

Stakeholder Input Report for

Sutherlin School

District

Sutherlin, Oregon

submitted by



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EXECUTIVE RECRUITMENT & DEVELOPMENT

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SUTHERLIN SCHOOL DISTRICT

Sutherlin, Oregon

District Stakeholders Report, December 2025

On December 4, 2025 Dr. Douglas Nelson and Mr. Don Grotting conducted 7 sessions with different stakeholder groups associated with the Sutherlin School District to gather input regarding the selection of the new superintendent. Included were 2 groups of community members, 4 employee groups and one group of high school students. Nine community members, 34 employees, and 18 high school students participated in the various groups for a total of 61 individuals.

Outlined below 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 each of the groups in response to the three questions asked of each group. The final section of the report consists of responses by individuals who completed the online survey, which ran from December 4 to December 11. Forty seven individuals completed the survey. The top 10 themes for each question are reported first then followed by the individual responses.

EXECUTIVE SUMMARY

COMPILATION OF ALL GROUPS

What are good things about the community and district?

- Small town, family-oriented feel with multi-generational loyalty
- Inclusive, accepting environment where everyone is treated fairly and valued
- Staff and leadership deeply care about students, beginning with the superintendent
- Strong community support for schools, students, and families in need
- Rigorous academics, small class sizes, and strong college prep opportunities
- Wide range of programs and electives: FFA, CTE, arts, athletics, foreign languages
- Significant financial support: scholarships, “no pay to play,” and active PTO/volunteers
- Safe schools and community with strong police, fire, and SRO partnerships
- Open communication between district, staff, parents, and community leaders

- Festivals and events (e.g., Blackberry Festival) strengthen school-community partnerships
- Opportunities to build lasting, meaningful relationships and raise children in a supportive environment
- Staff supported as professionals and as parents, with high retention rates
- Student-focused programs: RTI, social-emotional supports, mental health services, and Development Learning Centers
- Strong reputation for quality education and state-recognized programs
- Culture of dedication, collaboration, and generational commitment across staff, parents, and community

What are issues and challenges the new superintendent will face?

- Low SES community and district with related challenges
- Recruitment and retention of quality staff, especially for high-needs students
- Staff pay concerns impacting recruitment and retention
- Declining enrollment and competition with online, private, and charter schools
- Need for stronger marketing and communication to promote district programs and events
- Infrastructure needs: repair, updating, and replacement of buildings; difficulty passing bonds
- Student and staff safety concerns, including security measures and disaster preparedness (e.g., train tracks)
- Increase in significant behavior issues, bullying, and racial comments
- Lack of mental health services and social-emotional supports for students and staff
- High percentage of IEP/special education students compared to state averages
- Limited parental support and lack of quality childcare options
- Financial uncertainty from the state and budget challenges in a retiree-heavy community
- Accountability needed for students, staff, and parents regarding behaviors and responsibilities
- Social media issues: rumors, false information, and negative publicity impacting perceptions
- Differences between East and West schools requiring tailored approaches to meet unique needs

What qualities and characteristics do you desire in the next superintendent?

- Transparent, honest, trustworthy, personable, and approachable
- Great communicator and listener who builds strong relationships with all stakeholders
- Visible in classrooms, buildings, and community activities; present at events
- Servant leader who empowers staff, trusts them to do their jobs, and avoids micromanagement
- Thoughtful decision-maker: listens, evaluates issues, considers all voices, and explains difficult decisions clearly
- Committed to living in and investing long-term in the district and community
- Knowledgeable about PK-12 teaching, learning environments, and special education

- Fiscally conservative with business, budgeting, and HR expertise; able to work collaboratively with unions
- Student-centered in decision making, prioritizing learning and safety
- Creative, resourceful, and visionary—able to bring fresh ideas and 21st-century tools to schools
- Supportive of staff and families, mentoring, recognizing workload, and nurturing growth
- Flexible, collaborative, and able to adapt while maintaining accountability and follow-through
- Serious about addressing safety issues and ensuring secure environments for students and staff
- Builds trust and personal connections by being part of the community, volunteering, and contributing
- Focused on recruitment and retention of quality staff, increasing enrollment, and sustaining district reputation

INDIVIDUAL STAKEHOLDER GROUPS

Group: Elementary Classified

Date: December 4, 2025

Participants: 7

What are good things about the community and district?

- Small town and family feel
- Inclusive environment
- You are not just a number, but a person
- Many activities for community and district
- Great place to raise kids
- Ability to build long lasting and meaningful relationships
- Students treated fairly in comparison to neighboring districts
- People work together for kids
- People are treated the same regardless of position
- Staff care about kids beginning with the superintendent
- Accepting of all and very inclusive environment

What are issues and challenges the new superintendent will face?

- Low SES community and district
- Recruitment and retainment of quality staff
- The increase of significant behavior issues
- Looking for ways to improve accountability for students, staff, and parents

- Infrastructure Needs—Repair, updating, and replacement of buildings in the district. The district needs to pass a bond
- Review and evaluate safety protocols for students, staff, and the West Intermediate campus. Worried about the train tracks possibly isolating the school if a disaster takes place
- Declining enrollment
- Finding strategies to increase staff pay to recruit and maintain quality staff

What qualities and characteristics do you desire in the next superintendent?

- Transparency, honesty, trustworthy, personable
- Ability to build quality relationships by having open communications
- Visible in buildings and activities
- Someone easy to approach
- Evaluate an issue before acting
- Listening to all stakeholders and understanding an issue before acting
- Having grace and treating people and not the position
- Being able to make difficult decisions and explain why they were made and then sticking by them
- Great communicator
- Look for opportunities to diversify staffing and programming when possible
- Willing to live in the district
- Learn and observe before making decisions or changes
- Look at ways to increase enrollment

Group: Administrative Team

Date: December 4, 2025

Participants: 9

What are the good things about the community and district?

- People—Community and district look after the children
- There is a culture of people staying and returning to the community to live, volunteer, contribute, and raise children
- Great connection between the community and schools
- District has a great reputation
- People are dedicated
- High quality staff who are loyal to the district
- People feel supported and backed

- There are generational support and commitment
- Student focused staff and programming
- There is collaboration between staff and parents
- We have Development Learning Centers serving high needs students
- District offers many opportunities for all students considering the size of the district
- State recognized programs and activities to include FFA, CTE, College Credit opportunities, career pathways, athletics, arts, and other co-curricular programs
- People are loyal to the district

What are the Issues and Challenges the new superintendent will face?

- Financial uncertainty from the state
- Declining enrollment
- Navigating and understanding small rural district issues
- Everyone know Everyone—Being aware of small town relationships and perceptions
- Social media issues resulting in rumors, false information and bad behaviors
- Infrastructure needs---building need updated or replaced. A bond needs to be passed
- Recruitment and retainment of quality staff
- Increasing and significant behavior issues
- Leveraging strategies to increase enrollment
- Student safety
- Lack of mental health service for student, staff, and other stakeholders in the district and community

What qualities and characteristic do you desire in the new superintendent?

- Willing to live, volunteer, contribute and be part of the larger community and district
- Understands and has knowledge of PK-5 and 6-12 teaching and learning environments
- Empowers others resulting in distributed leadership with accountability
- A relatable people person who is approachable
- Leader trusting staff to do their job and then expecting and ensuring they perform
- A leader who is visible in classrooms, activities, and other operational aspects of the district and community
- Willing to listen, reflect, and grow
- Serious about addressing safety issues
- Fiscally conservative and having business and budgeting knowledge
- Having knowledge and experience with Human Resources
- Able to mentor and support professional development growth for staff
- Someone who is resourceful and has the ability to be part of a team in good and bad times
- Having follow through and great communication skills

- Someone with flexibility, a multi tasker, technology literate, use outlook calendar
- A trust developer exhibiting compassion, transparency, great work ethic, and willing to hold folks accountable when appropriate
- Understands and has knowledge and experience in special education
- Someone who will invest, commit, and be loyal to the district long-term

Group: HS Leadership Class

Date: December 4, 2025

Participants: 18

What are the good things about the community and district?

