracing diverse student and community populations.
- Cast our net further when recruiting for teachers.
- Being able to transition the district to offsite opportunities
- Ability to build trust
- Be visible – must spend time in the classrooms and get to know what is going on
- Be able to influence the board, stand their ground and be honest and truthful

- We work and develop career paths for kids, not necessarily just those who are college bound...help them develop the skill set.
- Heading to college isn't necessarily the road to success for all kids
- Need to be fiscally responsible
- Supt. Should have bldg. level experience
- Establish trust, restore faith and trust that the community has expected; the community is even more harmed than it was two years ago.
- Expect criticism and handle criticism without taking it so personally
- Handle feedback
- Be a great influencer
- Be involved in and visible in our community
- Have the courage to have the difficult conversations about race, economics and the marginalized people in our community.
- A willingness to stand up to the "powerful" people in our community
- Engagement
- Willing to look at innovative ways to engage families
- Our supt. Is accountable to the board.
- Someone who will value diversity
- If our board is not working in the best interest of our children, then it needs to be something different
- We need someone who is operationally savvy.
- Empower people
- Have traditional values such as: Have good character
- Communication
- Integrity
- Be able to deal with communities in conflict
- Identify unspoken assumptions and mixed expectations
- Experience with a district growing as rapidly as ours is
- City and district need to talk with each other
- Bringing validity back and putting district back on right path
- Teachers need to be lifted up and not carry weight of negative energy
- Ability to recruit a diverse faculty
- A supt. who can work with people more
- Try to build school more to catch up with the growth...may need to raise taxes.
- Real need to have a well-rounded candidate who can heal.
- Supt. who can manage subordinates to get the best out of them.
- Flexibility and adaptability in leadership style
- Proven track record in dealing with similar situations and the ability to turn the district around.
- Be willing to listen
- Supt. needs to ask parents about tweaking curriculum
- Be open minded
- Parent education needed around our curriculum

Name of Stakeholder Group: Students

Tell us the good things about your community.

- The people
- Easy to adapt to
- A lot of opportunities to do what you like and what you're interested in.
- Diverse
- Not judgmental
- Pretty close-knit
- Citizens are proud to be Lee's Summit citizens
- Rivalries with the others schools on game days, but those don't get in the way of us having good friendships with them
- There's unity between the three high schools
- It's a safe and clean community.
- A good place to grow up and or raise a family
- There are lots of parks
- Lots of places to shop
- First Friday festivals every month with food trucks
- Professional sports teams
- KC has great bbq
- Power and light district – nice night life
- Lots of jobs for parents
- Stable and safe
- Clean
- Diverse
- Good food
- Festivals
- Always growing
- Charitable giving community
- Lots of activities for families and kids
- Great parks
- Lots of job opportunities
- Lots of sports, theater, lots of things to do in the community – performing arts
- Community environment/feel
- We welcome all
- A lot of diversity
- Sense of community and home...it's where you're from
- Large, but feels small
- Everything is close
- Programs and innovation
- Business...lots to do and busyness in Lee's Summit
- School District

Tell us the good things about Lee's Summit School District.

- Great clubs
- Teachers provide a great environment to learn in
- The opportunities presented to you.....anything you're interested in....you can go and learn more about it.
- Teachers show they actually care and want to help you out
- There's a lot of freedom. There's no specific path you have to be set on.
- The advanced classes; there are a variety of class choices you can take.
- The friendships and connections you make within sports teams...there's nothing like that anywhere else
- Recognized on a national level....many of our clubs are national level clubs....give us opportunities later in life away from school.
- Everyone is really accepting; you don't get shoved out of groups. You get taken in.
- Our district talks about college; you get well-prepared.
- AVID...college-prep class Get to go see colleges
- A+ Classes and ROTC
- IB program is offered
- Have really good counselors who really care and take care of and connect with us
- All staff want what is best for you – even lunch people are nice and want to learn our name
- Our district offers once in a lifetime opportunity – for example trips and exchange programs
- Education is a priority
- Very involved with students and student needs
- They try to push us as far as we can go
- Lots of opportunities and course offerings
- Help us get ready for college and careers
- IB and A=+
- Strong guidance dept
- They care about student opinions and listen to us
- Great sports teams
- Strong music, theater, journalism dept
- Encourage us to get involved and help the younger students in the district
- Extra curriculans
- All adults want to make sure all succeed
- Normal school rivalries, but we all come together
- Healthy competition, be we come together like with community service, debate, etc.
- We all have a bond.
- We are so intertwined.
- Play sports with students from across the district
- We are so strong together
- Makes it easier to transition if you move within the district
- We're an IB district
- Lee's Summit is very well-rounded...academically, arts, sports, etc.

What issues should the superintendent be aware of as he/she comes into the district?

- Budgeting for the older schools
- Lots of fights
- Equality issues and equity issues
- There are lots of false fire alarms
- Need more racial diversity in staff
- Bullying from coaches and teammates
- Lack of response from coaches when issues occur
- There have been lots of coaching turnover
- Schools are crowded – overall the classes have a lot of kids. Schools aren't meant to hold as many kids as we have
- We have almost every kind of person, rich, poor and everything in between
- Lots of racial, cultural differences along with different languages spoken
- Each school has a stereotype
- To deal with overcrowding some school boundaries have been changed – it has caused some people to be upset
- Have heard there have been bus route issues due to redistrict. Some people walking a long way to bus stop
- Too many school days canceled due to weather and sometimes when should be canceled it isn't. Maybe use the late start plan they have talked about
- Be aware of self-harm, tragedies have happened in the past –
- Support for students when a tragedy occurs isn't consistent
- Mental health issues with students – there have been suicides – they brought therapy dogs and the problem still continues and is swept under the rug
- Students of color don't always get the same opportunities as others do
- Not everyone was in favor of the equity program
- Racial inequalities

What skills and qualities should the new superintendent possess to be successful here?

- Being socially aware and aware of social media. All the clubs have own website and social media
- Proficient with technology be able to use it and communicate with it
- Empathetic
- Friendly
- Good at budgeting
- Open to new ideas and open to change
- Able to persevere
- Should visit schools often and interact with the students
- Good public speaker
- Be open about what is happening and what they are changing
- Passionate and love for what they are doing
- Plan for helping the district
- Be visible get out of their office and talk to people and get to know students
- Experience knowing how to solve problems
- High sense of morality and able to handle situations without bias

- Community engagement. Is out and meeting with the people of the district
- Someone who will be here and stay – in it for the long haul
- Someone who is dedicated to all students and wants all students to be successful – race, income, disability
- Good communicator
- Able to utilize social media to communicate with the public
- Be known for whole community and being able connect with the whole comm
- Friendly and open minded and can accept all kind of input
- Able and willing to be accountable
- Involved with teachers
- Ability to adapt to situations because everything will not go as planned
- Be respectful and be willing to hear opinions from all groups
- Be quick and efficient in solving problems so they don't fester
- See things from student perspective
- Just because they have kids in the district don't assume they have the perspective of students
- Open about what she/he are doing and not hide behind closed doors
- Professional and keep things under control
- Keep school Board meeting polite
- Keep an open mind, especially with how diverse the school is.
- Come into schools and get familiar with students and staff
- Be visible in schools
- Put forth effort; people need to feel cared for.
- Be hands on; come deal with us.
- Think outside of the box....overpopulation, teachers can be aggressive for different reasons, other underlying issues....don't just fire teachers.
- Present new ideas
- Have a vision; have a plan...go past just immediate short-term issues.
- Don't come with just one issue. Have a plan and a vision for down the road.
- Don't come just for the money...for once.
- Someone who is focused on technology
- Open to hear from other people....create a comfortable environment for students and others to share their opinions and ideas.
- A supt. who is open to hear constructive criticism and who won't just shut away those whose opinions aren't theirs.
- Don't come in as just the authority.
- Work in partnership.
- Come in and talk to us and get to know us.
- Come in and support events, be involved in community.
- Lee's Summit has amazing and multiple extra-curricular programs for kids...not just sports.
- Have a big tool belt...We need someone who can multi-task. Figure out what can be done immediately and what we can be working towards.
- Be authentic
- Understand that this is a very time intensive job.
- Need to be accessible to **everyone!**

- We need to come together and keep the past situation with the superintendent from happening again.
 - Be confident in decision making and not let other people sway them.
-

Name of Stakeholder Group: Support Staff

Tell us the good things about your community.

- Schools
- Small town feel
- Homey, warm
- Town cares
- Education not separate from community
- Churches sponsor schools
- Opportunities and programs for children and families
- Parks and recs are so great
- Bikes and walking trails
- Wonderful mayor
- People care about and encourage community
- Great downtown
- Great shopping
- Sense of pride in schools
- People live n dork in community
- Economic development council has brought things here for us to live here
- We have more square miles than Kansas City and St. Louis
- A lot of lakes and neighborhoods built up around the lakes
- Protective of our city; don't dare say anything bad about Lee's Summit
- People here are exceptionally nice
- Great place to raise families
- Kids know and are supportive of each other across the district
- People care and support non-profits
- People come together
- Safe

Tell us the good things about the Lee's Summit School District.

- Career center
- Special programs for kids r3egardless of where they are on the spectrum
- Stellar teachers
- All about inclusion and take care of kids at every level; whatever they need we take care of them.
- Resources available for kids...ex: If someone needs glasses, dental, etc.—we will tap into resource in the community to get them what they need
- Clothing closet and pantry...taking care of families
- District provides a lot, but if the district doesn't prove the school, we will provide

What issues should the superintendent be aware of as he/she comes into Lee's Summit?

- Superintendent is going to have a lot of attention on them; be aware of.
- District is growing; new residential developments
- Boundary changes are ongoing
- We have trailers at West
- We're not all the same people
- Be aware; there are a lot of eyes on the supt.
- There is a lot of tension between races and cultures.
- Important to try to understand different opinions.
- Be authentic; don't try to be different for different groups
- Publicity around previous superintendent departure was bad for district.
- The board convinced the superintendent to resign.

What skills and qualities should the new superintendent possess to be successful here?

- Act professionally at all times; be a role model at all times, personally and professionally
- Social media...be professional in all social media posts, etc.
- Presence in the community and our schools.
- You have to be present; self-awareness of the role model you are...publicly and privately.
- Establish inspiration, pride relationship-building
- Be there...seeing, feeling, encouraging, challenging, chat...be there when kids and teachers are there.
- Come to building and departments with and without kids
- Be approachable
- Respect for our traditions
- Skill set and or charisma to re-build trust
- Come, establish roots and stay
- Be open-minded to ALL students and staff
- Think outside the box—visionary
- Don't come with agendas...Get to know our community. Take time to get to know what we need.
- Restore community trust in bd.
- Give credit where credit is due.
- Admit mistakes; Own and be responsible for self.
- Offering support in all areas...don't forget **all** stakeholder groups.
- Come over to transportation and ride the bus.... "On my bus, we're all family!"
- Our school and kids and staff are family.
- Every single kid in that school are my family.
- We need someone to heal us.
- There's amazing work going on in the buildings, in spite of what has going on.
- Show up to family events. Repair relationships with families. Show you care. "Put on your tennis shoes and 'play' with our kids at events."
- Positivity

Name of Stakeholder Group: Teachers

Tell us the good things about your community.

- Good schools
- Friendly, small town feel, but not a small town
- Great downtown area!
- Safety of a small town, beautiful parks.
- Friendly, non-clicky town
- Diversity of students
- Cost of living is fairly good; can get a nice house without spending millions of dollars
- We have nationally recognized health care systems in KC
- Winters aren't bad
- Hyper loop could be coming
- You can go vacation lots of places, not too far away...we are centrally located.
- Lots of lake communities
- Post-secondary options and community colleges are good
- Great green spaces and parks that are free
- Vocal and they care about what happens in their schools - want to make sure money is spent well
- Community – parent, business involvement
- Downtown area and parks and rec
- Generosity and kindness of are
- Safe and welcoming
- Professional and college athletics
- Great schools and raise kids –
- Midwest values and cost of living
- Exposure to a variety of activities
- Great bedroom community – can stay here to do anything or you can go to downtown kc
- Great arts in the area – huge variety of theater programs, KC jazz, music activities
- KC BBQ
- Excellent food
- Outdoor activity – hiking, can own land and have animals or be in a residential
- Have urban and rural opportunities

Tell us the good things about the Lee's Summit School District.

- Amazing teachers
- Still strong, despite everything
- Teachers and others are committed to keeping district strong
- Strong PAT program
- Strong 1:1 initiative (Technology)
- Well-known throughout the state
- History of excellence
- We moved here for sports
- Variety of offerings...musicals, theatre, band and strings at the elem. level

- Students are supportive of each other
- Kids have opportunities outside the walls of the high schools
- HS kids have Intl. Baccalaureate program
- Millions of dollars in scholarships to our grads
- Scholarships and grants to teachers
- As teachers, if you say you need something, it's rare if there's not a way that it's not figured out how to get it for you.
- Great support from principals
- My own children are in this district.
- The students are always first and our main priority
- Teachers
- It's a top performing district and makes top 5 list
- Lots of people stay here after growing up here
- Lots of generational families
- Ton of PD opportunities – learning or presenting
- Forward thinking – always trying to get better
- Positive parent involvement and volunteer
- Partnerships with college and career
- Innovation campus – lots of opportunities for students. Innovative thinking
- Looking for new programs for kids to involve – stem robotics...something for everybody. Want kids involved
- Businesses want to partner with the schools
- Amazing students
- We keep our neediest kids and give them what they need. Work to transition them back to their schools
- Alternative School is focused on Trauma informed instruction

What issues should the superintendent be aware of as he/she comes into Lee's Summit?

- The term equity and how it impacts staff
- A general dis-trust within the district
- There is a level of embarrassment about what is said on the district as a whole and the willingness to jump on each other
- Sometimes the elementary teachers don't speak up and sometimes not listened to
- Wondering if the person will really be here long term
- People are angry with the district because of large payoffs – BOE said they would be transparent and that isn't not okay.
- There have been so many curriculum changes so we are not expert on anything. We don't need someone to come in and change again.
- We have lots of administrative people filling positions that they weren't originally hired to do
- The Board of Education is split and focused on personal issues and not what the students need
- If you add up the hours each curr. Specialist want us to teach it's longer than the time we have available.
- Need communication across the curr. Specialist so they know what is being asked to do

- Would be helpful to have specialist broken down by fewer grade levels for example k-1
- Lee's Summit is growing –
- Class sizes should be addressed
- What will be done if the Bond passes and if it doesn't pass
- Resources need to be provided to accomplish what the curriculum requires – for example furniture to support flexible seating
- Physical space is not meeting the demands of class sizes or what the kids need to learn
- When changes are made like moving sixth grade to middle school there are staffing needs that need to be addressed
- Safety issues need to be addresses
- We need equity of facilities, space across the district – big difference in physical space – some buildings don't have screens on the windows while others have amazing facilities
- Equity should mean equity for ALL students. Should go beyond race.
- Understand there are very diverse schools in the district socio-economically
- Some teachers may be defensive because they may have been accused of being something they aren't
- Focus needs to come back to the students – we have lost the kids because we have been focused on things we want attention for
- The person should come in and learn about the district, be proud and make it a family feel again.
- The Board of Education needs to be educated and managed
- We have a lot of staff leave from central office and the people there may not have experiences in their current roles.
- There is a big disconnect between central office and the schools
- Trust issues
- MoraleEquity
- Wound was opened up and now there is a divisive feeling and now the wound needs to be fixed
- Brushing under the rug is no longer an option
- Inexperience in central office
- Disconnect between teachers and administration
- Disconnect between building administration and central office administration
- Teachers are overburdened by all the new initiatives which have been put in place
- Administrators have been out of the classroom too long and things have changed.
- As teachers, we're trying to keep our heads above water; administrators don't truly understand all we have to do.
- So many changes every week.
- We get so many things our principals want us to implement and then we don't know if it will stick
- A lot of re-structuring at C.O. and eat time there's a restructuring, a new initiative is put in place, but no follow-through.
- Too many chiefs, but not enough Indians.
- Top heavy administration.

- We have a higher concentration of administrators at C.O. than any other district in the area. We have 29; Blue Springs has 19.
- We have been frozen on steps; this impacts retirement.
- Potential bond issue is coming.
- We don't have enough space or adults to meet kids' needs.
- Principals are playing balancing act; they're getting very little info.
- People leave and then we have retired (550) people fill those roles. Supt. needs to come in and figure out strengths of CO staff and look for ways to organize.
- We were told by previous supt. what was wrong with us from the get-go...it was rude.
- We are way behind in understanding of neuro diversity.
- There is a tone in the community.
- Our communication director too and "interesting" direction with the kinds of stories she took to the media.
- We are treated (by people above us) like a commodity...there really is no respect.
- Team plan time has been taken away at middle school which makes it difficult to plan for programming for individual students.
- Programs need to be pared down, so we can do the best for kids, in the hopes of doing something great.
- We're implementing new curriculum with no scoring guide and no training.
- We've been told to work on relationships tied to race, but haven't been treated respectfully ourselves.
- We can't keep up with all that is on our plates.
- In 2010, a "Cost Containment" measure was put in place and decisions which were made at that time have never been replaced. Consequently, we have never received human resources back. We need additional personnel to support kids.
- We need transparency

What skills and qualities should the new superintendent possess to be successful here?

- Focus needs to come back to the students – we have lost the kids because we have been focused on gaining accolades – from central office
- The person should come in and learn about the district, be proud and make it a family feel again.
- Visible, friendly – get to know us
- Want a person invested in our district for the right reasons – want our students to thrive and learn
- Come in building with an open attitude and don't assume what they are going to see
- A person who can move the negative things to the behind us and focus on the positive
- A good communicator who is honest and transparent
- It's ok not to be on social media all of the time – share the good stuff going in the schools
- A person who can build consensus and move forward
- Someone who sees the good and reminds of the good

- Someone who keeps us out of the news unless it's a positive. The Kansas City Star
- There is someone at the KC Star that doesn't like Lee's Summit
- A loyal person who is here for the right reason
- Someone who can bring family feel back
- Someone who is invested in the district
- Can bring people together and make us feel good about being a-part of LS. Location was key.
- Someone who will listen and value input from teachers and act on it if it's appropriate
- Being able to work with various groups and help people feel better and understand differences – example of convocation and teachers being listened and heard
- Someone who can bring us together even if we don't agree
- Bringing the community back together.
- Classroom experience.
- Personable
- Know people's names
- Come into buildings
- Get to know people
- Navigate the divide...the conversation of diversity and race...We have to come together for kids.
- Someone who is personable and not afraid of our kids (Miller Park)
- Be for ALL kids
- Someone who's not just there to check things off a checklist
- Student, teacher and community focused
- Someone who doesn't come in with pet projects
- Models good leadership skills
- Empowers the people under them.
- Respects site-based teams.
- Make sure teachers have voice and autonomy; give teachers a voice.
- Get to know our community.
- Our leader has to champion us with the media and protect us in the media.
- Be welcoming of difference.
- The slogan: "Made in R7" can sometimes feel like a dig.
- We need diversity in our staff.

*Survey Monkey Results for Lee's Summit R-7 School District
November 2019*

*(NOTE—these responses have not been edited,
they are printed as entered by the stakeholders)*

277 Responses

Administrators

Tell us the good things about your community. (This information is used to help us recruit quality candidates.)

- Supportive
- We have a lot of great people who are eager for our District to be cast in a positive light. We have a great city that is attracting home owners in \$400k avg price new construction. Lee's Summit is seen as a great place to live.
- Lee's Summit is a great community. Parents are extremely involved in all aspects of their students' lives.

Tell us the good things about your schools. (This information is used to help us recruit quality candidates.)

- Excellent teachers, wide variety of opportunities for students
- Staff - from custodians, bus drivers, and technology to teachers, paras, and administrators, we have great people. Our staffs dedication is to me shown by the increase that was immediately seen on minority test scores. There was awareness, nothing more provided by our board and superintendent year 1 and our test scores came up. That's from our staff making it happen!
- Our teachers are some very caring, concerned and committed people who want to see the students and the district succeed
- We have a great school. We like the stability of our administration. Our schools function because of our administration and students in spite of the central office staff chaos.

What issues should the superintendent be aware of as he/she comes into the district? (This information is shared with the final candidates.)

- Need unity, teachers need to feel valued
- Our community, staff, and board expect 110% attempt at perfect. Especially now I see less tolerance for change that inconveniences. We have a bond coming up and community trust is broken. With many key positions being served by dedicated retired staff, filling if these positions is going to be watched closer than ever and a skilled candidate who can help rebuild a positive culture is a must.
- There are a lot of hurting staff members right now that would like to see improvement in work environment

- The superintendent needs to understand that we already have high quality program. We do not need a superintendent that wants to make a "mark" in order to advance his career. We do not need a superintendent that will dismantle what is currently working.

What skills, qualities or characteristics should the new superintendent possess to be successful here? (This information is used as we screen potential candidates.)

- We need a cheerleader who can motivate and build our sense of community. We need someone to build a positive culture while working on board priorities. We need someone who carries themselves as such, and has the body language as being there to be happy and collaborate. This would be in contrast to body language that is tense, stern, and here to give marching orders.
- A new superintendent should be aware and supportive of the collaborative, consensus building approach to decision making that has served the community so well. At this time, perhaps it is most advisable to 'promote' someone within the organization who shares these values, rather than hiring someone who may give lip service to teamwork but doesn't 'walk the talk' when it comes to operational leadership.
- Genuine intention to serve the district, students, teachers and staff and see the district succeed
- We need a superintendent that is decent human being. He needs to be kind, not mean. We need a superintendent that is willing to stick around--not someone who wants to cash in like our last two superintendents.

Classified Staff

Tell us the good things about your community. (This information is used to help us recruit quality candidates.)

- Lsr7 has historically placed importance on education of most students. Lsr7 is growing in diversity and does a great job of supporting local small businesses
- Friendly, helpful and proud.
- Many people are kind and considerate of each other.
- Large town with small town values.
- Great community events Great downtown Great schools
- education opportunities that are definitely available to everyone. There is not one program that is exclusive. You do the work you earn the rewards.
- An involved community, people care what is happening in the education of students.
- As a life long resident I have always been proud to call LS home. This community is welcoming, caring and proud! This community is strong, united and invested in each of our 100,000 citizens!
- Our community is big, but close, tight nit. We are proud of our kids and schools. We watch out for each other and help each other.
- Lee's Summit is a wonderful place to live and raise a family. There are many wonderful people who life and work here.
- Our community is quiet, clean and prosperous.

Tell us the good things about your schools. (This information is used to help us recruit quality candidates.)

- Lsr7 has quality infrastructure and has done a great job of keeping up on most of their buildings Lsr7 has a commitment to technology integration including 21st Century Learning curriculum
- Excellent curriculum with many great teachers who are dedicated to their students.
- Our teachers love to teach ALL children of many backgrounds and abilities.
- You feel part of a family when you enter each of building! The teachers the district hire make learning fun.
- Parents, community and businesses are actively involved in supporting the school district. We have great teachers who educate our kids to go out into the world and do good.
- Well maintained and welcomed to all. We are doing great things here.
- Our school utilizes brain based research to promote learning.
- My school has a staff that day in and day our puts their hearts on the line for each student daily. Our teachers & support staff go above and beyond daily!

- Our schools are proud of their students and their accomplishments. The schools want each child to do well on their own level. They want students to be respectful, obey adults, but still be kids. There needs to be a healthy balance of discipline and grace given to students.
- Wonderful caring teachers and support staff. Outstanding Education for students in LS.
- Schools are progressive and buildings are mostly upscale. There are many activities, opportunities, etc. available to students.

What issues should the superintendent be aware of as he/she comes into the district? (This information is shared with the final candidates.)

- Superintendent candidates need to be aware of the equity issue to currently engulfing our district they also need to be aware of the racist remarks that have been made publicly on Facebook pages they need to be aware that our district is struggling with cultural competency in the curriculum
- Continued bad behavior of students. I think we should have stricter policies on bullying and stricter consequences for bad behavior towards others students and staff.
- Know your demographics coming in and how to best serve all people in our district in a non-divisive way, knowing most of our staff are caring of all students and want them all to succeed.
- Watch what you post social media.
- moral is low in some areas, excessive change is exhausting and inefficient
- The community feels burned by the way the last two superintendents departed. We have a strong school district, but we need someone to restore our community's faith in it. That although the concept of equity became a contentious issue, this community is rooted in the idea of fair treatment, access, opportunity, and advancement for all students.
- First, the superintendent has a good handle on this district as she was a teacher first and she knows what we need and what works well. Second, there is a lot of repair to do from the negative and very one sided views and agenda that was being pushed by the former superintendent.
- Social emotional skills need to be throughout the entire educational journey of each student. Academics will not be the priority when a student doesn't know how to process their emotions and regulate their minds and bodies.
- Be aware of the fact that our district was once a district that districts for miles away wanted to become like. We have since become a laughing stock because of the road our leadership has taken us down. We are hurt & broken, it's not the new super's fault but please be aware we are damaged and need repair!
- Some of the buildings are old and in need of repairs and updates. Please don't forget about them. Some building principals/VPs are lacking in team morale and teamwork. They talk about it but don't demonstrate it. Perhaps with all the leadership changes this is getting overlooked. But staff morale is low at some schools and teamwork isn't shown by leadership. Perhaps some P/VP pairings need to be evaluated and changed.

