Stakeholder Input Report for

Bayfield School District

Bayfield, Colorado

submitted by

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Bayfield School District
Bayfield, Colorado
District Stakeholders Report
March 2025

Executive Summary

On March 10, 2025 consultant Dr. Christy Sinner conducted open sessions with district stakeholders offering groups associated with the Bayfield School District to give input. The consultant gathered input from approximately ninety (90) individuals in these sessions regarding the selection of a new superintendent for the Bayfield Schools. Outlined on the first four pages is an Executive Summary of the major themes expressed from the open sessions. Following the Executive Summary is a compilation of all the input received from the groups in response to four questions asked of each group. Following the input received from the in-person sessions are the online survey data including graphic representation of who submitted input, responses that have not been edited and are printed as entered by the stakeholders but with personally identifiable information blacked out, and a world cloud showing the words most commonly used in the responses

Tell us the good things about your community:

Bayfield is a close-knit, family-oriented community that prides itself on its rich traditions, strong community ties, and supportive environment. Nestled in a beautiful rural setting with easy access to nature, Bayfield offers a safe and comfortable atmosphere where everyone knows one another, creating a deep sense of belonging and connectedness.

The community thrives on its passion for sports, with events bringing together multiple generations to support local teams and celebrate shared traditions. Schools play a central role in Bayfield's identity, boasting excellent facilities and strong financial backing from the community. Residents take immense pride in their schools, ensuring they remain a cornerstone for growth, connection, and opportunity.

Bayfield is characterized by its willingness to embrace change while honoring its agricultural heritage and long-standing values. The town is growing slowly, attracting those who appreciate its laid-back lifestyle, low crime rate, and the comfort of knowing what to expect when living here. Many families have resided in Bayfield for generations, contributing to a culture where people recognize each other, help one another, and maintain a strong sense of community support.

Local businesses add to Bayfield's charm, reflecting the community's dedication to preserving its rural essence without the intrusion of large chain stores. The town values outdoor activities and fosters an environment where volunteering and participation in school and community events are highly encouraged.

Bayfield offers a wonderful place to raise children, with a village-like atmosphere that nurtures growth, safety, and belonging. As the town continues to evolve, it remains committed to balancing tradition with new opportunities, ensuring its future is as vibrant and connected as its past.

Tell us the good things about your school district:

Bayfield School District is a dedicated, student-focused educational community that balances rich traditions with forward-thinking innovation to support student success. As the heartbeat of the community and the largest employer in Bayfield, the district prides itself on its strong sense of connection, collaboration, and trust among students, staff, and families.

The district's small size fosters a close-knit environment where students are known by name, ensuring personalized attention and support. High expectations are set for both students and educators, backed by instructional coaching, teacher development programs, and financial support to meet school needs. Staff longevity and pride in the district contribute to a stable and experienced workforce committed to nurturing student growth.

Bayfield offers diverse opportunities for students to explore their passions through robust Career and Technical Education (CTE) programs, dual enrollment classes, extracurricular activities, and strong performing arts and athletics programs. Partnerships with regional organizations and access to broader educational resources enrich the student experience, preparing them for life beyond graduation.

Community engagement is at the heart of the district, with open communication and a willingness to listen to public input. Facilities are well-maintained and continually upgraded to provide a safe, welcoming environment. Programs like the Boys and Girls Club and summer care options strengthen community ties and support families year-round.

While celebrating its successes, the district acknowledges areas for growth, such as enhancing support for special education and life skills programs, expanding career exploration classes, and providing additional resources for in-school clubs. Efforts are ongoing to retain talented staff, increase teacher pay, and further develop pathways for student achievement.

Bayfield School District stands as a place where students come first, educators are valued, and the community takes pride in its schools. The district's commitment to blending tradition with innovation creates a nurturing environment where students are empowered to thrive academically, socially, and personally.

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

The district is at a crucial turning point, striving to preserve its small-town values while embracing thoughtful, student-focused growth. The community seeks a superintendent who is present, accessible, and dedicated to the long-term success of the schools and the broader community.

The district has several key strengths, including well-maintained facilities, strong community involvement, and positive initiatives like its partnership with Studor Education, which has laid a solid foundation for continuous improvement. However, challenges persist, such as high turnover in staff and leadership roles, ongoing difficulties in recruiting and retaining teachers, and the need to elevate academic expectations. Online classes, particularly in subjects like math, Spanish, and science, are not adequately meeting student needs, and communication gaps between administration, staff, and families have created a desire for greater transparency and open dialogue. Additionally, discipline policies require reassessment to ensure fairness and to promote more positive behavior reinforcement.

Community priorities center around stability, student-centered learning, improved communication, teacher support, inclusivity, and financial transparency. There is a strong desire for a long-term superintendent who can understand the district's unique culture and provide steady leadership.

The path forward calls for a leadership approach that emphasizes listening, collaboration, and meaningful engagement with the community. Establishing regular town halls, creating advisory councils, and ensuring a visible leadership presence can help bridge communication gaps and rebuild trust. Prioritizing teacher development, enhancing academic rigor, and fostering supportive environments for both staff and students are essential for long-term success. The district stands poised for positive change, with the right balance of honoring traditions while embracing opportunities for improvement. A superintendent who champions collaboration, communication, and community engagement will be key to achieving these shared goals.

What characteristics the new superintendent should have to be successful?

The ideal leader for Bayfield School District embodies a unique blend of vision, integrity, and community commitment. This individual demonstrates exceptional leadership and communication skills, with the patience and persistence necessary to make informed decisions and stand firmly behind them. Grounded in a small-district mindset, they understand Bayfield's unique values and dynamics, fostering a balance between honoring tradition and embracing innovation.

A true instructional leader, they empower administrative teams to lead change, mentor executive staff, and champion best practices. They possess a deep understanding of all developmental stages, supporting alternative educational pathways and continually seeking growth through a model of continuous improvement. Their ability to see the big picture ensures that every decision reflects the diverse needs and passions of all students.

This leader values presence — both in school buildings and the broader community — building authentic connections with students, staff, and families. They understand the importance of being visible at events, knowing staff names, and appreciating the work being done across all departments. A clear, approachable communicator, they listen actively, provide transparent decision-making, and champion inclusivity, recognizing the contributions of every team member, from paras to certified teachers.

Financial acumen, policy knowledge, and HR experience equip this leader to manage district resources responsibly, ensuring fiscal sustainability without compromising student outcomes. They advocate for professional growth, empower staff autonomy, and foster accountability through trust, not oversight. Their approach balances firmness with fairness, maintaining non-negotiables while encouraging creativity and innovation.

Rooted in the community, they seek long-term commitment, embracing Bayfield's values while bringing a fresh perspective to inspire positive change. With humility, empathy, and a solution-driven mindset, they model professionalism, advocate for vulnerable students, and ensure the district's mission remains focused on what matters most: the kids.

This leader is more than a figurehead; they are a bridge builder, a visionary, and a steadfast advocate for students, staff, and families alike. Bayfield deserves a leader who doesn't just fit in but stands out, shaping a future where every student thrives.

Tell us the good things about your community:

- Sports
- Travel well
- Family oriented
- Outdoors
- No green crust stores in community
- Size
- Know people
- Growing slowly
- Rural
- Low crime
- Weather great
- Farming
- Laid back
- Somewhat divided with rural and city transplants
- Passionate
- Family and support each other; everyone pitches in
- Thrive on tradition and willing to change
- Support of schools - financially passed measures to help schools
- Pride in schools established
- Small community - know each other and grow up together
- Sense of knowing each other and what community means

- Connectedness between schools - no silo or isolation
- People want to stay and be a part of community long term
- Pride
- Sports events bring in older generations
- Small community
- Care about each other
- What happens in schools known in community
- Ethics coming in that realize that
- Good community
- Love it here
- Everyone knows everyone
- Bayfield is a family
- Some will like and some will not since it is small
- Social media will state good and bad
- Staff kids in system
- Connected
- Everyone knows someone
- Get along with each other
- Comfort living here
- You know what you are getting when you are here
- Safe
- Comforted
- Strong basis for each other
- Can talk to people
- Understanding of each others situations
- Help each other out
- Really good at giving back
- Small
- Friendly people
- Schools are good
- Rural
- Low crime and minimal issues
- Safe
- People are nice in the schools
- Growing
- Best kids
- Tight night
- Caring
- Conservative
- Love being here
- Small
- Know each other
- Care about each other
- Small town environment
- Nature access
- Willing to jump in and help - no matter the cause

- Love their sport
- Family oriented
- High expectations of staff and leadership
- Word gets around quick
- Everyone knows everyone
- Participation at events
- Many generations here
- Kids are involved
- Expected growth
- Willing to establish new traditions
- Beautiful area
- Strong community support
- Sense of belong
- Safe environment
- Don’t have big box stores or traffic
- Rural community
- Connection stays strong and doesn’t get lost in time
- Areas draws people back
- Deep relationships
- Historical and cultural area
- More affordable than Durango
- Values outdoor activities
- Small business presence adds to the local charm
- Volunteering and participation in school activities
- Agricultural heritage is important
- Pride
- Proud of its great kids and supportive environment
- Rich traditions
- Excellent school facilities
- Longstanding community ties, with some families living there for generations.
- Family oriented
- Small town feel
- Low crime
- Great place for kids to grow up
- Sense of community
- People recognize each other
- Town is growing
- Mix of tradition and new experiences
- Many supporting organizations
- Low traffic
- Have passion and care
- Wonderful library
- Bayfield is a village to raise our kids
- Slower pace in a healthy way
- Community supports district

Tell us the good things about your school district:

- Good size
- Not too big and not too small
- Dedicated workers
- Treat people well
- Effort to remedy situations that are unproductive
- Change is necessary
- Open to public comment
- Listen
- Solid place to work
- Stay a long time
- Have a good crew and plenty to do
- Initiatives are aligned district wide to scale up
- Small size allows students to be seen
- Students know each other and staff share
- Willingness to collaborate
- High expectations for students and teachers
- Support for high expectations
- Instructional coaching at each building via principal
- Trust
- Willingness to try new things and experiment
- Financial support for school needs
- Schedule is good
- Fridays are time to work; every other Friday
- Vertical alignment meetings happen
- Opportunities for students to find their passion - CTE, extra curricular activities
- Support well rounded education
- Celebration of groups and students
- District works with partnerships with outside organizations and they are valued
- Good facilities overall
- Good teams throughout - transportation, nutrition
- Knows everyone by name
- Dedicated staff
- Can retire from the district
- Moving in a better direction with keeping staff
- District isn't woke; no porn in the library
- Hire from within who knows, cares, and is invested
- Our reputation means a lot
- Want our kids in our school
- Good connection with teachers
- Not a lot of new teachers; know from past
- Recognizing peoples accomplishments - student of the month; citizen of the month
- Understanding peoples passions and lifestyles
- Relationship with teachers and administration is personable

- Understand situation you are dealing with
- Done a lot for CTE - resources, recognition, opportunities
- Other programs overlooked - life skills and sped under stress: need support and resources
- Growth for in-school clubs and classes: engineering
- More academic focus over sports
- More after high school classes desires for what we want to do: needs some general classes that focus on these; class based learning for career exploration; public speaking
- Effort into what each student needs
- Try to keep staff and maintain them
- CTE program developing to figure out pathways
- Athletics program
- Opportunities for students - dual enrollment classes
- Kid focused
- Good climate
- Community support - boys and girls club
- 4 day school week
- Admin and teachers are putting effort into communication to families and students
- Hard workers
- Sense of pride being part of the district
- School is pride to work for school district
- Comforting and welcoming
- Care about the kids
- Staff is wonderful to work with
- Consistent
- Listen to communities voice
- Held accountable
- High expectations for students
- Staff is friendly and willing to work with each other
- Staff retention at primary and intermediate
- Collaborative
- Heartbeat of the community
- Biggest employer in Bayfield
- Upgrades in buildings
- Great SROs - kind, gracious
- Safe
- Better pay for teachers and staff
- Celebrating the good things that happen
- Boys and Girls club - summer care
- Extracurricular opportunities
- Willing to establish new traditions
- High academic achievement
- Special education support with BOCES - strong advocate
- Access to regional educational opportunities
- Teacher development and staff support
- Dedicated educators
- Well developed programs