- Lots of community participation
- Schools are inclusive
- People support one another
- People support the community and schools
- There are clubs and activities for all
- Administrators and teachers support students
- Great attendance and rigorous classes
- Great teachers willing to help and support students
- Community is willing to financially support students, activities, and others in need
- There are clothing and food options for those less fortunate
- We feel safe at school

What are issues and challenges the new superintendent will face?

- There are incidents of bullying, micro-aggressions, and racial comments that are sometimes taking place that need to be addressed
- Safety issues to include completion of gates at the high school to be in good working order. Evaluate better security measures to keep unauthorized people out of the high school
- More training for staff to address bullying, insensitive racial comments, and mental awareness. Staff need to know what to do when incidents take place
- Ensuring staff are aware of medical, IEP, 504, and other education accommodations, safety processes and protocols for students and staff when legally possible and appropriate. This would include seizure, allergies, etc. This would also need to take place at the middle school and with all permanent and substitute staff
- Better communication to advertise and promote events, regardless of the size or importance of the event. Small club events and other activities are sometimes not well attended and may be due to communication

- Recruitment and retention of quality staff
- Communicate significant issues when possible
- Hold students and staff accountable for bad behaviors

What qualities and characteristics do you desire in the next superintendent?

- Creative with fresh ideas—someone who can relate to today's students.
- Experience in a rural area and district
- Able to communicate with students and observe how learning is taking place and make suggestions for improvement if needed
- Be nice, but stand firm when a decision is made
- Listen to all, but don't always just listen to the loudest voices
- Think about the whole environment before making decisions
- Listen and don't come with biases
- See projects through and report on their process
- Have compassion for others
- Stay calm in stressful situations
- Be honest and trustworthy
- Be a quick thinker
- Be a problem solver
- Be a great communicator

Group: Community Members by invitation

Date: December 4, 2025

Participants: 4

What are good things about the community and district?

- Growing community with many coming from out of state and being retired
- Small town feel with access to other larger towns and cities
- Community leaders have longevity
- Parks and Recreational opportunities for children
- Current superintendent is involved in all aspects of the community and district. He is invested and know the partnerships responsible for helping the community and district. He is loyal.
- Current leadership is very positive
- Small class sizes and multiple opportunities, programs, and activities for all students
- District is fiscally responsible
- Great number of active volunteers

- Staff are committed and invested in district and community
- Safe community always looking for strategies to improve safety
- Easy access to community leaders
- Multi-generational community—people choose to stay and come back to live, work, and educate their children
- Great school programs to include, FFA, CTE, Athletics, Clubs, Arts, Special Education, etc.
- Great Town services to include police and fire and district has and SRO on site

What issues and challenges will the new superintendent face?

- Following the current superintendent
- Uncertain financial issues
- Infrastructure needs---ability to pass a bond to repair and replace buildings
- Social media pressures aimed at the school district resulting in rumors, false comments and bad behavior
- Determining financial priorities
- High incident behavior students
- Important to have someone come from the community or be extremely adept to building trust to live and become part of the community
- Coming to a low SES community and County

What qualities and characteristics do you desire in next superintendent?

- Collaborator and partnership focused
- Willing to help out and help others
- Be part of the community and build trust
- Make personal connections by reaching out to all stakeholders
- Be human—learn about the community and district—don't rely on a title
- Be a connector
- Lead the district and hire great people
- Don't micromanage and be accountable
- Build a quality team and then let them do their job
- Address problems—do not sweep under the rug---be transparent
- Be a resource finder
- Observe, learn, evaluate, and collaborate before making changes
- Don't arrive with a personal agenda
- Be committed and invested to the district and community long-term
- Be loyal

Group: Elementary Teachers

Date: December 4, 2025

Participants: 10

What are good things about the community and district?

- People—staff support and commitment
- Staff are dedicated to school and community
- We are a family—The current superintendent knows all of our names
- Opinions are valued and there is little or no judging
- Support services for children
- RTI Program is in place
- Social Emotional supports for children
- District communicates well with community
- Curriculum is integrated to make learning relevant for students resulting into life skills
- Great PTO
- Fire and Police Departments support—SRO in district
- Board members visit schools
- People are invested in the community and district
- There is integration between buildings and programs to help serve students. Examples include teaching assistants, CTE programs, FFA etc.
- We have many caring parents
- Lions Club Liaison
- Staff feel safe at East Primary

What issues and challenges will the new superintendent face?

- Budget issues
- Low SES district and community
- Staff pay that results in issues with quality recruitment and retainment of staff---especially staff serving high needs students
- Increasing behavior issues
- High IEP Special Education percentages compared to the state
- Lack of parental support with some
- Lack of quality childcare
- Ability to look and evaluate a 4 Day week
- Social emotional stress for staff as workload mounts
- Understanding East and West schools are very different with different attributes and needs
- Social media issues resulting in rumors, false statements, and bad behavior
- Ensuring staff are back when warranted

What are the qualities and characteristics you desire in new superintendent?

- Classroom experience
- Special education experience
- Willingness to connect with kids
- Trust teachers to do their jobs
- Empower teachers to teach and grow
- Be visible in classrooms, activities, and community
- Be willing to explore the 4-day week
- Back up teachers when appropriate
- Have business and budgeting knowledge
- Have good union relationships
- Great communicator to include being a good listener

Group: Secondary Certified

Date: December 4, 2025

Number: 8

What are the good things about the community and school district?

- Schools well supported - well rounded by many different groups
- Lots of offerings and electives - CTE, choir, foreign languages - Spanish
- Students taken care and supported by the community and businesses including the Booster Club, Rotary, Lions - no pay to play and other support means
- Festivals - such as the Blackberry Festival - offer community partnerships where students can earn money and proceeds are donated to school
- \$1.7 Million in scholarships for graduating seniors in 2025
- Student support programs - mental health therapist, homeless students and family liaison
- Bringing elementary students to high school programs - CTE and art
- Fire department partnership with fire science class
- Taking care of staff members - peer to peer and district wide
- Strong college prep program - dual credit with UCC and other higher education institutions
- Good student to teacher ratio - low 20's
- Good communication among staff so able to know students and intervene where needed
- High retention of staff rate at HS
- Support of HS/MS staff who are parents - never missed a game; leave early for an appointment; time not micromanaged, etc.

What are the issues and challenges the new superintendent will face?

- Multigenerational district - need to learn
- Bad publicity in the last year or so - lots of negative social media
- Budget and financial issues
- Difficult to pass a bond measure with high retiree community
- Facilities and infrastructure issues - such as West; MS gym
- Need to get community support for facilities including fields and sports faculties
- Students who take the easy way by going to online options - good performing students opt out
- Having to compete for students with online, private, and charter schools as well as with other districts resulting in declining enrollment
- Need to be more aggressive in marketing district
- Behaviors - especially at elementary level - better support systems for disabled and special needs students
- The online school needs to be assessed to make sure it is meeting the needs of the district and not be an easy opt out for students? What is the purpose?
- Address the model of education currently being used in the nation

What qualities and characteristics do you desire in the new superintendent?