- The area is known to be racist and isn't interested in improving in. Many doesn't want change and prefer for it to be like it "was" back when only white residents had the voice. The board isn't diverse. School staff (especially administration) isn't diverse and does not look representative to the population being served.

What skills, qualities or characteristics should the new superintendent possess to be successful here? (This information is used as we screen potential candidates.)

- The superintendent applicants need to be inclusive of all issues and they're going to have a tough job of reuniting the community. We need someone who has the courage to have tough conversations regarding Equity, focusing on Race, economics, marginalized groups, among others and the candidate will need to be willing to stand up for the students in the district against the political machines of the city that want to interfere in what is best for all students
- We need someone who can see all sides of a situation (staff, board members, parents and students). We need someone who truly knows about every school and program of our District and is willing to make a true effort to understand how they all work to ensure they all have the same mission. We need someone who can truly listen and set aside their own personal beliefs for the success of the District as a whole.
- The ability to have parental involvement, and accountability with disciplinary issues that might occur with students. They should be thoughtful that staff and teachers are aiming for a quality education for all students.
- The students need to come first! It's their education that will build a better future!
- in my opinion some one with the characteristics would be fitting to help our district recover from set backs and regain the pride necessary to move forward. She is someone with history in our district from a time when things were better, peaceful and we could do our job. She has never had negative draw from media or social media. She is fair and educated. She listens and stays informed.
- Strategic, an effective communicator, accountable, good at building consensus, ability to develop lasting relationships
- Leadership and not having their own personal agenda pushed
- Flexibility Creatively think outside of the box Classroom experience
- Do the job and keep personal agendas/emotion out of it. Don't bring us anymore drama! Bring us back to the top again where other districts want to be like us again, not mocking us any longer!
- Firm but fair. Not afraid of the public, or being politically correct, to make decisions and respond to issues. They shouldn't cower or give in to the minority (not saying minorities) just to avoid upsetting them. They should come from somewhere near here, or even within the district so they are familiar with Lee's Summit. The district they are coming from should miss them, not be happy they're leaving. That district should be thriving, not failing. The person should not be someone who is interested in shaking things up. They should be someone who gets along with the current board members. Obviously it

should also be someone who has had many years teaching in the classroom, has been a principal for several years, as well as several years in administrative positions.

- Caring, honest, friendly, fair. Not anyone who has been paid off from another school district, or is being sued.
- Boldness. Superintendent should be able to stand against what has become some of the negative "norms" of the board. Superintendent should have experience working with equity and diversity and should also be a champion of it.

Community Members

Tell us the good things about your community. (This information is used to help us recruit quality candidates.)

- Caring, giving,
- Even though this community is fast growing, partly due to our school's reputation, we have kept that small town feel.
- LS has great schools, beautiful parks, a wonderful symphony, a vibrant downtown, great restaurants and compassionate people.
- Rapidly growing and changing community with a vibrant downtown, excellent schools, high quality arts and passionate residents.
- We have an amazing down town. Many activities for residents of all ages. Wonderful law enforcement and fire department that supports the schools. Strong church community that helps our schools.
- Strong community spirit. Abundant recreational facilities. Attentive local government. Economic development strong.
- Small town feel...large community resources
- This community has really grown but is still small town. The community is extremely involved with the school district both the businesses and the residents. The community very much cares about the reputation of the city and the schools
- Lee's Summit is a wonderful community with citizens that value family and excellent schools.
- Small town feel, good neighborhoods, Midwest at its best.
- LS values education.
- Small town feel in a large community. Growing, with a vibrant downtown.
- Engaged citizens, with a high level of pride in making LS a great place to live. Many volunteers in churches, community organizations, and committees who work to help others & improve our community
- LEE'S Summit covers a large geographical area. We are blessed with miles of trails, parks and lakes. Our downtown has an amazing, authentic vibe and has been nationally recognized on many occasions. Our families are hard working. We have robust community groups and one of the most active EDC organizations. Local business leaders and owners are active in the Chamber, EDC, DOWNTOWN Lee's Summit and entrepreneurs. Local churches participate in helping our local schools providing hundreds of backpacks filled with food each week. We have great healthcare. Saint Luke's East in Lee's Summit generates over 95 percent of the revenue, growth and profit for the 11-entity system. We have the second largest safety net hospital, Truman Lakewood. John Knox is recognized nationally and attracts retirees from all states. People live here because of good schools, safe neighborhoods, and the lifestyle provided by our parks, downtown and quick road access.
- Collaboration between the district, businesses and community.

- Our community wants to focus on the positives that happen- all the ways the district and teaching staff have greatly impacted the kids with passion!
- The community is filled with people who care about Lee's Summit and want to continue to watch it grow. LS has changed and continues to bring in local business, revitalize the downtown areas, and restructure the school system to support the growth in the community.
- Long standing reputation of excellent education. Big city with small town atmosphere. Many lifelong residents. Parents are involved.
- Vibrant, growing community. Affordable housing. Lots of amenities.
- We are a community of 100,000 people but it feels like 1000. We are friends and colleagues. Our connections are deep. We care about each other. We support each other. We support our local businesses. We want to be informed. We want to be treated with respect as stakeholders in this community.
- Cost of living is good. Small town feel.
- It's a great place to live and attend school. Our community supports it's schools, our students, and staff.
- The people are the good things about this district. We are very interested in the quality of our schools. Some of us have been members of the community for a number of years and we want to maintain that quality of the schools. We are proud of the reputation of our schools
- Support and value public education, involved.
- Lee's Summit cares about its schools. The community has opened its eyes and will NOT sit idly by. The taxpayers are SLC's watch dogs. Yes, LS is "woke."
- Growing and diverse. Lots of opportunity for embracing that diversity. Lee's Summit is a community that is ready to become and act like a larger city if it can grow out of it's historical and small town way of operating and accept that we won't go back to the way it was 20 years ago. The small town thinking is limiting our progress.
- Great downtown.
- safe, full of opportunities, excellent education system, outstanding parks department

Tell us the good things about your schools. (This information is used to help us recruit quality candidates.)

- Great teachers who truly care about the kids.
- No matter what building a student is attending, they ALL receive an excellent education.
- The best thing about our schools is the teaching staff. They ALWAYS put kids first.
- Excellent staff, high performing students and supportive parents
- The best teachers. Variety of activities for students.
- Teachers, facilities, community spirit.

- Up to recently...pride.....individuality of schools....
- This school district has great teachers and staff first. The education has really slipped in the past several years but the curriculum can be rebuilt to enable the district to shine once again. The community overall supports the schools and many people move here for the school district. The high schools have great athletics, music/band, arts, theater etc.
- The R-7 school district has a long history of excellence. The patrons not only expect Lee's Summit to be the best community but expect excellence with the school district and partner with educators.
- Teachers, International Baccalaureate, Technology center.
- Teachers are the backbone of our schools.
- Graduation rates are high. Teachers are well-qualified. The fine arts are supported.
- Committed teachers, parents who are engaged, strong interest from the business community in helping make schools better
- Parents are engaged. The community votes consistently in support of local school bond issues.
- Innovative. If the kids wants something new to do, LSR7 has it.
- Our schools recognize that kids sometimes come from difficult situations and do whatever it takes to try and make them feel connected to their school families.
- The schools are great! Each building has its own personality, much like the personalities of the local areas in which they are located. They have a strong track record for success.
- Offer many opportunities for students to excel in all faucets of education/life. Well rounded students that become productive community members
- Great kids. Involved parents. Wonderful classroom teachers!
- Our teachers love our kids. We take care of our families.
- Great teachers for the most part. Many involved parents at most schools. Missouri innovation campus. Robotics.
- Our schools provide a high quality education with a multitude of opportunities for our students to participate and be successful. We have highly qualified, caring staff members.
- The best things about the schools are the teachers who have a sincere interest in their students. The teachers really want not just to be a teacher but also an adult who want to see every student achieve to their best potential. The community has always been supportive of bond and levy elections.
- all staff, physical buildings are maintained, welcoming and involve parents and community
- Engaged parents This district has excellent teachers who care for student's and their learning.
- Kids, Teachers, Administrators. Foundations for good long term processes for planning and community engagement exist but have been eroded in recent years and need to be reinforced and reinvigorated.

- Engaged parents This district has excellent teachers who care for students as people AND learners.
- My kids have graduated.
- DEDICATED teachers, generally adequate resources, good facilities.

**What issues should the superintendent be aware of as he/she comes into the district?
(This information is shared with the final candidates.)**

- We still have a lack in equity from building to building in regards to materials and resources.
- There are about 50 citizens who want to control the Chamber, the City and the School Board. They use their business connections to bully, spread misinformation and intimidate others. It appears that they do not put the needs of teachers and students as a priority. They love power and use it for personal gain.
- The changing demographics of our community and the clash between “old Lees Summit “ has created a divisive atmosphere that has hampered our ability to move forward with critical issues that must be addressed. Additionally a few people with influence in our business community seem to be more concerned about their own interests rather than what’s best for kids. Finally our BOE seems to be more interested in micromanagement than they are in working toward improvement.
- The boundary issues are still a concern. Some schools are have too many students. Some classrooms have 28+ students in a classroom. A bond will go to a vote in the spring. If the vote passes, a new middle school will be built and 6th grade will move to middle school. There will be 18 elementary schools, with 4 middle schools and 3 high schools. Equity has been a topic of discussion- we need to look carefully at our intervention process and steps in place to get additional services for students identified with certain disabilities. We need to recognize for students with dyslexia. A proactive approach needs to be taken on retaining the highest quality teachers. Many teachers will be retiring in the next 3 years and amazing new teachers are leaving the profession. Our district has a serious substitute shortage and we are paying Kelly Services, with no relief.
- Overreach by self appointed PAC members that include non residents, (Lees Summit), and non district residents. The attempts of winning local elections have mixed results with their PAC winning two BOE seats and causing the removal of the previous superintendent and two recent hires of the same superintendent. They need to be stopped and their self appointed influence is tearing Lees Summit and the school district apart.
- Stress factor related to past hidden agendas...too much top down direction from admin
- There currently is very deep distrust of how this school district has been run for the past several years There is also the feelings that our tax money is being spent inappropriately by both the superintendent and school board. There was too much nepotism in the previous administration verses open interviews and hiring the best candidates. There is also the perception that there is a lack of accountability and discipline for students especially when ones are breaking the law on school property like stealing cars

- we have teachers and parents do not believe there is a diversity problem in the system with staffing and students
- The last few years have been challenging for educators and the community. We have experienced a broken relationship with the Board of Education and the administration since 2015-16. Unfortunately this relationship has tarnished the reputation of the District and caused undue hardships with the morale of the educators. The new Board is working together to re-build this relationship and having success.
- Previous divisive administration drove wedges into our community. Loud, out of order name-calling in school board meetings from attendees. "Equity" becoming a racially charged buzzword. Teachers feel (rightly) that administration did not defend them when accusations of racism surfaced.
- LS is NOT for all students receiving the education they need. They perceive it to be like a pie when groups are in need of more and fear their child will receive less. This is a conservative community which clings to false narratives of its past. The city government spent decades stopping large businesses coming to LS which would have helped the tax base. The city officials also gave 20 years TIFs to shopping centers so the school district has yet to see a huge benefit. In addition, they will push back on levies which teacher salaries need to increase. We are a proud community but there are other great school districts in the KC area which many in LS like to look down on.
- Growing population that live in poverty. Test scores of the minority are low and need improvement. Diversity.
- Too many layers of bureaucracy, stronger focus needed on workforce skills and technical skills, better response needed to help dyslexic and struggling readers, not enough transparency & communication
- The community has been traumatized by poor board decisions. The board has been polarized by extreme agendas and alliances. The last superintendent was inflammatory and divisive. He was allowed to wildly disrupt the educational ecosystem. We lost good teachers and administrators under his heavy-handed tenure. He was a one-issue activist who seemed intent on using his position to bring media attention to himself. He abused his position and cost the taxpayers a lot of money and heartburn. As a result, we have a low tolerance for grandstanding and a hungry appetite for a leader who is kind, wise and focused on excellence. We want someone who respects the hard work of teachers and the integrity of parents who want to work and support our schools. We want a superintendent who will strive for reasonable class sizes and early education. This is a district that has always supported our schools. We do not want to be back in the position of defending our schools from the person who is supposed to be looking out for them. We care about our reputation, we detest negative media attention and we mistrust any leader who paints our community in a negative way for personal gain. We support wisdom, love for students, reverence for the transformative power of education, business acumen, team building, excellence, and the opportunity for all students to excel. We want a leader who works to bring all three high schools to the same facility standards and who will continue to build partnerships with local businesses and employers. It will take time, but this community will bring all their resources to bear for a quality leader and board. We will work hard on behalf of our teachers and students.
- We must keep moving with a new population.

- This is a district that greatly values early childhood. I sometimes feel the community overlooks how critical early learning is for successful kids. It all starts with birth-3! Our Parents as Teachers program is amazing, impactful and deserves to be recognized more often for the amazing work they do. Our early childhood teachers work tirelessly to ensure that our youth are as equipped as possible to be successful on their education path. Do not forget Parents as Teachers and Great Beginnings are the first steps on a path to lifelong learning!
- The new superintendent needs to understand that there are a lot of open wound currently in the community surrounding the schools. We have strong community groups with opposing ideas and they tends to overpower and drown out some of the lesser voices in the community. It will take time to work through those issues and make the district strong again. Also, not all of the school need to be exactly the same. Diversity amongst the schools is an area of pride in the community.
- We seem to be becoming a divided community
- That many people in the community did not want the bus service cut in half ,larger class sizes, or mobile units outside elementary schools. We feel that the district has not been transparent in the past,and don't ask the right questions on these surveys
- Staff morale is at an all time low. Our teachers are overworked and underpaid. Our kids need consistency in order to achieve and we aren't getting it. The district needs to be overhauled starting at the very top. We need more teachers not more programs. There are forces at work trying to make an example of our community simply because we are 80% white.
- Lee's Summit is very provincial. Lee's Summit is transforming from a >90% white suburb to a more urban blend of cultures. The majority live here and work outside of Lee's Summit and don't realize there is poverty here. There are many entitled white parents that don't believe there is institutional racism in the community. We don't burn crosses in yards but at the same time we don't want others to upset our perfect little community. If you talk to the older citizens who vote, they just want Lee's Summit to be like it used to be. Many in the community believe the difference in student performance is solely the result of poor kids with bad parents. The DESE results show that minority students regardless of family income do worse than their white counterparts. The community finds every excuse they can to refute this instead of addressing it. We also have parents who want to meddle in schools when their kids don't perform as expected. Lee's Summit is a rapidly growing community that will very soon out grow its elementary schools and the community does not want to pay for more schools.
- The past two years has seen some division in our community regarding the best course in providing an equitable education for all students. We are healing from this, and we need a caring and collaborative leader to continue to bring about a positive result for our students.
- I feel the superintendent must be aware that all of the community want to maintain this excellent school system. We want a person who does not have a personal agenda but one who is interested in the welfare of ALL students. The last superintendent left a fractured community which must be brought back together.
- A lack of trust developed by the past administration.

- The incoming Superintendent should have NO personal agenda. The community is “woke” and will watch the new hire with a magnifying glass. His/her job is to do what is best for ALL students! The candidates’ resumés should show PROVEN records in narrowing the achievement gap, rigor in curriculum and positive records in leading a district comparable to LSR7. Large class sizes and help for dyslexic students (20%) have been ignored! It’s time to put money where it is needed rather than more 6+ figure admin salaries.
- A small group of business leaders feel like they can dictate what happens at the school district. They live in a bubble and don't really pay attention to what is happening in the broader community, but rather what is most important to them and their personal interests. They like to talk about how inclusive and supportive of diversity they are, but they don't realize how they are alienating the same diverse voices they claim to support and engage. The district needs to hold meetings at times and locations that all parents can attend, not just that are convenient for administrator's schedules. This disproportionately affects working families who don't have the flexibility to take long lunch breaks or leave work early to get involved in district level feedback opportunities. The majority on the board are not qualified to be board members making decisions on major issues. There are too many former administrators or employees that are trying to micromanage issues in the district and do not understand their governance role. Our new superintendent needs to make sure they are listening to ALL voices in the community, not just the ones that talk loudly and make veiled threats to get their way.
- The incoming Superintendent should have NO personal agenda. The community is “woke” and will watch the new hire with a magnifying glass. His/her job is to do what is best for ALL students! The candidates’ resumés should show PROVEN records in narrowing the achievement gap, rigor in curriculum and positive record in leading a district comparable to LSR7. Large class sizes and help for dyslexic students (20%) have been ignored! It’s time to put money where it is needed rather than more 6+ figure admin salaries.
- LSR7 is very cliquish much like the US today. No communication just confrontation.
- three superintendents ago teachers were promised there would be fewer initiatives on their plate. This could not be further from the truth. More and more interventions, tests, etc that take away from the time needed for direct instruction. The district will be leary of anyone that is hired because the last two appear to have lost the trust of the general public due to their individual issues.
- After school care should be made very affordable. It is much too expensive now.

What skills, qualities or characteristics should the new superintendent possess to be successful here? (This information is used as we screen potential candidates.)

- Communicator, honest, no lawsuits in other districts! Screen teachers from that district as to how they treat employees, knowledgeable about current educational programs
- Education is number one priority. Know that going in.
- Open to diversity and the changing demographics of our community. Compassion for kids. Understanding of ALL levels from pre-K to secondary. Possess good listening

skills. Make informed decisions. Be seen in public, including schools. A minimum of 10 years as a superintendent...not an associate, or principal. Be active at state level advocating for our kids and teachers.

- Ability to bring together opposing factions and resolve issues. Strong communication skills In-depth knowledge of instruction and curriculum innovation Positive charisma Commitment to equity and diversity
- A superintendent who will lead and guide this district to improve all areas.
- Dedicated to children and patrons without influence from outside groups. Budget experience removing waste and non productive workers from admin positions. Strong relationship with teachers.
- Ability to instill confidence...awareness of our strengths and help us discover not accuse us of our weaknesses
- Someone who is interested in education and does not have their own agenda. Someone who listens to the teachers as they are what makes the district. Someone who does not have a bunch of lawsuits from their previous school districts. Someone who does not have anything questionable in their social media accounts (this must be reviewed thoroughly before interviews offered). Someone who understands suburban school districts. Someone who has not left previous districts in financial troubles and has proven to spend tax payer money appropriately for K to 12 education for which tax payers have agreed Someone who does not have an ego as this is about the students not the superintendent. Someone who respects the traditions and community in our district. Someone who respects all residents of the city. Someone who will listen. Someone who will admit mistakes. Someone who is open and honest. Someone who can heal the very deep distrust that the staff and community have with central office. Someone who understands that we have the best teachers in the state and that any insults to the staff will have the community wanting them gone. Someone who uses proper English. This person is in charge of education they must appear to be educated
- The new Superintendent needs to have outstanding interpersonal relationship skills and to use them effectively, not only with the Board of Education, but also with the school administration and staff as well as the community in moving our District forward and building on the positive work being done by our teachers and staff.
- Unifier. Listener. Classroom experience. Open door policy regarding teachers' concerns. Understand that that he/she works for the school board and not the other way around. Talks in terms of "us" and "we" and not "I" and "me".
- A diplomat, willing to meet as many people as possible in ALL schools here, not just the wealthy ones. Have an open mind and be willing to champion students and staff of other races. There's a reason why our students of color don't come back to teach. Put others before himself or herself.
- Proven leadership in a similar position, caring and involved. Motivated to bring this district to an even higher level.
- Be willing to be a liaison to the community, and engage parents, business community, and interested in citizens in providing input, volunteering & support. Be a cheerleader for the district rather than a distraction. Put teachers first, and support them

- Seasoned leader who has shown success in leading high performing districts. Someone who is moderate in their approach. Someone with excellent business acumen. A proven horse. It would be good to reach outside the regional educational ecosystem and refrain from hiring anyone connected to our previous administrator and his cronies/hires. We need someone who respects a community that has a history of supporting schools. We are in a major growth trajectory and we will need a leader who will work with city leaders. We also need a superintendent who will fight growth that robs schools of tax revenue. We need a superintendent who can handle her/his self in local govt and with elected leaders. Someone with the confidence to assert themselves into the long range planning for our city as schools are essentially linked. We want a leader who is comfortable navigating city government, funding mechanisms and growth/development as it impacts the district. We enjoy the quiet, thoughtful approach of the current acting superintendent and we appreciate her grasp of operations and budgeting practice. We would support her as permanent but want her to know we also support her insistence on being at the table on city decisions. We want her to defend our schools from development that puts pressure on schools without generating the tax revenue to meet the need. We DO NOT need another community activist who is intent on using his position to elevate a particular ideology or social agenda. We need a professional with the ability to manage and lead the governmental, social, budgetary, educational and HR complexities of a growing district and community.
- Collaboration is key. You can not be a dictator and make it in this town.
- Honesty, Integrity, Compassion, and Listening to the community's needs.
- They will have to be strong in character and be willing to listen, plan, and think, before acting. Jumping into action, especially without community support is not something that goes over well in Lees Summit.
- Integrity Honesty Not a people pleaser
- A strong character, an advocate for stakeholders but NOT a social activist. Someone who is willing to think outside the box to solve problems. Someone who is willing to put human resources back in the buildings and especially in the classrooms rather than at SLC or another layer of "support" to the people who count the most, our teachers.
- The new superintendent must understand school finance in Missouri. They must be able to discuss race in a community that does not believe race is an issue. They must be able to tell a board of retired teachers with lots of citizens who vote (~6000 out of 55000) that they need to look outside of their peer group to see what is going on in the community. Must be able to make people uncomfortable without feeling threatened.
- Trustworthiness, collaboration, community-minded, good communication, and people skills
- I would like to see a personable person who will listen to all concerns. He must first heal the teaching community and bring harmony back. He must be respected and respect others. He must be a leader and not a follower. He has to be a listener, healer, leader, and worthy of respect.
- Values working with all groups of community. Honest, approachable.

- The candidates MUST have a proven record of integrity. Candidates' social media will be scrutinized very closely, and he/she should have squeaky clean social media accounts. This community has learned from two debacles, costing millions! Yes, you will be watched. This community cares about quality education!
- The new superintendent needs to be able to build a team that builds relationships and needs to balance all of those external relationships. Many times in meetings and discussions I have heard about how it is important for the superintendent to "build relationships". Most of those comments come from a small segment of the community that wants their relationship with the superintendent to be the most important one. Rather than the superintendent being the only one that builds relationships, the superintendent needs to have a broader team of school administrators building relationships so there are multiple voices in the community helping the community understand what is happening in the school district and the school district understand what is happening in the community. Members of the chamber, city, economic development groups and educational foundation are not the only interested stakeholders in the community and should not be the voices that are listened to the most. The next superintendent needs to be able to have tough conversations and be comfortable saying no to powerful people in the community who do not act in the best interest of ALL students.
- Referee shirt and a whistle.
- Fair minded, work without an agenda, meet the public and take questions BEFORE he/she has been hired. He/she should have a plan to reach a balance between testing/intervention and instruction. This person should actually have experience as a teacher that has had to balance the situations listed above. For example, a High school PE teacher has NO idea what it is like to manage an elementary class all day with all of the initiatives required. This person should actually be the product of a THOROUGH search for candidates. Public input along the way will be crucial for this person to gain public support. Also, the last two Superintendents were given GIANT payouts when they could not get along with the Board. This needs to be eliminated as an option. The superintendent should complete their job through the end of their contract (as teachers are expected to do) or they should have to pay a fine (like teachers). NO more giant payoffs for people who can't cooperate with others.
- Establish better communication with all of the community. Showcase school innovating programs.

Parents

Tell us the good things about your community. (This information is used to help us recruit quality candidates.)