- Strong performing arts program
- Community engagement in education
- Teachers have pride
- Longevity of several staff
- Facilities are overall nice
- Students care about their education
- Alternative high school is positive
- Regional collaborative - Southwest Colorado Regional Collaborative
- Para to Teacher program to gain teacher license
- District wants to keep their own
- Lots of experiences students can take with them when they graduate
- Teachers do dual role with being activity sponsors
- CTE program is strong
- Leaders and program directors who have develop their programs
- Staff is proud to work at Bayfield
- Heavy literacy focus at primary level
- Passion for students and job
- Students come first, a value shared across staff members
- Balances rich traditions with innovation for student success
- Strong communication and collaboration among teachers and support staff.
- Talented staff
- Excellent facilities overall and experienced
- Strong support for programs FFA (Future Farmers of America)
- Extra curricular are strong with so many kids involved
- Programming is vast for a small district
- Online courses available
- Focus on growth of students beyond academics
- Excellent resources
- Celebrate students
- Bring parents in to see what is happening
- Continuity from school to school
- Appreciate the buildings are well kept
- Strong GT programming

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

- Make yourself know to the district people
- Accessible to people who work here and listen
- Know longevity of district
- Stress of parents and work
- Superintendent that lasts longer than average
- Idealistic people but not aware of winters, cost,

- Small community so outspoken and driven by specific issues
- People involved in school; children education involvement
- Thick skin
- Listen and try to handle
- Schools are nice and good shape
- Good equipment in transportation
- Sports facilities are adequate - need some innovation
- Division in community with what to
- Staticness of no academic growing - catalyst of change
- Instruction needs higher expectations
- Teacher recruitment and teacher retention
- Teachers in system but not always willing to change status quo
- Push to be excellent
- Fine line of being asked to do more with less; only ask if needed
- Politically charged topics get controversial - LGBTQ, etc
- Good work with Studor Education but is stalling out - continuous improvement efforts needs to continue to grow
- Balance of hearing what works and changing what doesn't
- Alignment of practices in place
- Inspire and motivate educators
- Present and in buildings regularly
- Open change of command and communication
- Prepared for parents coming straight to them and not following change of command
- Knowledge of current school board
- Movement of staff wasn't positive a few years ago
- Teacher retention - they are coming and going
- Hire from within who knows, cares, and is invested
- Not a big city and don't treat it as such
- Don't bring your change for what is currently working - not personal aspirations
- If it's not broken, don't fix it
- Years here then move on for bigger and better
- Cost of living is high here
- Half the people wont like you
- Don't like change; like community to stay small and quiet; only change for the better
- Information spreads quickly
- Treat employees with respect
- Want kids in safe environment
- What will happen with the assistant superintendent
- Treat staff and students with respect - everyone is a person
- Do we need an assistant superintendent? We are small and shouldn't be needed
- Focus on discipline is needed
- Missed classes result in no internship and limited
- Desire for home economics class for life and basic necessities
- Business class to learn life skills
- Scheduling sometimes just ends up being filler classes and not desires
- No changes in classes for the year; want to be able to change at semester

- Changes need to be based on student outcomes and desires
- Specific teacher for strength and conditioning
- Career paths
- Sports programs are going through turnover rapidly
- Teachers coming in and out; start motivated but midyear goes to busy work and lack of patience
- Opportunity to do project based work
- Teachers are feeling restrictions on their teaching and packets are now priority
- AP is now guided notes and not projects; not prepping for exam
- Principal should take more opportunities for tutoring and prep
- Math should have two different classes: online does not work for all students (Carnigue); don't have people to connect with to learn; hard to grasp information and need steps
- Online classes aren't as affective as not engaging and real; no conversation
- Spanish, math, Econ, science, psych - too much on line classes
- Hard to get teachers here
- Teachers and kids don't have what they need; efficiency should be second and not priority
- Too much change and new teaching within the class makes it hard to connect
- Look at depth of decisions
- Keep priorities straight and moving forward
- Focus on student outcomes and what improves them
- Students want to success in life
- Hard to connect with principal with constant turn over
- Classes feel disregarded with 'reputation'
- Don't feel connection within the school; those they did have connection have left
- Standards are minimal or unreasonable
- Focus on small rules and punishable instead of big stuff
- Admin focused on students who do bad things and not the good that is happening
- Focus on what makes an impact on school
- Tardy policy - results in ISS or detention but out of their control as siblings need dropped off; younger students need dropped of later as school starts later
- Lunch line moves slow and stand in line half of lunch
- Lunch and freedoms taken away for minimal reasons
- Home situations sometimes can be a struggles; know where they are coming from
- Don't forget what it was like in high school
- Real world focus is desired
- Trust issues and lack of reliability at the high school level
- What is realistic and better the students is wanted
- Teachers can't baby sit and teach with phone patrol/responsibility of student on device
- District focused on punishment over rewarding
- Good behaviors get rewards and will increase if it is a focus
- Current good behavior system is a joke and brushed over
- Find way to enforce rules in a positive way
- Environment of school needs to be lighter; its heavy now and isn't working in this community
- Punishments don't work
- Honor roll - seemed less desirable and devalued; certificate wrong with spelling, GPA
- Don't feel valued for good things done

- Oxymorons and hypocrisy are known
- School spirit is lacking - minimal promotion of fun; winter season is lowest; causes disconnect
- Not excited to go to school anymore; its a burden
- Traditions that make school fun need to be brought back
- Seems teachers aren't being supported to enjoy their job
- Teachers seem unhappy in requirements in teaching
- Finance - need to keep an eye on
- Contract changes with teacher (will be paid in August when they start)
- Four day week contention with potential of possible change
- Clarity needed for work schedules with Fridays off
- Staff salaries
- Building usage - change of requests process
- Title IX changes
- Board election coming up - 2 potential seats open
- Budget concerns
- Student enrollment decline
- Clarity in budget allocations per department
- Don't use this as a jumping block; want someone to be here long term
- Staff retention
- Know small community aspects
- Objective when it goes to commentary
- Good listener
- Declining enrollment on top of strained resources
- Bond in near future - middle school
- BEST grant opportunity
- Cost of living - house prices
- Hard to obtain staff
- Reflecting on 4 day school week
- Chain of command needs followed consistency
- Clarity in processes is needed
- Cost of living and housing is high
- Do we need an assistant superintendent?
- Superintendent Advisory Council would be beneficial
- Be present at all events and not just sports to include knowledge bowl, band concerts, etc.
- Don't change the small district - we aren't a big city
- Rural knowledge and experience is necessary
- Change isn't needed immediately as many things are on the right tract
- Observe first the culture and strengths for establish and successful
- Top down administration has caused little bit of a crisis
- Tap into current expertise and tap into shared decision making
- Conservative community that holds tightly to traditions but knows room for growth
- Many don't like change so needs to be approached slowly
- Financial transparency
- Needs to build trust with staff and community
- Diverse populations in schools - conservative but new blood needs to be supported
- Kinds need to feel safe and celebrated for their differences

- Diversity concerns have been festering and need addressed
- Representation in leadership for all students and staff to thrive
- Pay for paras and classified need paid more for retention
- Financial transparency needed
- Concerns for special ed support in the classroom
- Everyone needs to feel safe in a conservative community
- Lack of trust and transparency between admin and staff
- Channels of dialog needed
- Sharing your voice is seen as negative sometimes
- Teachers should be part of decision making
- Chain of command breaches have happened in the past with going straight to the superintendent or board without going through the proper channels
- Townhall checkins with the staff would be beneficial for expression
- Families who aren't directly connected to the school system — like those participating mainly in sports or extracurricular activities — find it difficult to stay informed.
- Information about events, deadlines, and district-wide decisions can be hard to access, especially for families with children in multiple schools.
- Noticeable communication gap in outreach to the broader community.
- External communication strategies need improved
- Equal accountability - one standard
- Avoid any perception of favoritism or uneven discipline.
- School funding knowledge as state is changing formula
- Budgeting concerns
- Special education is a concern and might need additional resources
- Need to be aware of things going on outside the classroom - damage in bathrooms
- Supervision in hallways at high school needs increased
- Need anonymous reporting channel for students to express concerns
- Some facilities are aging and need updated
- After school care and summer care for working parents is lacking
- Partnering with local organizations to fill the gap
- Restorative justice has not worked in the past and negatively impacted schools
- Know who the directors are reach out to them for support
- High turnover rate (every 3 years) create a cycle of constant change
- Impact of 4 day school week needs looked at - Good? Or not?
- Retention is an issue - staff and superintendent positions
- Concern of where they are coming from
- What experience with the districts our size and rural

What characteristics the new superintendent should have to be successful?

- Leadership skills
- Communication skills
- Patience
- Able to make decision and stick to decision made

- Persistence
- Look at all aspects for informed decision
- In it for the right reasons
- Small district aspects
- Not big school mentality
- Professional managerial experience - beyond teacher skills
- Committed to district
- Balance of old and new
- Be present - building and locally
- Supportive
- Understand global happenings and share ideas that are working
- Networker
- Connection of resources locally and nationally
- Innovative
- Not willing to be ok with average
- Willing to state best practice and stand behind it
- Change process clear and shared
- Make positive change happen
- Mentorship skills for school executive teams - help train to lead instruction
- Strong instructional leader
- Empower admin teams to lead and effect change
- Firm with nonnegotiable but can impower in other areas
- Strong understanding of all developmental stages
- Supports alternative pathways in education
- Continuous improvement model to continually re-evaluate to grow
- Reflective
- Sees big picture of needs for all students
- Keep students passions alive
- Sees things through a new lens for vision and tweaking
- Valuable to have someone from the outside to push Bayfield in a fresh direction
- Consistency and longevity
- Willing to be a true part of the whole community beyond school related events
- Someone who understands a small town and not a large district
- Must connect with staff and know what your people do
- Needs to be seen
- Appreciate the staff
- Understand community working under
- It’s about the kids and not politics
- Stern personality
- Fairness
- Someone who stays
- Want someone who is a fit
- Practice of kindness and honesty
- Speak at assemblies and know the students; involved at school level
- Open minded
- Fresh mind

- Adaptable
- Past experiences to bring to current situations but not say “at my last school, we did . . . “
- Our district is unique
- Connect with the students; bond with them
- Let the “why” be known and share information with students
- Respect toward students
- Help others
- Don’t have an inflated ego
- Clear communicator
- Approachable and accessible to community and staff
- Open door policy when appropriate (follow chain of command)
- Funny
- Easy going
- Laidback
- Not uptight
- A good fit
- Experience in all aspects of education and not just administration
- Small town and rural school experiences
- Knows Bayfield community values
- Knowledge in policy
- School finance - day to day and not just overall
- Attend events and visible in community
- Some HR knowledge and background
- Well rounded in all areas at district office
- Flexible
- Longevity
- Support professional growth
- Extrovert
- Willing and able to be in all departments and know what they are doing
- Saver and not a spender - balance the budget
- Loves kids
- Do whats best for kids
- Supports all the directors; many are islands in their field
- Knows staff names in all departments and sees the work they are doing
- Matches the community values - conservative
- Live in community
- Approachable
- Listener
- Ethical
- Student focused
- Family oriented
- Forward thinker
- Good speaker and inspirational
- Make connections
- Communicator
- Personable and feel comfortable talking to

- Genuine
- Interested
- Solution driven
- Creatively resourceful
- Trusting of staff to do their role and their decision making
- Accountability
- Visible - at school and student events
- Committed to Bayfield and wants to be here
- Approachable and supportive
- Transparent
- Collaborative decision maker
- Willingness to stick up for the district
- Community orient
- Open to feedback
- Champion for vulnerable students
- Trustworthy
- Advocate for staff
- Humble leaders
- Visionary and practical
- Effective communicator
- Community oriented
- Has integrity
- Visible and engage
- Honest
- Models professionalism
- Forward thinking and decision making
- Power together instead of power over
- Honestly
- Respect for professional boundaries
- Bridge builder
- Checking in with instead of checkin up on
- Inclusivity and hear from para as they are just as important as certified teachers
- Broad vision that takes into account the full community
- Model expectations set
- Attendance at a variety of events that represent all students
- Authentic recognition of students for successes
- Long term commitment
- Foster continuity
- Deep trust
- Presence in community is needed
- Desire to live within the district boundaries
- Build relationships with families
- Understand towns unique dynamics
- Friendly
- Approachable
- Selfless

- Transparent
- Visionary
- Advocate for CTE and concurrent enrollment
- Sees parents as partners
- Calm
- Listens to different opinions
- Decision making process
- Accountable
- Transparent
- Strong communicator with multiple channels
- Treats everyone equally
- Strong opinions but loosely held
- Openminded
- Empathy
- Encourages staff
- Surround self with those smarter than them and listen
- Believe in students