- Visionary who can address the 21st century world of education by bringing in 21st century tools into the high school to help the high school keep students in school without going on line
- Have guts to compete with other options such as online schools
- Present at school and community events - very visible
- Approachable
- Servant leader - cares about staff and support them
- Able to hold staff accountable when necessary
- Not micro manage staff and building leaders
- Student centered in decision making
- Transparent - honest and not cover thing up
- Strong relationships builder
- Willing to work with union and develop strong working relationships
- Able to build on relationships with union to approach negotiations in a collaborative fashion - do what's best for district
- Prioritizes student learning - keeps their eye on the ball

Group: Community Stakeholder Open

Date: December 4, 2025

Participants: 5

What are the good things about the community and district?

- Small community resulting in close connections
- Ability for small community to offer multiple opportunities for students
- Ability to know all students and staff
- District has a great reputation for academics and athletics
- Small town feel but close to larger towns and cities
- I moved away but chose to come back because of the community and schools
- City and district work together to create opportunities for students
- Tight knit community
- Supports for those less fortunate
- Great programs to include FFA, CTE, Special Education, Clubs, Athletics, Arts, etc.
- Teachers want to stay at Sutherlin
- There is longevity of staff, parents, and community leaders
- People are welcoming in Sutherlin
- City Police Chief will become new City manager

What are issues and challenges the new superintendent will face?

- Declining enrollment, resources, and revenue
- We need to pass a bond
- Many residents are on fixed income and retired and reluctant to pass a bond
- Understanding parental rights vs state mandates and authority of schools
- Retaining more students and families
- Continue the great work being done to create additional opportunities for students
- Need for more after school activities for younger children
- Understand the community
- Recognizing you are the political face of the district
- Being aware of how education and our world is changing with some of the technological advances to include artificial intelligence, on-line schools, etc.
- Trying to reach out to parents as early as possible to engage them in the education of their child---explore additional early childhood education opportunities
- Self determination of school boards/local control and state required mandates. Learning the rights of parents and local authority

What qualities and characteristics do you desire in the new superintendent?

- Welcoming, trustworthy, honest, transparent, and a great work ethic
- Being a great listener
- Having commitment and investment in the community and district
- Being accessible to staff, students, parents, and community members
- Appreciating staff and making people feel included
- Current superintendent is trusted
- Someone to be a mentor for others and to recognize workload of staff
- Ability to prioritize additions to workload by taking something away when possible
- Assisting and nurturing families throughout the education process
- Recruitment and retainment of quality staff
- Be realistic and truthful with staff
- Have a great relationship with students
- Be in classrooms and at activities in the district and community

SUMMARY OF SURVEY RESPONSES - TOP 10 THEMES

Question 1: Tell us the good things about your community and schools.

- **Strong Community Support for Schools**

The community consistently rallies behind its schools through volunteerism, fundraising, clubs, and civic organizations that invest in students' success both academically and personally.

- **Dedicated and Caring Teachers and Staff**

Teachers, administrators, and staff are deeply committed—often described as going "above and beyond" for their students. Many educators live locally and work to build long-term relationships.

- **Generational and Local Roots**

Many community members, staff, and families have deep generational ties to Sutherlin. They take pride in being long-term residents who give back to the same schools they once attended.

- **Family-Oriented Culture**

Schools and neighborhoods operate like extended families—people know and care for one another and step in to help during challenges or celebrate together during successes.

- **Small-Town Connectedness and Safety**

Residents value the small-town feel, safety, and familiarity. People know each other by name and feel secure in a place where "neighbors look out for neighbors."

- **Commitment to Student Success and Well-Being**

Stakeholders emphasize focusing on more than just academics—supporting students' emotional, social, and extracurricular growth through sports, FFA, arts, CTE, and civic clubs.

- **Collaborative Spirit Across the District**

Cooperation between schools, staff, parents, city leadership, and community organizations is seen as a defining strength, marked by a "we're all in this together" mindset.

- **Traditional Values and Accountability**

Respect, hard work, responsibility, and fairness were repeatedly cited as core local values that guide both education and community life.

- **Pride in Quality Programs and Opportunities**

The community celebrates its strong programs—particularly in FFA, vocational education, athletics, and the arts—which give students real-world skills and recognition statewide.

- **Optimism and Growth Mindset**

Even while acknowledging challenges, people express pride and optimism about the district's direction and the area's potential for continued growth and improvement.

Question 2: What issues and challenges should the superintendent be aware of as he/she comes into the district?

- **Staffing Instability and Morale**

High turnover—especially among classified staff—and burnout due to limited support, inequitable workloads, and internal conflicts are major ongoing issues.

- **Poverty, Trauma, and Unequal Access to Resources**

Many families face deep economic hardship and trauma. Students from low-income homes lack after-school care, transportation, and stability, straining teachers and student supports.

- **Aging Facilities and Failed Bond Measures**

The district's buildings (especially West) need major repairs or replacement. Multiple failed bond attempts have created frustration and limited options for facility improvement.

- **Erosion of Trust and Transparency**

There's significant concern about how leadership handles serious incidents, investigations, and communications. Many feel decisions are made behind closed doors, leading to mistrust among staff, parents, and the community.

- **Impact of Social Media Misinformation**

Social media posts often amplify partial or inaccurate information about district issues, escalating tensions and damaging reputations of individuals and the district as a whole.

- **Bullying and Unprofessional Behavior**

Reports highlight bullying among students and between staff members, eroding morale and harming school culture. Stakeholders called for stronger accountability and clearer reporting procedures.

- **Inconsistency and Favoritism**

Policies and discipline are seen as unevenly applied, with perceptions of nepotism, uneven treatment, and “good ol’ boys club” dynamics affecting trust in fairness and professionalism.

- **Leadership and Accountability Challenges**

Some staff and community members expressed frustration about leadership not enforcing standards consistently or swiftly addressing misconduct, leading to reputational harm and inefficiency.

- **Political and Cultural Divides**

Tensions between conservative local values and statewide educational policies create friction. Some feel mandates from the Oregon Department of Education clash with community expectations.

- **Rebuilding Reputation and Community Cohesion**

Ongoing public controversies, lawsuits, and negative attention have created division. Many respondents urge the next superintendent to promote open communication, highlight successes, and rebuild unity.

Question 3: What skills, qualities or characteristics should the new superintendent possess to be successful here?

- **Integrity and Transparency**
Acts ethically, communicates honestly, and holds self and others accountable. Builds trust through open decision-making and clear explanations about district actions and finances.
- **Strong Communication and Listening Skills**
Engages in active listening with staff, parents, and students. Keeps the community informed, seeks feedback, and ensures all voices feel valued and heard.
- **Commitment to the Sutherlin Community**
Understands local culture, values, and politics. Intends to build a long-term future within the district rather than treating the position as a career stepping stone.
- **Student-Centered Leadership**
Keeps the well-being, safety, and growth of students at the heart of every decision. Maintains zero tolerance for bullying and fosters a supportive, respectful school culture.
- **Fairness and Accountability**
Applies rules and consequences consistently and without bias. Makes difficult decisions when necessary, including personnel accountability, while treating everyone with respect.
- **Visibility and Approachability**
Regularly visits schools, attends community events, and cultivates relationships with students, staff, and families. Is approachable, down-to-earth, and genuinely present.
- **Experience and Knowledge in Education**
Brings strong instructional and leadership experience across grade levels, including teaching and administrative roles. Demonstrates understanding of special education, budgeting, and legal standards.
- **Collaborative and Relationship-Oriented**
Works well with unions, staff, and community partners. Encourages teamwork, values input from others, and shares decision-making when appropriate.
- **Strength, Compassion, and Emotional Intelligence**
Balances firmness with empathy. Leads with humility and emotional awareness, especially during conflict or crisis. Maintains composure and models professionalism.
- **Visionary, Strategic, and Forward-Looking**
Thinks critically about challenges, pursues innovative solutions, and inspires continuous improvement. Balances traditional Sutherlin values with modern expectations and opportunities.