- I love my neighborhood and schools. My community is safe and engaging, with school and neighborhood functions and activities. My family and I feel a part of our community and have close friends from our neighborhood and schools alike. My girls are active in school functions and activities (cheer, orchestra, choir) through the school and within the city of LS (theatre groups, soccer, basketball). We have started to attend HS football games and attend the HS plays put on by all 3 schools. We are members of a local church in the community as well.
- I believe our community is filled with successful, hardworking, down-to-earth people. Lee's Summit people are reasonable and rational. We want the best for ourselves and our neighbors. I think we want to maintain a level of excellence that benefits the entire community.
- Great resources (schools, parks, activities, etc.); conscientious neighbors; friendly people in general
- The community supports the school district and values education. The city is about to experience huge growth with the future development of the PRI property. Between that property, quality schools, good parks and a nice airport, we may be able to bring in top employers in the next few years.
- Rich in history- love families and schools
- Our community is strong and our families are highly engaged in our schools; however, I feel we have been divided and wish to be unified again.
- Low cost of living. Great arts. Excellent dining. Wonderful parks. Community that cares deeply about education.
- A caring community that is giving and friendly.
- Overall, it is a welcoming community with lots to offer families.
- Lots of nice families that value hard work and education. Low crime. Decent parks. Lots of lakes. Close to KC and all those amenities. Not ultra political. Cool downtown with train station.
- Lee's Summit is a destination city that attracts and retains residents who value and expect high-quality education (public/private and higher education), a strong public safety record, family-friendly parks, first-class health care facilities, vibrant public libraries, and a rich history of community and togetherness.
- Caring, generous, prosperous. Cares deeply about our schools and reputation.
- It has so many wonderful people and excellent parks and nature nearby. We are close to the city.
- Beautiful parks, great dining and shopping within city limits, thriving downtown with small-town feel, large diverse community.
- We are not racists. We do not need our tax money spent on projects to brain wash people about white privilege.

- Involved Informed Invested
- -Lee's Summit is a well sought after place to live. -The cost of living is affordable. - Lee's Summit is continuing to grow.
- The Midwest is home to the kindest people in the US. We experience 4 seasons, 2 of which are lovely. Kansas City is a nice size city with a variety of cultural and entertainment opportunities. Lee's summit has a vibrant downtown always listed on every Top Ten downtowns rankings. There are many activities for kids in Lee's summit. Lee's summit truly feels like a community rather than a generic suburb.
- Lots of community involvement, very diverse, small town feel.
- Our community cares about our schools, teachers, and students. We value our talented staff and are proud of how well our schools perform.
- Lee's Summit is a metropolitan area that has a small town feel to it. In general, the residents show a feeling of community.
- The historic downtown area is wonderful to explore with numerous events held throughout the year!
- The city equity plan.
- Good size community with a variety of feels from country to suburb to beautiful downtown area. Close to city but far enough away too. Growing diversity.
- Community invested in school district
- Lee's Summit has a small, home town feel despite being so large. We relocated from Leawood, KS and found the people here to be down to earth, inclusive, and willing to help a fellow neighbor.
- Quality education within the R 7 District. Lee's Summit remains dedicated to keeping our community safe.
- Strong families.
- Passionate about our community and a renewed appreciation for the importance of a strong superintendent to align and set the appropriate guiding principles for our school district.
- The people are nice, well educated, hard working and expect a superintendent that is on the same level.
- Lee's Summit is a growing suburb that has small town charm but also easy access to Kansas City a mid-sized metropolitan. We moved here because the great reputation of R-7 school district, its high quality, competitive education 10 years ago. The crime rate is low, people are caring for each other and for the good quality of life and education.
- Very safe, friendly community. Not enough diversity.
- Community members are always striving to improve our community and what it has to offer.
- Involved, relatively safe, family-oriented, growing more diverse, community-service oriented.

- Cleanliness, plenty of business close to where I live, feeling of safety
- Constantly growing in numbers. Demographics have changed which brings in more cultures and ideas.
- Technology and innovations, MIC Campus, plenty of funding for resources in the classrooms, involved parents, community, and teachers, community support in schools, business partnerships with schools, parks and rec, many extra curricular activities for students.
- Administrators, staff, teachers, coaches, etc. have the same values, ideology, and social skills as our students, parents, and community. We are aligned.
- We have only lived in Lees Summit about 5 years, but love it! It is a larger city, but has a small town feel. You see people you know from church, school, work, almost any time you go out. I like that people move to Lees Summit and stay to raise their families.
- Relatively safe, good, educated people with desire to add to society.
- Community engagement Parks & recreation Proximity to KCMO and other areas
Community passionately supports education
- Children (those easy to teach) are encouraged to learn and grow!
- It feels safe and people are friendly.
- We have an engaged and involved community that wants to support the students/teachers/admin.
- We love our students and our community! Parents and teachers work hard to give all our students their best.
- Supportive, involved, we care about our schools
- I have a few things to share about Lee's Summit! We are big enough to support good restaurants and shopping but small and entwined enough that there is a small-town feel. The downtown area is unlike many others! There are locally-owned shops, coffeehouses, restaurants, and bars so everything is nearby. The people are genuine and community-driven. We all might not agree on a topic or situation but we are willing to work together to create a good situation for all involved.
- Good quality schools and homes that keep their property value.
- Lee's Summit, Lake Lotawana, Lake Winnebago, Greenwood, and Kansas city are all communities that make up the LSR-7 school district. Lee's Summit still has a small town feel, with the amenities of a large city. Greenwood is still a small town feel and the Grade School is like a small town community school. The two lake communities offer city living with lake atmosphere. The community is welcoming, not perfect either. Vibrant downtown area. Room to continue to grow.
- We have everything we need in Lees Summit. Rarely need to leave. Lovely parks and trails. Dog parks are awesome and good source of community. Clean city and quality housing.
- The community is growing and is keeping up on trends as it grows. To me, I miss that Lee's Summit had a small town feel to it since I grew up here, but if it is not something I

can have in this hometown, then at least the community is moving forward on new things and not just a BIG community trying to act like a small town. Lots of forward thinking! Flexible learning spaces in schools, in libraries, in coffee shops and restaurants, etc.

- Why are we paying a consultant firm to search for another superintendent? We have plenty of talent IN the school district already that are more than capable of doing this job. How has the last 2 hires that this district has hired using firms worked out? I'll give you 750,000 reasons why you need to stay IN the district for this hire and it's all in the form of the payment we are giving the former "superintendent" to LEAVE. QUIT WASTING OUR TAX DOLLARS AND SEARCH INSIDE THE DISTRICT FOR THE REPLACEMENT.
- Lee's Summit has abundant resources, a willingness to get involved (can be a pro or a con), and typically has a strong commitment from nearly all stakeholders to help our schools.
- Small town feel within short driving distance of metro area.
- Great parks and green space. Variety of businesses that make Lees Summit a great place to eat, play, and shop.
- Charitable, driven to succeed, compassionate, ethical, celebratory, organized, giving, medical care, recreational opportunities, religious organizations
- We are a community that helps one another.
- Family oriented, safe, clean
- Lees Summit is a thriving community with engaged residents that care about having quality schools.
- The taxes are high.
- Vibrant downtown , good public libraries, many parks, many opportunities to volunteer and feel part of the community
- Friendly, traditional, enterprising
- The people value education and children. They are generous. Recent Magazine article rated it the most giving zipcode by percentage in America.
- Low crime level, beautiful parks and community facilities, close to shopping, quaint downtown, engaged citizens
- Lee's Summit is a very close community. While it is large in size, it has a small town feel to it. Everyone cares for one another and cares very deeply about the quality of our schools.
- Its a rapidly growing community with a small town feel. We are becoming more diverse in population.
- Quality people interested in quality community and lifestyle.
- Lees Summit is a safe, family oriented community.
- Lee's Summit is a community that has an abundance of resources and families who are supportive of education and value it as well. Most families provide a solid foundation for

their children so they are ready to learn. Lee's Summit is able to offer a wide variety of programming for students. Facilities, in general, are in good shape.

- Wonderful schools, great parks, kind community members, and great local businesses.
- This isn't relevant to the search.
- Predominately white community, but becoming more diverse every year.
- Great parks, several activities kids can be involved in, a way to help those in need like programs such as Cold Water and LSSS.
- Diversity of Lee's Summit Large tax base Schools have the support of the community
- Tightknit, caring, involved, lots of resources and opportunities, good businesses
- Lee's Summit is a relatively affluent, clean community with a broad tax base and lots of resources. It's a great place to live and raise a family.
- The community continues to grow as more people remain interested in the Lee's Summit area. It is close to Kansas City for easy access to multiple cultural and entertainment opportunities.
- Supportive
- The community is full of parents who genuinely want the very best for their kids; they are willing to do their part & demand that others do theirs to assure the kids achieve it.
- The passion the community has toward education for the majority.
- It's becoming more diverse. Finally.
- Inclusiveness, support, Friendliness and accountability are all things that ring true in our community. Helpfulness wanting to see everyone succeed.
- Good quality schools, support and available resources.
- It gives you an opportunity to thrive.
- High standards small class sizes
- Clean, safe, lots of parks and outdoor spaces, variety of businesses
- Our school used to be a highlight and it needs to focus on kids and education, not minority politics. Remove the noise, focus on all kids equally and education will return as the premier asset in our community. Our community has vibrant evangelical churches, a wonderfully remade downtown, great parks, good infrastructure and a supportive tax payer base.
- It's a good place to raise kids, there are many parks and activities.
- Always striving to do better
- Family oriented and supporters of our community.
- Made up with thoughtful, honest citizens that historically have been industrious and willing to engage in their community. This has been shown through the care and attention that families show for the schools, the parks and recreation programs as well as other things that make Lee's Summit a good community to live in.

- Our community has very high expectations for our children. We have a beautiful city. We have almost everything we need-don't have to leave the city much.
- I live in a rather rural part of Lee's Summit. The majority of my neighbors are fine, upstanding folks who believe in honesty and integrity.
- Cost of living is low, and the Kansas City metro has lots to do.
- The community has a pretty strong history of supporting our schools and a lower crime rate than many communities. We have a quality school system. There are many opportunities to succeed and learn in the community. Many examples of giving and serving.
- Affordable; clean; great parks & rec; lots of activities for children; large number of churches; many restaurants and nearly all basic services can be found in Lee's Summit. Growing downtown/business area in Lee's Summit. Excellent police, fire and emergency services. Soon to be three branches of the Mid Continent Public Library system - two of which are currently in the top 3 of the most visited libraries in the metro-wide system. Thriving urban area in downtown Kansas City with restaurants, arts, music. Kansas City Royals. Kansas City Chiefs. Sporting KC. Mavericks. Kauffman Center. Sprint Center.
- People care about schools, children, and families.
- close and friendly mostly safe parents are involved with children's education and sports
- 1. Good community engagement 2. Intentions to put kids first 3. Collective love for Lee's Summit and it's future
- Spend any time in Lee's Summit and all your preconceived notions of the suburbs goes out the window. Close to a major metroplex, Lee's Summit has enough distance to where you still know (and care about) your neighbors.
- Lee's Summit is a nice sized city with a small town feel. The downtown makes it feel very quaint.
- Close knit Involved Conservative Advocates for ALL children No nonsense
- - Low crime vs other neighboring communities - Increase in businesses - Growth in new construction homes all over town - Multiple community festivals, e.g. Downtown Days, Oktoberfest, several craft fairs, et al. - Renovated Airport - Historical Longview Farms - Accredited schools & growth in district (3 high schools, 3 middle schools, and 18 elementary schools)
- Lake Lotawana is a special place with a small town feel and community that loves our town.
- We have an amazing downtown and a lot of long time community members who really care about our city. Our community has a lot of homegrown people who really care about the district they grew up in.
- Our community values education. We have a foundation in traditional values that Help set roadmaps towards Sustainable growth in the community.
- Close knit community that cares about education and each other.

- Lee's Summit is a rapidly changing and expanding community. I have lived in the city for the last 35 years and the Lee's Summit today is drastically different from when I went through the school district. Today there is a much more diverse population and a much larger geographic area.
- I really like the well maintenance and convenience
- We care about our schools and our teachers. We expect administration to listen and they have a major problem doing that. I have 1.2 million reasons to vote against the coming bond election bond.
- Family and community oriented; town proud; safe environment.
- Great parent/teacher involvement as well as academics.
- Family friendly; close to city; clean; great bike trails; bbq
- Our community is extremely supportive of our students and wants nothing more than to cheer on the education of our students when competent, leaders are in place.
- The schools, it's a tight community, friendly, and progressive.
- Income & education of our families.
- Good Financial resources for education, good salaries and benefits for teachers, good facilities, engaged parents
- It is a small community that has grown in diversity.
- We are NOT part of the Urban Core (thankfully) Many of the neighborhoods are multigenerational. Numerous community events sponsored by the city. Lots of places for growth.
- As a community, Lee's Summit has always been viewed as "the place" to raise a family and to attend its schools. I'm a former Lee's Summit West High School graduate who is now raising a daughter that is enrolled in the LSR-7 district. The same dream that my parents had for my siblings and I, amount to the same opportunities that I'd like for my daughter to have.
- We have a great small town feel in one of the largest suburbs. We have an active community that enjoys a multitude of different activities from ballgames to parades to social time to running races. We have a supportive community (in pockets) that is working to impact the all people in the community in a positive way. We have great parks, lakes, dog parks and community centers.
- Growth in businesses and housing, growing diversity in population, local events, healthy downtown, great libraries and hospitals.
- 1. Good schools 2. Community resources (dr, hospitals, pharmacies, shopping) 3. Great Parks and Rec 4. Nice housing 5. Good local government 6. Working to be an "age in place" community
- Resources (financial) are abundant, and the community, especially parents, are engaged.
- Lees Summit is generally a close knit diverse community. We enjoy the small town feel.

- We were united, we were strong, we were happy, we were inclusive, we were open minded. We were torn apart and we have a lot of repair work to do to get back to what we were 3 years ago.
- We make the news a lot for paying superintendents who no longer work here. After two in a row, I bet we'll get interest from some professional carpetbaggers this time. Could we at least do a simple Google search to see what carnage these candidates have wrought in previous districts? Or what lawsuits are still following them around?

Tell us the good things about your schools. (This information is used to help us recruit quality candidates.)

- I have three girls, two at Richardson and one at Campbell. I think the schools do a nice job of knowing my girls strengths and weaknesses, or listen to my husband and I to learn more about them if needed. The school members we have interacted with have all been collaborative, positive, and (my students) centered. I think BCMS does a phenomenal job with school community in inclusion even with nearly 900 students. They are very public and repetitive about the value of students' getting involved in the school community and do an excellent job making the very large school feel "smaller."
- Our award winning schools help our kids transform into happy, successful, well-adjusted adults. Our schools strive for excellence and constant improvement.
- Teachers who genuinely care; infrastructure, tech, etc. up to date; lots of options for electives/extra-curricular activities
- We have some excellent talent already within the district that could fulfill this role.
- The school district has been innovative in creating opportunities for students such as MIC and STA. In the past the district has been conservative in making changes such as all day kindergarten and moving 6th graders to middle school. This conservative approach I think has allowed us to watch the success or failure of other districts making these changes.
- Great performance overall and involved faculty and staff- invested in community and in kids
- We have extremely dedicated teachers that go the extra mile. They take the brunt, but shield the kids.
- Great building administration. Teachers that care and are well-trained.
- Teachers are committed professionals who really care about their students.
- Our schools offer great opportunities for our students to engage beyond just in the classroom.
- Lots of nice families that value hard work and education.
- The Lee's Summit R-7 School District develops and prepares students for lifelong success. A decades-long history of elite academic achievement is fostered by engaged parents, demanding teachers and experienced administrators with high expectations.
- Caring, works hard for ALL students to succeed.

- I have found all of the staff at my son's schools to be incredibly caring, knowledgeable, and professional. My son has been supported in challenging himself academically.
- The majority of the educators in Lee's Summit work tirelessly to support students and other staff.
- We are not racists. We do not need our tax money spent on projects to brain wash people about white privilege.
- Parent involvement Large amount of quality programs (clubs, sports, STA, dual credit) at the HS level Many good teachers although a few really need to go! A lot of opportunity to succeed
- -Teachers are involved and genuinely care concerned with the children's success. -the growing diversity.
- Our teachers are excellent. Parents are highly involved in volunteer opportunities.
- Great education opportunities for kids and many academic and athletic choices.
- We have administration that cares and gives us the tools and knowledge to grow and excel in our classrooms. We have a large variety of resources and technology that helps our teachers reach students and bring them new exciting experiences.
- PLE, PLMS and LSHS employee a great bunch of teachers. We have been so impressed with the caring nature of everyone working at those schools (the only schools we can speak to).
- A quality diverse education with outstanding and committed educators.
- The current Equity Plan and the district Diversity Committee. What will happen to the work they are doing?
- Strong support and involvement of families, community members and staff in schools.
- Wonderful dedicated teachers. Innovation center. Lots of extra curricular activities for kids to choose from
- The schools in Lee's Summit exhibit many of the same great qualities as the community. Each classroom feels like a family.
- Teachers work tirelessly to meet the diverse needs of each student.
- Good teachers.
- We are proud of our school district ...the diversity and the opportunities our kids have to learn from passionate and intelligent teachers.
- Our schools have wonderful teachers. Parents are also very supportive of the teachers, sports, and volunteering.
- We moved to Lee's Summit is because of its high quality of education. 10 years ago, it ranked among the top quality school district in MO. The schools invite parent and community participation of making decisions, such as Citizen Advisory Committee, 5-year Strategic Planning Committee, the open invitation for every citizen's participation of Education Board meetings, elections. The school care about the input from the community and is striving to provide the best quality education to its residents.

- Teachers are generally fantastic with great communications skills with parents.
- There are high standards for students, staff, and administration. Parents are invited to give input from the school level through the district level.
- We've experienced Highland Park Ele, PLMS, and LSHS. Parents generally are involved and supportive, teachers live in our communities, kindness and community service are stressed. The kids support those who may feel marginalized overall. I think it's great that LS is becoming more diverse, racially and culturally.
- The schools have an abundance of resources for students to use. Schools are well funded so the technology and athletic departments are up to date.
- Great history of academic and sport achievements.
- Technology and innovations, MIC Campus, plenty of funding for resources in the classrooms, involved parents, community, and teachers, community support in schools, business partnerships with schools, parks and rec, many extra curricular activities for students.
- My wife and I went to the same junior high and high school as our three children are currently going. My wife is a teacher. We are proud of ALL Lee's Summit schools, great values!
- My child is only in 3rd grade, so we have limited experience, but we have loved his teachers! They have encouraged conversations with us and have helped my child in his social and academic growth. Also, I love that the elementary schools have band, strings, and choir. Promoting the arts, and having other options for students to explore of things they may enjoy and excel at is important. Our school also has several family nights that are well organized and attended.
- High mark's for college readiness.
- Teachers Various educational opportunities The technology available to students College preparation for students Partnerships/ Schools working together Mental Health Services
- From my experience, Elementary and Middle school teachers and staff are encouraging and helpful. It is a mixed bag when you get to the High school level.
- Mason Elementary is wonderful. The school feels cozy and comfortable. It reminds me of my elementary school. It does not feel too big, "high-tech" or "edgy." The staff members have all been there a long time which shows what a great place to work it is.
- The students are committed to excellence and strive for the best
- Our school has hard-working parents who care about their children and who trust the teachers. Teachers give their all to meet all the needs of their students.
- Great teachers, open to learning, strong leaders
- The teachers, staff, and administration truly care about the students. And, it shows! I have 2 students and I receive communication from their teachers regularly updating me on the class activities. When I have an issue, every teacher is willing to talk with me about the best solution to solve it. I am so thankful that my kids go to Lee's Summit schools!

- Most teachers are very invested in the well being of their students.
- Schools are kept up to date technology wise. They have excellent and caring teachers. Schools that offer clubs for all, depending on their interests.
- Excellent teachers and administrators. Consistently high expectations and achievement. Amazing opportunities for wide variety of preferences (sports, music, academics, ect.)
- Our schools have fantastic teachers who really care about the students. The schools are moving toward having flexible learning spaces and flexible seating which puts students first. Our schools intervene when kids needs it and use their resources. So many of our kids are suffering and people in the community and in the schools are quick to help those kids have a safe spot!
- Our schools do well because of the staff in each and every building. The majority of those in the buildings do an outstanding job. Most buildings have above average resources and most buildings are relatively updated (those that aren't are a part of the proposed bond we are reading about).
- Relatively up to date buildings, some need a refresh, especially LHS. Stable teaching and admin staff within most of the buildings.
- Caring staff to support students at all levels. Community oriented curriculum that teaches our students to take care of where they live.
- Great teachers, success driven, technology aware, music, sports, conscious of those who need assistance, growing ethnically diverse community,
- The teachers in our school love what they do - they love the kids and they love learning. Even with challenging outside forces or administrative unrest, the teachers have maintained their focus to give the kids their absolute best.
- Value education, excellent teachers, work with parents as a team to educate students
- High quality staff, performance and diversity of activities offered to students
- The truth is always good to start with.
- Teachers and support staff who care a lot.
- successful, diverse, well taught fundamentals,
- They have a legacy of success. The students and faculty want to learn and teach. They help all children. When my son struggled, the whole school seem to come around him and help him cope and succeed.
- Creative teachers who care, quality facilities, high-achieving students, engaged families, advanced studies, IB and AP opportunities
- Our schools are very accepting of all students. They do a good job of trying to get all students involved.
- Our schools have a very good reputation for being some of the best in Missouri. The curriculum is fantastic and the programs and classes offered are amazing. They do many events and projects that are fun and charitable and the staff and teachers are some of the best I've ever seen.

- We moved here for the school.
- Elementary school was exceptional with the students. My children had Dr. R at LFE and he really set the tone for his administration to be compassionate and involved with every student.
- Facilities, in general, are in good shape and well maintained. A variety of programs are offered. Many supportive services are available for students who struggle.
- Wonderful teachers and supportive parents!
- I believe we have some great, passionate teachers and decent facilities in most of the schools.
- LSR7 has very good teachers and the schools are rated high.
- We have a fantastic leader at our Elementary school. PVE to be exact. It ALL starts with leadership and a great communicator. A person that responds and follow up on even the small things. A person who's focus is really about what is best for kids (and chromebooks or common core aren't it, especially in Elementary school.) Our school is also not easy to just walk into. If theres ever a place you could feel safe sending your kids, it should be school.
- Most parents and teachers are truly interested in maximizing the skills of their children versus just getting them through it.
- Strong parental engagement, pursuit of excellence, many student opportunities for involvement during the school day and outside of the school day, good continuum of school services from EL-HS
- One of the reasons we recently moved to Lee's Summit from Blue Springs is that we are impressed with the direction of the Lee's Summit School District. The Summit Technology Academy and MIC Campus are impressive facilities that evidence the District's commitment to preparing students for a wide variety of career fields.
- The school district is well recognized for it academics. Employees enjoy working in the district and often move within the district to work in different settings or jobs. The teachers take pride in educating the students to learn. The extracurricular activities are available to provide are sense of community within the school.
- Caring teachers
- Our schools offer many opportunities for our children to achieve a high quality education that prepares them for higher learning & life skills that help the Succeed in & out the classroom
- LSW has teachers who seems to care about their students. Kids have pride in their school
- This district has very passionate teachers and parents.
- Communication between the teachers and parents have been good most years. They keep us in the loop with the activities that our children are doing even when our kids might not be so forth telling with the information.
- Good classroom sizes, variety of special classes and opportunities available. State of the art theatre, technology and special needs resources.