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

Answered: 84 Skipped: 2

#	RESPONSES	DATE
1	We've lived here 50 years & raised 4 kids in Bayfield school district. We liked the rural aspect of the community where folks were friendly. People did not feel "entitled" but knew the value of a strong work ethic. People were willing to help each other but also knew the responsibility for handling their own affairs. As our community has grown and farming & ranching has given way to a more urban society, these older ways of living & thinking have faded. Our community has suffered because of this shift.	3/18/2025 11:55 PM
2	family first, conservative, kind, caring	3/18/2025 11:04 PM
3	Close-knit Farming/ranching Has many traditions Small Traditional Kind Neighbors matter	3/18/2025 8:11 PM
4	Bayfield has a small town feel, good public services(water sewer roads trash) the parks and rec program is goog as well	3/18/2025 1:36 PM
5	We are more conservative in our values than those residing in the 9R district. We are family oriented and want to be aware of all things relating to our children.	3/18/2025 10:10 AM
6	Bayfield is a wonderful place to live, and raise a family. There is a sense of community where everyone knows one another and supports each other through hard times. We are located near so many recreational activities that it's hard to name them all.	3/18/2025 8:42 AM
7	It has been a fairly tight-knit community, everyone considerate of the diverse opinions and habits of others.	3/18/2025 8:09 AM
8	It has been a fairly tight-knit community, everyone considerate of the diverse opinions and habits of others.	3/18/2025 7:37 AM
9	Small enough community that it is possible to pivot easier. We have the ability to be a GREAT district. Community pride and involvement. People can care about each other.	3/17/2025 10:41 PM
10	Bayfield is a family-oriented community that provides for a variety recreational, educational and social opportunities that are surrounded by the natural environment. Community members actively participate in outdoor recreation and community events. Bayfield is a place you want to call home.	3/17/2025 6:04 PM
11	В сети можно скачать базу для хрумера <a data-src=https://www.olx.ua/d/uk/obyavlenie/progon-hrumerom-dr-50-po-ahrefs-uvelichu-reyting-domena-IDXnHrG.html>https://www.olx.ua/d/uk/obyavlenie/progon-hrumerom-dr-50-po-ahrefs-uvelichu-reyting-domena-IDXnHrG.html, но важно проверить ее качество перед использованием.	3/17/2025 3:03 PM
12	We are a small town community with conservative and rural values. We like the small town life. We have a kid first perspective where all kids in the community come first. This is a sfe community that cares about families.	3/17/2025 1:53 PM
13	This is a smaller community where when things happen they get noticed. It is an inclusive community and welcoming of all peoples.	3/17/2025 10:00 AM
14	Bayfield is a mountain community that is strong in close relationships, conservative values, and a strong religious presence.	3/17/2025 9:52 AM
15	Agricultural roots, showing up for our kids with differences, inclusion of all	3/16/2025 4:29 PM
16	Our community is connected and we all care about what happens to our students both inside	3/16/2025 12:03 PM

	school and outside of school.	
17	This community is growing, but it's still full of families that help each-other in time of need. Bayfield holds value to hard-working and a traditional style of living. It's quaint, and has a slower-paced feel. You don't feel like a small fish in a big fish bowl like you do when you are in Durango.	3/16/2025 10:45 AM
18	Bayfield is a mountain community that is strong in close relationships, conservative values, and a strong religious presence.	3/15/2025 11:10 PM
19	Small town	3/15/2025 6:21 PM
20	A unique community that combines a rich history with a culture made up of people of diverse backgrounds.	3/15/2025 2:30 PM
21	Small	3/15/2025 9:21 AM
22	Bayfield is a mountain community that is strong in close relationships, conservative values, and a strong religious presence.	3/15/2025 8:27 AM
23	Family feel, traditional values, hard working, blue collar folks	3/14/2025 8:36 PM
24	It's smaller, enough so that we're pretty much all connected. We try to take care of each other.	3/14/2025 8:19 PM
25	Our community is small and amazing! We pitch in and help whenever needed. We look out for each other and each other's kids.	3/14/2025 7:57 PM
26	Outdoorsy, high altitude, quiet, forest, small town.	3/14/2025 3:45 PM
27	Small community with big heart. Education, hard work and sports	3/14/2025 2:52 PM
28	Small community = close-knit community, supportive families, close to nature	3/14/2025 9:27 AM
29	Its small and connected and safe.	3/13/2025 7:06 PM
30	Close, small town community. Lots of ranchers.	3/13/2025 6:44 PM
31	We are small, but connected. Many if the people here have been here for generations. People genuinely care about one another.	3/13/2025 5:32 PM
32	There are a lot of great families that send their children the Bayfield School District.	3/13/2025 4:40 PM
33	Our community while getting larger is like a wonderful small town. We all pitch in when a community member needs help and many people know each other because we are a town that mixes through activities on Mill Street, the farmers market, local restaurants, and businesses in addition, there are many churches who serve our community and reach out with many Community service and mission activities that are local.	3/13/2025 4:29 PM
34	Growing small town Location in the Pine River Valley Diverse population	3/13/2025 1:22 PM
35	There is a great emphasis on community in Bayfield. A sense of cohesiveness and belonging.	3/13/2025 11:59 AM
36	They are extremely supportive of our schools Conservative population.	3/13/2025 10:39 AM
37	Our community may be small, but it spans a vast area, creating both challenges and strong connections. Despite the distance, our parents and students are deeply invested in our schools, demonstrating a commitment to education, school spirit, and community support. This dedication fosters a close-knit, collaborative environment where families, educators, and local organizations work together to ensure student success.	3/13/2025 10:17 AM
38	I appreciate that it is small and has good sports programs.	3/13/2025 10:08 AM
39	Rural community with larger towns for shopping near by. Not much for major stores here. Town is growing and has lots of new families coming in. Not much to chose from to eat. Lots of Mexican food and pizza. You can find more chain restaurants and stores in towns nearby.	3/12/2025 11:30 PM
40	It's a small, tight knit community.	3/12/2025 11:06 PM
41	Tight nit community, we watch out for each others kids. Beautiful hiking and fishing.	3/12/2025 6:35 PM
42	Small town, great for raising families close to nature	3/12/2025 6:04 PM
43	Strong traditions in farming and ranching. Close-knit, rural, and community-oriented. Deep-	3/12/2025 4:37 PM

	rooted support for our schools. Many residents are lifelong members of the community. Generally conservative values, distinct from Durango's (which is why people move here).	
44	Rural feel, neighborly and friendly, desire to improve the community and preserve a positive atmosphere	3/12/2025 4:23 PM
45	We're a small close-knit community in rural SW colorado. Some say it is conservative, but there really is a mix of values in our community. We slowly are becoming more ethnically diverse in recent years.	3/12/2025 4:22 PM
46	Close-knit, sense of belonging, safe, fun local traditions and events, strong support systems	3/12/2025 4:15 PM
47	Bayfield area is a non-woke area with farms and ranches.	3/12/2025 4:15 PM
48	Small town feel. A lot is within walking distance. Great library. Supportive of the needs of others ... like Go Fund Me.	3/12/2025 3:40 PM
49	It's still a small community with a lot of community support. Big city ideas have been left to the big cities allowing Bayfield to remain a quaint community.	3/12/2025 3:15 PM
50	Everyone is so supportive and shows up to events.	3/12/2025 3:14 PM
51	Bayfield is a smaller sized rural community that has a lot of heritage and multigenerational families that live here. Most are very proud of our community and want it to grow in a positive way, not influenced by our neighboring Durango community. We want to stand separate from them! We love our high school sports teams, bands, arts, etc as well as 4H and rodeo!	3/12/2025 2:40 PM
52	Primarily conservative rural community close by to beautiful Recreation opportunities in the mountains and lakes	3/12/2025 2:22 PM
53	Our community while getting larger is like a wonderful small town. We all pitch in when a community member needs help and many people know each other because we are a town that mixes through activities on Mill Street, the farmers market, local restaurants, and businesses in addition, there are many churches who serve our community and reach out with many Community service and mission activities that are local.	3/12/2025 2:13 PM
54	Bayfield is perfect for a person who wants to be in an area that has less congestion than a city may have. Bayfield is perfect for a person who enjoys the outdoor recreation with access to surrounding lakes and mountain trails. The community is also a strong community and the people are supportive.	3/12/2025 1:35 PM
55	I was born and raised in La Plata County. Went to school here and have never left and now I am raising my family here. So much to say positive about Bayfield. Many of my childhood friends are still here and raising their families here as well. We do not have too many chain stores or food establishments. There are no marijuana dispensary shops and we want to keep them out. Schools are clean and well kept. This is a very conservative town where we can wear jeans to church and not be judged. We have amazing town events where the whole town participates.	3/12/2025 1:08 PM
56	We have that small town feel still despite our little town quickly growing.	3/12/2025 12:36 PM
57	Bayfield is a great place to raise a family. It is small and most everyone knows everyone. There is a lot of locally owned businesses that give back to the community. Bayfield has a group of folks that support the BHS sports and are always there for every football game, basketball game or even wrestling meet. Bayfield doesn't really want the growth and wants to keep one stop light and small schools.	3/12/2025 11:55 AM
58	Bayfield is a beautiful small town that is growing rapidly.	3/12/2025 11:30 AM
59	Bayfield is a beautiful town with views of the San Juan Mountains. We are surrounded by ample outdoor recreation activities like hiking, fishing, mountain biking, skiing, and horse back riding. Bayfield has a strong sense of community with friendly, welcoming residents and strong sense of family. We have excellent schools that consistently receive high ratings. Bayfield has a lower cost of living compared to nearby Durango. We have that small-town atmosphere with local businesses and festivals. Easy access to top tier medical facilities, restaurants and shopping in nearby towns like Durango. Bayfield offers a four-season climate with distinct winter, spring, summer, and fall experiences. Bayfield offers the perfect balance for those wanting a quieter pace of life while still having access to outdoor adventures and necessary	3/12/2025 10:52 AM

	amenities. The community takes pride in maintaining its small-town character while supporting local businesses and events that bring residents together.	
60	Conservative, warm, friendly small community which cares about the education of the children without any influence of the state/Federal Gov imposing "woke" or sexual ideas into our kids.	3/12/2025 10:48 AM
61	Small, friendly, and supportive.	3/12/2025 10:27 AM
62	The community tends to be very supportive of the schools. They are extremely supportive of sports. We live in a beautiful area with many outdoor opportunities.	3/12/2025 9:58 AM
63	It is a tight-knit community that is incredibly supportive of the schools. People are friendly and want what is best for the students. We live in a beautiful area with so many wonderful outdoor activities right out our backdoor.	3/12/2025 9:54 AM
64	.	3/12/2025 9:49 AM
65	Relationships are important.	3/12/2025 9:48 AM
66	A small but fairly close community that puts a lot of trust in the School District Administration to do the right thing for them and their families.	3/12/2025 8:54 AM
67	Bayfield is where children can grow and young families thrive. We are relationship-based. We are connected to nature, family, and careers in the community. Many parents are nurses, teachers in neighboring districts and in our district, doctors, college professors both locally and accross the nation.	3/12/2025 6:36 AM
68	Bayfield has a lot of pride, and is increasingly become more diverse.	3/11/2025 11:34 PM
69	Our community is passionate about our students and staff. We all have a common goal and that is giving administrators the tools they need to see our students succeed.	3/11/2025 8:47 PM
70	Bayfield is small knitt community. We are all very close and most of us have lived here for many years. Some of us come from a long line of generations that grew up here. The town is growing and some of us don’t care for that. The cost of living is going up and salaries are staying the same. The schools are growing and there is a chance that they could be outgrown in a few years. Some of the school buildings are outdated and need some attention. There is an older school building that can be so useful yet the current super is letting businesses rent there for free or cheap. They building could be do useful to the district. It can be remodeled way cheaper than it costs to build a new building. There is no marijuana dispensaries here.	3/11/2025 8:35 PM
71	Our community is exceptionally close-knit and actively involved, creating a warm and welcoming environment where everyone genuinely knows and supports each other. Neighbors regularly look out for one another, offering assistance and encouragement whenever needed. This strong sense of connection and willingness to lend a helping hand truly sets our community apart, making it easy for newcomers to feel comfortable, included, and valued. Whether it’s organizing local events, volunteering for community projects, or simply being there in times of need, our residents consistently show a genuine desire to help and uplift one another, making this a truly special place to live.	3/11/2025 8:32 PM
72	*Our community values education in the classical sense of focusing on reading, writing, communication, mathematics, and other school-related skills, without a heavy focus on culture wars and politics. *Our community is small, friendly, and caring. People support one another. *People show up for community and sports events, and enjoy supporting kids.	3/11/2025 7:12 PM
73	Good climate, no traffic, no crime.	3/11/2025 6:41 PM
74	Bayfield is family and community-oriented. People have deep roots here and they are always eager to support each other. Bayfield folks care deeply about their children's academics and their success.	3/11/2025 6:39 PM
75	Small community that likes to be involved and help out.	3/11/2025 5:46 PM
76	Tight group of people and everyone helps each other.	3/11/2025 5:15 PM
77	We are a small community that knows most each other. Most of us have grown up here and Graduated from here.	3/11/2025 4:50 PM
78	Bayfield is a quality community with a lot of rural family experiences combined with outdoor appreciation. The whole child health and well-being is valued along with academic	3/11/2025 4:24 PM

	achievement.	
79	Beautiful location, good people, good community.	3/11/2025 1:53 PM
80	Small town American feel but also resources local to help our students and families. Rich heritage of variety of cultures. Mountain area with tons of recreation	3/11/2025 1:47 PM
81	Bayfield has been a diverse community from the start. Farming, ranching, logging, tourist attractions, and businesses of many types. Our staff and students are diverse in many ways too.	3/11/2025 1:23 PM
82	Bayfield is small and close-knit for better (and/or) for worse. Classmates/staff/families rub elbows from Kindergarten to 12th grade. As such, community members exhibit a unique sense of accountability to one another.	3/11/2025 12:26 PM
83	Close to wonderful outdoor adventure resources.	3/11/2025 12:02 PM
84	Small town. We are like a family we know each other . We help each other.	3/11/2025 10:55 AM

Q2 Tell us the good things about your schools. (This information is used to help us recruit quality candidates.)Cuéntenos las cosas buenas de sus escuelas. (Esta información se utiliza para ayudarnos a reclutar candidatos de calidad).