Q1 Tell us the good things about your community and schools. (This information is used to help us recruit quality candidates.)Cuéntenos las cosas buenas de su comunidad y sus escuelas. (Esta información se utiliza para ayudarnos a reclutar candidatos de calidad).

Answered: 45 Skipped: 2

#	RESPONSES	DATE
1	small town pride, values	12/11/2025 2:50 PM
2	Our community has several truly dedicated teachers who go above and beyond for their students, and both the West and East principals provide strong, supportive leadership. Families here care deeply about their kids' education and want to see the district succeed. While there are areas that need improvement, the people who are committed to our schools create a solid foundation for growth.	12/11/2025 10:47 AM
3	Were able to communicate with others.	12/10/2025 1:05 AM
4	• Many staff live and work here – grew up here, educate their kids here- and really care about each other, the community, and the students. • Partnerships between schools (art, CTE, LEOs, FFA, graduation, sports, choir, unified sports) • Community supports schools • Parents are willing to help and work with schools • Good turnout for conferences/parents care about their kids • Good civic clubs and organizations that serve schools and students • Sutherlin Valley Rec (youth sports) works well with the district and serves lots of students. • UCC offers lots of opportunities for students and families • The Steam Hub Lending Library is good.	12/8/2025 5:45 PM
5	Douglas county has an excellent attendance rate and graduation rate for our state. Our community is close knit, and a lot of the bigger city problems do not make it to Sutherlin/Roseburg area.	12/7/2025 11:41 AM
6	The district is smaller, with a relatively small footprint. Programs at the high school are first-class and well attended by the students.	12/5/2025 6:07 PM
7	Having the support of the community for our kids in various aspects. Our staff cares deeply about students and more than just their academics. Many of the people that work in this district grew up in this district or the surrounding area.	12/5/2025 3:56 PM
8	Teachers care a lot about their students. Parents are pretty involved considering how high our poverty rate is here.	12/5/2025 3:37 PM
9	The teachers are incredibly dedicated to their work and students.	12/5/2025 2:36 PM
10	Sutherlin is an amazing community with strong ties to the schools. It's just big enough to be able to offer students many paths to success, opportunities, and options to broaden their horizon and supplement their education. Also, we're really really good at high school girls basketball.	12/5/2025 1:05 PM
11	The school has an amazing FFA program.	12/5/2025 1:01 PM
12	The programs we implement for the families and students. I have gone through some very hard times as a parent and the schools and community have been so helpful for struggling families/single parents.	12/5/2025 11:38 AM
13	It is rural and a bit on the conservative side. There are many good people in the community who want what is best for kids.	12/5/2025 10:44 AM
14	Community: Very supportive of the schools, academics, and clubs. Schools: Family oriented, caring for staff and students and a lot of staff go above and beyond	12/5/2025 10:37 AM
15	Our community and schools attempt to help students and those in need at a level that is not normal. There are several community members and organizations that go above and beyond to help others or to provide a great quality of life. At our schools specifically, we work tirelessly to	12/5/2025 10:35 AM

create a good environment and experience for all who walk the halls, play of the sports fields or participate in the any of the many clubs or extra curricular activities.

16	There is a perception from outsiders (Roseburg etc.) that Sutherlin is doing great and getting stuff done. We are a small community so most people know each other and can step up to help one another. We have a city that is collaborative and seems to try to always get to yes rather than say no and stop progress. The schools have teachers who care about the students. The students are engaged and would to be more deeply and meaningfully engaged in local decision making. There are residents who are committed and dedicated to Sutherlin and give back every chance way the can. We have strong sports, music and FFA programs. We have great parks and are a safe community.	12/5/2025 10:27 AM
17	We have a school family, where we know we do the work for something more.	12/5/2025 10:20 AM
18	Sutherlin is a small community and many people have lied here for many years. Our community is always willing to help when needed and work together. Our schools care about our students and want the best for them. Staff helps each other in times of diversity and celebrate triumphs as well. Many of us been working in this district for many years, and some of us have gradated from Sutherlin High School. We are proud of our district and our community.	12/5/2025 10:18 AM
19	Community is highly invested in our district. The support for student athletics, extracurriculars, scholarships, and various other things is incredible. Schools: Highly invested and motivated to provide the absolute best for our students. Staff work hard using data, collaboration, and planning to ensure that students' needs are being met. Safety is a high priority. Administrators are devoted to their staff and student population. Sutherlin is a tight-knit community comprised of many Sutherlin High School alumni who come from families who have lived in the area for generations. Everyone has an investment.	12/5/2025 9:37 AM
20	supportive community, dedicated teachers and admin	12/5/2025 9:34 AM
21	The diversity and emphasis on progressive policies despite opposition from the Federal government.	12/4/2025 10:17 PM
22	Sutherlin is a small community with a lot heart. We have many amazing educators who go above and beyond to make connections with students and families.	12/4/2025 9:58 PM
23	The town of is growing Currently the City and the school district have a great working relationship... they see the potential of growth for the economic development with new businesses and jobs and more families moving into Sutherlin with children to educate.	12/4/2025 9:45 PM
24	We have really good people at our schools who are also parents and very active in our community. We work really well together and want to be in Sutherlin for the long haul. We work hard and value the collaboration we have. The union and the school district work really well together, it is a very collaborative relationship.	12/4/2025 9:32 PM
25	I feel we go beyond the call of duty at West. To care for and help our students.	12/4/2025 8:28 PM
26	I love how our community works as a family and can communicate with one another.	12/4/2025 8:06 PM
27	The school staff work well together	12/4/2025 5:31 PM
28	Our school and community are very focused on working together. We are a blue-collar community that values hard work, our youth and making sure that all walks of life and people are respected, from the local janitor to the owner of a major business. In addition, our Sutherlin school district is very well respected in the community. Their academics are rigorous and for being a small school provide an abundance of opportunities for children to develop skills in areas that will make them successful in the future. The vocational agriculture program is one of the best in the nation, along with that our district has supported top notch classes in woodshop, health, math, sciences, as well as art and choir. For such a small school with small budgets our administrators have created a learning environment that helps children thrive.	12/4/2025 3:19 PM
29	The staff wants to help their students and try to look out for them. Don't cut corners on student safety and what is best for the student.	12/4/2025 1:04 PM
30	Invested parents and families that take pride in their schools. Generational families that have stayed in the area and support the community	12/3/2025 11:03 PM
31	I unfortunately don't have much to say that is positive. We are planning to move out of district	12/3/2025 8:11 PM

as soon as we are able. Sutherlin has become overrun with homeless people, especially in our neighborhood.