- Most teachers are great and genuinely caring about our children, their students.
- Community and staff
- Caring teachers Clean and well maintained buildings
- We have always been a leader...leader in test scores, leader in technology, leader in after graduation success. We have also been a pioneer and case study. This can be great but can also lead to distractions and missteps with unintended results and wasteful spending. We need to be a fiscally responsible and a balanced pioneering leader, but not edgy.
- Teachers take an invested interest in students. Good facilities, updated technology.
- Enrichment and communication
- Many options for students to find things they enjoy outside of core curriculum.
- As a whole, there seems to be a commitment to excellence in preparing students academically (for those who wish to transition into college) There are hard-working faculty and volunteers who engage in non-core class work and pursue excellence in athletics, music and STEM.
- Again, high expectations. Lots and lots of activities. Lots of opportunities to succeed.
- The teachers at our schools are by far our most valuable asset. They are always willing to help those children that are struggling with the curriculum while allowing the children that excel to advance as far as their abilities will take them.
- The teachers are wonderful, and we have nice physical facilities.
- Teachers as a whole truly care about students (regardless of race or background) and try to make a positive difference in their lives.
- The teachers. Our children have been in LSR7 for elementary, middle & high schools since 2007. We have not had one difficult teacher or situation in all of those years. The teachers are dedicated, well-educated (many with advanced degrees) and sincerely care about their students and the advancement of their students education, as well as helping to cultivate and nurture well-rounded human beings.
- Outstanding teachers Good communication home Great PTS
- teachers seem to really care they communicate a lot to the parents try to be proactive about students not doing well
- 1. Supportive staff 2. Good curriculum 3. Love for students
- Historically they have ben high rated, focused not only education but also personal formation. This is a place that the school district can and should get back to.
- Lee's Summit schools have been ranked in the top 100 schools several times. Multiple times all tree of the high school received that recognition. I came from the Kansas City School district and I purposefully moved to Lee's Summit for their strong academic schools.
- Good teachers Abundance of programs Great families A LOT of involvement
- Experienced & dedicated teachers and staff

- Mason Elementary is a very good school with lots of family and volunteers.
- Our high schools offer strong electives such as music, theater, art, technology classes, Summit Technology, etc. A lot of our teachers really care and are 100% in it for the kids...not all but most are.
- In the past four years, LSR7 has done a good job applying rigor to coursework and preparing my children for life after high school. Lee's Summit north is doing an excellent job balancing student needs providing a quality education including mental health needs of students. I would say the two incidents of suicide that the school has recovered from. Those were handled very well.
- Teachers are genuine and care for the students. We have the best teachers.
- As a graduate of LSN and a mother of 2 boys in the school district currently, I am very pleased with the district's focus on college. Encouraging each student to continue his/her education after high school and to prepare them for the next step.
- Although it lacks teacher diversity, the work ethic is great. The attention to detail and organization is well focused
- The teachers are excellent and care about all students.
- Excellent well educated and caring teachers and staff that take their jobs seriously, truly care our students and community and want to influence our children to grow up to be amazing adults.
- Engaged students
- Clean; great principals and staff; involved parents
- The teachers love our students and want the very best for them.
- Quality teachers, quality curriculum, and quality options for students at the secondary level.
- Attracts well qualified & talented teachers/facility.
- Engaged parents, teachers w/ advanced degrees, committed teachers, good facilities
- The curriculum is challenging and there are various programs available from pre-k to post-secondary or job readiness.
- Principal knows every student's name—Hazel Grove Elementary LSN and LSHS have diversity both in racial make-up and socio-economic, which I really like. Full integration of Special Needs students which I LOVE.
- LSR-7 has always been renowned for the quality education that it provides its students. The district has several Blue Ribbon schools which speaks to the academic excellence that is revered by students, teachers, faculty and parents alike. We'd like to keep that position throughout the state and for years to come, but we MUST address the top issues at the forefront - EQUITY IN EDUCATION.
- We have great support in our attendance area. Our kids love going to their school and we find great partnership with the teachers and support staff we regularly interact with. Our school's teachers do what they can within their knowledge and ability to support our kids.

- We are wholesome and want to keep it that way. Not distracted (for the most part) by political, trendy and sensational topics that keep our kids from learning and staying focused.
- Excellent teachers and building administrators, variety of academic and extra-curricular opportunities, respect for academic, athletic, and artistic endeavors and appreciation for and celebration of student success in all areas
- 1. Quality teachers seek employment 2. Nice facilities 3. Community highly values our schools 4. Highly ranked Missouri school district
- Teachers are caring and largely go above and beyond for their students. They want what's best for students. Education standards are high, and opportunities abound.
- We are grateful to see that LSNHS has made an concerted effort to employ more African American teachers and staff.
- Most teachers are good. Administration works hard. Kids have abundant opportunity to excel. Very well rounded and accommodating to all students.
- Teachers are caring and generous, and central office uses and abuses that to no end with lack of work time for staff, unrealistic expectations, and lackluster work conditions.

What issues should the superintendent be aware of as he/she comes into the district? (This information is shared with the final candidates.)

- Clearly the last year of turmoil. Our community has been embarrassed on a national level, and in my opinion to our shame, because the board and some community members are bickering over whether or not we value the education of all students. The data is clear that was prepared and evaluated as part of the equity charge, that there is disparity in achievement between our white students and students of color. I believe our district has an ethical and professional obligation to learn more about the causes of this disparity for correction, so that ALL parents and students can know they are valued and educated to their highest capacity.
- It might be nice to shield the new superintendent from past issues so they have a chance to make an unbiased evaluation.
- Equity is an issue in our district. As I parent observing what has gone on in School Board meetings over the last year, I got the impression that there was some sensitivity regarding the issue of equity because it can involve some truly uncomfortable conversations. I just worry that because equity was the top priority of the former superintendent, we might refrain from these types of conversations moving forward. I hope we can continue examining this issue and what steps we can take to make LSR-7 schools places where all feel welcome and sufficiently represented.
- We have a good community, teachers, and parents. We want to continue and advance the great things we have going. We don't want someone coming with an agenda, we want someone to come in and listen to the parents and the community. Ask how parents supported the candidate in the past. Was there a good relationship?
- Any superintendent should be wary of business leaders who are trying to influence the district. There are too many "leaders" in LS who have no kids in the district and/or don't

even live in the district but are trying to control the BOE and the Super. Any Super should be doing what's best for the education of our students and not for the business "leaders" in town who are worried about their property values or changes in LS. The new superintendent needs to cut ties with the Business Roundtable group.

- Need to talk about equity in all areas to help move the work but not ignore that race IS a part of it
- Our district families were divided and enraged by the last 2 superintendents. Your teachers will give 110% even in the face of adversity.
- Teacher morale is very low. Experienced teachers are actively seeking other opportunities. Last superintendent made community feel like it is racist and not welcoming to minorities. While there may be some in every community that feel that way, the vast majority of THIS community wants diversity and is willing to work on bias. The divisive approach of the last superintendent did much more harm than good in addressing those issues. The fact that that individual is continuing to use social media pointing to the lack of diversity as a reason to promote his new equity consulting business further disrupts actual progress.
- This community is entitled and throws a fit when the district wants to make changes. There are those that are subversive racists and do what they can to thwart progress that benefits all students.
- The need to address diversity and equity issues. We must ensure high expectations are held for all students.
- Be authentic and honest and welcoming. Keep the drama to a minimum. Do what's best for all students and faculty. Represent the district well and be on our side.
- For perhaps the first time in LSR-7 history, the community at-large has lost much faith and trust with both the Board of Education as a body and the position of superintendent. This lack of trust became apparent in early 2016, and it has continued to erode for the past three years for a variety of reasons, including partisan politics, personal agendas, individual greed and narcissistic behaviors on public display by multiple board members as well as the two previous full-time superintendents. Unfortunately, high-quality staff and administrators throughout the district, as well as students and parents, have been negatively impacted by the flawed character traits on display from board members and the two previous full-time superintendents. As a result, it may take more time and patience to restore public trust (from both internal and external stakeholders) in the superintendent (and board members) than one might desire or expect. Sadly, a false narrative has been cast upon the city and the school district, which has caused significant damage to our brand and community morale. In spite of this false narrative and public chaos between the board and the two previous full-time superintendents, the incredible teachers, staff, and administrators who want to be in LSR-7 have continued to perform their duties with the professionalism and attention that our students deserve.
- Past board and superintendent have created trust issues with staff and community. We still have not recovered in the human resource department since 'cost-containment' in 2010. Positions were cut deeply and additional responsibilities have been added to everyone's plate to create overwhelming work loads. The number of adults working with kids is still not adequate to meet the growing needs of our community. For example,

elementary librarians are serving 2 schools while the for instruction in a variety of literacies has increased. Another example, is at the middle school level. We know middle school students need more personal attention and expect our middle school teachers to deliver quality instruction and meet their students needs for positive relationships. Yet these middle school teachers are not given enough time to do all of these things to meet the Middle School that Works model.

- There has been a lot of divisiveness in the community regarding the last two superintendents. It appeared to be difficult to implement programs as a result of outside pressures. The recent redistricting created a lot of waves, but I have not heard complaints after the fact, as all of the schools and teachers are excellent. From what I have heard (admittedly my child is only in 8th grade), at least one of the high schools has a huge problem with vaping and other issues on campus, with kids knowing which bathrooms they need to avoid.
- Lee's Summit has a racial inequity problem it was highlighted in the national news this year but it also occurs in deeper and more sinister ways. Lee's Summit is a very divided community and the wealthy business owners work very hard to uphold systemic racism the good ole boy way.
- We are not racists. We do not need our tax money spent on projects to brain wash people about white privilege.
- Parents are fed up! Community is tired of negativity! LSR7 Reputation has been tarnished and will need to be rebuilt! Students are rebelling because of lack of model leadership! The media is not an LSR7 ally but rather a platform for activists to squeal about every issue they have. Class sizes are too large SPED programs are too large Kids in the middle are falling behind despite the “numbers” Previous leadership destroyed trust Liberal agendas in the classroom are out of control Boundaries and transportation are still a huge problem
- The most recent issues within the school district and how the community is navigating through that.
- There is a powerful group of white, affluent, long-time LS resident who seek to maintain their power and the status quo...they are fiercely opposed to any notion that LS has any “racial problems” or that our teachers and staff could harbor any bias, either implicit or unconscious. This group has successfully prevented racial minority representation on our historically 100% white school board, as well as pushing out our first black superintendent and first Equity Asst Superintendent (a black woman). Although 25% of LS students are of color, 0% of our school board is of color, and 0% of our central leadership team is of color. I don't know the teacher percentage, but I think it's about 3% teachers of color. Our leadership is devoid of important perspectives that need to have a voice! While our need to address these problems are real, there is great push back. (I am white, by the way).
- A superintendent needs to come in with an open mind and not with preconceived notions. We are not racist (so don't tell us we are), we are wanting what's best for the children and to give them the best opportunities as possible.
- They need to know we need someone who is caring and will listen, not stir the pot. We need someone who will support the teachers and staff not demean. We need someone

who knows our students demographics and the history of Lee's Summit and who is willing to bridge the gap that previous people created. We someone positive and uplifting who will share all the good and help us work on the struggles as a partner not an adversary.

- I'm sure that it has been covered, but when hiring the previous superintendent the board either did not do the due diligence or made a mistake by hiring a man that created racial divisiveness where they had not existed prior to him being hired. As I mentioned about Lee's Summit having a strong sense of community, that should be focused on as opposed to policies to create division.
- The current existing IB program offered to high school students may be less beneficial than a more robust AP course program. This is apparent in the less than 2% participation rate of students.
- There is a history of superintendents either lacking morals or leadership acumen that has resulted in our district having to pay hundreds of thousands of dollars to release them from their contracts and for counsel to defend their mistakes. Some members of the board of education do not understand legal constraints of their position. Some are woefully ill-suited to be in a leadership position over a diverse community. Many decisions have been made over the past year and a half under the guise of seeking community input. While in fact those decisions had been decided to fit some BOE's desire to live in certain high school boundary. Forethought in many decisions has been severely lacking, especially in regards to boundary changes and how to address overcrowding in many of our facilities. That there is a lack of communication with leadership in the schools. Take a look at the 3 high schools and STA to see how a simple change in start times could alleviate unsafe transportation practices. That transportation decisions were made this year based on leading questions in an online survey. Many of these decisions have resulted in unsafe conditions - high school kids riding 3 to a seat on buses and students forced to walk long distances to a bus stop on streets without sidewalks.
- That the BOE was against the Equity Plan and only supported it for the 2019-20 school year. They do not see or understand the power and need of it in the school because they are NOT in the schools! They are not in the walks of our job white teachers or students. They are all white and have never lived nor have have to live the life of a bob white person. They have not heard the stories of parents or children broken by the things that have happened by those who are culturally incompetent and privileged. We can not claim ignorance in this day of age, we need to be awoke and see we need change!
- Diversity and equity are high needs. Also pay of support staff should be taken into consideration as well as growing the Early Childhood department.
- Equity issue. Achievement Gap. Overcrowded classrooms. Importance of Early childhood / building a new center
- The district is very large, needs updating, and is divided and shattered from the previous superintendent. It has received negative attention in the news for which it was not typically known for. Significant damage control, rebuilding, and updating will need to take place.

- Class sizes in intermediate grade levels are at record levels. 5th/6th grade students have more trauma and social emotional issues then ever before. We put too much stress on these teachers-trying to build relationships and help many students through social emotional issues affects the learning environment and experiences. Our teachers are overwhelmed. Classrooms are not large enough to fit this many 11,12, and 13 year olds. In many of our high school classes there are up to 35/room. Is this what's best for students?
- Quit worrying about equality.
- The larger community is committed to diversity AND inclusion of ALL of our citizens and students...not just one or two special interest groups. We expect our school board to hold themselves and the rest of the district to strong and appropriate guiding principles that dont waver when challenged by the monority squeaky wheels but just do the right thing for the greater community and future of our students.
- That you should be from a high performing district or the Lee's Summit District or not apply. There is a high standard.
- Preparing students to handle real life challenges such as life after school, mental wellness, peer pressure in drugs, alcohol and sex; Competitiveness of R-7 school district with other top US school districts as well as internationally. Encourage more exchange programs internationally
- That the LS school district does not like change so don't try and do anything that would rattle too many feathers. It wont go well for you.
- The district is splintered. Many groups feel defensive and alienated against each other. Teachers are uneasy, and parents are worried that this will trickle into the classrooms.
- Some in our community appear to feel threatened by the growing diversity in LS and the focus on educational equity. I'd like a faster pace on education of and acceptance from parents and other community members, but it seems we need to go a little slower and more gently to get buy-in from the whole community. The new superintendent would want to be aware of the "fight waiting to happen" and provide lots of opportunities for communication and education of the adults. The kids are more ready for the change than parents are.
- As always with people of color, an issue that should be paid attention to is equal treatment and opportunities and inclusion.
- Bad track record of superintendents that have mixed their personal lives in with the work. Will be looking for a clean work history and ideas on how to get us back on track.
- We have a lack of trust in leadership right now, so someone who is willing to work through that. Someone with a "thick skin." Someone who has integrity, is genuine, and is willing to build relationships with the community. Someone who is going to come in an listen first with an ope mind and open eye to what the REAL issues are in our district and community and be willing to go against the grain if needed to make a change and be the difference we need. "the LS way" is not always the "best" way. We may need a new perspective and a different approach. We need someone who will communicate effectively an consistently. Someone with a past that has credibility and success.

- Our values and ideologies have made us great. Our high quality alumni proves this. Keeping these traditions it very important to our community. We do change with the times, but not at the expense of our integrity.
- I think coming in, the superintendent will need to be aware that many people on both sides of the equity issue have a bad taste in their mouths because of how it was handled under the previous superintendent.
- We need librarian in each elementary building.
- The district is hurting due to the past lack of focus on ALL students. We want that focus implemented and for students to have a safe, nonmalignant environment to learn and grow.
- What the students think and feel about the district. What changes they believe need to happen. The systemic problems with the School Board/Administrations bias hiring strategies and racist practices Changing demographics of LSR7 Lack of ethnically diverse staffing from the School Board to the teachers Lack of parental involvement due to parents not being included in major decisions concerning their kids. Business stakeholders and political affiliations are having too much influence on major decisions. Bond issue/inadequate classroom space
- With the racial and socio-economic diversity happening in LS, the superintendent should be able to see the needs of all children, not just those whose parents have money.
- The Lee's Summit School Board seems to be ignorant of the issues facing persons of color.
- Lack of diversity & inclusion at every level (among students/teachers/admins). There must be a commitment to understanding the achievement gap and the needs of EVERY student.
- Our District has been placed in a negative light recently, but the news does not create an accurate picture of who we are.
- Teachers are tired, our reputation has taken a hit, we don't need leadership that has a strong agenda
- Lee's Summit is awesome! The BOE has acknowledged that decisions in the past have been made in hopes that the school district can be ranked as best in the state (via test scores). I believe that if the teachers and staff are educating our kids, and working with them to be the best that they can be, we will be considered one of the best in the state. Instead of focusing on test scores and rankings, we need to continue to do what we do best - educating the kids.
- Some faculty don't have a belief that equity and inclusion work is needed. The lack of diversity in staff and administration is of concern and needs to be addressed sooner than later. There is a problem with race relations in our district and my children's school specifically. Teachers and administrators need the tools to address them effectively vs turning a blind eye to the issues when they arise. We need a proactive approach vs. reactive.
- No matter what they will have to deal with the baggage of the last two superintendents having contracts bought out. There has been a division created in the community and

between the schools. All students needs will need to be addressed, and not just one sub class of students. People will try to sway them to there point of view, and they need to come in with their own fresh set of ideas.

- We have excellent leaders in place at the schools and admin building. Good structure already in place to build from.
- There seems to be a division and some animosity between the community and the schools/staff and the community and the board. The teachers have felt unsupported by the community in many ways and felt like they were thrown under a bus.
- This community is still fractured. One of the toughest things for the incoming superintendent will be to get through the "old guard" of Lee's Summit who really are against any change. For decades this district has worked well for 70% of the students. But when community members of the 30% asked for change, it was met with incredible resistance. The new superintendent must be able to figure out a way to make this district work for all students.
- The schools within our district vary widely in how students are treated, dependent upon their location within the district. Some buildings have a much more diverse student population, none of them are very diverse teaching faculty or administratively. There is zero diversity on the school board or those at Stansberry Leadership. Which is not all reflective of the LS community population as a whole. This adversely affects the student population, along with allowing for disportionate test score results and school discipline to be administered throughout the schools. Truly, a culture shift is needed for our district. However, we have a board that is resistant or reluctant to recognize that.
- Divisiveness among the adults in the community. Many people who will come to them with negativity on any subject that is being discussed. The need for more class space and quality teachers for that space due to overpopulation of several schools in the district. The need to support the students who are in AIM/ASPIRE at the elementary age and then go to Middle school where there is no programming for them.
- All the implicit biases surrounding race and gender.
- Last one was divisive (as the one before) and has subsequently created an atmosphere of mistrust with leadership and community. The former frequently Alienated and turned those who disagreed with him into racists or bigots. A true leader must be able to bring people who have different opinions together without Villainizing the other side. He was very defensive, spoke one sidedly to the press. Viewed everything through the lens of critical race theory and Pacific education groups equity system. Important to note that the groups he would utilize were not evidence based and showed no data that their systems assisted in closing achievement gaps and improving behavior etc.
- For some time now, there has been unrest in the district. Many members of the community have lost faith in the administration of the school district. This loss of faith has turned to anger and finger pointing and factions. A previous administrative leader exacerbated these divisions. Our district and the parents have been portrayed in the media as having racial tendencies. It is my belief that these racial tendencies have been grotesquely exaggerated. We are a community who loves others and, if given the chance, will embrace the beauty found in diversity. However, if one race or ethnicity or socioeconomic background is continually portrayed as the bad-guy in the media and by

some in top administrative positions, the divisiveness will only expand. The new superintendent will have the challenge of recognizing diversity and creating unity.

- Technology is a problem for the district; schools are unable to keep kids safe online and the district has turned a blind eye to this issue. Same with the rampant use of cell phones among teens. Data shows the harm to emotional development, but yet this major issue is ignored.
- Various groups of residents fight to further their personal and political goals rather than focusing on the overall health of the district.
- That if he/she makes a mistake they will be given \$700,000.
- Class size and increasing space for our early childhood program. Early childhood is busting at the seams. If you want to make positive lifetime change early intervention is the most cost effective way. Great Beginnings and PAT are side thoughts often forgotten and all research to improve outcome and equity points to early childhood programs
- it isn't your community..or your political stage. do your job...educate the youth as the foundation for our future.
- The school district made a series of foolish choices in previous hires. We have had scandals and public embarrassments. We need someone to make us proud again, to unite us, and use our strengths. If you can behave in a moral fashion and a positive fashion and be publicly encourage you will be a breath of fresh air to us.
- Families are unhappy about continuing to pay the salaries of two former superintendents. School board members may change at next election due to this. We pay high taxes and have a quality education system. Not everything needs fixing!
- That kids deserve a place to go to school where they know teachers/administrators will keep them safe- emotionally, physically, & mentally. Where they see staff taking action to connect, intervene when there is misbehavior, disrespect, unsafe behavior, concerning behavior/information (I.e. drugs in bathrooms, vaping, unkindness, disrespect, mental health threats, etc). Where they see teachers/counselors taking time to connect and open dialogues and teaching about barriers to learning like mental health, inequality, differences, etc. These are things that the new Superintendent will hopefully value and have the skills to lead the district to improve in these areas. As well as managing a budget that's been attacked and overcrowded secondary schools that keep growing with no sign of relief (b/c moving 6th grade to middle is an extremely temporary size solution and not helping high schools at all).
- Our last superintendent brought a lot of negativity to the district and the community. The new superintendent should be made aware that there is repair work needed to teacher morale, as well as to the overall view of the district.
- For whatever reason, there is said to be a racial divide. I personally have not experienced this with anyone but that's what is being said. Also, a very big issue is the fact that the community is growing at such a rapid pace that the school district is having trouble keeping up. Some schools are overcrowding. This is a huge issue.
- Bad press giving us a bad reputation with selecting Superintendents of past who don't stay. Bad hiring decisions perhaps?

- The district is not culturally sensitive but has an increasing minority population. There needs to be a superintendent that is inclusive of everyone and stresses the importance of developing relationships with everyone to help create a better environment for everyone.
- Schools are not expected or required to offer the same programming or opportunities. Every school may do as they please which is not best practice. In the LSW area, I believe that the academic success is due to the economic prosperity and family involvement of this area and not due to quality teachers or quality teaching. Both of my students have come home talking about the number of movies they watch (some related to curriculum and some not) and the general waste of time in many courses. In looking at assignments given, they are generally unimpressive. I am also an educator and am consistently disappointed in what I have observed at open house evenings, parent conferences and work given to students. Scores are high because students come from solid families who value education and NOT because of solid teaching practices. Many of the parents in my neighborhood share a similar view, especially those who are educators. On a larger scale, I think the superintendent should know that the previous two superintendents have done significant damage and faith in the school district is at an all time low in the community. Trust in the ability of our school board to make a quality decision is also in question. The new superintendent will have to spend almost all of their community time building relationships and rebuilding bridges that have been burned with the district and between ethnicity groups.
- The parents are very protective of their kids and the school's reputations. It is very important to frame things in a way doesn't make them defensive.
- There is a huge race divide that continues to be perpetuated by people and organizations that have no business being involved. That if they try to address equity issues these ignorant community members and most of the school board will fight them constantly
- With a more diverse population of students, we need a superintendent who understands equity for all students. All students should have the right to learn and be successful.
- Not all schools are the same. Mason Elementary for example does not have good leadership and I've heard alot of complaints about how the school handles bullying issues as a great example. That is not the only school that has issues like that.
- Past tensions with former Superintendent. Lee's Summit wants to move forward and take advantage of the resources we have.
- There is strong parental involvement and they are vested in their child's education.
- Lee's Summit has a strong Christian community, is relatively affluent and is predominantly white. While the community is becoming more diverse, there are achievement gaps evidenced in minority groups that need to be addressed. There was a lot of resistance to the previous Superintendent's push for diversity training which I feel exposed a deep vein of internalized racism in our community. Addressing the achievement gap in our community will take some finesse that our previous Superintendent evidently lacked.
- The superintendent should be aware that we have a large district with a variety of needs, opinions, and opportunities. Curriculum within primary and secondary schools does not seem consistent throughout the district. With the growth and addition of new housing

developments in Lee's Summit, the district is working towards balancing students and school capacities.

- Need for reading based on science and the need for a curriculum to teach dyslexic students.
- There is a HUGE need for admin, parents, teachers and students to understand equity & why our district has been & still is deprived of it. He/she needs to be aware of the fact that without a clear understanding of equity & a clear commitment to achieving it, LSR7 will never fulfill its mission that it states: "prepare EACH student for success in life" and certainly wouldn't stick to its vision & commitments.
- Racism in schools especially in high schools. Equitable education for minority students.
- There are some outdated and incorrect schools of thought surrounding equity in this community and it's imperative that we continue to move forward in an equitable way and really commit to doing the work. A long term commitment to top-down, comprehensive training, at all levels is needed and would go a long way in the right direction.
- Race and the inclusion of minorities and seeing they are brought forward with the same vigor as any other kids in the school.
- Wide variety of racial & socioeconomic status'. Trying very hard to bring community together rather than divide, however recent efforts have brought it the worst in some community members. Attacks on character and wanting to stop progression.
- There has been a struggle in this district to treat all kids the same regardless of race religion, gender, financial status, etc... this district definitely does not know how to handle race issues and concerns. (I work in mental health and have done so for 19 years now and I've seen more crazy things in this school district)
- That the last two superintendents have not left on good terms.
- Equity and inclusion for all students. Successful outcomes for all students particularly students of color, students with special needs, and students from lower SES.
- This is a BIG small town. We are proud of our community and students and don't want either to be a political battlefield. We receive outsiders, but only if they come here to enjoy what we have and not if they come in to change things they don't fully understand. We want all students to be successful, not a select pet group of the population. We don't want our superintendent and school board in the news, just our wonderful students.
- It's important to maintain a push for equity work in the district - many families are distrustful of the school board's intentions.
- Lack of communication about some programming. Some parents have to know someone or research certain offerings (STEM robotics, AP courses etc). There's a lack of transparency in the daily needs, academic support, etc.
- The last superintendent switched the school my child will attend under the guise of a racial equity program and the result is it lowers the value of my home. I'll be leaving the district and the city because of the mismanagement, however the new superintendent should fix this horrible mistake.