Answered: 82 Skipped: 4

#	RESPONSES	DATE
1	I'm not impressed with the schools in my area. There should be more emphasis on learning the basics rather than "dumbing down" the academic experience.	3/18/2025 11:55 PM
2	Working hard toward improved academic success, a number of teachers who have been in BF a long time bringing an historical perspective - balanced with a number of newer staff members	3/18/2025 11:04 PM
3	BIS: an amazing culture that makes teachers and students want to be in school. Each person matters. Important to meet students needs to ensure they can learn.	3/18/2025 8:11 PM
4	Concurrent enrollment and access to collage courses is a plus. Athletics and the Arts are good programs the district funds.	3/18/2025 1:36 PM
5	We like that most teachers in Bayfield do not have a viewpoint like many in the Durango district.	3/18/2025 10:10 AM
6	The schools are a representation of the community. Our teachers and staff are our neighbors, and they work tirelessly to support our families and students. The school staff truly cares about the kids.	3/18/2025 8:42 AM
7	The students of the schools have, for the most part, been respectful of the teachers, staff, administration, and their peers. While learning hasn't always been apparently top-priority, the students have given an effort to learn. Teacher's had been pretty good—professional, hard-working, great role-models, and dedicated, willing to pout in the time to improve their skills and make for a much better student experience.	3/18/2025 8:09 AM
8	The students of the schools have, for the most part, been respectful of the teachers, staff, administration, and their peers. While learning hasn't always been apparently top-priority, the students have given an effort to learn. Teacher's had been pretty good—professional, hard-working, great role-models, and dedicated, willing to pout in the time to improve their skills and make for a much better student experience.	3/18/2025 7:37 AM
9	Dedicated and effective teachers. Small class sizes. Many staff live in the community.	3/17/2025 10:41 PM
10	We have had wonderful teachers, who don't feel fully supported by their administrators. We feel curriculum has been improved. We hope Bayfield continues to keep politically influential topics out of schools, especially in younger grades.	3/17/2025 6:04 PM
11	В сети можно скачать базу для хрумера <a data-src=https://www.olx.ua/d/uk/obyavlenie/progon-hrumerom-dr-50-po-ahrefs-uvelichu-reyting-domena-IDXnHrG.html>https://www.olx.ua/d/uk/obyavlenie/progon-hrumerom-dr-50-po-ahrefs-uvelichu-reyting-domena-IDXnHrG.html, но важно проверить ее качество перед использованием.	3/17/2025 3:03 PM
12	Our schools are holding onto the original constitutional right that all kids have the right to public education. Education free of agendas and free of politics. Our schools do a great job with special education and are invested in making sure children come first.	3/17/2025 1:53 PM
13	Our schools do a nice job educating the kids in our community. Staff members work hard to help all the children achieve their goals.	3/17/2025 10:00 AM
14	From what I know, teachers are close to their students and are very involved in caring about their education,	3/17/2025 9:52 AM
15	Quality preschool (BEEP)	3/16/2025 4:29 PM

16	Our school is filled with many people who care and give to students so they may find and succeed in their post high school goals.	3/16/2025 12:03 PM
17	The high school principal is working hard on holding students accountable for their behaviors as well as creating recognition for students strengths and achievements.	3/16/2025 10:45 AM
18	From what I know, teachers are close to their students and are very involved in caring about their education,	3/15/2025 11:10 PM
19	Staff that is dedicated to student care and learning and leadership that fosters unity and kindness.	3/15/2025 2:30 PM
20	So little staff, likelihood of getting promoted is high. If you don’t like the admins, ride it out 3-4 years and there will be a complete change of leadership. If you are white and male, welcome to the good ole boys club. You’ll be golden and welcome here.	3/15/2025 9:21 AM
21	From what I know, teachers are close to their students and are very involved in caring about their education,	3/15/2025 8:27 AM
22	Teachers care, community generally support, rural with lack of resources, sports are important, asmt always supported students with academic and social emotional challenges	3/14/2025 8:36 PM
23	Smaller classes, some truly committed staff. Standard expectations students are higher than average. A larger percentage of students are invested in their education, and want to do well.	3/14/2025 8:19 PM
24	Our schools have passionate and caring teachers and staff who put kiddos first.	3/14/2025 7:57 PM
25	My child has enjoyed his teachers and the academic support.	3/14/2025 3:45 PM
26	Small-ish school so kids know each other. Teachers who xare	3/14/2025 2:52 PM
27	Many educators have been part of BSD for decades. Updated facilities and plans to update other facilities.	3/14/2025 9:27 AM
28	The teachers and their ability to connect with the kids.	3/13/2025 7:06 PM
29	We have a lot of high quality educators with lots of experience. The sense of community and camaraderie at our schools.	3/13/2025 6:44 PM
30	Small class sizes, Fridays off. Newer buildings. Good personnel.	3/13/2025 5:32 PM
31	My HS Senior loves the theater program and he respects his teachers a lot.	3/13/2025 4:40 PM
32	Our primary school is a wonderful organization that serves the children, the parents and the community with hearts that care about what is best for all stakeholders, but most especially the children that we serve. All stakeholders can be assured that the children in our building are receiving a high-quality education across all disciplines, including social and emotional learning	3/13/2025 4:29 PM
33	Very talented and caring staff Innovative curriculum K-12 system (most kindergartners will graduate from BHS)	3/13/2025 1:22 PM
34	The teachers are incredible! They each have so many talents and areas of strength. They work with each individual kiddo to see them succeed.	3/13/2025 11:59 AM
35	Dedicated staff. Beautiful buildings and great resources.	3/13/2025 10:39 AM
36	Our schools maintain a low student-to-staff ratio, ensuring personalized support. Our leadership is both compassionate and innovative, fostering a strong and forward-thinking learning environment.	3/13/2025 10:17 AM
37	The best experience we have had is the support our socially/emotionally/academically delayed child has great support and intervention at the intermediate school.	3/13/2025 10:08 AM
38	Small class sizes, lots of explore classes to chose from 6th-12th. Amazing teachers and classified staff! Teachers are given lots of plan time to prepare for the day/week/month ahead. Teachers like time to collaborate on CI Fridays and times given to align wirh other schools.	3/12/2025 11:30 PM
39	I love the focus on growth at the intermediate school. They seem organized and well equipped to engage students in learning.	3/12/2025 11:06 PM
40	Bayfield middle school is amazing from the admin, teachers, office staff and entire school is	3/12/2025 6:35 PM

	amazing. Great school culture. The high school and elementary school needs some guidance.	
41	Adequate space. We have 4 schools that divide age groups appropriately. The principal at the intermediate school is wonderful and would love more like him at all levels.	3/12/2025 6:04 PM
42	Strong community support. Committed to improving academics through data-driven instruction. Independent in decision-making, not aligned with Durango's policies.	3/12/2025 4:37 PM
43	Most teachers and staff are truly dedicated and have a desire for high levels of achievement. Most staff and teachers treat each other with respect and courtesy.	3/12/2025 4:23 PM
44	Our school is full of highly effective professionals who are dedicated to our students and families. It is often a first-choice school for teachers looking for employment in this area of Colorado.	3/12/2025 4:22 PM
45	Strong relationships, family-like atmosphere, safe school environment, flexibility in activities, teachers as mentors, strong school spirit.	3/12/2025 4:15 PM
46	Our schools do the minimum required to satisfy the State DEI standards which needs jettisoning.	3/12/2025 4:15 PM
47	Effort to include rural interests. Trades are promoted as pathways after high school.	3/12/2025 3:40 PM
48	Relates to the size of our town. The small schools allow for students to get more individualized support from teachers and staff. It allows teachers to connect on a better level with the students.	3/12/2025 3:15 PM
49	The teachers are pretty nice, and are all willing to help.	3/12/2025 3:14 PM
50	I believe there are a good group of teachers that are focused on the well being of our students, we do not get caught up in the many "agendas" being forced on many schools. There is decent parent involvement, and we did have great administrators that worked hard to keep our students moving forward.	3/12/2025 2:40 PM
51	There seems to be enough classrooms for the current number of students in the district	3/12/2025 2:22 PM
52	Our primary school is a wonderful organization that serves the children, the parents and the community with hearts that care about what is best for all stakeholders, but most especially the children that we serve. All stakeholders can be assured that the children in our building are receiving a high-quality education across all disciplines, including social and emotional learning	3/12/2025 2:13 PM
53	Our Bayfield schools provide excellent education in a supportive environment. The dedicated teachers truly care about each student's success and bring creativity to their classrooms. Our schools offer a strong academic foundation while also emphasizing outdoor education that takes advantage of our beautiful natural surroundings. The tight-knit community ensures parents are actively involved in school activities, creating a collaborative approach to education. Students benefit from a variety of extracurricular activities from sports to arts programs that help develop well-rounded individuals.	3/12/2025 1:35 PM
54	We have some beautiful school buildings and they are well maintained. Students seem happy and engaged in class. Our ESS department K-12 keeps kids up to speed and makes them a part of general ed. We have music in the schools K-12 and that goes hand in hand with science, reading and even math. Students all have a chromebook assigned to them and there is no sharing a Chromebook cart. Our state testing has fair scores and we are improving. The graduation rate has been fairly high for many years now. We have fantastic principals that care about staff and students. BHS has a Transition Program for students working on life skills after graduation. BSD has a very early spring break and most of us would like that moved to the next week of March. The 4 day week works very well for being able to collaborate with other schools and gives teachers the plan time needed to be prepared in the classroom. We have Paras that assist in some classes and the all seem very well trained and well rounded to help with any student not just IEP students. We offer a wide range of after school activities to keep kids busy after school hours. The Boys and Girls Club keeps kids busy on Fridays to help parents out.	3/12/2025 1:08 PM
55	Our school has many more resources for special education than our neighboring schools. Because of this many families from other districts will bring their students over to Bayfield.	3/12/2025 12:36 PM
56	BMS has been a mess for a while now. It is finally getting better with new admin. and better teachers. The schools are good size but will probably need an expansion with all the new	3/12/2025 11:55 AM