32	Our district is student & family friendly and always has the kids best interests at heart.	12/3/2025 8:04 PM
33	This is a small community where many want the best for their kids.	12/3/2025 5:24 PM
34	Conservative, cares about our kids, likes the small town feel. Protect our kids from the 'worldly' things that are happening.	12/3/2025 5:14 PM
35	I have been very impressed by how east operates effectively	12/3/2025 5:14 PM
36	Our school and community go hand in hand. We have the best support for the school from our Rotary club financially. We have an amazing list of community members who support us through field trips for free; the fire department, police station, post office-We also have the most amazing Resource Officer- We have community outreaches through the Lions Clubs who do vision screenings and give out food bags to families in need. Sutherlin is all about community and schools being connected.	12/3/2025 5:09 PM
37	We have very caring staff and parents. Although they want what is best for our schools, they can't always provide financial support, but they volunteer and find others ways to support our schools and students. We have strong values in our community. We believe in supporting students through high expectations, consistent expectations, and we know that students need boundaries and consequences when necessary and we don't shy away from holding students accountable for their actions. The same applies to staff.	12/3/2025 5:03 PM
38	We have a small town community where people stay for a while. Family orientated	12/3/2025 4:55 PM
39	Sutherlin schools maintains a culture of traditional values, including respect, hard work, consequences for one's actions, and fairness. This sets us apart from most of the schools in the area.	12/3/2025 3:25 PM
40	Lots of opportunities for kids to be involved. Teachers you can talk to if you have problems. Great supportive administration. Admin that supports school events/activities. Admin that supports it's teachers and wants what's best for kids.	12/3/2025 3:17 PM
41	People,parks,small community	12/3/2025 3:08 PM
42	Rural setting with a lot of outdoor activities. Centrally located, "the gateway to recreation" 1hr to the coast, 1hr to Eugene, 1 hr to the Umpqua National Forest. Affordable housing in relation to statewide prices. Active Civic Events, Light Parade, Rodeo, BBQ throw-down, Blackberry Festival, Music off Central. Community support for the schools (civic organizations like Lions, and previous mentioned event committees. Best FFA program in the State!	12/3/2025 2:08 PM
43	Small community, know the superintendent and school board members.	12/3/2025 1:25 PM
44	We are family oriented and need to feel valued and heard	12/3/2025 1:16 PM
45	Parents and teachers collaborate well together for the best interest of students. The community is actively involved in identifying solutions.	12/3/2025 1:00 PM

Q2 What issues and challenges should the superintendent be aware of as he/she comes into the district? (This information is shared with the final candidates.) ¿Qué cuestiones y desafíos debe tener en cuenta el superintendente cuando llega al distrito? (Esta información se comparte con los candidatos finales).

Answered: 47 Skipped: 0

#	RESPONSES	DATE
1	a range of recent staff problems that have hit social media with less than all of the facts	12/11/2025 2:50 PM
2	The district has serious issues that need to be addressed immediately. Bullying is a major problem — not only among students, but also involving certain staff. There have been multiple incidents over the years that should have resulted in employees being removed much sooner. The pattern of hiring, oversight, and accountability needs to be reviewed, because some of the past situations were extremely serious and damaged trust within the community. There is also a lack of consistency and transparency in school policies. For example, East Primary is the only school in the area that does not allow Halloween costumes, even though every surrounding school — including preschool and Head Start programs — allows them with clear guidelines. Parents have offered reasonable solutions and support, yet the decision-making process feels closed-off and dismissive. Many families feel their concerns aren't heard or taken seriously. Half days are another point of frustration. They create unnecessary stress for parents and do not provide meaningful instructional time for students. Other nearby districts manage their calendars more effectively, and the contrast is very noticeable. This year's school calendar in particular has been especially difficult, and it's clear the planning behind it needs improvement. Finally, the district has had incidents involving administrators and teachers that led to serious consequences, followed by a lack of transparency around how those situations were handled. The use of district funds in connection with these incidents has raised concerns, especially when families are repeatedly told that budget cuts are the only solution. The community needs leadership that prioritizes students, communicates openly, and restores confidence in how decisions are being made. Overall, we need a superintendent who will address these issues directly, rebuild trust, and make it clear that the students' well-being comes first!	12/11/2025 10:47 AM
3	That sometimes there will be something that completely changes the entire year plan and how to over come it.	12/10/2025 1:05 AM
4	<ul style="list-style-type: none">• High poverty• High chronic absenteeism with families• High needs families with buckets of trauma• Huge Special Education population (23%)• Too far from lots of resources (if you don't have a car, you are stuck)• Staff turnover (primarily classified)• Big behavior issues• Social media bashing of schools and staff• Parents demanding unrealistic things or special treatment• Personnel issues will carry over into the new leadership• Buildings aren't in great shape - especially West school – it's a dump	12/8/2025 5:45 PM
5	Our community is largely a conservative, veteran, and hunting community and was founded by blue-collar hard-working loggers. Running this district similar to a larger city like Beaverton or Medford would be a mistake. Trying to push initiatives that seem reasonable in a larger city will not seem reasonable here.	12/7/2025 11:41 AM
6	The lack of after school care for students in Sutherlin. This directly impacts students and their families	12/5/2025 7:10 PM
7	Much of the population is retired and does not want to see taxes raised. Buildings are old and need to be replaced, several bond issues have failed. The district has seen a dramatic increase in the number of students in SPED programs, with an inability to provide the necessary support personnel.	12/5/2025 6:07 PM
8	Low income families that rely on assistance and outside programs. Inequity between elementary schools. The school that is farther away does not get as much support. The school	12/5/2025 3:56 PM

that is farther away does not get to be involved in decisions often. Former personal issues that carry over. The community is very conservative and it is a hard to balance the needs of students with what the community thinks. Elementary teachers have to teach their own PE and do not have common prep time with their whole grade level. Our buildings are old and need updated (especially West).

9	It's a small community and everyone knows everyone else's business. Probably a little too much nepotism here.	12/5/2025 3:37 PM
10	Consistency across the district, rules seem to apply to some but not others. Favoritism to both students and staff, depending on who are and who you are related to.	12/5/2025 2:36 PM
11	The district's image has taken on a little tarnish the past few years, through the actions of 2 disgruntled employees. It will be a challenge for our new superintendent to combat that, deal with the consequences of their sustained attack and try to prevent further damage to the district and the employees of the district. It has affected our folks very negatively.	12/5/2025 1:05 PM
12	Be aware of teachers that put on an act. Listen to students when they get the courage to speak up about teachers. It is SO crucial.	12/5/2025 1:01 PM
13	Making sure that people hired on do not succumb to relations with children. I was shocked learning of the very few I have worked with doing so. I want to make sure the students and their families are safe and don't need to worry about sending their kids to school.	12/5/2025 11:38 AM
14	not sure.....	12/5/2025 10:44 AM
15	Issues: Employees who are lazy and take advantage of the system. Student education level low for national standards, and budget deficits. Challenges: Getting employees to do their actual job consistently instead of calling in sick all the time, finding good quality employees, increasing the student average, and budget management.	12/5/2025 10:37 AM
16	As with any small town school district, there are people who have negative opinions about decisions that have been made in the past. Social media platforms cause issues at times. Navigating past issues that come up and helping us over come them while reminding members of the community that the students come first. We have great facilities. Helping us continue to expand and upgrade where we can would be a high priority for me.	12/5/2025 10:35 AM
17	There is significant work that needs to be done to improve Sutherlin School Districts reputation regardless of what the outcome of the legal challenges are. The school district needs to engage the community more and tell its story of the immense benefit it provides the community and how without successful schools Sutherlin will not see the growth and development it needs. We need to decide if we are a community that cares about our kids and if so how everyone can step up. Maybe it's an opportunity to decide what we are going to be excellent at and tell the community. I know the district has done some quality and innovative work sharing that out so people know more of the good things and can focus less on the negative press. There needs to be significant trust building work between school district, parents and general resident. Ensuring not just families with kids in the system care but the whole community cares will be critical if there is ever to be a successful bond. Our schools needs significant investment having students attend class in modular buildings does not tell our students we believe in them and they can and will succeed at whatever it is they choose to do. We need to create more pride in our school system and that starts with more communication, transparency and trust building. Let people ask the hard questions and answer as best and honestly as the district can. There seems to be a culture of gossip and allowing questionable behavior having strict boundaries that applies to everyone may be needed along with strong leadership to ensure there is quality and consistency across all the schools.	12/5/2025 10:27 AM
18	The staff needs support when it comes to dealing with parents that are not fulfilling their part of plans involving their child.	12/5/2025 10:20 AM
19	It is important to have a good relationship with both bargaining units. If the relationship is good then challenges will be easier to overcome.	12/5/2025 10:18 AM
20	I think the biggest issue is the socioeconomic disparity between families. You have families who live at the golf course and buy their kids cars and take vacations three times a year to places like Hawaii, Disneyland and Mexico, while you have other families whose students have never left Douglas County and live in a relative's house where there are three people to a bedroom with two people who sleep in the living room. I think the superintendent needs to be aware of this, but also needs to know that the public at large will tar-and-feather any of us at	12/5/2025 9:37 AM

~~Sutherlin~~ will via Facebook in a scathing swath of rumors and half-baked denouncements of staff and school services.