- Do not come in and call us racist or imply that our community require some race relation education. We love all our neighbors!!!
- Preparing our students to be moral and virtuous citizens that contribute to society and create positive net gain should be a major goal of our education system (and our families). I think that any serious candidate should be prepared to interact with:
 1. What it means to prepare students as people in a society that is founded on principles of equal opportunity for those who choose to seek out the opportunity. Recognizing that hard work is a significant contributor to success, independent of other factors and good for our community and our country.
 2. To distinguish between equality and equity (avoid equivocation) and how the education system interacts thoughtfully and deliberately with the important social issues of our day.
 3. How he/she plans to interact with and support families in the community, recognizing our families as a foundational building block that sets the trajectory of many a young learner's life.
 4. The potential superintendent candidate should be aware that there are those people in our country that wish to emphasize identity politics and focus on so-called 'oppressed groups' instead of what will promote unity and dedication to the common cause of our success as a community and nation. My vision is for a superintendent that is prepared to have the courage to stand up to politically correct, divisive issues that trouble-makers use to weaponize popular opinion, media and the courts in order to push ill-founded and questionable initiatives on the public.
 5. An ideal candidate is one who structures their life in such a way that demonstrates true leadership in the way they conduct themselves personally and professionally. There is an intersection between public and personal, and it comes with any job in the 21st century. Foolish social media posts and personal comments not becoming of the position should be considered in the hiring process.
 6. An ideal candidate makes attempts to engage with various stakeholders in the community who are there to help lift up the district and promote the welfare of students. I would like to see a candidate who seeks out civic leaders and faith-based organizations in the community and take a holistic approach to setting up a student for success.
- The superintendent should be aware that his or her district is changing. Lee's Summit, in the past, was a wealthy, predominately white district. We have many more people of color coming in, however, the district is not addressing those changes in our population very well. They've got to look at that some of their families do not have a lot of money and can't afford the expensive activities, because some students can't participate because their parent's don't have enough money. They've got to work on bringing the students of different races together and not allowing the students to separate themselves. The staff does need equity training, but only if it allows all people to have dignity-some of them are no good: do your research before committing. Remember, your teachers are in the thick of it-they can always tell you what students need and want.
- There is a constant push for public schools to allow religious content and other inappropriate additions to the curriculum, especially in the state of Missouri. Any superintendent that we choose needs to be willing and ready to fight against these aggressions. The safety of our children, both mentally and physically, is paramount.
- The controversy and disention that was created/compounded by the previous leadership.
- Lee's Summit is a divided community in terms of both race and class. This presents potential difficulty in bridging race and class gaps in a mostly affluent, white community that is beginning to diversify and as the number/percentage of students of color begin to

increase. This district and this community desperately needs diversity training and diversity awareness.

- leadership should be fair to all students of all backgrounds equal treatment of all students should be a training focus for all school district staff some kids are vaping in the bathrooms in middle school and this needs to stop
- 1. Equity training 2. Increase community morale 3. Put students first
- A deep appreciation that the schools have suffered greatly due to the payout of \$1.2 Million for the previous two individuals that held that position. Student and teacher's performance have all fallen, dramatically, as the focus of the district has not been on youth education but on selfish ventures and needless grabbing of the spotlight that has harmed our community.
- The new superintendent should know that All students in the district are able to take any classes they want. Whether or not All the students take advantage of such a great education is really up to the student. The School District should not feel like it has to step in and be a parent, that is the parent's responsibility and role. Opportunity is abundant in the Lee's Summit school district, whether or not the students take advantage of that is 100 up to the students!
- Everyone will be watching you like a hawk. You should not have an agenda. Parents and community members are more inquisitive than ever. Lack of advocacy within the district for ALL children not just subgroups, which needs attention. Too many IEP, 504, Special Needs accommodations which leave the middle 70% of students struggling to figure things out alone. Too many excuses being made by new families in the area. Previous administration put a wedge in our community and brought down our reputation in the metropolitan area. We are very rarely viewed as upper echelon at this time. Students don't respect the position anymore, they see it as a joke because of how things have been the last few years. The district is in turmoil and we need strong education minded leadership to fix the problems. Lack of programs for dyslexic students. Too much focus on diversity and equity. CLASS SIZES ARE TOO LARGE!
- As a parent, my main concern is for my kids to not have their education compromised by the few behaviorally-challenged kids these "troubled kids" shouldn't be streamlined into the larger group...it's not fair to the GOOD kids.
- They should be all about the students learning and safety not how to line their own pockets
- The community will be watching with a microscope. After the last superintendent, please note that it will be hard to slide your personal agenda through. We, the community, expect you to be 100% for ALL kids. It probably wouldn't be a good idea to come in rocking the boat. It would be best to learn about our community first and get to know the community you are serving. Our community watches closely and will not sit idly by watching our district go to hell in a handbasket. I think we've proven that.
- The new superintendent for Lee's Summit R7 should be an individual with intimate knowledge of our community. They should understand the challenges of being an affluent predominately white predominately residential suburban District that is Slowly transitioning towards a new model that is yet fully defined. They should understand the challenges our families face, our students face, I have experience with resolution.

- Right now the community is volatile. There are strong and varied opinions. The city of Lee's Summit has changed drastically in the last 20 years and it seems like the school district is struggling to keep up.
- I think the new superintendent should focus on inclusion and diversity training in all of our schools.
- The superintendent should not have an agenda. This person needs to help all students.
- Issues: late start is a horrible idea for working families despite having child care available at a few facilities; making kids walk to school if they live within 1/2 mile is dangerous and potentially life threatening; why do we have classrooms with 31 kids in them??!?!?
- Our last 2 Superintendents did not work out very well and had their own agendas that did not mesh so well with the LS community. When you don't get buy-in from your staff and have lawsuits filed against you from your previous district, you know something is wrong. Also our Board members need to learn how to vote for what is best for our district and not try to fill a quota. The last Super was not vetted properly and never should have been hired. We can't afford as a district to keep paying out these early termination contracts and lawsuits. We could have built another HS by now and modernized LSH. Also spent too much money on trying to see about open air classrooms and common spaces. Our schools should be a traditional style classroom conducive to learning.
- The opinion of the school district has been degraded due to the antics of previous leadership regimes over the last 7-10 years.
- There is a need for equity training but equity meaning all races, ethnicities, minorities, etc.
- We don't need someone to diversify our community. It will happen organically. We need to continue to value the culture of our suburb and preserve the value of our homes by maintaining a high level of educational atmosphere we have had all these years.
- Need for equity for all students leading to closing of the achievement gap for subgroups of students (black, Latinx, IEP, ELL, FRL)
- Because of the diversity which includes people of color and LGBT, there needs to be continuous equity training for district employees so that they are equipped to address differences that may arise within the student population.
- Racial understanding of culture is extremely important and hasn't really been addressed. Let's work at getting rid of stereotypes and supporting mental health! Boundaries segregate by socio-economic levels. Lack of relevancy and creativity in teaching Mathematics—at the middle and high schools the skill packets and rigid curriculum maps are not allowing our children to think. Though I do LOVE the Eureka math at the elementary level!
- The biggest issue right now is one that has gained both local and national attention - equity. This has been a travesty to every child in the LSR-7 District. We MUST be open to providing resources, tools and every element that supports equity for our kids. As a woman of color who is raising a daughter of color, it does not seem that LSR-7 is supporting anyone who identifies as "of color" as it relates to hiring measures, education, Board opportunities, the list goes on. The current mission of LSR-7 is "We prepare each student for success in life." False. This is not the case with the recent findings which have

led to the discussions of equity and inclusion. The vision also states "Lee's Summit R-7 reflects a culture of respect and acceptance. Collaboration is an expectation that fosters mutual understanding and a focus on student achievement and staff development." Again, false. Equity is a HUGE element in making sure every student has the same opportunities as their peers. We need to fix this and we need to fix this now.

- We desperately need you to be aware that we have a significant resistance from the community to educate our teachers and staff on equity and what that means in the classroom and school. I have personally not encountered a teacher or administrator or support staff person that was opposed or voiced their opposition to the material or training. Most often, our teachers are participating in book studies and already are educating themselves on these topics the best they can. We need teachers and support staff that are being hired into the district to be more representative of the sub-groups we represent.
- Bullying is very serious and in the past these topics have been overlooked. They need more focus and those who are acting in such a manner need to be dealt with directly, swiftly and in a way that will motivate them to stop. I am speaking to the adults who work within the school district as well as student. Teachers can be bullies too, and too often are.
- The Board of Education and the Superintendent need to work well together, but the Superintendent needs to understand that the BOE is his/her boss. The Superintendent needs to not just listen to stakeholders but hear them, ask questions to understand their perspectives, and put aside personal agendas.
- 1. There seems to be A LOT of issues with getting quality board members 2. Elitist element to the school board and community 3. We need an integrated district. While the overwhelming elitist majority on the board may see that as a model, it is truly not good for the community as a whole 5. Do not treat teachers as subservients. To continue to recruit the best of the best, you need to highly value the teachers. 6. You are there to serve the students of Lee's Summit. Your focus should ALWAYS be, is this in the best interest of our students?
- Certainly the issues associated w/ the past 2 supts. and how those impacted community and parent trust and concerns. Achievement gap and data presented at Oct. 2018 BOE meeting. Equity plan and relevant data. BOE poor performance (per survey ratings) and current leadership.
- There are truly a number of equity challenges when it comes to serving students of color, and disciplinary actions are disproportionate. My students share with me often that they feel targeted and set apart.
- Equity. We will not back down on this issue for this community and we need an ally leading the district.
- We (parents, teachers, students) are not going to be torn down, called names and blamed for any lack of effort by others. We won't stand for anything less than EVERY single child being given extra opportunities to succeed. There is very little trust at this point in SLC. Many are unhappy with the BOE and financial mistakes that have negatively affected the kids/ teachers. We have a bad reputation in our metro area that needs rebuilding by a strong, seasoned leader because of our previous situation. Too much

focus being put on subgroups while little attention is being spent on actual education. Some teachers are too political and opinionated.

- One. Year. Contract. Seriously. EVERYONE at SLC should have the same one year contract that teachers have. And not much more pay, either. If you want to make money, be a band director or football coach and put in the time.

What skills, qualities or characteristics should the new superintendent possess to be successful here? (This information is used as we screen potential candidates.)

- A hunger to continue what is great about Lee's Summit and the integrity to lead the district in where we are deficient. The strength to stand up and lead us forward, but in a way that others can follow.
- I would love to see a superintendent who can communicate effectively and honestly with the community.
- Diplomatic- willing to see issues from different perspectives and take all into serious consideration Someone who was in the classroom long enough to know what it's really like on the "front lines" of education- not someone who is just interested in the business aspect of the district
- Business acumen, fiscal management - ability to operate within budget, parent engagement, past record of transparency with parents, respectful, not arrogant, cares about the students, their learning, and success.
- The new super should not be currently employed by the R-7 school district. While I believe in hiring from within, the problem is no new ideas are introduced and the district will suffer from organizational incest.
- Approachable, compassionate, visible, open
- We NEED someone with integrity, honesty and the power to unite families and teachers for our students.
- This person should be politically savvy, to manage very different and vocal community constituencies, but willing to make difficult decisions. All district admin should be fired and forced to reapply for their jobs, after they are posted for others to apply as well. There is too much complacency, and the district is top-heavy.
- Highly qualified candidate with solid leadership experience. Someone able to make decisions, even when parents throw a fit and push back.
- The leader must have a proven track record of success. He/she should have led in a setting with diverse populations. A desire to provide a setting that ensures all students are college and career ready upon graduation.
- Must be able to garner trust and support behind a simple vision. The superintendent must be able to find consensus without losing their temper. Must not let national politics invade this space. Have a good sense of humor and don't take yourself so seriously. Be humble. Be smart. Be respectful. Be honest and engaging.

- There is not adequate time allowed to conduct a thorough retained search. Your timeline suggests the board has already selected a candidate yet need to go through a “search” process for appearances sake.
- The candidate must bring a humble, servant leadership philosophy to the position of superintendent. The superintendent must serve and support the students, teachers, administrators, and parents to increase trust, not the other way around. This community will quickly identify and drive out future superintendents (and board members) who want the personal spotlight and/or create a chaotic culture. Such individuals need not apply for superintendent or run for a board seat. LSR-7 needs a doer and not a talker; someone who will actually help the staff and administrators do the work instead of just talk about it; someone who is naturally skeptical of chasing the “shiny new object” while still able to identify and pursue consensus-driven opportunities supported with research and objective data; someone with unquestioned integrity; someone who strives to collaborate and earn the daily trust of the teachers, staff, and administrators; someone who understands that leading with an equity lens goes much deeper than only examining racial factors; someone who intentionally uses the public platform as a positive force, not a divisive force; someone who does not expect personal credit for positive outcomes and is willing to accept the blame for missteps; someone who wants to be here and is not just looking for the next short-term stop on their personal career ladder; someone who is patient enough to work with board members who may play personal politics and do not fully understand their role; someone who, in spite of that, still recognizes and respects that the superintendent serves at the pleasure of the board during instances of board overreach and micromanagement; someone who understands that our community has intentionally elected new board members to ask the superintendent more questions and analyze issues because of deteriorating public trust in the two previous full-time superintendents. The board should also note that, according to many community stakeholders (internal and external), the current interim superintendent successfully leads with these qualities and character traits in mind. Assuming the interim superintendent applies for the position, the board is urged to give her very serious consideration for a permanent appointment. Furthermore, the board should ensure the successful candidate fully and unequivocally understands why he or she wants to be the superintendent in LSR-7. The board should evaluate the candidate’s “why” and easily decipher whether or not said candidate is applying to garner personal leverage for a contract extension in his/her current district (this happens all the time in this industry, so proceed with caution). Finally, the board should not make its final decision simply based upon the personal interview process. The board should approach all candidates with caution and not make shortsighted, emotional decisions based upon a great interview, presentation, or a proposed “shiny new object.” Unfortunately, the general public does not trust the board to due its due diligence based upon previous search processes. It would normally be assumed that board members actually perform basic Google searches on serious candidates, evaluate social media activities, and identify and consider all personal and professional legal proceedings and history attached to all candidates. Other than minor traffic violations, any harassment/discrimination lawsuits attached to a candidate should be a disqualifier, along with any domestic violence disputes or tax liens associated with a particular candidate.
- Servant Leader, Member of Successful Professional Learning Communities, A background in helping a Diverse student body succeed and focusing on ALL groups of

our students, Trustworthy, Listener and then a Decision Maker, someone that can unite people and a risk taker

- Open-minded, Confident, Willing to address the needs of all students. Anyone in this position should be current with research, trends, and techniques. Ultimately, the superintendent is here for the students (the future of our community), not for the parents.
- Personally I'm not interested in any white male candidate. Any candidate should be ready to address and implement ways to make our district more equitable.
- We are not racists. We do not need our tax money spent on projects to brain wash people about white privilege.
- Be committed to EARNING respect! No or minimal social media No interest in self promotion No agenda No activism history No friends in the media Integrity, Good Character, CALM, Reasonable MOST IMPORTANT...Be invested in this community and have a history of work in a similar size and demographic district as LSR7. They must know this community, the students, teachers and parents to earn respect.
- Be a LEADER. Have courageous conversations and be an advocate for all the teachers. Be accountable and hold other accountable. Set the standard.
- A fierce desire to fight for equity for all students, not just the majority. Courage to challenge powerful political action committees who are well funded and committed to the status quo. The ability to be an advocate for teachers - supporting and praising them while also acknowledging that they/we all have bias and can learn to do better. Ability to create a district culture more focused on the teachers impact than on their intent (this has been a large problem in the last year - for some people any mention of bias is defensively struck down as attack on the teachers character rather than a well-studied reality of human psychology).
- Outgoing, positive, team player, my preference would be someone living in the community (and if they have children, those children would also attend schools in LS), somebody local who knows what has occurred in the past and someone wanting to move forward, strong leadership skills but willing to step in and "get their hands dirty".
- Someone who is willing to be a partner with the staff. Someone who is caring and help fix the mistrust felt from previous administration.
- The new superintendent should be a great communicator and focused on building unity through the schools. He/she should be a leader - to all students.
- Leadership and the ability to influence others positively. If there are differences that arise in perspectives regarding the direction of the district, one who will make it a priority to bridge the gap
- Ability to see the big picture, but also deal with all the small issues that arise from any decision implemented. To be able to consider the future students before putting a band-aid on current problems.
- Stand up for what is right and do by the rights and equity of our diverse students (race, gender, creed, sexual identity, learning needs, etc). Most people see the equity in our district as a "race issue" it is more than that. Data does show a group of students does fall

out and we need to open our eyes to WHY? What will happen to the work the district has already done in regards to the Equity Plan?

- Ability to take in a wide variety of feedback and then make thoughtful, well delivered decisions that can be supported with evidence. Be prepared to have discussions on how and why decisions are made - it is a passionate and involved community.
- Tough skin. Able to make decisions without allowing the community drive them. Staying clear and being aware of the overlap and relationships people have within groups. Many board members and key administrators have special interests in other groups and Have “other people” influencing their decision. Not always a healthy thing! Be able to work with diverse groups and tune into the considerations of all children and their needs!
- Ability to communicate effectively, be transparent, listen to others, work with all teams of people cohesively
- Someone who truly cares about the needs of our students and teachers.
- Good leader. Strong morals.
- Confident, HUMBLE, integrity, accountable, collaborative, and someone who has proven experience uniting and not dividing. True leadership.
- Come from a high performing district (or Lee's Summit - Do not understand why we pay to search the country when can promote from within other school districts do) No drastic changes. No online damaging articles they are involved in. Tired of seeing our district on the news. Someone who is smart when it comes to running a school district but doesn't let their personal views get into it.
- Competitive, political savvy to fight for public education with the legislatures, well rounded in education as well as business, honest
- Open to new ideas like more diversity in staff and curriculum.
- A high level of experience in large school districts, experience addressing equity and diversity, a proven track record of success and respect.
- Confident, very experienced with diversity and education, invites conversation, not easily offended, patient, able to communicate with those from different backgrounds, forward-thinking, able to highlight the positives while addressing the negatives.
- Understanding differing viewpoints, progressiveness, and willingness to hear the students' voices of concern
- Should come from a school district that is succeeding already and is comparable to Lee's Summit in terms of size and academic achievements. Needs to have a clean work history and comes highly recommended from that district by both employees and parents. There shouldn't be any skeletons in the closet with the new superintendent that will come out later.
- We have a lack of trust in leadership right now, so someone who is willing to work through that. Someone with a "thick skin." Someone who has integrity, is genuine, and is willing to build relationships with the community. Someone who is going to come in and listen first with an open mind and open eye to what the REAL issues are in our district and

community and be willing to go against the grain if needed to make a change and be the difference we need. "the LS way" is not always the "best" way. We may need a new perspective and a different approach. We need someone who will communicate effectively and consistently. Someone with a past that has credibility and success.

- Integrity, that equals the values of the Lee's Summit community.
- First and foremost, a superintendent should put students first. Any decisions should be student centered. Secondly, a superintendent should support all levels of staff. Being able to promote a positive culture within the schools will benefit the students.
- Open heart and mind to ALL. Visit schools and know the issues at the front line. No secret agendas, create an environment for both teachers and students to succeed in life as people.
- Communication skills Financial acumen Approachable Great listener School/community/business/politically aware Classroom experience
- He/She needs to have the influencing skills to be able to help the Board understand what is happening/needed (so they don't get offended) as well as support the school district in creating a consistent and inclusive learning environment.
- When need equality and someone who understands the struggles that children face at school, including bullying.
- Experience in areas that need diversity (while lacking diversity). The ability to balance urgency and patience and knowing when to use each one. Loyalty & commitment along with a proven track record of success.
- Our new Supt. needs to have a diverse background and be open to and support parents' and teachers' ideas. They need to leave their political agenda at home and plan to implement changes that are best for all students.
- Listener, understands the history of LS schools, we used to be considered a destination district
- It would be great if the new superintendent has good communication skills and that he/she encourages communication and transparency throughout the district and community. The success of Lee's Summit is dependent upon the school district. We all want the school district to be successful and considered among the top schools. The community cannot be a part of it if the school district doesn't communicate well. Also, it is my hope that the superintendent doesn't come with an agenda - other than to educate our kids. Lastly, if a candidate tells you who they are, please believe it. If there is anything that is questionable, possibly controversial or the least bit concerning with a candidate, please keep looking.
- A history of reform and diversity and inclusion work.
- Needs to be able to collaborate with all social groups. Able to work to a consensus for the best of the students and district. Be willing to say things old time residents may not want to hear, and newer families thinking they deserve everything. The ability to work with all levels of employees of the district. Be visible in the community.
- open minded, reasonable, professional, approachable, emotionally intelligent, trauma focused and aware, progressive

- Leader to staff, Supporter of schools to media, Forward-thinker, Empathetic to students who need equity (ALL students: students with disabilities, with medical considerations, with lower SIS, race, ELL, etc.). Someone who will champion for our kids and put them ALL out there to be proud of. We can't just be a district that parades around about our honor roll kids-- what about our kids with learning disabilities who create an amazing piece of artwork?! What about our kids who do service? We CAN'T just be an academically proud community and school district. ALL of our kids are amazing.
- The new superintendent must have a background of working with diverse student populations, be up to speed on equity initiatives, and be able to navigate community discord in a positive way. Additionally, the candidate must be willing to make tough decisions, even in the face of opposition in order to make an impact for those who need it most. They must be honest, ethical, and willing to do what is right, regardless of push back. Finally, the candidate needs a strong background in academic programs (development and implementation) and a strong background in communications. We are a premier district, the new superintendent must reflect that. Thank you for listening.
- Effective communicator, someone that recognizes that diversity issues need to not only be heard but validated in an effectual way. Ability to recognize that changes need to be made not just for the sake of the affluent, but for the greater good of the community as a whole.
- Communication skills, ability to clearly communicate with a wide variety of people (parents, teachers, students, community members, etc.) Someone who is passionate about helping the younger generation succeed in life not just in academics. Someone who is willing to listen to and respect all sides of a discussion, not just the side they lean toward, when a new issue is approached. Someone who is comfortable being questioned about decisions made by the district and does not get defensive or upset when the question is asked. Someone who has classroom/school administration experience, so that they can come into any discussion with personal experience rather than "book" knowledge of how a school works.
- Peacemaker, inspirational, fine arts focused, clear communicator, collaborator, empirically driven opinions, rewarder of success, helpful of those struggling, technology minded, capital improvements background,
- The new superintendent should have top-notch listening skills. He or she should possess the ability to think before speaking. He or she should have the ability to work well with others. He or she should have conflict management skills that aim at finding mutually agreeable solution without harmful words or actions. He or she should demonstrate respect to others at all times. Basically, look at the kindergarten behavior curriculum - the new superintendent should be able to demonstrate those skills as a mature adult. In addition, he or she should have an awareness of the powers of social media, both for good and for bad.
- Someone willing to not cave in issues simply to make parents happy.
- The ability to act in a professional/non-confrontational manner when representing the district. The ability to improve the district as a whole instead of having a sole focus on their personal political goals.