	housing coming into town. We have some teachers that have been with the district for many years and we want them to stay because of their experience here. Some of them have been through 5 or more superintendent and now we need to find someone who is willing to be here for the long haul.	
57	Small schools, and the new buildings are beautiful. Teachers in the elementary schools are dedicated and small class sizes help students learn and achieve. Many great traditions like recent Career week help engage students beyond the curriculum.	3/12/2025 11:30 AM
58	1. Consistently high academic performance with strong state test scores 2. Small class sizes allowing for more personalized student attention 3. Dedicated and experienced teaching staff who often live in the community 4. Strong parent involvement and community support for education 5. Excellent extracurricular programs including athletics, arts, and clubs. 6. Modern facilities with recent renovations and technology upgrades. 7. High graduation rates and college acceptance statistics. 8. Comprehensive special education services and resources 9. Safe school environment with emphasis on student wellbeing 10. Career and technical education opportunities for students 11. Competitive sports teams that regularly perform well in regional competitions 12. Fine arts programs including band, choir, and visual arts 13. Robust STEM (Science, Technology, Engineering, Math) curriculum offerings 14. Close-knit school community where teachers know students by name The Bayfield School District provides quality education while maintaining the benefits of a smaller school system where students receive individual attention and support throughout their academic journey.	3/12/2025 10:52 AM
59	Staff cares about the work that they do. The strong community involvement in our schools.	3/12/2025 10:27 AM
60	We have wonderful and caring teachers.	3/12/2025 9:58 AM
61	The staff in our schools are very friendly and easy to work with. The atmosphere has a positive feel to it. Teachers are dedicated to their students. The facilities are beautiful and there is access to several modes of technology.	3/12/2025 9:54 AM
62	.	3/12/2025 9:49 AM
63	It’s like a family.	3/12/2025 9:48 AM
64	While I recognize there are challenges with policy consistency that affect our overall school culture, unwanted behaviors and addiction to mobile devices there are still many positive aspects to highlight. Many of our teachers are incredibly dedicated, often going the extra mile to support students even when clear guidelines are lacking. Many of our students display remarkable creativity, resilience, and a genuine willingness to learn, which can shine through in classroom discussions and projects. Additionally, our school benefits from strong community and parental involvement, which is a solid foundation for future improvements. By building on these strengths and addressing our policy gaps, we have the potential to create an even more positive and accountable environment for everyone.	3/12/2025 8:54 AM
65	Schools care about students well-beings. We are large enough that students can learn diverse ideas and have options but small enough, that we know each other or are connected to someone who knows another person. Our schools value family involvement and keeping our school doors open to families.	3/12/2025 6:36 AM
66	There are a lot of really excellent teachers.	3/11/2025 11:34 PM
67	There are some very devoted teachers and administrators. The community as a whole is fantastic.	3/11/2025 8:47 PM
68	Hummm class sizes are good sized. Quality teachers that can actually communicate with families. Great admin in all buildings that make you feel welcomed to stop by. Clean schools and BHS seems to have less dropouts.	3/11/2025 8:35 PM
69	Recently, our schools have made meaningful strides toward becoming more transparent, approachable, and welcoming. There's been a clear effort to create a supportive environment where students feel valued and comfortable. Staff members actively communicate with families, openly sharing information and inviting feedback to ensure everyone feels included and informed. It’s evident that the schools genuinely care about students' well-being and are committed to creating positive experiences, both academically and socially. These efforts foster stronger relationships among teachers, students, and families, further strengthening our tight-knit community.	3/11/2025 8:32 PM
70	*Overall, we do not see a lot of high level behavior problems, substance abuse, or violence in	3/11/2025 7:12 PM

	schools. *Four day school weeks that offer extra time for families to be together. *Open communication between parents and staff. *Some opportunities for extra curriculars and learning opportunities .	
71	All the principals are really good. All the teachers are really good.	3/11/2025 6:41 PM
72	Our schools have strong admin, counseling, and teaching teams. These people are flexible, open-minded, and willing to put the work in. They are also very supportive.	3/11/2025 6:39 PM
73	Small and supportive.	3/11/2025 5:46 PM
74	The kids.	3/11/2025 5:15 PM
75	We are a smaller school district which make more one on one time for students	3/11/2025 4:50 PM
76	We have experience with Bayfield Primary School and Bayfield intermediate school. The principles at the Bayfield intermediate school understand that the community appreciates the joys of the positive experiences such as joyful events. The primary school has done an incredible job of having parent nights where they serve dinner to the community to welcome them in. There is also a focus on clear quality instruction.	3/11/2025 4:24 PM
77	My son has had wonderful teachers as he has moved through primary and intermediate school here.	3/11/2025 1:53 PM
78	Smaller class sizes, amazing teachers and staff, four day schedule, and great programs	3/11/2025 1:47 PM
79	The staff cares for students and expects high performance. Bayfield is known for its good school system. People want to live here for their kids to go to school here.	3/11/2025 1:23 PM
80	We have had a child enrolled in the Bayfield School District for 8 years. Each year has presented its own set of triumphs/challenges. Overall, I feel my child is valued and supported by most BSD staff members who have had interacted with him over the years.	3/11/2025 12:26 PM
81	Small class sizes so teachers have the opportunities to make genuine connections and really be invested in their students as individuals.	3/11/2025 12:02 PM
82	We get along like family 😊 The kids and getting them ready for what the furniture holds is what we are here for. Each part of the school from administration to the kitchen staff to the custodians we try to make the kids feel like they belong because they do help them through their days rough spots and make them realize that they have a lot of people in their corners and have their backs.	3/11/2025 10:55 AM

Q3 What issues should the superintendent be aware of as he/she comes into the district? (This information is shared with the final candidates.)¿Qué problemas debe tener en cuenta el superintendente cuando ingresa al distrito? (Esta información se comparte con los candidatos finales).

Answered: 83 Skipped: 3

#	RESPONSES	DATE
1	Be determined to provide a clear cut plan to meet the needs of all students, promoting high academic achievement but also meeting the needs of students who need additional help in applying themselves to learn. Need to also provide for “special needs” students.	3/18/2025 11:55 PM
2	Middle school is slowly improving but still struggles academically, district-wide there are way too many staff absences, consistent expectations around student phone use during class do not exist and where they do exist they are not enforced, upper grade teachers are way too dependent on computer programs to do the teaching rather than providing direct instruction to kids themselves, a lot of weak teachers in our schools since COVID, instructional coaches don't exist in this district and are needed, current mentor program is so-so	3/18/2025 11:04 PM
3	Discipline/consequences especially at the higher grade levels.	3/18/2025 8:11 PM
4	Bayfield is growing rather rapidly. So student enrollment will increase in the near future.	3/18/2025 1:36 PM
5	If the Superintendent is new to Colorado, he or she is aware of many of the agendas that the Left is still trying to mainstream. We won’t tolerate that.	3/18/2025 10:10 AM
6	It's difficult to hire and retain teachers and staff, due to housing costs and the challenge of paying them competitive wages. I also think that it's a tough job, with teachers and staff taking the brunt of society's issues at school. In my opinion, there are morale issues among staff due to the lack of leadership from the outgoing superintendent, especially at the high school. From what my kids tell me, there are also problems with kids saying racist or racially insensitive remarks on a fairly regular basis, with little to no consequences, or attempts to correct or educate on the part of staff. I know the school district recently put out a statement where they said they were going to address this, but I am concerned for our students and families of color and that they do not feel safe in our schools. I think there is a divide in our community and schools that reflects our regional and national politics, but this exists everywhere.	3/18/2025 8:42 AM
7	The climate at the high school has suffered over the past decade. Lack of accountability and a lowering of the expectations has caused a decline in the seriousness of the student effort, especially at the upper grade levels in the district. The academic rigor is still not as low as it is in many districts, but it certainly doesn’t seem like the district is the beacon many in the community felt it was.	3/18/2025 8:09 AM
8	The climate at the high school has suffered over the past decade. Lack of accountability and a lowering of the expectations has caused a decline in the seriousness of the student effort, especially at the upper grade levels in the district. The academic rigor is still not as low as it is in many districts, but it certainly doesn’t seem like the district is the beacon many in the community felt it was.	3/18/2025 7:37 AM
9	There is a history of this school district and community not being inclusive of others than the majority. There is a problem with racism and homophobia. These issues are not being dealt with with a sense of urgency. Efforts to combat iniquities have found resistance from the community and upper administration. It affects students at ALL schools. At the Primary school, with our youngest learners, the "N" word was written on a bathroom wall. At the intermediate school a student of color was called a racial slur. There are reports that a transgender student at the Middle School was physically assaulted at a district football game. Another time students aggressively chanted at a transgender student in the hallway. The Student Board Representative from the High School shared at a recent board meeting about the repeated racism at the high school. The student rep suggested a committee and education to address this. This NEEDS to be addressed. It is a sensitive subject in this rural community	3/17/2025 10:41 PM

	and especially in this political climate. There is a significant amount of work to be done on educating others, looking through an equity lens and not tolerating discriminatory speech and actions. However as public education it is our job to help ALL students be successful. There is a lack of trust between staff and administration. It does not seem like that administration truly wants to hear the teacher's voices. We have staff that have been in the district 20 years. The reality is many teachers last longer than building and upper administration - yet these voices are not valued. Bayfield has the ability to be an amazing district, it is small and community driven. It is able to pivot and do amazing work - if we collaborate with all stakeholders.	
10	Parent to school communication has been poor. Parent to administration communication has been even poorer. The school has taken away the opportunity for parents to just check in with teachers. Every word is documented. The secret documentation behind SeeSaw is very non-transparent; hiding where infractions and instruction levels are tracked. HUGE struggles with BOCES! Student board member seems to an interesting choice and I hope the board has done their homework.	3/17/2025 6:04 PM
11	В сети можно скачать базу для хрумера <a data-src=https://www.olx.ua/d/uk/obyavlenie/progon-hrumerom-dr-50-po-ahrefs-uvelichu-reyting-domena-IDXnHrG.html>https://www.olx.ua/d/uk/obyavlenie/progon-hrumerom-dr-50-po-ahrefs-uvelichu-reyting-domena-IDXnHrG.html, но важно проверить ее качество перед использованием.	3/17/2025 3:03 PM
12	We are close to Durango and the agenda being pushed in the Durango school district is not wanted or welcome here. All students have rights not just a select few. Public education should not have agendas or politics especially at the younger levels. There have been some issues with students being exposed to inappropriate material i.e. surveys and test questions.	3/17/2025 1:53 PM
13	The current superintendent does not seem very open to finding the right candidate to suit the districts needs for the primary school principal.	3/17/2025 10:00 AM
14	I would think, like any other schools, that temptations are all around and there would be mental illness and drugs available. It would vital for someone to come in that really cares about family values and strive to help those who may have dysfunctional families, Safety would be first on the list with a comfortable environment for learning for all students so they be well equipped to move into the outside world with a good education to start with,	3/17/2025 9:52 AM
15	The last superintendent did a lot of sitting around collecting a big paycheck. Our teachers need competitive salaries, we need to go back to 5 days a week, our kids need more engagement.	3/16/2025 4:29 PM
16	There isa lot of support for new and existing employees of the district but there is difficulty for families with pre-school aged children. There is no pre-school tied directly with the district that allows for pick up and drop off before and after contract hours.	3/16/2025 12:03 PM
17	I think some of the high-school curriculum is needing to be looked at and modified. When students are going to school and learning the majority of the material from a screen or independently, it makes you question the purpose of in-person learning. I want the material to feel purposeful for my kids so they want to learn, not because they are told to learn. I want teachers who can create a learning environment that is engaging with peer interaction, and discussions.	3/16/2025 10:45 AM
18	I would think, like any other schools, that temptations are all around and there would be mental illness and drugs available. It would vital for someone to come in that really cares about family values and strive to help those who may have dysfunctional families, Safety would be first on the list with a comfortable environment for learning for all students so they be well equipped to move into the outside world with a good education to start with,	3/15/2025 11:10 PM
19	We need help recruiting and keeping qualified teachers.	3/15/2025 6:21 PM
20	I think we could do better to support our students in planning for life beyond graduation: college preparation, life skills, career planning, etc.	3/15/2025 2:30 PM
21	We graduate kids in Bayfield without knowing how to read, write, and basic arithmetic. Check the numbers. Go to any of the local stores and watch what happens when you pay cash… confusion on how to make change. Black, brown, queer, and disabled students are bullied to the point they must withdraw from the district for their own safety. The number of expulsions listed on the state website do not match the actual number addressed by the board.	3/15/2025 9:21 AM
22	I would think, like any other schools, that temptations are all around and there would be mental	3/15/2025 8:27 AM