21	the small town poverty and issues that result from it and how it dominates our schools	12/5/2025 9:34 AM
22	We have no money. We are not likely to get more. The funds used as an incentive to get you to come here will come at a cost to our students and their future prospects. Also, We can't get a bond measure passed to replace a school so old people are retiring from teaching there who went there as students.	12/4/2025 10:17 PM
23	We have many low income families who struggle with meeting basic needs. Before school and after school childcare is also an obstacle many parents face. With no local after school programs available it is difficult for families. This has also caused Sutherlin families to have to leave the school district.	12/4/2025 9:58 PM
24	Large population of students that qualify for free and reduced lunches.	12/4/2025 9:45 PM
25	We have a lot of families and students in poverty and who have experienced trauma. We have a more conservative community so someone with extreme liberal views might struggle to connect. Like any school district there is never enough time or money.	12/4/2025 9:32 PM
26	Would be easier to answer, if I knew the duties of the superintendent.	12/4/2025 8:28 PM
27	We really have a hard time with proper teamwork within certain areas, Keeping each other accountable but also helping each other with able things when caseloads are heavy. Also staffing placements where we really need them.	12/4/2025 8:06 PM
28	Social media and working with low income families	12/4/2025 5:31 PM
29	The issues and challenges that our district has been addressing are the challenges that stem from being a rural community in Oregon. Today's current education environment and specifically the mandates coming down from Oregon Department of Education have not aligned with the values the majority of our residents and parents hold true. Our district administrators, especially at the upper grade levels, know our values and have worked to navigate these mandates from the ODE as well as doing what our community feels is best for our children. Unfortunately, at the grade school levels they are not able to fully support a learning environment due to the behavioral issues that are not allowed to be addressed through actual consequences. It is my understanding that the ODE does not allow children in the grade school level to have any kind of behavioral consequences thus it is created an environment that is not only a poor learning environment but a safety issue with children having outbursts and throwing furniture at teachers and other students. Whole classes have to be evacuated on a regular basis. This must be addressed by the new administration. Our schools and children are suffering from deteriorating facilities that need funding to bring them up to not only aesthetic but most importantly, safe standards. Our population is not supportive of the school and have failed multiple times to pass a bond to address these issues.	12/4/2025 3:19 PM
30	For the most part, the staff at the schools will work together to get a solution to a problem but some staff are a tad overbearing at times and do not work well with others.	12/4/2025 1:04 PM
31	Low income families, bullying has been infiltrating even into the younger grades and there are increasing numbers of behavior issues which are impacting the education to all students	12/3/2025 11:03 PM
32	The school seems to hire based on who you know or nepotism	12/3/2025 8:11 PM
33	Past issues the district has had to deal with.	12/3/2025 8:04 PM
34	Children with learning disabilities need more. They are pushed through elementary schools but expected to then succeed in high school where the kids only want to be seen as normal so they don't ask for help. The drug issue is staggering for kids here. Bullying is an issue everywhere and here is no different.	12/3/2025 5:24 PM
35	Please keep us small. We want to stay Oregon. Not Portland.	12/3/2025 5:14 PM
36	There seems to be a lot of division and people not doing the right thing. And secrets.	12/3/2025 5:14 PM
37	Safety at the middle and high school since it's an open campus.	12/3/2025 5:09 PM
38	There has been turmoil in our district recently that has divided our community. Staff in Sutherlin stays strong in our dedication and commitment to our schools but there are people in our community who consistently try to tear it down.	12/3/2025 5:03 PM

Stakeholder Input Form--Sutherlin School District (español e inglés)
 Formulario de comentarios de las partes interesadas: Distrito Escolar de Sutherlin

SurveyMonkey

39	Drug use by parents lends to students who cannot regulate their emotions and are at slower learning levels. I don't think the education at the higher levels is spectacular and they focus on grades and sports.	12/3/2025 4:55 PM
40	The superintendent should understand how to balance the requirements of the state and federal governments against the needs of the students and the wishes of their families.	12/3/2025 3:25 PM
41	Middle school overcrowded PE classes. Middle school uneven punishments (no difference between major and minor infractions). Good Ol Boys Club withing the coaching world. Lack of consistency within the athletic world...6th graders can try outthen they can't - Only 8th graders can go to open gym w/HS....then they are allowing 6th graders.	12/3/2025 3:17 PM
42	Small town Quiet compared to big city	12/3/2025 3:08 PM
43	With a rural setting, comes a rural populace who do not always understand that local schools are funded by the state and that ODE designates the curricular standards that must be taught. Often the policies and requirements that schools must follow legally, are not controlled at the local level. Sutherlin is economically disadvantaged, with few employers and high rate of poverty. Sutherlin has a large population of retired folks who are on a fixed income and are unwilling to support a bond for replacing or upgrading aging facilities. Douglas County in general while support sports and youth activities does not have the civic spaces, courts, fields that exist in other areas putting our athletes at a disadvantage, unless they have parents of means. Similarly Sutherlin schools, with the exception of FFA, provide few opportunities to see and experience a world outside of Douglas County.	12/3/2025 2:08 PM
44	There are multiple lawsuits you will be walking into that directly involve decisions made by the school board and prior superintendent. You will be walking into a position that has been ran by a man that doesn't follow rules/laws and mistakes likely will have a lot of clean up to do. Your school board will expect you to lead them and not the other way around. Your walking into a mess...good luck.	12/3/2025 1:51 PM
45	Older school buildings that need to be replaced and Sutherlin has not been very supportive in passing bonds.	12/3/2025 1:25 PM
46	There will always be pot stirrers trying to fix things that aren't broken. Just over crowd them with kindness	12/3/2025 1:16 PM
47	Students are challenged with many of the common challenges that are present in any district. They experience bullying that needs to be quickly addressed and not pushed under the rug. The class sizes are well distributed. There are security needs that have not currently been addressed protocol and processes need to be established to prevent safety risks to Staff and students.	12/3/2025 1:00 PM

Q3 What skills, qualities or characteristics should the new superintendent possess to be successful here? (This information is used as we screen potential candidates.) ¿Qué habilidades, cualidades o características debe poseer el nuevo superintendente para tener éxito aquí? (Esta información se utiliza cuando seleccionamos candidatos potenciales).