- If they come from a failing school district you don't hire them. Why don't you just hire the lady currently acting and save us time and money?
- Listen Communicate Be concerned about budget Higher qualified people not their friends Higher people who will challenge you to grow and not just fall in line I have grown up in this district and raised 4 kids in this district. The leadership staff is struggling. The buildings are doing their best despite all the turmoil
- humbleness, confidence, ability to interact with community while keeping beliefs and politics out of it.
- Friendliness. Honesty. Professionalism. Wisdom about how to lead change. Integrity. No axes to grind. Not already looking to use a golden parachute. Secure in self. Not fighting personal/relational demons. If married-strong in that relationship. True political neutrality and focus on community and education. Either Savvy about social media or not using it.
- Ability to recognize the good things already being done, likable to parents and the board, willingness to spend time in schools with the students and teachers, have a history of quality performance in other high-achieving districts, get involved in the community
- Success in large district, experience in diverse population, forward/progressive thinking, passion and creativity for helping all students find the educational path that's right for them (including diverse population, special needs way beyond what qualifies for IEP, learning styles, career choices, etc).
- The new superintendent needs to be able to manage conflict well. Needs to be able to focus on quality education for ALL students regardless of race. Needs to listen to our teachers as they are the ones in the classrooms. Also needs to possess a strong financial sense as we embark on building new schools in order to ensure that resources are being used efficiently. Hopefully they will share a love of our community as do our citizens, parents and students.
- Honesty is a big trait they much possess. They should be fair and equal to all, maintain integrity and motivation and the ability to get the job done. Do not create issues where there really is no issues and they should respect all of the teachers and staff to the fullest degree. These are the men and women that are truly shaping the young minds of our community.
- Collaborative leadership style. Interest of student success - not personal agenda. Ability to confidently handle conflict.
- Diverse, compassionate, trusting, leader
- The new superintendent needs to be HIGHLY skilled in building relationships and mending bridges that have been burned. Our community is fractured and we need healing if we are ever able to move forward.
- They need to be able to build a consensus by listening and leading. Coming in and telling people what needs to happen in a way that puts them on the defensive won't work. Another key would be honesty.
- Diverse background. Someone who had travelled and spent a significant amount of time living outside of the Midwest, preferably in another country. Someone who has a track record of successes for children who are part of minority, as well as the majority

population. They need up be tough as nails and dedicated to equity. They need to not be a racist and have awareness of the issues both locally and nationwide.

- The new superintendent needs to be very intentional, caring, analytical, able to diffuse situations, self motivated, great leadership qualities.. Ready to take on the equity plan and implement initiatives. Help the teachers realize the unconscious biases that exist in our schools. Meet children where they are in order for them to thrive.
- Great communicator. Honest. Someone with true integrity when no one is watching. This person needs to be able to face even tough situations with stride.
- Interactivity with students. Smaller school experience shouldn't disqualify a candidate especially given the experience of other administrators
- A good listener, skilled in communication, compassionate, wise, knowledgeable about all the needs of a school district, including special programs, school to college/career education, school law, innovative teaching practices, etc., the ability to see the big picture and see into the years beyond
- The new Superintendent should demonstrate commitment to serving the needs of every student in the District and to addressing the achievement gap evidenced in our students of color.
- The new superintendent should be open-minded, have an unbiased approach to business, be assertive, intelligent, resourceful, and able to collaborate with the school board and administration.
- An out of the box thinker, open to gathering resources from outside of the district, data collection and screening for ELA
- Lsr7 needs a superintendent who is diverse
- A person that has the visionary skills to make LS R7 the best school district. One who won't back down from what is the right thing to do.
- The incoming superintendent needs to be a visionary and a strong leader. Not willing to bend to the whims of local business owners and other self-interested individual groups. We've gone through a lot as a community to move forward in an equitable way for all children but without proper leadership committed to staying the course of our Equity Plan we have nothing.
- Togetherness, friendly. Inclusive, Accountable, Creditworthy, Leader. Hard worker. And loves kids.
- Should have patience, excellent communication skills, believe in transparency, fairness and open to suggestion from teachers and community members.
- Lees Summit needs a superintendent with string, deep experience and understanding in race relations. It would be very beneficial to seek a candidate that is not WHITE for once and is able to do their job as they see fit, to be able to change things for the better for all and not a select few! Community has changed but the district has not changed with it. Strong willed and ready to stand up for the children and what is ethically right regardless of the repercussions. Or nothing will ever get better in this district - Gods truth!

- Inclusive, not pandering to the lowest common denominator, maintaining high standard, keep class sizes manageable.
- Able to challenge the status quo, although the last superintendent tried that and was fired for it. Transparency Knowledge of best practices and emerging trends Culturally competent Able to lead and motivate others
- They must be homegrown this time, no one else will fully appreciate what we have, what we need and what we've been through. They need to want to help all students be their best. They need to be a fair and respectful leader, and most importantly, a great role model for our kids. Anyone who has to google Lee's Summit or whose first trip to Lee's Summit is for a superintendent interview should not be considered. Their only agenda should be every R7 student's success. They should be fiscally responsible and aware. Integrity is key. A thorough background check needs to be completed. Any history of litigation should be a BIG red flag. Circumstances surrounding why they left or are leaving prior positions must be vetted.
- Be able to talk about issues of race and privilege and equity because it will definitely come up given the past year of conflict over this issue. Navigate conflict, be open to feedback. Truly listen to marginalized communities in the district and validate their experience.
- The ability to be able to comfortably engage with all.
- He should care about the students and the community and not just about making a name for himself.
- Leave politics and the political correctness out of the school. Make decisions that allow students the freedom to express their beliefs without silencing them and protect that right. Seek input from parents regularly! Love the United States and present an environment that says we do!! We have to show our kids that despite our faults historically, we learn from those and have created the greatest country the world has ever known!!! Please get back to those basics of duty to God, Family, and Country if we really want to help our kids!
- Results oriented. Past proven performer. Understands how to engage (socially adept). Fair and just in their dealings (supports the reality of consequences for behavior and actions). Experientially and academically balanced; pragmatic. Willing to seek out best practices and be a leader for change management (when supported by data and results). Willing to stand firm when change isn't supported by data/results.
- I believe a great superintendent is someone who has come up through the ranks of education, having started at the bottom. I believe any good leader has to be able to relate to the people he or she is working with. Have they worked urban and suburban areas or just one? Have they had experience with all walks of life? Can they be transparent? Do they have high expectations? Can they inspire adults and/or children?
- Someone with a fact-based worldview that is willing to help our children progress through the acceptance of science and reason so that they may eventually become intelligent, global citizens.
- Stay for a while without taking us for a massive settlement then departing.

- Honesty, integrity, respectful communication, open minded, non prejudiced, not involved in any previous law suits. History of bringing diverse groups together without coercion or intimidation. Leads by example (a servant leader). Humility.
- Building bridges; good communication skills with all cohorts of the district; thick skinned; an understanding (or a willingness to learn) how to integrate families of color and lower-income families into the educational process and how to close the achievement gap which is real and persistent.
- unbiased cares about safe education of children cares about taking the educational content or curriculum to the next level to keep progressing the students knowledge
- 1. Likability 2. Collaborative 3. Smart/Sharp
- Forfeiture of golden parachute requirement. The superintendent should be focused on the students, not him/herself. Anything less is utterly unacceptable.
- The New Superintendent should be an advocate for the students, teachers and parents. He/She should not take a position in this school district with his/her own agenda in mind. These are our schools and we are a proud community regarding education. We do not need a political agenda forced upon us, by someone wanting to make a name for themselves.
- Integrity Honesty Character No agenda...no equity, special needs, etc. Just education for all and especially education for those that want an education. Don't make friends with the media, you will be OUR superintendent, not the KC Star's. Get to know your community and our needs before you set goals and create a plan of action. What works one place is not a one size fits all solution. Get to know your staff, NOT SLC, but teachers, administrators and building staff. Make sure you hire people with all the same qualities we've asked of you...integrity, honesty, character and most off all NO AGENDA! Please keep your social media clean & non political, preferably all positive and district related.
- Strong moral & ethical convictions. Good character and polished speaker. The candidate should have at least a doctorate in education, and spent a few years in the classroom environment as an instructor.
- Must be able to talk to the district families as if we have been lifelong friends.
- 1. INTEGRITY 2. INTEGRITY 3. INTEGRITY
- Candidates should be prepared to bring their skill sets to our district to help solve our challenges. If we think about this like a football team, we need a coach that can come in and make us the best team with the players we have. Failures with previous superintendence have occurred when they tried to run the district Like a football team with players they don't have. The Kansas City Chiefs would not be very successful with Patrick Mahomes As quarterback if they didn't have a wide receivers but we're really strong at running back. In that scenario you would not want to put in a plan to take it vantage of a great quarterback arm if there's nobody to throw to. The new superintendent needs to hold their team accountable for their actions and their performance. The new superintendent should understand they are responsible for the entire district and not individual special interest groups. The new superintendent should be able to operate the district for the greater good.

- Cares about all students, motivated, hard working, good character, honest, committed to innovative solutions and preparing students to be successful in the real world.
- Excellent communication skills will be important. The new superintendent will need to be a leader who focuses on supporting all district staff. A leader who seeks to serve those who work for him/her.
- An awareness of diversity and a willingness to search for more black and brown educators
- 1. Needs to listen to community. The board has lost their way. 2. We know you have the qualifications check your ego at the door. Be willing to work with everyone.
- Philanthropist, collaborator, transparent, respectful, servant leadership, interested in OUR COMMUNITY, be LOCAL, care about families, education, students, teachers and staff.
- Knowledgeable about our district and do their homework. While I agree we are not the most diverse population and there are inequalities that need to be looked at, our teachers should be considered an asset and co-workers to the Super instead of looked at as worker bees like the last one viewed them as. They need to respect our teachers, students and parents in the community and not come in with their own agendas.
- Integrity; hard working; loves students and parents and teachers; loves to read and learn; commutes to 7 habits of highly effective people for adults and students (HPE is a great example of this)
- Collaborative, charismatic, tactful, gifted communicator, innovator. Our next superintendent needs to have a broad skill set and interests, not be single-minded.
- The ability to listen, to communicate, to motivate, to inspire, to compromise, and to facilitate.
- Patience, be approachable, be a part of our community.
- Experience leading successfully in a diverse community as a superintendent or assistant superintendent. Experience putting students & families (not the business community or other adults) at the center of their leadership.
- Negotiator, both with Board and Staff Strong vision and willingness to meet the challenges associated with changing culture in schools and city. Strong success with addressing socioeconomic diversity and racial diversity. All students need to feel they have a voice or support. Leadership that will support ALL schools to show growth and achievement in ALL subjects. If the expectation is to keep doing what has been done, that is not good enough because there has been decline over the past two or more years in test scores, AYP, etc.
- Please do your research and your homework upon accepting this position. There is a elephant in the room by the name of Equity - which alot of people (aka Board members) have been and are currently resistant too. I am more than confident that the person selected to this position already fit the criteria to do so, but they need to understand and commit to leading this district to measures that support EVERY student to be successful in life. Also, please be open to creating a NEW AND DIVERSE board; not one filled with members due to tenure, your neighbor who supports you, a former classmate or

colleague, a lifelong LS resident, etc. We need active members who are going to support and advocate for every single child. That is ultimately where this all begins.

- It is imperative that the new superintendent listens to ALL parents, teachers, staff and community members. They must desire to provide an equitable environment for learning. They should exhibit great skill in empathy while being able to deliver difficult messages. The new superintendent should have a history of implementing equity programming and have been successful in doing so.
- A person with a mediation background, not a lawyer. An individual with a conservative nature. Someone who is willing to sign a year to year contract without being awarded a huge sum just because they show up. Do not pay for failure.
- Honest, authentic communication skills; knowledge of Missouri laws and DESE regulations in regard to public education, healthy and positive conflict resolution skills, the ability to set goals for the district based on data, stakeholder support, and BOE approval.
- 1. Someone who is not divisive 2. Someone who can be a community organizer 3. Someone who gets teacher buy-in to their vision 4. Someone whose #1 focus is the students 5. Someone who can work well with the Board and has SUPERIOR conflict resolution skills 6. Gain the confidence of the community first before enacting major change
- Bi- or multi-lingual, experience as bldg. principal, experience leading equity-focused initiatives and bringing equity to a school system. Experience in an urban or multi-cultural setting would be ideal. Past supt. experience is a must. Good listener, open-minded, strong leadership skills, able to navigate role in relation to BOE role. Data-driven decision-maker.
- We are looking for someone who is audacious and sensitive to the needs of all students. Someone who is willing to explore and implement tools for success for all staff, teachers and students. Someone who knows how to engage a community and ignite excitement about the amazing talents of our students.
- Have a strong backbone and not let the businesses in the city run the district. Have a strong background in equity.
- We need someone with impeccable character, morals, values, honesty, integrity, calm, collected, team player & FREE OF LAWSUITS. Our superintendent should put the best interests of the district, our reputation and the well being of students above their personal beliefs and agenda. I personally would like to see someone who has minimal social media presence and is not an attention seeker or media groupie. Prefer an experienced leader with many years of leadership in a similar setting and demographic as our community.
- A moral compass. Someone willing to be in the schools, and more than just a pass-through visit with the PR rep. Talk to teachers and listen to what is going on in classrooms. Be in classrooms. The ivory tower of central office needs to be dismantled, and the overpaid stuffy suits who sit in meetings all day need to see what a classroom is actually like.

Students

Tell us the good things about your community. (This information is used to help us recruit quality candidates.)

- We don't discriminate by race and are welcoming.
- Lee's Summit is a very nice suburban community with many outside towns/neighborhoods that have a lot to offer for families. There are many parks and events that occur in Lee's Summit.
- Still relatively safe, affordable, and growing
- The community is becoming more diverse which is pertinent to push social engagement among demographics and increasing tolerance.

Tell us the good things about your schools. (This information is used to help us recruit quality candidates.)

- Good school spirit, high graduation rate, students strive to succeed.
- Our schools make sure we are serious about learning.
- In our community of Lee's Summit, I believe that we have very prestigious schools and programs for all students. Summit Technology Academy is also very highly known, and I believe that it very positively reflects the potential of the students in our community.
- I have been extremely impressed with faculty and staff
- In Lee's Summit there is a lot of opportunity in schools whether it be academically, clubs/organization opportunity or athletics for students. There is a strong emphasis on being well rounded which is crucial to success beyond high school.

What issues should the superintendent be aware of as he/she comes into the district? (This information is shared with the final candidates.)

- Minorities (especially the black community) are scoring lower on standardized tests, and are disproportionately punished as compared to their white counterparts.
- Lots of the things they might hear about blacks getting discriminated by white teachers are rarely ever true they just hear one person bring it up and they will be like "oh yea that happened to me too" or they might blame their grades and school experience on the teacher.
- I believe that we do have issues in our district. I believe that many students have been overlooked for their academic achievements and recognitions. I also believe that there has been an over recognition of athletes.
- Lee's Summit can be an extremely difficult town to try and accomplish anything. It can also be extremely difficult to be new. There are a lot of very opinionated, sheltered (or isolated), change-averse, and close-minded people here on both sides of most issues. That being said, it's pros outweigh its cons.

- There is a lot of push back for topics such as equity when it comes actual implementation in classrooms, how would you weather that? The community is becoming more diverse, is this an important focus? Useful education in terms of being college and workforce ready is changing in almost every major, how do you plan to make sure each LSR7 student can meet new standards

What skills, qualities or characteristics should the new superintendent possess to be successful here? (This information is used as we screen potential candidates.)

- Well rounded, represent (all of) the community well.
- Get to know the community and the people in it. Be a people's person.
- We need someone who cares about the well being of our students. We need someone who can openly communicate among the community, and someone who can handle situations under pressure. I also believe that we need a superintendent who is a parent themselves because it allows them to better understand and connect with students. I also believe that we need someone who can be a leader, but can also take constructive criticism positively to better themselves.
- Transparency, extremely high communication skills and a good personality.
- Open-minded, persistent, transparent, fair.

Teachers

Tell us the good things about your community. (This information is used to help us recruit quality candidates.)

- Small feel with big opportunity.
- LS is a community that is extremely supportive of our schools. It is a district rich in history and excellence in education.
- Lee's Summit is an all-encompassing community. There is so much offered within our boundaries that families can find many things to suit their interest(s). Lee's Summit is what I would consider a very "family first" or "family friendly" community.
- You have everything you need. Good shopping, great facilities, and fun recreational sports options.
- Lee's Summit is a community where people generally feel safe in their neighborhood and throughout the city. I think people who live in Lee's Summit take pride in their city and in their school district. The citizens of Lee's Summit want to preserve the small town feel, but they also enjoy the convenience of having everything they need right here in town.
- -Friendly neighbors -Great community events like Downtown Days, parades, community activities -Great local farmers markets -
- Friendly faces, great restaurants and small businesses. Small town feel while also constantly growing.
- Our community has great sports, music, theater, and extra curricular options for students. Our community has organizations that care about our needy families and act to make it a better place.
- Lees Summit has a history of quality education, community involvement and building a community of character.
- We are a diverse and vibrant community with a commitment to the arts and pride in our schools and with a growing economy.
- The people genuinely care about the community and the school system
- The Lee's Summit community is very family oriented. The community is very vocal, proud, and protective of the reputation of Lee's Summit.
- It has a great downtown that is kind of an anchor for our community. It has grown really fast in the last 20 years. People come here for a great education for there children. Many have moved in this district for this reason.
- We have a diverse community that is proud of the schools in Lee's Summit and supports them.
- Lee's Summit is an inclusive community centered around our amazing schools! Our community was a one high school town until a little over 20 years ago. The teachers here care about our students from ALL of the buildings not just our own. Look at the vibrant theater and music departments of all three high schools to see the commitment to opportunity and excellence that our schools provide. Lee's Summit is a family centered

community. Life does revolve around children and grandchildren here. People are friendly and helpful here. We are a neighborly community who want to know others and be known by others.

- It is a growing community that actively supports the school district. This is done both financially and through volunteering.
- As an educator actively engaged on promoting educational and intellectual values, I believe Lee's Summit LSR7 is a community that empowers student's willingness to embrace some skills with which they may be ready to build a strong academic background and a bright future.
- Parent and stakeholder support for quality education and schools Great suburban town (schools, restaurants, entertainment, etc) close to KC Diverse populations
- Our community is a great mixture of urban vibes, home town goodness and country hospitality.
- safe, clean community
- Very supportive of schools. Fees and supplies are rarely an issue when it comes to supporting their kids in extra curricular activities.
- Wonderful atmosphere...much more than a "bedroom community". Close-knit, "small town" vibe, while also offering amenities usually dedicated to larger communities.
- Family oriented, pride, parks and resources provided.
- Very kid and family oriented community
- The metro area is replete with arts, culture, food, and sports that are above par for a city our size and for an area that is so cheap to live in. We have great BBQ, but also great vegetarian/vegan options as well. We have championship sports, but also world class arts museums, ballet, and live music venues. The Lee's Summit area is only a short drive from wonderful camping, fishing, and outdoors activities in addition to its proximity to big city entertainment. People really are wonderful neighbors, friendly, and famously "Midwestern Nice". We have excellent post-secondary institutions nearby.
- Most of the parents in the district are very supportive of the teachers. Our community is large; however it has somewhat of a small town feel.
- We have a thriving community and we want that to continue. The school district is important to our financial future.
- The community values and supports education; it is a priority in our area. Lee's Summit is also a safe community with an outstanding Parks & Rec department and lots of family-friendly activities and festivals.
- There are a lot of amenities in Lee's Summit
- It is a close-knit community whose members are focused on being kind, moving forward, doing what is best for all students

- Our city is aware of our community changing culturally and becoming more diverse. It has started to make changes to accepting those who are new to LS through job, housing, experience opportunities. The city has an equity plan .
- Aware of our cultures diversities and making changes.
- Overall, our community does support our district and teachers!
- Focus in education, lots of business
- We are friendly We enjoy where we live, plan on staying here and getting buried here We feel safe There is a pleasant feeling about LS, suburban and close to the country. excellent schools
- We are a large community which offers a variety of activities and programs but have a small community feel. We care about each other. It is a safe community.
- I am not a LS resident, but I do enjoy teaching in this school district because of the community and the pride it has in its schools and teachers.
- I see a lot of people who want to be involved and contribute to the community. I think the involvement and lack of apathy is a tremendous strength. I often feel pushed to get more involved because others care so deeply about the future of Lee's Summit R-7.
- We have a booming community! Our downtown is thriving and the community is ready to come together to support our school district.
- We have a strong sense of pride in our schools, what they can accomplish. People still move here for the schools, and we need to capitalize on that sentiment. I think we still have relatively strong pride in our staff, both within and from the community, but I feel like our previous two superintendents hurt us in this aspect. The community has a lot of money, which provides for more opportunities for our students both in the classroom and in sports/activities. However, we really ought to focus more of that money on our teachers, since we are still near the worst paid in the metro in most cases. We will get community support, I think, for big projects like the LSHS remodel, but we need to re-earn the trust we have lost over the last several years. This starts with the board and superintendent, and the loss of trust has largely been caused by those two parties.
- Many community members are proud of their school district, they are proud of the achievements, the community is beginning to have more diversity in all ways (not just race)
- Parental involvement, school pride, strength of schools
- It has grown immensely in the last 20 years. Many people still view Lee's Summit as a small, rural town where everybody knew everybody. There is a big divide between the people new to town and those who have been here 30 year or longer.
- Community support, citizens who care, lots to offer (recreation, entertainment), suburban life yet close to a major city (KC), quaint downtown
- Support for schools
- The pride in our schools. Beautiful home developments.
- Strong community support for education Low crime rate Strong business community

- Still has a small town feel. Growing but not too quickly. Never a reason to leave as LS has good shopping and good entertainment
- Small town, caring, hard working.
- Kansas City is a wonderful place to live and raise a family. It has all of the wonders of a big city (symphony, ballet, musical theater, NFL and MLB teams) but with the feel of a small town. Lee's Summit is close to nature and close to the city and we have a vibrant downtown with an "entertainment district" and boutiques.
- Big community with all kinds of things to do but still small enough to bump into someone you know almost everywhere you go! The people of LS are friendly and kind. I have lived here since 1995 and have watched it grow and change and I love LS. Our downtown is vibrant and exciting. I don't need to venture outside of LS to do much shopping unless I just feel like it for fun. I leave LS to go to museums and the ballet but most everything I need is here.
- Supportive parents and businesses. Hometown feel. Diverse community in terms of race, ethnicity, SES, political beliefs, etc.
- Close, low income to high income families - most are high income and snub the others. It is very expensive to live in the district. Patrons are very concerned about children's education and image.
- Small town feel, easy access to big city, true community
- We have a strong community with quality engagement. We have so many good things people do for each other.
- This community is super involved in the district. We have lots of businesses that offer educational opportunities for our classroom. We have several people who have lived in the community and have come back to teach within it. Teachers within this district value the district to move into it to have their children come here. Students are given so many more opportunities and resources as compared to other districts. We live close enough to a large city, but have a small-town feel when you here. People are active with business in the community and support locally-owned restaurants and shops.
- People are friendly. Lots of family things to do... parks, pools, shopping, recreational opportunities
- We are a family oriented community
- The community is supportive of evidenced based practices and is very proud of the school district. Education is valued. People of LS help each other and are caring.
- It's a growing, vibrant community. Community members are very involved and knowledgeable about the school district.
- We are a big city that still acts like a small town. Our downtown area is amazing. I think that is really hard for someone from the outside to understand. They'll spend the first year or two "getting to know" Lee's Summit and we need someone who already does.
- Community supports schools and teachers Nice friendly people Nice neighborhoods
- There is a lot of support for teachers and schools within the community.

- Lee's Summit is a small town community with dedicated teachers, leaders and parents. Lee's Summit is a welcoming community that honors families and provides many family events/opportunities throughout the year. Many events are provided through school functions, our downtown organizations and park and recreation organizations.
- Our community is diverse, kind and has a hometown feel. Parents are passionate about education, and teachers strive to be inclusive and meet the varying needs of each student.
- Low cost of living Well resourced community Pride in schools and community (to the point of entitlement)
- Lee's Summit has a small-town feel even though it's a larger suburb. Everyone knows everyone and the community pulls together to support one another and work together.
- Very helpful. Involved.
- Citizens care about LS, and they want the best for themselves and their kids. (Sometimes without thinking of others though....)
- The community is diverse.
- We are passionate about kids.
- Very open and welcoming. People work hard, take pride in their homes and surroundings, we have businesses/restaurants in our community and don't have to go far for many things. Teachers live and work in this community because they want to, not because they are asked to.
- This community takes a lot of pride in its school district, businesses, and traditions. While we do care a lot about traditions, we also care about growing and innovating.
- Our community is family oriented and invested in education.
- Our community is student/child and safety oriented.
- This is a community that believes in helping each other. There are varying levels of income and living standards here, yet no student is looked upon differently.
- We are a strong community and those of us who grew up in it are proud of it. Overall, people in this community have high standards for everything. It's a great place to live. Our roots run deep and many people stick around to start families of their own here. If it was really as bad as some people think it is, why would they stick around? If you look at our community as a whole, I think we have a lot of diverse people who overall love Lee's Summit. Our schools are a focal point of what makes our community so great, despite the bad press we've gotten the last year or so.

Tell us the good things about your schools. (This information is used to help us recruit quality candidates.)