	illness and drugs available. It would vital for someone to come in that really cares about family values and strive to help those who may have dysfunctional families, Safety would be first on the list with a comfortable environment for learning for all students so they be well equipped to move into the outside world with a good education to start with,	
23	The community leans right, big city ideas are not going to be easily accepted, the staff does want yo see some positive changes, and move away from good ol' boy mentality, kids need to come first in all decision making, 4 day week--unsure if this has hurt test scores, but may be difficult going back to 5 day week, pay is lacking compared to Durango, hard to get the best teachers	3/14/2025 8:36 PM
24	You'll be making a living wage, but just barely. There's a lot of people invested in the work you will be doing, a lot that will want to talk about it. Transparency may be the most important thing you aspire to.	3/14/2025 8:19 PM
25	Our community has strong opinions about the well-being of our kiddos. It is important that the in-coming superintendent can balance these opinions with common sense, science and proven facts when conflicts occur. Excellent communication is paramount.	3/14/2025 7:57 PM
26	We need to have someone open minded and inclusive, as they will be coming into a future position that may be dealing with the destruction of the Federal Department of Education. We need someone who is going to keep fight for our schools and students.	3/14/2025 3:45 PM
27	No presence of principal, superintendent in past years to support sporting events. Accountability and encouraging higher expectations from students has been a problem (especially since Covid)	3/14/2025 2:52 PM
28	There is racism in our community and addressing this issue needs to become a priority. Building a culture of inclusivity and celebrating diversity needs to be of utmost importance in our small district. Many of our seasoned educators are in a fixed mindset, not willing to change. Teacher shortage has resulted in stretching our seasoned teachers beyond their limits. Lack of accountability on educators/lowering the expectations bar for some is creating a toxic culture within our schools (lack of leadership holding staff accountable is probably a result of not wanting to lose more teachers).	3/14/2025 9:27 AM
29	We dont want boys in girls sports or bathrooms. Please keep our girls safe! Keep our curriculum learning focused. Social issues dont belong	3/13/2025 7:06 PM
30	We have a high turnover rate with staff. What can be done to help with this?	3/13/2025 6:44 PM
31	We need to improve instruction.	3/13/2025 5:32 PM
32	One of our greatest concerns is that our existing math curriculum has many holes and so we are all working hard and doing a great job of using resources to fill those holes in the core curriculum as you will see from our NWEA data No we have been very successful at filling those holes and giving our kids a strong foundation.	3/13/2025 4:29 PM
33	Lack of district wide alignment in curriculum and vision Graduate Profile not embedded Inconsistent expectations for students and staff	3/13/2025 1:22 PM
34	There seem to be some reoccurring bullying issues at the middle school that have not resolved	3/13/2025 11:59 AM
35	Need to rebuild trust between leadership and staff. When our building had no leadership the superintendent and assistant never showed up to support us and it was an extremely difficult time. I rarely see them at the admin building or in our school.We lost staff members last year because the assistant superintendent did not legally do his job with the ESS program. I have seen the integrity of our district go down along with staff and student expectations. We need fresh innovative ideas.	3/13/2025 10:39 AM
36	We should consider increasing custodial staff to maintain a cleaner school environment for students. A well-maintained space demonstrates pride in our school, which may encourage students to take better care of it and reduce vandalism	3/13/2025 10:17 AM
37	There is a lack of actual “teaching” going on at the middle school. I have well behaved and academically strong kids at the middle school that have a lack of support and inadequate teaching.	3/13/2025 10:08 AM
38	Staff pay is low	3/13/2025 9:09 AM
39	Please please put on the top of your list to up substitute pay, coach pay and classified staff.	3/12/2025 11:30 PM

	This needs to change and change as soon as possible. Mid and high schools needs to figure out how drugs are getting into the buildings. They should know that staff is a little leary of a superintendent that immediately picks out favorite staff members and treats them as favorites in and out of school situations. We love our all district get togethers in the fall, winter and spring so please don't nix those.	
40	We need someone involved in the community and someone who will hear and respect teacher input. We have amazing teachers in the district and they know the needs of the students.	3/12/2025 11:06 PM
41	The discipline police's need to be adjusted in primary and elementary. They are learning how to behave and I have heard all too often from parents that the teachers and administrators are not compassionate or willing to help kids learn appropriate behavior and are quick to punish or send out of the classroom, there needs to be work on classroom management.	3/12/2025 6:35 PM
42	Finding a way to recruit and retain QUALITY teachers. It seems a fair percentage of teachers are only around to collect a paycheck, not actually helping students develope the skills necessary for their futures that can only be learned in a school setting (mostly the higher levels of learning, middle & high school) Our students are slipping through the cracks and testing well below state/ national level. It does not have to be that way.	3/12/2025 6:04 PM
43	The school board doesn't always reflect community values and can overstep its role. Pressure from liberal Durango to adopt policies misaligned with our community. Majority support for the four-day school week—don't let a vocal minority sway decisions. Concerns about equity being overemphasized by some staff. Ensuring all staff adhere to contract hours.	3/12/2025 4:37 PM
44	There is a sense of inequality across buildings in terms of rigor, expectations and desired outcomes for students. Many female staff/teachers feel there is inequality in how men and women are treated in terms of their job performance with men getting the benefit of the doubt and/or poor performance overlooked. Rigor and high expectations in student behavior and academics vary greatly between buildings and the lack those expectations in some buildings is leading to veteran teachers feeling overwhelmed and burned out.	3/12/2025 4:23 PM
45	Being a small community has its advantages and disadvantages. Almost everyone knows almost everyone. There are strong aliances that sometimes cause conflict between what is good for the friendship vs. what is best for the school. I'm trying to respectfully describe what is often referred to as the "good-ole-boy network" (which includes women as well.) How will you be fair to everyone, even when friendships are involved? This has happened over the years and it has created a lot of bad feelings and mistrust. Also, there have been incidents of overt racism between students that have not been addressed well. How will you ensure that every student feels safety and belonging in our schools and community?	3/12/2025 4:22 PM
46	Teacher moral and retention, administration retention, hiring policies and practices, lack of transparency, budget discrepancies,	3/12/2025 4:15 PM
47	This is a small town, not a woke community	3/12/2025 4:15 PM
48	Too much turnover. Pay is not competitive.	3/12/2025 3:40 PM
49	Traditions run pretty deep in our community in relation to our schools and being able to maintain these traditions would be valuable. Allowing the community opportunities to interact with our student outside of the academic setting is valued in Bayfield.	3/12/2025 3:15 PM
50	The bathroom vandalizing, we didn't have this problem last year when we felt we had more freedom. (Experiment with more and less bathroom freedom)	3/12/2025 3:14 PM
51	As in any school district, there are students with behavior issues, parents that don't support the schools, attendance issues from some students, and the state department pushing awful policies down our throats. There is the ever present "woke" agenda that DOES NOT belong in the schools, and is wrongly pushed in our neighboring district. We don't want that here!	3/12/2025 2:40 PM
52	No homework appears to be given to any of my grandchildren in elementary or High School. This is disturbing, because the academic scores are low not enough emphasis on the reading, writing, arithmetic, and science skills they need. In some classes it appears more time is spent on dealing with behavior issues than actual teaching.	3/12/2025 2:22 PM
53	One of our greatest concerns is that our existing math curriculum has many holes and so we are all working hard and doing a great job of using resources to fill those holes in the core curriculum as you will see from our NWEA data No we have been very successful at filling those holes and giving our kids a strong foundation.	3/12/2025 2:13 PM

54	The incoming superintendent should be aware that our district faces some challenges with aging infrastructure in our middle school building that will need attention in the coming years. While our community is supportive, our rural location sometimes makes it difficult to attract and retain specialized teachers, particularly in STEM fields. Additionally, as our student population has become more diverse over the past five years, we're working to ensure our curriculum and programs are inclusive and meet all students' needs. The district has also been navigating the balance between traditional learning approaches valued by many families and incorporating necessary technology skills for students' future success. Finally, like many districts, we've seen an increase in students needing mental health support, and our resources in this area could benefit from expansion.	3/12/2025 1:35 PM
55	The pay scale. If they are looking to make big bucks, BSD is not for them. We pay like junk. We let our teachers wear appropriate jeans and nice tops to school. Please do not change that. What we wear does not effect how students learn. Know that we want to see the super in the buildings during class, lunch and recess. The students should know who is running our district.	3/12/2025 1:08 PM
56	Racism, homophobia, and fear of differences is a major issue.	3/12/2025 12:36 PM
57	We need to raise pay for everyone except teachers. They had a nice raise and it was very well made public. If you want to have a successful district pay the other folks in the schools better. You have ladies in the front office dealing with angry parents and having to run the school when admin is in a meeting or out of the building. You have paraprofessionals chasing kids out onto the playground to keep them safe. You have cooks that have to make sure our kids are getting proper nutrition. Please please pay non teaching staff like you appreciate them and want them to stay for life or they will find a job elsewhere.	3/12/2025 11:55 AM
58	Diversity and racism are hot topics in the small community. Minority students experience racism and bullying everyday in high school and middle school and struggle to achieve.	3/12/2025 11:30 AM
59	1. Managing growth while maintaining small-town educational character as the community expands 2. Addressing teacher recruitment and retention challenges common in rural districts 3. Balancing traditional values with modern educational needs and approaches 4. Navigating funding limitations and budget constraints typical of smaller districts 5. Supporting diverse student needs with limited specialized staff and resources 6. Maintaining aging infrastructure and planning for facility updates 7. Addressing transportation challenges across a geographically dispersed district 8. Balancing college preparation with vocational/technical education paths 9. Navigating community opinions on curriculum content and educational priorities 10. Building partnerships with local businesses and community organizations 11. Managing the impacts of seasonal tourism and population fluctuations 12. Addressing achievement gaps between different student populations 13. Implementing technology integration while respecting varied community perspectives 14. Supporting mental health needs with limited rural healthcare resources 15. Developing effective communication strategies across a widespread community A successful candidate will need to understand these nuances while demonstrating their ability to balance small-town values with forward-thinking educational leadership.	3/12/2025 10:52 AM
60	Constant loss of enrollment due to more and more liberal ideologies and ideas influencing our students. Parents do not want their kids exposed to more and more books with pornographic material.	3/12/2025 10:48 AM
61	The Middle School (old). Staff retention (hard to build a good culture). Non consistent disciplinary actions for students.	3/12/2025 10:27 AM
62	There are people in the community and the schools who believe they deserve special privileges and don't follow the chain of command. We need to be consistent. Also, in the past there has been some retribution when teachers bring issues to light. This really hurts staff morale and creates an environment of distrust.	3/12/2025 9:58 AM
63	The biggest issue I see is that there is a gap in vertical alignment between the upper and lower schools. There seems to be good alignment between the primary and intermediate school, good alignment between the middle school and high school, but there seems to be something missing between the intermediate and middle school levels.	3/12/2025 9:54 AM
64	The toxic leadership at the High School	3/12/2025 9:49 AM
65	Male chauvinism is/was present with the last culture created by the old superintendent. He was also big on top down leadership / dictatorship. Seeing people as people, respecting them,	3/12/2025 9:48 AM

	and joining expertise would be better received by staff.	
66	As you step into our district, it's important to recognize several key issues. First, while we need to address facility improvements and enhance student access to learning materials, a critical challenge remains our school culture. Currently, the absence of clear, functional policies has led to negative behaviors and inconsistent accountability across all levels. Teachers often feel unsupported in managing classroom challenges, and we need school administrators who are not only well-trained but also actively involved in offering hands-on support when needed. Addressing these issues—by revising policies, reinforcing accountability, and ensuring robust professional development and support for both administrators and teachers—is essential for creating a positive, thriving learning environment.	3/12/2025 8:54 AM
67	The superintendent needs to want to be in our small community. He/She needs to be someone who is not going to just stair step over us for a year or two until something better comes along. Also, there is wealth in the Bayfield community but not necissarily in the young families. The cost of living in our area is high, so there are many wealthy retired... and also young individuals with no children who own large ranches and estates in/around Bayfield. The average in-town cost of living in Bayfield is over half a million dollars. How can we harness that to support our schools more?	3/12/2025 6:36 AM
68	There has been a lot of turnover in school leadership positions recently. This is a stress to staff and students. The limited afterschool care opportunities are a huge strain on working parents and the district should be actively working on partnerships with afterschool programs. Support systems for kids with 504s and IEPs need to be prioritized and properly resourced. As more progressive families move into the district, there are points of division and conflict like the absolute insane decision the board made to not have any sex ed in school. Keep religion out of education.	3/11/2025 11:34 PM
69	It seems we are having a hard time retaining teachers and the current teachers don’t feel appreciated. There is a management problem: micro managing from current principal at HS. Students are having a hard time connecting with said principle and the community has lost respect. There is a break down in lines of communication.	3/11/2025 8:47 PM
70	#1 We do NOT need an assistant superintendent. We are way too small for that position and to shell out that kind of salary. We have Paraprofessionals and bus drivers that can barley pay their own rent. We have given them raises to teachers, counselors and admin. Now take care of the staff that gets their early and stays late. The staff that is gettin bit, changing diapers and writing lessons plans for their own pull out groups. Take care of the men scrubbing floors and toilets and keeping our buildings looking as amazing as they do. Take care of the bus drivers that are responsible for our children’s safety. Some of these folks have been working in our district my as long as my kids went through the district. #2 the community likes the 4 day school week. Do not try to change it back to a 5 day week. Parents and staff all like it. Let it be. We have already adjusted to it and no need to adjust it again. Get The drugs out of the middle school and high school.	3/11/2025 8:35 PM
71	The superintendent should be aware of several important areas for improvement within our schools. One key concern is fairness and consistency, ensuring that all staff members are treated equally and held accountable to the same standards. This includes equitable distribution of resources, clear communication of expectations, and consistent follow-through on policies and procedures across all schools and departments. Promoting transparent communication and consistent expectations will help foster a more equitable and supportive environment for both educators and students. Another significant issue is the implementation and effectiveness of Individualized Education Programs (IEPs). It has been observed that IEPs are not consistently followed, leading to situations where students do not receive the specific supports and accommodations they require. This not only affects student learning outcomes but also creates frustration among parents and stakeholders who actively advocate for their children's needs. Enhanced staff training, clearer accountability measures, and regular monitoring may significantly improve adherence to IEP requirements. Additionally, there is a concern that the district does not adequately listen or respond when parents and stakeholders appropriately advocate for students. Improved channels of communication, structured forums for stakeholder feedback, and increased responsiveness from administration can help rebuild trust and demonstrate genuine commitment to student success. Maintaining the recent positive momentum of transparency and openness from school leadership is also critical. Continuing these efforts will nurture trust, collaboration, and active participation among students, families, and staff. By addressing these issues proactively, the district can further	3/11/2025 8:32 PM