Answered: 46 Skipped: 1

#	RESPONSES	DATE
1	Understanding of Sutherlin community, values, politics, and concerns. Need someone who has worked here and is vested in continuing their career here - not just a stepping stone to a bigger district. Need to have good communication skills, a strong leadership history, and good working knowledge of special education.	12/11/2025 2:50 PM
2	The new superintendent needs to genuinely care about our kids and take parent concerns seriously. We need someone who has zero tolerance for bullying — from students or adults — and who enforces consequences consistently, not only when harm has already happened. They should be able to manage the budget responsibly and prioritize students, not spend money on covering up problems. Strong communication is absolutely essential. Families deserve clear, honest updates and a leader who actually listens. We also need someone who supports a positive school environment. That means addressing staff who are consistently rude, harsh, or unprofessional. Our district does not need more yelling or intimidation — we need someone who understands that emotions are normal and should be handled in a healthy, respectful way, not suppressed. The superintendent should also understand modern expectations. This is 2025 — many workplaces accept tattoos, dyed hair, and comfortable clothing as long as it's appropriate. Using outdated job comparisons to restrict students or shame them is not effective. Overall, we need a leader who protects kids, respects parents, communicates openly, upholds accountability at every level, and is not intimidated by parents advocating for their children.	12/11/2025 10:47 AM
3	Just be a good person all in all. Try and be open and around the students a lot more and get to know some of them.	12/10/2025 1:05 AM
4	• Flexible thinker • Visible in schools • Listens to all sides • Experience in elementary and secondary classrooms • Been a principal and a teacher (for a decent amount of time) • Able to make decisions, willing to share the decision-making process – transparent • Compassionate • Decisive • Not afraid of conflict • Unbiased • Resourceful • Connections with the community • Wants to satyu • Good communication skills • Involved in support with the admin • Follow through • Not punitive • Good relationship with the unions • Tech savvy • Support staff over parents • Make connections with staff • Show up at events • Volunteer just like staff • Slushy machine for West school • Mascot for every building • Willing to fire people who need to be fired.	12/8/2025 5:45 PM
5	Patience. Openness with regards to why promised actions could not be completed instead of hiding factual reason why. For example, districtwide upgrading of drinking fountain systems to provide better water for the kids being cancelled 'just because' instead of explaining why another project needed the money more etc. Also, the ability to actively listen to all parties involved. The individual schools are run based on communication and if the communication breaks down, we cannot implement the great ideas the teachers' (who work directly with the students day to day) ideas at the administrative level properly.	12/7/2025 11:41 AM
6	Listening, truthful, transparent, financially adept and knowledgeable, a good communicator, respectful and believes in God and our Country. Thinks of the future, puts students first.	12/5/2025 6:07 PM
7	Have experience as a principal and be able to support new principals and hold them accountable. Having experience as a teacher. Supportive of staff. Involved in community and student events. Being open to suggestions. Being decisive when needed. Financially responsible. Being willing to fire staff when needed even if the spot is hard to fill.	12/5/2025 3:56 PM

Accountability for all of the members of administration. Knowledgeable about both elementary and secondary needs.

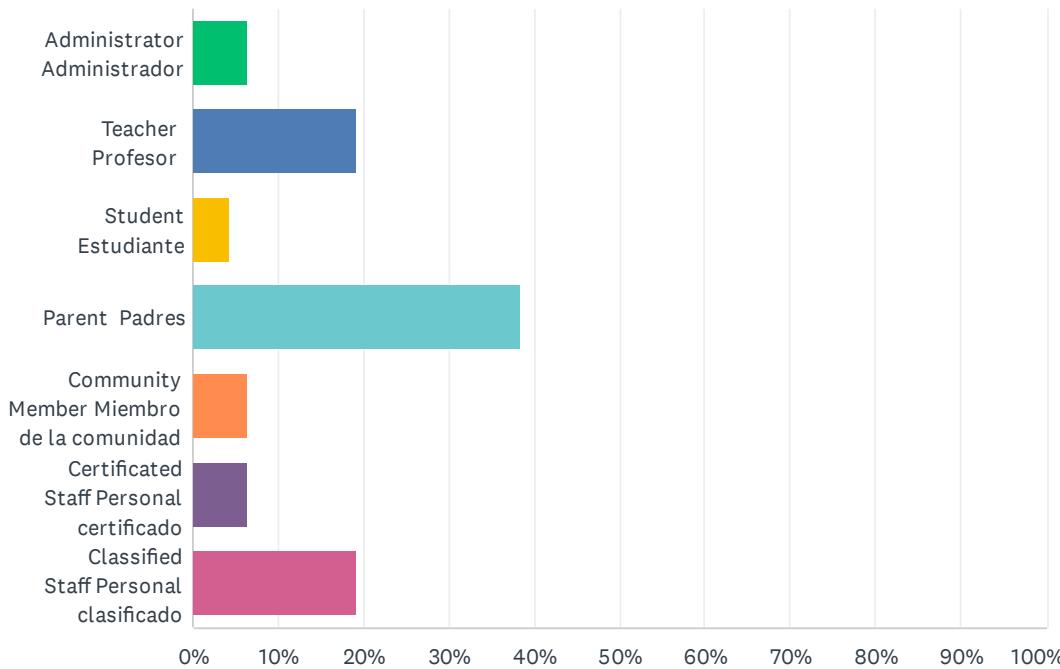
8	Back the teachers when parents are asking for something outlandish.	12/5/2025 3:37 PM
9	Being able to see the whole picture of the district, the needs differ from school to school and being able to see that and be fair in the process.	12/5/2025 2:36 PM
10	Don't re-invent the wheel. We know what our jobs are and we do them very well. Be visible, in the buildings and in the community. Be available - recognize that everyone's time is equally important, even the superintendent. Be approachable - be available for folks to bring up concerns, constructive criticism, professional issues and even person ones, if need be. Work with the unions for the benefit of our respective staff. Be the boss without feeling the need to use the position as their only identity. Be down-to-earth.	12/5/2025 1:05 PM
11	should be willing to take criticism and utilize it properly.	12/5/2025 1:01 PM
12	A born-leader, someone who isn't afraid to take a stand when needed. I also think it would be awesome to have someone with strong previous experience.	12/5/2025 11:38 AM
13	The candidate should have great people skills and be skillful at assessing when kindness and grace is needed and when it is not. He or she must have integrity and be willing to do what is right regardless of popular opinion. Of course, a proficient knowledge of education and educational law along with the business savvy of running a school district is essential. Ultimately, he or she should always do what is best for kids.	12/5/2025 10:44 AM
14	Skills: Work experience in public schools, understanding of the ins and outs from the school to the DO aspects and organizational skills. Qualities: High work ethics, confidence, teamwork and honesty. Characteristics: Caring, skill variety, and task oriented	12/5/2025 10:37 AM
15	I think Sutherlin thrives on collaboration. Having a leader who is willing to make hard decisions but also listen to his team of administrators and educators for input, is important. Being able to think on issues before making decisions. Supporting the needs of staff and students is priority number 1.	12/5/2025 10:35 AM
16	Under stands rural schools and communities is first and foremost! Strong leadership, Steadfast morals and values that reflect the school district and community of Sutherlin , trust building and remediation skills, collaborative, humble, motivated and not looking for their last stop before retirement but in it for the long haul because this type of change is going to take years, excellent communication and listening skills, ability to engage with diverse people (ethnic/socioeconomic/rural/age etc). Incredibly motivated and visionary and most importantly strategic and a critical thinker. They have to care and be committed to this place and willing to engage with the community more frequently and tackle head on the hard stuff.	12/5/2025 10:27 AM
17	While we strive for professionalism and quality of character in education, we are also fun loving and encouraging to our coworkers. Assuring that there is balance in serious matters and light heartedness in times of fun or stress relief is important. We also seek encouragement and gratitude from our superintendent.	12/5/2025 10:20 AM
18	Be able to live in a small community. Honesty and transparency. Sense of humor. Get out of the DO and see what is happening in our buildings.	12/5/2025 10:18 AM
19	Because of this, we need a superintendent who is actually going to have the backs of our staff. [REDACTED] and [REDACTED] have always made me feel supported, even when things happen. We need that kind of superintendent. Sometimes superintendents will pander to the public (and the board) in order to make everyone happy. I have also had the privilege of working for another superintendent from another district who worked so hard during COVID to shield staff from the (for lack of a better term) witch hunts and mob mentality that the community (not ours but in Douglas County) had formed against the district employees. So, we really need a superintendent who won't throw us all under the bus in order to save their own skin. And, we need a superintendent who won't just target Admin to save their own skin. Finally, we need a superintendent who will be firm with the board and not let them make weird decisions that undermine staff's efforts. We need a superintendent who can foster healthy communication between the two unions and play by the contracts' rules; we don't need one who will do "whatever they want" and not play nice with the unions.	12/5/2025 9:37 AM
20	open minded	12/5/2025 9:34 AM
21	The ability to juggle both the concerns of the public and the needs of the students.	12/4/2025 10:17 PM