- Supportive teachers and community. Great resources for students
- I work in 2 different buildings. One of my schools is a Title 1 building and the staff pulls together in ways I've never seen before to support our kids and their families. The other school is filled with teachers who push themselves day in and day out to be more intentional with their teaching and reach kids in new and exciting ways.

- The schools that are within the Lee's Summit boundaries have a varying degree of socio-economic groups, parental support, community support, transient rates, and diverse populations (to name a few). Each of these are positive factors that help make Lee's Summit the great community they are. Within the school walls, we employ staff, both certificated and non-certificated, that best meets the needs of every student within each individual school. Because of the vast differences from building to building, our schools strive to stay ahead of the differences in order to offer every student the very best safety, care, education, and love every day.
- We have a great PTA and school community. People from outside of our district like to move to Lee's Summit for good schools and teachers. We love innovation. 1:1 with devices
- The teachers in the Lee's Summit School District genuinely care deeply for all of the students in their classes and in their school. The teachers put the needs of ALL of their students before their own needs, and many times, before the needs of their own family... which is why the teachers in Lee's Summit share the need to feel that their efforts, their abilities, and their constant level of caring for their students is recognized and appreciated. I have had two children complete all of their K-12 schooling in the Lee's Summit district, so I can speak both as a parent and as a teacher in the district. Lee's Summit provides a very high quality education for any and all students who are open and willing to receive that education. My own children were both very well prepared for their college classes. As a teacher, I strive everyday to continually update and improve the information and lessons I provide for my students, as I know many of colleagues do, as well. Our schools, teachers, and administrators work very hard to be fair and consistent with ALL students while providing the extra instruction, care, and grace that some of our students so desperately need. Our teachers provide extra instruction, in addition to the curriculum, that we know students will need to achieve great things in their academic and personal lives.
- As a teacher, I can tell you that we have supportive and creative staff. As a parent, we have really great programs like Parents as Teachers that support me even before I have a student in the school.
- Teachers are caring and do what is best for kids.
- We have great teachers and administrators who want to help students succeed. Our buildings/facilities continue to improve.
- Our schools teach positive character traits along with solid academics. We believe in teamwork and working through tough situations. Teachers and staff practice building relationships with students, parents, and colleagues. People matter and what they think is important. How we can encourage one another and seek to better others for life is an important and life-changing goal.
- We are a place where innovation is celebrated, high standards are held, and community is the goal.
- They have strong communities
- The LSR-7 school districts prides itself on the quality and dedication, at all schools, elementary, middle schools, and high school in the district. Teachers are willing to give

the extra time needed for students to become successful, before, during, and after school hours.

- We have great staff, we have a community that wants good schools. There are parents that support the schools.
- Our schools offer unique music and arts programs that keep our students engaged, inspire them to think creatively, and let them put into practice skills that they will need in the 21st century workforce.
- Pleasant Lea Middle School feels like HOME. Underwood Elementary staff works as a team and is always ready to change and adapt to the needs of their students, the teachers and staff have weathered many leaders over the last several years, but always work to make the best situation possible for the kids. Summit Lakes is an amazing group of teachers who look out for one another while teaming to make the best experience possible for their kids. LS North has pioneered a schedule that is a hybrid of block and hourly schedules and they have made it work brilliantly so that their students receive the benefits of both types of schedules. They are pioneers! Prairie View Elementary is the place where so many of the LSR7 Elementary Teachers have roots! PVE is large and it is inclusive and diverse. PVE must innovate in order to meet the wide array of needs found within its walls and the needs that the students bring in with them from outside of the walls. These are the schools that my family and I have lived and still love!
- The bands from all of the high schools work together and perform together. Despite poor facilities, the instrumental music program continues to involve and train large numbers of students.
- LSR7 seems to me a bridge between our community and our educational vision as far as each member of this community (teachers, administrators, parents, and counselors) strives for giving to the students the tools they need to be successful and life-long learners, open-minded, and ready to integrate the values of a global society.
- Awesome kids! Teachers and parents who are passionate and care for students For the most part, excellent facilities and technology Diverse populations
- Our schools support each other instead of just compete against each other.
- excellent facilities and resources wonderful community support
- Fine arts is a big thing here in Lee's Summit. Well supported, very visible, and well attended by the community.
- The teachers are dedicated and top-notch. The district is in the top-tier for Missouri schools. While large, the district still has the hometown feeling of individual care and personal attachment.
- Great teachers, great administration.
- Top notch teachers and staff
- The schools here largely reflect what you'd expect from one of the bigger suburban areas around most major US cities. Our schools are fairly well-funded despite Missouri being near the bottom ten nationally in terms of teacher pay and school funding. Some of that is accounted for with low cost of living. That being said, "what's good" about LS is largely attributable to its higher socioeconomic status rather than some series of fabulous

innovations which are unique to us (though there are those!). So, many of the features that define LS (high teacher pay compared to the state average, high achieving students, great arts and sports programs, etc) can reasonably be attributed to the strong tax base of a sprawling suburban community whose assessed valuations have mostly gone up for a long time. As a parent in the district, it's important to me that we're honest about what good things simply come from the nature of our demographics. I love this district's potential and I'm very happy my child will be educated here, but we need have clear eyes moving forward about what makes us effective and innovative. Simply having a lot of wealthier people is not a "feature" a district can lean on forever.

- We have many experienced teachers who care about their students.
- The people. Our teachers love our students and want what's best for them.
- The teachers and staff in LS are the cream of the crop. They are some of the most talented, intelligent, hard-working people you will ever have the pleasure of working with. The staff in LS go above and beyond for their students each day. They truly care about their students' success.
- There are a lot of opportunities for students who have access to them. Programs that prepare them for college or the work force.
- The teachers are the best things about our schools. They are actively engaged in our children's lives and get to know and teach the "whole" child
- The equity plan and diversity committee of LSR7.
- The Equity Plan and Diversity Committee
- Our families are supportive and willing to work to help their children and school!
- High standards
- Comraderie among staff caring staff, who place kids first We care for ALL children, we are professionals highly dedicated to our work We value our community and the parents we have Professional development is top notch and relevant We strive to get better and become more excellent
- Teachers and staff truly care about the students. Students are the main focus of everything we do here in Lee's Summit
- Our school is a welcoming place that truly cares about students. We build positive relationships with students and parents. Our school boasts various clubs that support math, reading and the arts.
- The teachers are amazing. They care about their students. They want to be great teachers and influence their students in positive ways.
- Our schools have passionate educators. Our schools have a growing diverse student body that is a valued strength of our suburban district. We have attracted talent to our district and I think that intellect should be put to use.
- The schools are working hard to support all students. The teachers are going above and beyond each day to give students what they need. We have adopted curriculum that will hopefully enhance student learning and continue to help LSR7 prevail over other surrounding districts.

- We have great potential that I think is still untapped. We need some restructuring (6th grade to middle schools) and some leadership changes that will help us take advantage of the bright kids we have. We need to be unafraid to challenge kids, rather than continuing to say "it's too hard for kids, so let's make our curriculum easier". That's pretty damning in terms of what we portray as our view of these kids potential. Let's stop doing that, reset to higher expectations, and take advantage of what these kids can do. We'll need administrators who are committed to backing up these high expectations when the inevitable phone calls and emails come in, and when more students have to learn to recover from failure.
- The schools work hard to create intervention systems for students in need. The teachers are a major asset to the schools; the teachers work well beyond the hours and requirements to do what is best for their students. The schools are beginning to use flex seating, flex learning environments, etc. The schools have great PD opportunities and as such, the staff is well qualified! The schools are open to doing what is needed in the best interest of the students.
- The students at LSHS are respectful and kind. Overall, teachers in the schools are strong and have a desire to do what is best for kids. Many teachers work long, hard hours preparing lessons to engage students in the curriculum and meet the needs of each student.
- High quality, IB/AP schools with many programs to provide students with chances for college credit while in high school.
- Amazing staff, teachers, administrators who care about kids. Teachers who are constantly learning, taking classes, achieving advanced degrees, always striving to learn how to teach today's students.
- Teachers are invested in schools Kids are invested in the community
- Tradition, pride, and excellence at LSHS.
- Students for the most part want to learn and try hard. Strong academic focus Most students heading to college or other post-high school training
- Committed teachers. Diverse student population.
- Great students and families.
- Our teachers are wonderful and care. We do not lack for resources. Our students are amazing and do amazing things. There are a ton of opportunities for our kids to be successful in a lot of different ways.
- The people in the schools...specifically the teachers. I'm an elementary teacher and can count on one hand the number of teachers I've met that I don't think are terrific. Teachers work hard in LS as they do all over the country. And we are largely underappreciated and have been for over a decade by the leadership at SLC. But we have kept going, no matter what has been said to us or what names we've been called we still do great things for kids. Every single school day.
- Awesome teachers who know what they are doing AND want to help ALL students (regardless of what the narrative has been the past 2 years). Hard working students! Good facilities and resources.

- Lots of resources, excellent teachers and staff, most teachers have lots of experience Education and the child are a priority..
- We have amazing teachers who truly care for their students and who are willing to make changes if it is what is good for kids.
- The teachers are unbelievably passionate. We have been thrown into the gauntlet of the media several times over the past 6 years and at the end of the day, our passion for students hasn't changed. We come every day and fulfill our promise to the kids and their families. We find ways to support them financially, physically, emotionally, socially as well as academically. We know that our job is not just to teach, but to foster a love of learning and growing. The schools have a specific culture to them. Our special programs (CTE, CC, IB/AP, AVID, SPED) try to find a spot for every single student. We understand that students are not all the same. Our students work hard and push themselves to accomplish their goals and they reach for high standards. We have high parent participation. The vast majority of our parents are involved in something. They come to conferences, after school meetings, participate in the PTA or booster club.
- Teachers are caring and engaging People support schools
- LSR-7 employs a caring and committed staff. We deliver high quality education to meet all students needs.
- My children are not typical learners, and this district has many resources for diverse learners. Achievement scores are very good, especially considering that families with special needs children move here specifically for the schools. Few districts are able to support such a wide range of abilities.
- The schools are high performing. The teachers and staff are excellent.
- Our teachers are amazing! They work hard and will do all they can for students! We offer amazing opportunities at all levels for students to pursue their interests.
- Excellent teachers that care for kids Supportive PTA
- Teachers care about students and work hard for them! There is also a sense of care about our community within schools and wanting to do things to give back and help others.
- Lee's Summit school district has dedicated teachers! The school district is leading the way with educational technology with providing students with 1-to-1 chromebooks. The district is providing educators within the district, opportunities to advance his/her education by working with UCM to offer masters plus grad classes. Lee's Summit school district is preparing students for the 21st century.
- Teachers and students are mutually respectful. Teachers all across the district are willing to go the extra mile for their kids (extra tutoring, attending student events, building relationships). Our schools prepare students for the world beyond high school.
- The district has plenty of money. The economy is good and tax valuations are at an all time high in our county. The controversy of the past year has activated many diverse segments of our community and made them vocal in a way they had not been before.
- Teachers care about the kids and build strong relationships with all students. Teachers are dedicated to helping all students be successful.

- Early child education! Teamwork. Family. Great benefits.
- TEACHERS care about their students!!! WE try to block out the district/BoE/community "noise" and do what's best for the kids that we have in our classrooms. Students are our focus!!!
- We do many things well.
- We go above and beyond and are often not recognized enough for the good.
- Teachers are qualified and committed to working, as well as living, in the community. Teachers care about the reputation and respect for the community and are willing to do what they can to make this a good place to work and live. Children receive a quality education, largely because the teachers are doing everything they can to make sure of that.
- Our schools have high-quality staff that cares a great deal about their students. The district is always looking for ways to improve and help students become future-ready.
- Staff at the schools care for all. They are willing to go above and beyond to help students. Students seem happy and safe to go to our schools
- Our schools have dedicated, hardworking teachers and other staff members who genuinely care about the wellbeing and academic achievement of the students in our community.
- Our schools search for the highest qualified staff members, most of the time.
- Every single teacher in this district is concerned about every student. Resources are used very wisely toward enhancing learning opportunities. Students are proud to attend these schools and do very well with regards to life after high school
- If you took the time to walk through the halls and engage with teachers and students, you would see that overall, our community is NOTHING like the isolated incidents blown up in the media. Teachers love their students, and in my experience I know students love their schools and their teachers as well.

What issues should the superintendent be aware of as he/she comes into the district? (This information is shared with the final candidates.)

- Division among groups over what diversity means and how it should be defined.
- There is a lot of divisiveness in the district at this time. There are significant trust issues between staff and administration and a disconnect between those in charge and those executing the plans. Support staff such as reading specialists, librarians, ELL, and aspire teachers are spread way too thin to do their job to the best of their ability. Cost containment eliminated many jobs and overloaded many people's plates with no relief and more added. We also have a poor image in the public with all of the articles and news stories on our district. In spite of it all, we are an amazing district with incredible teachers and kids.
- It is no secret that Lee's Summit has accumulated a number of labels. More specifically, negative labels. Our prospective superintendent needs to be aware of our negative labels. Additionally, have a systematic plan to debunk the negativity in order to move our

schools and community towards a more positive persona we were once considered. As mentioned previously, we have an incredibly diverse student population. Student diversity ranges from academic, behavior, emotional, trauma, race, religion, socio-economic status, etc. These diversities look very different in every single building across the district. With this being said, the actual issue is how supports and resources are provided to those schools with higher need.

- We have been in the media for negative reasons, alot lately. I feel like everything we do as a district is looked at very harshly now. Whoever takes over needs to help in bringing our district back into a positive light. People are almost expecting us to fail. Superintendent needs to also do their best to keep elementary class sizes low. It is a major issue right now.
- The superintendent candidates should be aware of the fact that the previous superintendent worked very hard to create a racial divide in our community that did not previously exist. The previous superintendent portrayed the teachers in the Lee's Summit district as racist and unqualified to teach students of color which, in my own experience, couldn't be farther from the truth. The superintendent candidates should be aware that the teachers in the Lee's Summit district need to believe that they are genuinely cared about, heard, understood, and appreciated because we do this job for the kids, not for the pay. Teachers in this district want-- and deserve-- to be treated as respected members of the community. Teachers are the eyes and ears of what the young people in our community are going through, dealing with, on a daily basis, and sometimes we are the only "parental" voice that a child will hear on a given day. We are the ones who have the greatest understanding of what's missing in our curriculum that would help students become their best possible selves. Please take our knowledge and expertise into account when making district-wide decisions or major changes.
- We have a district that has many "issues" things like difficulty addressing diversity and racism and now a serious community distrust in our LSR7 decision making.
- Behaviors of students vary; demographics change. Parents can be challenging.
- We are healing from a lot of broken promises and frustrating politics. We need a strong focus and direction, but yet grace and help to figure things out.
- The last ~5 years in our district have been fraught with controversy over various reasons for conflict. We've 'fired' two superintendents because of perceived lack of leadership. Whether we agree or disagree, we need a leader with an attitude of cooperation and accountability. I would love to have someone that is approachable and a good listener. We need to be able to share crucial conversations that deal with issues that we all face in order to make this district a thriving place to be.
- Our school district has had a rough few years -- back to 2010 when "cost containment" required that we slash programs and staffing requiring many staff members to take on significant additional responsibilities resulting in overwhelming workloads. The staffing shortfall impacts students everyday. For example, elementary librarians serve two schools - and are not able to fully support early literacy to their fullest capacity.
- The issues around race and equity that exist within the district did not disappear. The new superintendent will need to continue to address these issues head-on if the district is to continue meeting the needs of all students.

- The superintendent should be aware of the fact the community and staff are trying to regain the trust of the administration. The superintendent must be transparent and willing to be more than the superintendent, but willing to be a friendly presence in the community.
- We feel betrayed by our last two superintendents. You are going to have to give us more time to heal and trust.
- The issue of equity is a hot-button topic in the school district. The Lee's Summit school district is not alone in the fact that our minority students are not achieving at the rates that our white male students are. Additionally, our minority students are disciplined at a disproportionately high rate. Like so many other districts in this state and country, we have a lot of work to do to make this school district work for all of our students, and the next superintendent will have to be ready and willing to tackle such an important issue.
- Did you know that our district experienced a cost-containment need about 12-15 years ago and has never been rectified. Staff was cut dramatically in many areas. Elementary Library, Counseling, and Assistant Administration at the building level and finally the rising number of students per classroom are just a few of the staff reductions that took place during cost containment. Unfortunately the district has not re hired these positions. The people in these positions continue to take on more and more responsibilities because that is what is best for kids. This leads to burn out and a revolving door of admin, counselors, and elementary librarians. We used to hire one librarian for each elementary school, but have never recovered to pre-cost-containment numbers in that department. How can we claim to keep literacy as a priority without prioritizing our librarians?
- The previous two superintendents were more focused on themselves and not the students or community. Our district used to be a "destination district" for teachers. We have slipped in many areas including compensation. Our BASS employees are incredibly low paid for the work they are doing. We have concerns of equity. This includes race but more importantly financial and opportunity. We are in desperate need of social workers for our elementary schools. We have a lot of parents who need to learn how to be a parent who supports the schools and their students.
- They need to be a good representative of our district. we need someone who is going to advocate to highlight the positive things going on in the district, not someone who is showing how we are divided. Its one thing to make a plan for areas of growth, but do it in a positive way.
- To my humble opinion, I think promoting the use of technology in the classroom setting needs to be implemented with more consistency and efficiency. Teachers and students need to be fully aware of how using technology is nowadays a huge part of our 21st century skills society. Of course, these technology skills must be tied up to building students who have strong resilience that helps them be ready for the challenges coming up in a short future, and when time seems tough.
- Like trends across the nation, our students and teachers are dealing with a lot of social/emotional issues and mental health concerns We need to continue our training/discussion about equity and diversity Turnover has been difficult for our district
- Our district is growing fast and we need the steadfast visionary leadership that can help us grow in a way that is proactive.

- We need some change.
- The district is attractive to teachers. When I took my job I had been at my former school for a number of years. When my job opened I knew I had to go for it because they don't open often and when they fill, they generally fill until retirement. With older teachers come wisdom and experience. How can you use that to your advantage?
- The history of the past two superintendents and the aftermath of their actions. To walk into the role without knowing the past courts potential misfires.
- The amount of distrust that has been created the past few years. Make decisions that make sense, and actually solve the issues.
- Major change of demographics
- The area has a strong history of segregation along racial and class lines whose effects are still as strong as ever. The impact of the partitioning of our metro area impacts us in Lee's Summit, as we have long been a haven for wealthier white families fleeing "diversifying" urban pockets. That context matters greatly. Recent trends in nearby Hickman Mills, Raytown, and Independence show an increase in students of color, transient families, families with non-English backgrounds, in what were traditionally white, middle-class suburbs. Those districts have not fared well in many ways in dealing with those challenges. We will see a similar trend further east of the KC metro if good policy isn't set and the right conversations aren't had proactively. Part of the issue is longtime residents of such areas decrying the demographic shifts and influx of poorer folks and people of color ("This area just isn't what it used to be..."). That contextualizing of the area's problems ignores the deeper problems that need to be addressed. We can't just blame poverty or poor parenting, we need to be frank about systemic injustices, privilege, and our social blind spots. I think an acknowledgement of the greater landscape of social and educational policies is vital to understanding how to tackle the coming challenges for Lee's Summit, which are not necessarily academic in nature. We need a superintendent who understands the legacy of the Kansas City schools, segregation (both de facto and de jure), and how white flight, redlining, and blockbusting shaped the landscape of our area. This may seem far too zoomed-out to matter in the short term, but the truth is, it is a real need that most suburban districts have ignored for a generation or longer simply because it is murky and uncomfortable. We need a leader who will bravely forge ahead into the unknown territory of these issues and trust that--like we so often say and imply--if we take care of the least of us, the rest of us will benefit.
- He or she needs to be aware of the issues created due to our last two superintendents.
- We have been unfairly characterized as a racist community. We have lost trust in our BOE and district leadership. There are many changes that need to be made in order to save money and then put it towards the things that matter. The superintendent must unite us and support the majority rather than letting small parts of our population (or people who don't even live or work in Lee's Summit) dictate how we operate.
- Equity. Equity, equity, equity. As a district and as a community have to learn that it's okay to feel uncomfortable--it's part of the growth process. We have to learn to embrace it, rather than shut it out or work to maintain the status quo because that is where we are comfortable.

- There deep-seated race issues within schools and the community. Teachers need district wide equity training, and there needs to be a direct focus on hiring people of color to teach our students. In addition, we need people of color teaching advanced courses. Right now our faculty does not mirror the racial make up of our student body. Research shows that students learn better when they see themselves represented in authority.
- As teachers, we have been through a lot. We have not felt heard and we have not felt respected. We have not felt like we mattered. These feelings came from previous high level administrators. Currently, there is a huge sense of rebuilding and it feels really good.
- The lack of support from the Board of Ed in regards to the Equity Plan. They do not see the need for it. Teachers and staff can not train themselves. This is not an in house job. We need outside perspective. The issues and grievances non white employees face DAILY from their white colleagues are real and they are hurtful and rude. If a colleague has nerve to speak to an adult peer in such a way what are they saying to our students? Things like, "speak my language." "You don't have an accent are you sure your ———." "You people eat fried chicken right?"
- The push back from most of the BOE on the Equity Plan.
- The whole equity conversation, some vocal minority groups that have valid points, but might try to hijack all conversations
- I am on his side. I am passionate about children, educating all of them and doing it well. I am not what the media says about us, we work hard to teach all children of all levels. I welcome diversity among staff and students. I need someone who understands the work we do, the heart behind what we do and why we do it. I need someone who is behind us, supporting us not using divisive language, someone who can help us go forward as a district. Someone with a different spirit than the past two superintendents. I would welcome an ethnic person, it's not the color its the heart, the way he/she speaks, his sense of values--we are a community we are all together in this we do not need any more divisiveness.
- There has been a lot of damage been done to teachers and the community by our previous superintendent. The focus was taken off of the children but needs to return to the children.
- Well, we have a bad reputation right now. We are no longer a district to be envied; we're a district to be avoided. I hate that because we ARE a district to be envied. The negative publicity we've received is NOT representative of the teaching staff.
- I think our community mirrors America and is divided. Healing that divide and leading us with our commonalities should be a priority for new leadership. Teachers are weary of the volatility at central office. Our name, as a district, in newspapers and the television has undermined the work we do on a day to day basis in the classroom. The hostility at SLC has given LSR-7 a bad reputation with some and when I see the professional and high level work done in my building I think it is shameful that district leadership has allowed that to happen.
- The community is needing to come together for the common good of students. The teachers have been in the trenches over the past several years and are ready for some positive leadership changes. Social media is an incredible platform, but is one that a

leader of a school district should use with extreme caution to ensure it is district information that is being shared, not personal agenda blasts. Our community members and staff members want to be heard. They want to know that the district is fully vested in their staff and students. The community is also very hyper-sensitive to how much money our district has spent over the years for buy-outs. We are ready to have some feelings of financial stability again.

- We still need to address issues with equity, but we also need to really address the research on equity and understand what works, what doesn't. Too often, inner city districts are lowering their bars to show they cleared them, which is the worst kind of racism possible. Research shows awareness training is generally ineffective (most have had many trainings already, waste of time) and at its worst, it is harmful to low-income white kids while not moving the meter for anyone else. Many teachers are unhappy with the current state of things in the district. Our "raises" last year were a slap in the face to the tune of thousands of dollars lost over our lifetime as a result. Leadership is obviously an issue at the district level, but we are also struggling to recruit and hire quality leaders at the building level from outside district. Hiring processes for such positions have become essentially non-competitive. We also are struggling to get good teacher candidates in the door as we are no longer the "destination" district for teachers. We have devalued experience in our salary scales. We are becoming too concerned about optics rather than the right things. We have a lot to fix.
- Often the staff has felt under communicated with and under-appreciated by the superintendent of the past and by the community. This has created a divide between the community and the staff. Many staff members feel as though they are not appreciated for what they do. Many feel lumped into a group of people considered "racist". Many staff members have wondered if LS is the best fit. With such a wonderful pool of teachers, many of whom have been educated on LS philosophies through countless PD, it would be devastating to lose those teachers. A superintendent will need to regain the trust of the community but also the trust of the staff and bridge a relationship between each. Also, I personally feel as though there is a bigger inequality issue with our students with special needs in Lee's Summit. It feels like we hide those kids away in a basement room or a building far from the other students. Students call each other "sped" when they make fun of each other. Students lack training on diversity and ACLU human rights laws that could get our schools even in trouble-- but more importantly that create a division between our teachers and our students with special needs, between our "reg ed" students and our "sped" kids. I have already reconsidered this district as a good fit for my own child with learning disabilities --NOT because of the quality of education but because I don't want her to feel different or excluded or hidden away. This is especially true of our secondary schools. THIS is why we need equity for all children-- not JUST due to the racial inequities. Our community, school district, and even our staff-- is used to dealing with "perfect attendance", "honor roll academics", wealthy/ "normal family" households, but this is NOT our society's norm anymore and our district needs to not just "handle this" but EMBRACE it. Get rid of the stupid "honor roll" bumper stickers! Highlight our kids of all colors, of all learning abilities, of all strengths and challenges!!!!
- The teacher morale is low. Teachers do not feel valued for their hard work. The message from central office doesn't always seem transparent nor consistent with the message from the school admin. The lack of teachers earning a step on the pay scale and instead only earning an increase to the base salary despite the increasing demands and efforts of the

teacher is disheartening, especially given salaries and payouts that have been given at central office.