	strengthen the community bonds and ensure a supportive, inclusive, and equitable environment for all.	
72	*Housing and cost of living can create high turnover rates, or people backing out of job offers after interviews. *There is some lack of consistency in the standards teachers are held to, and there is not across the board rigor. *Scores could improve.	3/11/2025 7:12 PM
73	Modern education is a losing battle. The whole system needs to be re-thought and reworked. We should have listened to indigenous elders. Instead, we continue rampant colonialism and capitalism, at the expense of culture and our future.	3/11/2025 6:41 PM
74	The biggest issue I find is that many people in Bayfield don't believe that things need to change. As a result of this, the students educated in this district are far less prepared and skilled then graduates in other districts. The world is changing rapidly and Bayfield is far from immune from this change.	3/11/2025 6:39 PM
75	Teacher retention and staff pay scale is lower then neighboring communities.	3/11/2025 5:46 PM
76	They need to sweep the office and get rid of everyone from [redacted] s amazing!! The rest of them sweep things under the rug. Cover each others faults. Fault students when mad at parents.	3/11/2025 5:15 PM
77	Bullying has been a major issue in past years with children. Lack of involvement from teacher and staff and simply shoving a computer in a students face and telling them good luck is not teaching.	3/11/2025 4:50 PM
78	This town has a kindness problem. Many of the parents here are big bullies raising little bullies. You will have your work cut out for you.	3/11/2025 1:53 PM
79	Weather conditions rapidly change in our area. Diverse economic background of students.	3/11/2025 1:47 PM
80	*Keeping academics standards high and expectations high for all students. *Staff retention - too much turn over	3/11/2025 1:23 PM
81	- Our family has concerns about the rigor of the academic programs presented/available to BSD students, particularly at the high school level. We would like our child to be consistently challenged and have access to any/all academic opportunities he chooses. - Behavioral issues in classroom are problematic and distract from instructional content daily. - BSD recalibrated years ago to focus on CTE endeavors pre/post-graduation. We would like to see the district adopt a more rigorous focus on higher education/collegiate endeavors post graduation. - COVID is long over. Test scores must be on an upward trajectory.	3/11/2025 12:26 PM
82	We have a big problem with racism and need a leader who will help develop a system to promote equitable interactions between students, teachers, and community members. Our student handbooks are not aligned to the reality of what is happening in our schools. Sports and field trips are valued above education. We tend to inflate class scores and egos for students and as result they struggle when they get out into the real world, making it hard for anyone who wants to leave the community. (Everyone is awesome in Bayfield! but when they are measured against students from other school districts they are significantly below average).	3/11/2025 12:02 PM
83	The feeling of how long is this one going to be here what is going to be happening for the team that has been here for however long. Does this one like to be a team player and get to know us and help our district definitely in the positive and a better place for our children. They might have some resistance at first can they help with making sure that the teachers have the right support in the building or help the principles with supporting the teachers in their buildings letting know the staff in whatever department actually you have their back that would be a good feeling for a lot of employees in any district especially ours	3/11/2025 10:55 AM

Q4 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: 82 Skipped: 4

#	RESPONSES	DATE
1	Willing to listen first to what's been going well and continue the strong initiatives while also bringing strong accountability to the expectations in every building and department.	3/18/2025 11:04 PM
2	Capable of receiving feedback. Motivated/engaged/working for the community not the world. Understand the importance and rolls of all employed positions, especially paraprofessionals.	3/18/2025 8:11 PM
3	Promote secondary education and certificate programs. Be willing to partner with local government as well as neighboring school districts.	3/18/2025 1:36 PM
4	A sincere vision of teaching the basics to our children in an effort to reverse the troubling trend of how far the USA has fallen behind in teaching our kids the simple things that we as parents learned when we were young. Taxpayers pay more per student than any other country, yet our scores lag behind, partially because of agenda driven issues.	3/18/2025 10:10 AM
5	Honesty, integrity, compassion, experience running a school district, the ability to build positive relationships, and the ability to lead with high character are the most important traits that come to mind. Someone that isn't afraid or hesitant to be visible in the community at school and community events will also do well in this position. Someone that can balance being respected by school district employees, but also makes them feel valued and respected in return would be ideal. I would love to see someone who can create an environment where employees feel safe to bring issues and concerns to the leadership, and the superintendent is approachable and a good listener.	3/18/2025 8:42 AM
6	In this small district, it is helpful if the superintendent is present at the district’s events. The community needs to believe the top-level administrator is actually invested in the success of the students, the teachers, and the programs. A superintendent who can talk to the front-line employees and connect on a personal level is also important. Of course, knowing community members is also a benefit. I don’t mean to say the leader should spend the days glad-handing with the community, and I certainly don’t count a speech to the employees at the beginning and end of the year counts for interaction. But being able to ask an employee about his or her personal life/individual working conditions, and then listening, will go a long way to building confidence and trust.	3/18/2025 8:09 AM
7	In this small district, it is helpful if the superintendent is present at the district’s events. The community needs to believe the top-level administrator is actually invested in the success of the students, the teachers, and the programs. A superintendent who can talk to the front-line employees and connect on a personal level is also important. Of course, knowing community members is also a benefit. I don’t mean to say the leader should spend the days glad-handing with the community, and I certainly don’t count a speech to the employees at the beginning and end of the year counts for interaction. But being able to ask an employee about his or her personal life/individual working conditions, and then listening, will go a long way to building confidence and trust.	3/18/2025 7:37 AM
8	Integrity - this is the most important characteristic Collaborator Understands the nuances of a rural community in 2025 with an Equity Lens	3/17/2025 10:41 PM
9	A Superintendent in Bayfield, Colorado, should have a well-rounded set of skills that align with the needs of the community, the school district’s goals, and state education standards. Leadership & Vision Ability to develop and communicate a clear vision for the district. Strong decision-making skills to balance community, staff, and student needs. Experience in strategic	3/17/2025 6:04 PM

	planning and policy implementation. Educational Expertise Deep understanding of curriculum development, instruction, and assessment. Knowledge of special education services, including support for students with ADHD and Autism. Familiarity with Colorado state education laws, standards, and funding models. Financial & Administrative Management Budgeting and financial management skills to maximize district resources. Grant writing and securing additional funding. Oversight of facilities, transportation, and district operations. Community Engagement & Communication Strong public relations and interpersonal skills to engage with parents, staff, and the broader community. Ability to work with the school board effectively. Conflict resolution and problem-solving abilities. Advocacy & Policy Implementation Experience in advocating for students, especially those with special needs, to ensure equitable support. Ability to navigate and work with local, state, and federal agencies.	
10	В сети можно скачать базу для хрумера <a data-src=https://www.olx.ua/d/uk/obyavlenie/progon-hrumerom-dr-50-po-ahrefs-uvelichu-reyting-domena-IDXnHrG.html>https://www.olx.ua/d/uk/obyavlenie/progon-hrumerom-dr-50-po-ahrefs-uvelichu-reyting-domena-IDXnHrG.html, но важно проверить ее качество перед использованием.	3/17/2025 3:03 PM
11	Someone who is willing to ask questions and not just follow. Someone who actively listens to parents and the community and actively helps problem solve. Someone who is invested in our community, wants to live in our community, and has experience in a rural district like ours. Someone who is transparent, approachable, communicates well, is active within the community and the school. Someone who adheres to the idea that children should always come first and the most important job of any adult is to help raise successful children to be successful adults.	3/17/2025 1:53 PM
12	The new superintendent should be open-minded, have a strong support for inclusiveness, and be open to the voice of the community.	3/17/2025 10:00 AM
13	Someone who has Godly and conservative values in their family and life; a role model that parents, teachers and students can look up to for advice and counsel, Someone who has experience in dealing with educational excellence and difficult family situations,	3/17/2025 9:52 AM
14	Small town roots, proven performance as a leader, proven community engagement, background in teaching	3/16/2025 4:29 PM
15	I think we need someone who is good at looking at the big picture: a person who understands not only education but also the depreciation of assets so that a plan is in place to continue our district and buildings running smoothly without scrapping for funds to fix what break or ages beyond use.	3/16/2025 12:03 PM
16	A leader who is able to build strong positive relationships with teachers/staff and within the families of this community. A Superintendent who is transparent in their leadership and that you can trust.	3/16/2025 10:45 AM
17	Someone who has Godly and conservative values in their family and life; a role model that parents, teachers and students can look up to for advice and counsel, Someone who has experience in dealing with educational excellence and difficult family situations,	3/15/2025 11:10 PM
18	Morals. Make sure they are able to to take advice.	3/15/2025 6:21 PM
19	Collaboration is extremely important. We are a diverse people, from diverse places, but seek a unified growing district. Listen well.	3/15/2025 2:30 PM
20	Someone who’s willing to hustle kindness, break up the good ole boys club, stand up for the underdog, lead with heart, ensure our students are safe by changing the climate and culture to eliminate bullying-no tolerance. Support teachers so they can do their jobs. Support families so they feel welcome into the schools. Support Students so they are not graduating illiterate. Give the board a true picture and not the overly inflated success that is currently spewed to the board.	3/15/2025 9:21 AM
21	Someone who has Godly and conservative values in their family and life; a role model that parents, teachers and students can look up to for advice and counsel, Someone who has experience in dealing with educational excellence and difficult family situations,	3/15/2025 8:27 AM
22	Needs to be a good listener, ability to unify, have new ideas, but don't move too quickly, dont play favorites, get staff more involved in decision making.	3/14/2025 8:36 PM
23	The next Superintendent needs to have some experience with a community. He/she needs to	3/14/2025 8:19 PM

	be willing to discuss, as openly as possible, the subjects their stakeholders want to know about. They need to become a part of the community, and really learn about the issues that need to be addressed in the district. There's a LOT of work to do.	
24	The new superintendent needs to be able to actively listen, effectively communicate with staff, parents, the school board, and the community, have an understanding and appreciation of agriculture and farming, be part of the community, be able to problem-solve with compassion and empathy, and be an empowering leader.	3/14/2025 7:57 PM
25	Highly qualified in academic setting, embraces diversity and inclusion, understanding of special education needs and is passionate about providing an equitable, safe, and healthy learning environment for our kids.	3/14/2025 3:45 PM
26	Presence at school events for all kids. Set higher expectations and engagement with students. Keeping teachers because they love their job and leaders. Show respect to your teachers-they are, after all, the ones in the classrooms! Don't present themselves as buffoons in professsional situations.	3/14/2025 2:52 PM
27	Clear and consistent communication. Equity and Inclusion: Ensuring that all students have access to high-quality education and opportunities. Strategic vision:The ability to develop and implement a clear, long-term vision for the district's success. Change management : Effectively leading and managing change within the district, including new initiatives and policies. Accountability: Holding self and others accountable for achieving district goals. Relationship building : Cultivating strong relationships with staff, board members, and community partners. Data Analysis: Using data to inform decision-making and improve student outcomes. Budget Management: Effectively managing the district's budget and allocating resources to meet student needs. Staff Management: Recruiting, hiring, and developing a talented and effective staff. Operational Efficiency: Ensuring that the district operates efficiently and effectively.	3/14/2025 9:27 AM
28	Patience, understanding, faith	3/13/2025 7:06 PM
29	Be open to new ideas, but still value all of our Bayfield traditions.	3/13/2025 6:44 PM
30	We need some innovation. Some fresh blood. Preferably someone that hasn't grown up here and is in with all the old families	3/13/2025 5:32 PM
31	He or she should have character. The ability to stand up for what is right, true and beautiful.	3/13/2025 4:40 PM
32	It is important for our new superintendent to understand that we are a wonderful combination of a rural community combined with many families that commute for work. We also have many cultures represented among our student body and within our community and the surrounding area. We need a superintendent who realizes are limited sources that contribute to our overall school budget and a small town, and who can be open minded and creative in finding resources to provide the things our students and our teachers need to grant writing and other resources. We also need a superintendent who has experience working with K through 12 grade levels and understands the special needs that come with each developmental level	3/13/2025 4:29 PM
33	Visionary Systems change Recruiting	3/13/2025 1:22 PM
34	Leadership, understanding of rural areas, ability to provide an equitable learning and working environment, create a sense of unity and pride.	3/13/2025 11:59 AM
35	We need someone that will have integrity and work ethic. We need a structural system like AVID. Someone with a strong presence, willing to do the hard work and support staff. We need to raise the expectations of staff and students. Our students and staff deserve better.I have worked in the district for a very long time and I have been extremely disappointed lately.	3/13/2025 10:39 AM
36	Strong Community Engagement & Relationship Building- Ability to foster trust and maintain positive relationships with students, staff, parents, and community members. Adaptability & Resourcefulness-Ability to problem-solve with limited resources common in rural districts. Conflict Resolution & Diplomacy-Emotional intelligence to navigate sensitive issues without deepening divides Visionary Leadership & Innovation-Ability to recruit and retain quality teachers, even in an isolated area Financial & Operational Management-Experience managing facilities, transportation, and maintenance, especially in areas with harsh weather conditions.	3/13/2025 10:17 AM
37	Strong leadership, high standards for teachers, and honest. We are tired of the buddy system going on at the higher level and the hiring within, rather than putting the right people in place up there.	3/13/2025 10:08 AM