22	The new superintendent should be honest, loyal to their staff, students, families, community. They should support youth sports programs k-12 grade. Have a forward thinking mindset and open to learning and doing what is best for the Sutherlin School District.	12/4/2025 9:58 PM
23	Listen first and then Let your Yes be Yes and your No be No.	12/4/2025 9:45 PM
24	They must communicate effectively and often. Be transparent, and willing to learn and grow. Student centered in all decisions. Willing to listen and problems solve with the staff and community. Understand and value small rural schools.	12/4/2025 9:32 PM
25	A people person, and enjoys seeing our students and staff. Frequent visits to our school from the superintendent.	12/4/2025 8:28 PM
26	Leadership with not only ability to step in, but also ability to understand and communicate with us the direction clearly with taking in feedback when necessary. Seeing eyes and open heart with working thoughts.	12/4/2025 8:06 PM
27	Someone that will investigate the issue and not just take one side of the story as the only trutg	12/4/2025 5:31 PM
28	The new Superintendent must be hard working and willing to put in the extra time to make a presence in our schools and community. They need to have the kind of attitude that when a spill happens, they're not afraid to push a broom or a mop. Do they put off issues because that's not in their job description? When reviewing letters of reference, look for people that are not only well respected by those who oversee them but that are admired by the IA's, the janitors ands the kitchen staff. Do they support and respect everyone in the school environment? The new Superintendent also needs to be able to dream big, much like our past City Manager, [REDACTED]. Have they taken initiative in their current district to think outside the box and look for other ways to accomplish their vision? Do they work with community members and find resources to better their school environment through creative means, not just the easy route? Did they involve the right stakeholders in planning and decision making? These are the qualities and attributes that would harmonize well with our community and school to create the best environment for student success.	12/4/2025 3:19 PM
29	Approachable to younger students to adult members of the community. No need for a suit and tie here but does need to carry themselves professionally.	12/4/2025 1:04 PM
30	Being transparent and available to ask questions of. Being someone who can stand by their convictions even when it may not be popular. Being honest and trustworthy. Someone who has the characteristics that we want our children to have (honor, grace, trustworthiness, patience, respect, kindness, fair, etc)	12/3/2025 11:03 PM
31	Not from this area originally and someone that will not fall into local politics	12/3/2025 8:11 PM
32	Flexible, yet firm. Family oriented for staff and students. Supporting all sports activities and clubs. Open minded yet focused on betterment of the district.	12/3/2025 8:04 PM
33	Thick skin. Obviously, parents all have their ideas and opinions. Understanding, in order to see things from all sides. The ability to think outside the box especially where funding is concerned.	12/3/2025 5:24 PM
34	Conservative, cares about our kids, likes the small town feel. Protect our kids from the 'worldly' things that are happening.	12/3/2025 5:14 PM
35	Unbiased and does what is right for the staff and students.	12/3/2025 5:14 PM
36	They need to be involved and present in all the schools; our current superintendent makes it to the PTO events like the family glow party, football games, in the classrooms- he laid wreaths at the VA hospital. We need someone present for our students and our staff. He needs to be supportive to our staff when big issues come up.	12/3/2025 5:09 PM
37	Our superintendent needs to be strong both ethically and in the face of adversity. We need someone who will be a part of our small community and who isn't afraid to show continuous support of our staff and students. We need someone who stays abreast of all legal issues that will affect a small community.	12/3/2025 5:03 PM
38	It would be nice if we didn't have a pervert running the district. There seems to be a lot of weird things in this district and it would be nice to have someone in control who isn't hiding anything and cares about the students and their families and one who can give the teachers the support needed.	12/3/2025 4:55 PM

39	Wisdom, humility, compassion, and caring.	12/3/2025 3:25 PM
40	Supportive to all teachers, clubs, teams, groups, ect. Help support teachers do what they know is best for their class. Approachable, kind, fair,	12/3/2025 3:17 PM
41	Friendly, available, goes to the school events, will listen to parents and students	12/3/2025 3:08 PM
42	I would like to see a candidate who is professional (dress professionally) and is knowledgeable of state and national trends in teaching and learning. Someone with a strong curricular background, who is innovative and willing to think outside the box, instead of having if it ain't broke don't fix it attitude. We need to both prepare our students who wish to go to a 4 year university with the skills and level of rigor that requires as well as those wanting to go into the trades and immediately into the workforce. Someone with an understanding of current technology trends in AI and can articulate a policy for staff and students. Someone who can navigate and push back against the good ol boys club, instead of joining and perpetuating that system. I liked to see someone with successful leadership experience, more so than just locally. Granted they must have a understanding of how small town/school politics work, but it sure would be nice to have some fresh perspectives. Someone who can work with the civic organization not join allowing a co-mingling of agendas. The board has hired two consultant firms and both times hired from within. Someone they could micromanage and who has allowed them to push personal agendas.	12/3/2025 2:08 PM
43	Knowledge and experience in equal and fair treatment to all. Be able to make tough decisions when it comes to budget cuts. Look into giving certain administrators roles within the classrooms, ie high school AD, school district office administrators, Dean of students. Be able to make decisions that are best for students, not what specific staff want. Through Terry's reign the district has been run by a group of "good ole boys," anyone who has challenged them has been pushed out. There is very little trust between the school district and the community. Having a strong mindset in the business of running a school district, being competent in your role, and having a good moral compass are qualities that I feel are important.	12/3/2025 1:51 PM
44	Approachable and good at communicating with parents and staff.	12/3/2025 1:25 PM
45	Patience. The ability to work cohesively with his team. Listen to constructive advice from peers who are hard workers and good reputations.	12/3/2025 1:16 PM
46	Someone who is analytical and able to manage conflict effectively. Someone who is responsive and able to understand root cause based problem-solving instead of being reactive to the heightened problems that come up. Someone who is able to identify long-term strategy. Someone with experience in security protocols.	12/3/2025 1:00 PM

Q4 Please indicate the stakeholder group you represent: Indique el grupo de partes interesadas que representa:

Answered: 47 Skipped: 0



ANSWER CHOICES	RESPONSES	
Administrator Administrador	6.38%	3
Teacher Profesor	19.15%	9
Student Estudiante	4.26%	2
Parent Padres	38.30%	18
Community Member Miembro de la comunidad	6.38%	3
Certificated Staff Personal certificado	6.38%	3
Classified Staff Personal clasificado	19.15%	9
TOTAL		47