- This is a district that has very high standards and a highly vocal parent contingent. People are not afraid to share their opinions and get things changed.
- Communication and transparency is key. Nothing should seem "behind closed doors" or as if it was decided already before taking input. Our community and staff expect high moral character. Our community and staff need someone who can bring people together, not divide.
- This is my 21st year teaching and it is the FIRST time I have said in the TEAM LS survey that I am not happy in my job. Veteran teachers are not appreciated, as seen in the pay scale where we are frozen or paid less to increase the pay for new teachers and new teachers coming in get full years of service when we have been frozen in steps. Morale is very low (lowest I've seen in my 21 years) and these are not the "usual" grumblings. It's serious.
- LSHS means a lot to the community and hosts many community events the other two high schools do not. Generations have attended and taken pride in this. Defend it and support the staff and their events. It's more than test scores. Come to the homecoming parade or candlelighting...you'll start to understand.
- Community very divided over racial issues/equity training Previous superintendent issues have left community members suspicious of outsiders Distrust of school board
- We value tradition. We need someone interested in the community and not just a paycheck. Invested.
- That teachers need someone that will take care of us, as well as our students. When teachers feel valued and appreciated, we are better for our kids.
- We have a HARD time recruiting/keeping people of color, which does a disservice to our students, staff, and community. There is a group of "old-boys" who have bullied and intimidated our board in the past. Now, they have created a PAC to be able to get people on the board that they can manipulate.
- I am hoping we hire a woman. But teachers in our district have been financially abused and then verbally abused. Our opinions haven't mattered. I actually met him at my school quite by accident and didn't even know it was him. He was kind and personable and cared about his community. Both had agendas that weren't about school and were about themselves (one for financial gain and sex and one for righting his own perceived racism about our community). I could tell with both hires that they were not right for us. I hope the new hire will be here for us. For the kids. For our town.
- Our community was severely fractured by our last superintendent. That cannot happen. We need healing. We need a leader who believes in ALL of the teachers and does not allow the local media to trash us.
- Equity - Implementing equity for all and the unawareness of the implicit forms of inequities that staff denies. Inequality can be with disabilities, income level, race, etc. Lots of hurt over the extreme amount of money spent on supt. when so many other things are needed.

- There is much unease within the district caused by so much change and it will need a strong leader with a clear vision unencumbered by personal agendas.
- We need a district-wide focus with a strong central leader. The buildings currently have too much decision making power and as such, each building has its own initiatives. This is not fair to our students and there is no systematic way to determine if what we are doing is working best for our students. The power structure is not effective and the communication is not where it needs to be.
- We have had a lot of turmoil. We have had a feeling of being undervalued. I would say that many teachers would feel appreciated with a look at the pay scale and benefits and see if they are skewed away from actually being beneficial for the staff.
- Lack of trust between various groups. People need to know our superintendent cares for all not just one group.
- Public perception has been difficult, due to previous issues with former superintendents
- The community and teachers specifically should not be accused of being racist as a way to shame them. This community will expect to see data that proves new programs will have positive impact on student achievement.
- Lack of racial and ethnic diversity of the staff History of racial tension Rampant social media issues in the community--and the need for good community relations
- This district continues to hire leadership roles that are ill equipped for their job requirements. We hire people who have not taught long enough, or who have not taught at all, to lead our elementary school buildings. We also have too diverse of implementation of curriculum among the elementary school buildings.
- Lack of trust in leadership at SLC from community Teachers believe they have little say in the district
- All of the negative publicity surrounding our last 2 superintendents. Learning how to understand and serve people who are different from ourselves should still be a priority.
- The special education program (SEB) and Response to Instruction (RTI) will need attention. Students who are dyslexic are NOT receiving any supports in our district and parents are having to pay out-of-pocket to teach their children to read. There seems to be a lack of resources for teachers but high expectations for testing results. Fair isn't always occurring across all 18 elementary buildings.
- Members of the community are reluctant to talk about race or see it as an issue. However, teachers have been working (through PD and other ways) on addressing race and learning how to implement culturally relevant teaching. Another issue is that our schools are overcrowded and teachers often have 30 plus to a classroom which can lower the effectiveness of instruction and make it harder to have meaningful relationships.
- Our board has paid two superintendents not to work. Everyone is angry at the board - they have managed to make decisions over the past year that have alienated virtually all stakeholders - teachers, parents and students. They have brought notoriety to our district in a way that devalues the work we do and brings emphasis to them and individuals who have very little impact on students' day-to-day education.

- As a teacher, we put in so much time, energy and effort into all that we do. Please don't come in and assume you know us, or our own story/background without first getting to know who we are as individuals.
- *Equity is MORE than race and Race is not only a black & white issue. We are a very diverse community -- gender, socio-economic, etc. *With a growing community, comes boundary changes and change is good -- that's life!!
- Equity has been squashed by our school board and certain teachers. We need to re-focus on equity.
- We are at a drastic divide in our community. We need a hire that will unite us all. The hire should be someone from within the R7 district.
- There is division among us. There were many rumors that were started with the previous superintendent, some of which seem validated by his resignation. Central office seems to be a place where people are not happy to stay. We have A LOT of work to do when it comes to communication from the top down. I think many things were happening, and teachers were just hearing things from the rumor mills. We really want and strive to have normalcy. We want people to want to be a part of Lee's Summit and not be ashamed to be a part of this great community.
- We have had a lot of drama and controversy involving the district's administration and the community. It does not reflect what is happening at a building level, which is frustrating for many of us. There is so much good and staff deserve to be praised and recognized for that. We DO need equity and diversity training but it should not be presented to staff and community in a way that feels like we are being accused of being ignorant to student needs.
- I feel we have baggage and a target on our backs about racism. I feel like some are scared to follow certain rules that are in place for all because of the backlash in the public eye. We need to make LSR7 great again. It used to be!
- We have recently been burnt by two expensive, "flashy" superintendents with agendas that seemed more political and self-serving than educational. They were divisive rather than unifying.
- Nepotism is a huge moral buster for staff who see unqualified employees undercut the integrity of our schools. Hire the best qualified. Period.
- There have been issues held by individuals outside of this district who have tried to impose those issues on a great environment. These issues are fabricated and have been exaggerated to outlets outside of the district. We have had to spend valuable time chasing phantoms that do not have a bearing on these institutions.
- Big change was forced upon us in the last year or so and the majority was falsely accused of being racist when that is entirely untrue. Are there outliers who are racist and don't welcome change? Absolutely. The majority of us, however, are happy to change and embrace different opinions but we don't know how to do that when everything we do is both directly and indirectly called racist. As a white teacher in this district, I feel like I will never be seen or heard for who I am because of my upbringing and the color of my skin. Some people call it reverse racism, but I don't believe that's real. Because of our previous superintendent, white members of our schools and community have also

experienced racism and ultimately have been silenced unless we jump on the bandwagon of equity and letting outspoken African Americans do and say whatever they want. Currently, from my perspective, our African American students and some African American staff members are not being held to the same standards as everyone else in the community because white administration and teachers are afraid of being called racist. How are we expected to communicate and come to an understanding to better our community when this is happening?

What skills, qualities or characteristics should the new superintendent possess to be successful here? (This information is used as we screen potential candidates.)

- Good communication, ability to show community/teachers/students care and support
- The new superintendent needs to be someone that doesn't have an agenda other than helping ALL kids be successful and supporting teachers in their work. Someone who is a good listener and a strong leader without all of the drama. I would love to see a forward thinker. Coming from a previous district, I've been surprised that LS is behind many other districts in their instruction journey. Years ago, LS was the one leading the way. Now it seems we are always following someone else's lead.
- *Professionalism *The ability to speak positively about our schools and our community *A systematic approach to making changes, both big and small, that affect our students, families, and community *Transparent communication with all stakeholders *A visible presence in schools
- Not easily angered. Someone who really wants to be in their district for the long haul. Wants to see this tough period through. I don't want this to be a short stop for them. I want this person to be very visible at positive events and really getting to know students and what they want in our district. I want this new person to WANT to be here.
- The new superintendent of the Lee's Summit School District should want to help ALL of our students achieve their full potential. He or she should come with the understanding that we are ALREADY a great district, achieving amazing accomplishments everyday! He or she should NOT come with the opinion or attitude that he or she needs to "fix" our district. The new superintendent should have a future-forward attitude -- a goal which will push our students into the next level of excellence in education -- all while understanding the importance and success of traditional school mainstays. Although technology is growing around us everyday, we do not want students to lose the human contact and passion for learning that comes from the daily classroom discussions... because these discussions are what ultimately help all of our students better understand one another's point of view, and understand that we are all one big community -- in this life together -- wanting what's best for our world as a whole. These same types of discussions do not happen on a "discussion board" on a computer-based platform. Finally, our new superintendent should be an honest person, with a good heart, who has the ultimate intention of doing what's best for ALL students. (And, please consider that the new superintendent should come as a person who is free from past controversy and lawsuits. Our district is in desperate need of someone who is honest, respectful, hard working, and caring with a squeaky-clean reputation and background.)
- We need a person who can deal with those "issues" with kindness and firmness.
- Understanding, compassionate, supportive, kind, responsible.

- We need someone who is trustworthy, has high standards, and who cares a lot about students AND staff/faculty. We need someone who has vision for the district and has a plan to get us in a better place where students can succeed and teachers can feel supported.
- Compassion, connectivity, communication, empathy, accountability, transparency. We need someone who is honest and trustworthy. We need to see that this person has the heart of all students and staff in mind as they lead and help make decisions for our future.
- a uniter, a servant leader, a listener... someone who understands the value of investing in our youngest students knowing that those dollars reap benefits for their lifetime.
- Equity-focused.
- Honest, wants what is best for students, respects the work of teachers and other staff. Upstanding human without a agenda of their own.
- Honest, wants what is best for students, respects the work of teachers and other staff. Upstanding human without a agenda of their own.
- The new superintendent needs to be research-focused. There is a wealth of peer-reviewed educational research available to us, but I feel that all too often, it is ignored.
- Someone who seeks to find common ground among stakeholders, not stir the pot and create division in our community. Someone who is willing to listen and unite our stakeholders. Someone who is in for the long haul, not a few years and they will jump ship. Someone who will value the people who work for them, not know that teachers are servants and will therefore continue to do more with less because they love the students. We do not need one who will exploit the caring nature of teachers, instead we need someone who will bolster moral and provide the personnel needed to do the job of teaching well, not adequately meeting needs. I look for a person who I respect inside and outside the office of the superintendent. Someone who wants to be a part of our Lee's Summit Community. I would like to see someone want to hear where we have come from so that she or he may lead us into the future!
- The superintendent is not the boss of the school board. The superintendent works for the school board and community. The superintendent should never be offered more than a one year contract just like the teaching staff. They should have a salary scale like the teachers. The constant negotiations for salary is a distraction of the work that needs to be done. Multi year contracts only lead to buyouts that cost our students. It also costs credibility in our community. The superintendent should be a leader with a servants heart. They need to work with the staff to create and implement a plan for improving students and not test scores. The plan should look at improving recognition of the academic achievements above the extra curricular accomplishments. Our main goal is preparing students for life beyond high school.
- -experience in multiple facets of education (teacher, administration, etc.) -approachable
-honest -wants what good for kids, teachers, and families -future focused
- I believe a superintendent must: - be a "visionnaire", meaning someone who has a clear vision of our district mission and values by knowing what to be done to help our district move forward and reach excellence for all students. - have strong leadership skills by setting realistic goals with which students and teachers are achieving high performances,

and setting high standards that make our school community shine like other school communities. - be a listener and a communicator by trying to know the needs of the school communities and by coming up with ideas or action plan that may facilitate the implementation of our vision or ideals.

- Strong communication skills Ability to work in teams Desire to hear input/feedback from stakeholders Empathy for staff, parents, teachers, and students Understanding of trends in mental and social/emotional health affecting students and staff Support for equity and diversity training and closing the achievement gap
- Understanding Kind Patient Honest Gentle Humble Loyal
- Tact, Ability to have hard conversations but not polarize individuals
- Public speaking skills. Investigative skills. Reservation (don't shoot from the hip when things get tough). The ability to listen to those in the trenches rather than direct those in the trenches.
- Community liaison. Active listener. Disciplined. He/she needs to be aware of and able to successfully navigate state mandates, community expectations, and district culture/climate.
- Good custom service, but sincere. Trustworthy, intelligent, ability to follow through and make decisions that address real community concerns, and not just their individual desires.
- Caring, patient, inclusive to ALL, "we" not "me" attitude, grateful and willing to be a "server", helper, mentor, able to work well with others
- Be honest about what you don't understand. Be willing to be vulnerable in sharing about your journey as an educator. Be unflinching in your bravery to stick to the priorities that serve underserved students. Have an insatiable desire to learn, research, and listen to stakeholders. Be clear about what your beliefs are about education. Share your philosophy. Talk about when you were a teacher/admin. Be seen in classrooms. Be visible/accessible in the community. Post up at a coffee shop, a bar, a church lobby and get to know people on a set schedule. -- For #5 I am a teacher, parent in district, and community member.
- An ideal superintendent would strive to create a work environment where teachers felt valued and respected.
- Someone who believes in unity. Someone who puts people and education before his/her political or social agenda. Someone who understands that equity is about meeting the needs of kids at a building level. We need teachers and support staff not more layers "above" us who aren't influencing the lives of children on a daily basis.
- An understanding that the stakeholders in this community run the district, not the superintendent.
- Transparency Early and clear communication Respectful of teacher input Equity-minded Forwarded thinking Brings new ideas to the district Cannot be bullied Someone who reviews the status-quo critically

- Strong leadership skills but also an incredibly good listener. Someone who can listen to ideas and criticism, sit back and process before reacting. Someone who is teaming with the district which includes staff and students and not seeking their own agenda.
- Stand up for what is right and do by the rights and equity of our diverse students (race, gender, creed, sexual identity, learning needs, etc). Most people see the equity in our district as a “race issue” it is more than that. Data does show a group of students does fall out and we need to open our eyes to WHY?
- Our superintendent should speak to unite and support our teachers and staff. I think hiring someone from our district, who cares about our district is priority number one. If that candidate is not available, hire an Interim superintendent for another year or two.
- Willingness to make tough decisions Willingness to defend teachers who hold kids accountable when their behavior dictates it
- vision, integrity, accountability, transparency, honesty. Inspire me to be better, go higher and farther. Servant-leader. Able to lead others in tough times, a person who will take a hit for one of us. I want to feel protected, honored.
- Positive leadership We need a person who is ready to listen and collaborate together who is a team player. This person needs to be able to place students as our focus and is willing to work along side of others in our district. This person needs a long term vision to get us back to the top of the state among school districts.
- This community is eager to find a leader that has the best interests of students at heart. A trustworthy, honest, visionary leader that will prepare our students for college and beyond.
- Personable. Approachable. Wants to work with teachers, the people actually in the classrooms. Wants to do what's best for the district, not a personal agenda. Someone who is a leader, not a follower. Someone who makes me proud to be a staff member of this district. Someone who will bring positivity to the district. Someone who isn't going to make the news every week for something negative.
- Expert communicator who can work with a diverse audience and diverse opinions. Someone who will be an advocate and promoter of LSR-7. Push people to be innovative and inclusive.
- Personable, open minded, listens and then reflects before speaking, attentive to what is best for students, family oriented, follows through with commitments to the community, has a clean "track record" in education, & is PRESENT in the buildings throughout the year.
- Care for the staff, make sure we know you trust us and value what we do. Be in our classrooms before passing judgment on it. Treat us like professionals, and deal with the unprofessional ones individually rather than collectively (this is GOOD LEADERSHIP). Try reading and implementing the tips from virtually ANY book on good organizational leadership. Unfortunately, this deficiency is pervasive, existing in other leadership areas in the district, though not all. Avoid focusing on only one agenda, respecting the urgent needs they may represent while also respecting the other needs present that are equally or more urgent. Be able to handle the routine load. If you can't keep up, think fast, act fast, and do the right thing fast for the routine things admins have to deal with, then you aren't

suited for the job. Too many issues sit on building or district admin desks for too long because, to be honest, they just aren't talented enough and were largely promoted socially, rather than on their merits. Be able to communicate with all stakeholders, and be consistent. Don't say one thing to one group just to appease them or push some blind agenda, while offending another group. We will hear about it. Tell the truth. Don't make up your own truth to suit your agenda. This means you need to seek out the truth before you open your mouth, taking appropriate care on issues of paramount importance.

- Empathetic to ALL stakeholders-- not just the community but also the staff, the kids, ALL of the kids. Future-ready : Lead us into what NEW education looks like. We have a great curriculum, but are we meeting kids where THEY are at or are we meeting kids where we are comfortable teaching??? Kids do not learn best the way we learned. This is a major issue with teachers in LS. We need to become future-ready. We need to include more opportunities for different learning. Even secondary kids need opportunities to play and explore in EVERY area of curriculum. Textbooks and hour long lectures... they should be a thing of the past, but LS holds on to those things tightly because the teachers who learned best by those things became teachers.
- Personable. Caring. TEACHER and student focused. Ties to the LS community prior to being selected as superintendent.
- Must be very diplomatic in finding solutions to the issues of the district.
- No superintendent should come into the district with an "agenda." A candidate that possesses the attitude that "I'm going to change LSR7 to fit my vision" is doomed from the start. Are changes necessary? YES. However, if "change" is perceived as the new superintendent's first priority...it will not be well received by the community. S/he will be perceived as an adversary, rather than an ally. The new superintendent must recognize the District's many (historical) qualities...and build on those.
- Professionalism and high standards of conduct are important. Our leader should be well-spoken and have a "clean record" of conduct. Trying to promote a personal agenda should not be tolerated.
- Someone who wants to PARTNER with teachers, not be above them. Someone who truly listens and considers what is best for teachers and students.
- Warm, friendly to ALL, and encourage/praise teachers for the work they have done. Many felt they were told they were racist. I don't know of one teacher in my 20 years of teaching and 43 years of living in the community that was racist.
- strong leader, diplomatic, deals with all groups fairly, mediate conflicts easily, not vulgar or obscene or into doing things that will embarrass the community, strong money management skills, pro-teacher, personable, small-town feel
- Truly committed to her/his team of teachers. Will publicly support teachers. (I am a community member as well as a teacher)
- Experience, strong leadership, and understanding of who our population is in Lee's Summit and what they want out of their school system.
- Courage, ethical, works with the kids in mind, can't be pushed around, forward-thinking
- Honest Genuine Ethical Caring Open Good listener Compassionate

- Good at public relations. Good at fiscal/financial aspects of running a school district. Personable to the teachers. Not accusatory or divisive. Fair and honest. Does not get led astray by the local media outlets. Listens to the voices of his/her TEACHERS.
- Open minded, cares about all kids (disabled, all races) Finds ways for students of low economic status to also participate in activities Finds importance in the multilingual communities and continues to support the staff to help with multilingual families Searches for bilingual staff members Interested in what all staff members are doing. Visits schools and truly cares. Has empathy for all organized, professional, intelligent, people person, supportive
- The administrator should be above reproach. We have a sullied reputation and it needs to change. We also need a leader with a clear vision of future ready learning. Stop teaching for factories and teach for the future careers our students will have. A leader who is comfortable in the classrooms with teachers, not just in the office. A leader who can dream big for our district to make it better, or even just to gain the reputation for an outstanding district instead of a "has been" district.
- Someone who will actively listen to the district employees, students, and community members. Change is very difficult at times and there needs to be a clear purpose with a clear outcome. Everyone needs to have the opportunity to be listened to and their ideas considered.
- Resourceful and creative. Open to new ideas but also improving old ones. Someone who is okay with being visible, not just in the community but coming to the schools. We don't want a disconnect from the building to the district office as there has been. Ready to make tough decisions and handle criticism from a very vocal community.
- S/He should be a caring, people person... great communication skills.
- A person with a strong sense of character, committed to fostering positive relationships with the community and staff.
- Humility, self control, leadership skills without being a dictator, truly wanting to help children instead of trying to make a social statement, willing to sign a contract that does not have a huge buyout clause, not just looking for self advancement and self promotion, someone who already has ties to the community, or is at least from this state
- --The candidate should have the ability to work with a variety of people from different backgrounds --The candidate should be able to bring people together, build teams --The candidate should be an excellent communicator ---The candidate should be relatable, humble, and down to earth--yet bold and decisive when needed.
- They should be well spoken and visible in our community. They should understand completely, before they speak about us as a majority. They should be visible in the schools. For that matter, all of our leaders should be on a continuous basis; not just for special occasion. I've been teaching in Lee's Summit for 31 years; educating students is truly pretty simple and fun; sometimes, our leaders make it more complicated so they can look busy. Don't look so busy; just be there.
- People person. Someone that communicates well with teachers and community. One that stands up for the teachers and people in this community Someone that wants good publicity in LS. Transparent

- At this point I am most interested in someone who is a person of strong character. Someone with a lot of integrity and who will get to the truth of any given situation.
- 1. Prior superintendent experience 2. Dedication to Lee's Summit, its staff and parents 3. Open minded 4. Educated 5. Able to listen
- They need to be inclusive, experienced and willing to tackle the hard issues like equity. They should be able to work with all stakeholders. Someone with experience implementing equity programs would be great.
- Ability to make diverse voices feel heard. Equity-oriented. Unified with the board - conflict is fine (and healthy) in private but the front should be unified by the time you go public. To do otherwise hurts those actually learning and teaching. Distrust for leadership in SLC is at an all-time high.
- Dedication to ALL students. Willing to listen to concerns, ideas and not to come in with a hidden agenda. Please be upfront and transparent.
- Supportive.
- *Listener *Proactive *Listener *Strong communicator with ears that hear what EVERYONE is saying and taking it into account (even though it might differ from your personal opinion) *Be aware of social media *Listen to all of your stakeholders (not a specific group)
- Equity focused, thick skin, ability to work with a racist school board and racist business round table
- It needs to be a hire from within. Lee's Summit is its own breed, and we need someone that understands, supports and is ready to grow with us.
- They need to be able to speak to people in a way that gains respect and not loses it. We need to be brought together as a team and not talked down to as we are not professionals who give daily for this community. It needs to be someone who is qualified, has good references from other districts, who does not have previous controversies and rumors that might follow them from the get-go.
- Warm and friendly, history of positive accomplishments in previous districts, lack of controversy in previous districts, approachable, inspiring, innovative
- Open minded, sticks to the rules for all, sees the need for staffing especially in special education, need for smaller class sizes, Honest, Doesn't want to change things right away, Does what is best for kids
- The new superintendent needs to be a humble, genuine, unifying force in the district. They need to be willing to listen to ALL the voices in the community and the district and consider ALL aspects of a students' lives before making decisions and moving forward with any large-scale plans for the district. We do not need a single-issue or single-interest group candidate. We do not need someone with a "my way or the highway" mentality. Honestly, someone who has worked in the district and lived in the community for an extended time would probably be best. The candidate also especially needs to be ready to rally and support the teachers and other school staff--we genuinely care about the students and are the ones who are here day in and day out working directly with them...and many of us feel overworked and that our voices have not been heard.

- Transparent.
- The superintendent has to have students in mind first. Having the highest credibility is essential, and should be backed by the ability to stand the moral high ground.
- We need someone who isn't afraid to stand up for his/her values and beliefs. We need someone who isn't afraid to do the right thing, even if it's unpopular opinion. We need someone who is going to fight for not just equity but justice for all students. We need someone who isn't afraid to call out ANYONE for being racist, whether that be someone of color or a white person. We also need someone who respects and understands this community and where it comes from BUT at the same time someone who is ready to bring us into the future and help us become more inclusive and understanding of all people. I don't want someone who has things to hide or who won't stand up for us in the media. I want someone who is proud of this district for what it is more than he/she criticizes everything about us. Overall, I want someone who supports teachers and students and really means that. Lots of administrators and SLC people say that but in my experience too many of those who claim that don't mean it at all. Our new superintendent needs to be honest, courageous, and full of integrity.