38	Honest and transparent is a big must! If they can offer those two qualities we can probably all agree that they will be a great fit.	3/12/2025 11:30 PM
39	Someone who is honest, transparent and has integrity.	3/12/2025 11:06 PM
40	A sense of compassion for our kids and the ability to work with students and parents in a manner that builds respect. Holding administrators to higher standard and understanding social emotional dynamics.	3/12/2025 6:35 PM
41	In-it-to-win-it mentality. Someone taking the position for the long haul to help better or schools- without changing the conservative qualities of this small town. We are not needing someone looking to put something new on their resume so they can move up to other districts.	3/12/2025 6:04 PM
42	Communication: Visible in schools, accessible, and follows the chain of command. Team Building: Develops a strong, academically focused leadership team. Operational Flexibility: Understands unique needs and adapts accordingly. Instructional Knowledge: Recognizes effective teaching and mentors principals. Problem-Solving: Thinks outside the box while prioritizing community values. Budget Expertise: Understands and manages district finances effectively. Community Engagement: Lives locally, actively participates in Bayfield events, and understands small-town dynamics. Decisiveness: Makes firm decisions without being wishy-washy.	3/12/2025 4:37 PM
43	Professional in actions with teachers/staff and parents. Future candidate should be respectful in all actions with all stakeholders. Teachers/staff should feel honored and that the superintendent works for them and the students priorities. Professional behavior from the super should be apparent in all settings. Favoritism, "good old boys club," and "who you know" shouldn't impact the way staff/students/admin are treated and/or how decisions are made in the district. Ideally, the candidate has experience in the class and with a variety of levels to fully understand what the reality is and what it can be.	3/12/2025 4:23 PM
44	Personable, approachable, fair, consistent, respectful of different views and perspectives, supportive of DEI including ESS and Title 1 students. How will the new superintendant support maginalized student groups in light of the currect federal administration's lack of understanding or compassion for their needs? I hope she/he will promote their needs without bending to the "crowd noise?" We also need someone with a proven track record for improving academic growth while supporting the whole child. She/he must be highly skilled at creating a positive learning environment district-wide that is safe and respectful for all. Staff morale is key, so we need someone who inspires and values them so they feel it. Words are fine, but how will you inspire staff so they feel eager to be here and eager to stay?	3/12/2025 4:22 PM
45	Clear and transparent communication, relationship building, knowledge of local needs but not necessarily a local, focus on community values, creates a supportive environment, effective use of limited resources, emotional intelligence, investing in staff development, long term focus.	3/12/2025 4:15 PM
46	Conservative and common sense	3/12/2025 4:15 PM
47	Willing to understand every departments needs from the bottom up. I'd honestly love to see a superintendent spend a day in each department…. trying to work within … to better understand. Valuable perspective IMO.	3/12/2025 3:40 PM
48	Clear, concise communication. Expectations are clear that fit our community and school core values. Realizing that traditions are personal to some in our community and hold our schools together.	3/12/2025 3:15 PM
49	Patience, and the ability to talk and understand everyone, and to be involved with school events (games/sports, fundraisers, etc)	3/12/2025 3:14 PM
50	I want a strong common sense, compassionate, conservative thinking leader who delegates well, has the teachers backs, and stands up for the many regardless of the few squeaky voices that won't shut up. I want a superintendent that is visible, approachable and kind.	3/12/2025 2:40 PM
51	Experience with Rural Community Schools, action plan to get parents more involved and their child's education, effective methods for both firing and hiring of new staff and a big dose of patience	3/12/2025 2:22 PM
52	It is important for our new superintendent to understand that we are a wonderful combination of a rural community combined with many families that commute for work. We also have many	3/12/2025 2:13 PM

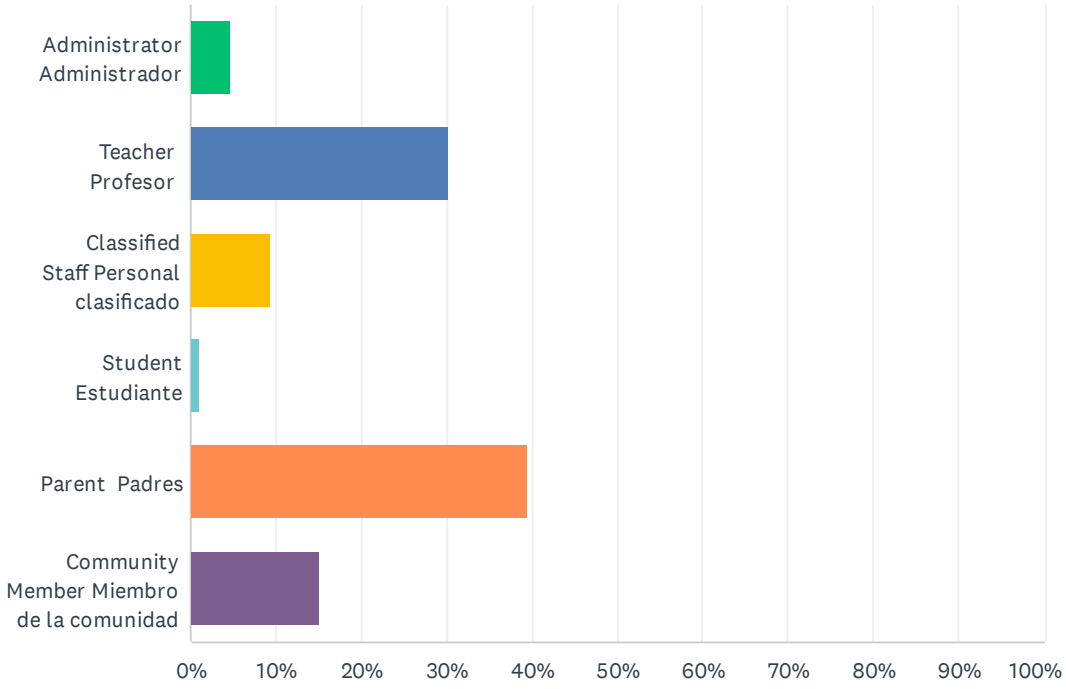
	cultures represented among our student body and within our community and the surrounding area. We need a superintendent who realizes are limited sources that contribute to our overall school budget and a small town, and who can be open minded and creative in finding resources to provide the things our students and our teachers need to grant writing and other resources. We also need a superintendent who has experience working with K through 12 grade levels and understands the special needs that come with each developmental level	
53	The new superintendent should possess strong communication skills to maintain the high level of community involvement and parent participation that our district values. They should demonstrate a genuine commitment to educational excellence that supports our highly qualified and dedicated teachers. We need a leader who appreciates the balance between academic achievement and the importance of extracurricular activities in sports, band, and academics that enrich our students' experiences. An ideal candidate would understand the unique character of our smaller community while bringing fresh perspectives on how to enhance our strengths. They should be accessible to parents, teachers, and students, and show financial acumen to maximize resources for our district's priorities. Finally, we need someone who can build upon our strong community foundation while guiding us through the educational challenges and opportunities of the coming years.	3/12/2025 1:35 PM
54	Maybe someone with small school district experience. We don't want to be like Denver or Boulder or other large cities. Let us be small and rural. Someone has an open door policy and can get to know all staff. Someone who will learn staff member names and not be a stranger. Someone who will work well with the school board and not be a push over.	3/12/2025 1:08 PM
55	Inclusive, willingness to adapt, and hopefully won't try to make us like the big city schools. Keep in mind our traditions and let's keep that small town feel.	3/12/2025 12:36 PM
56	Someone that is well rounded! Someone who has experience in all school grade levels. Someone who values the non certified staff and wants to pay them their worth. Someone has no plans to come in and change the 4 day school week but maybe is interested in going from a labor day to a memorial day calendar. That works well for families that travel in August. Let's look at someone who has experience in rural school districts.	3/12/2025 11:55 AM
57	The new superintendent will need to provide new trainings for teachers to achieve higher academic standards and then hold teachers to those standards. There are many tenured teachers in the district that do not follow curriculum, accommodations or student plans and the whole school suffers.	3/12/2025 11:30 AM
58	1. Authentic community engagement with genuine interest in rural values and lifestyle 2. Visibility and accessibility throughout the community beyond school settings 3. Strong fiscal management skills to maximize limited resources 4. Ability to wear multiple hats and handle diverse responsibilities 5. Relationship-building capacity with staff, families, and community stakeholders 6. Transparent communication style that builds trust and credibility 7. Educational innovation balanced with respect for traditional community values 8. Collaborative leadership approach that values teacher and staff input 9. Understanding of rural education challenges and opportunities 10. Grant-writing and resource development expertise 11. Long-term strategic thinking coupled with practical implementation skills 12. Cultural sensitivity to diverse perspectives within small communities 13. Resilience and adaptability when facing challenges with limited resources 14. Experience building partnerships with local businesses and organizations 15. Commitment to staying in the position long-term to provide stability 16. Approachability and humility that resonates with rural community members 17. Decision-making that balances educational best practices with community expectations 18. Personal connection to rural education, either through background or philosophy The most successful rural superintendents understand that their role extends beyond educational leadership to becoming an integral part of the community fabric, representing the district while honoring the unique identity and values of the town.	3/12/2025 10:52 AM
59	Honest, Fair, Teachable, Listener, Mindful of the Budget,	3/12/2025 10:48 AM
60	Knowledgeable of Bayfield as a community and it's residence needs. Willing to stand up for the staff of this district! Be a great leader that is willing to listen to the needs of the employees. Leave the ego at the door.	3/12/2025 10:27 AM
61	A candidate needs to understand budgeting and how some services are vital and can't be cut. They should not increase spending for their own pet projects if they don't help ALL students. They should have taught in order to understand what teaching entails and should go into	3/12/2025 9:58 AM

	classrooms occasionally at all levels. Being present is important. The candidate should be open and friendly.	
62	A transparent superintendent is very important. Someone who is willing to listen to the district staff and parents. Someone who wants to build on the hard work we have been doing the last couple of years rather than starting from scratch. It is also important that the superintendent is present in the schools, not just the district office.	3/12/2025 9:54 AM
63	.	3/12/2025 9:49 AM
64	Respect, appreciation of what others can bring to the table, empowerment, trust, providing growth opportunities, leading by example, not a micro manager, tech savvy, “new-school” mentality / open to new ideas and evolving with the times. Doesn’t let tenure get in the way of growth and staying in the old ways of doing things. Okay with cutting the weak links to have a high performing school district. Knows how to use a computer and basic tech at the very very least. We are not their minions, we are pushing change alongside admin.	3/12/2025 9:48 AM
65	The new superintendent should be a visionary leader with a proven track record in transformational change. They need strong strategic planning skills to address our facility upgrades and improve student access to materials. Additionally, they must foster a culture of accountability through transparent decision-making and clear expectations for students, staff, and administrators. Key qualities include: Transformational Leadership: Ability to create and communicate a clear, compelling vision for improvement and rally all stakeholders around common goals. Strategic and Operational Expertise: Experience in managing budgets, optimizing resources, and implementing effective plans for facility improvements and equitable educational resource distribution. Collaborative and Inclusive: Strong interpersonal and communication skills to build trust, engage the community, and work collaboratively to provide front-line personnel a supportive working environment. District Administration and even local Administrators should be more hands on in the schools. We are top heavy with people who keep dreaming up initiatives and processes that change frequently. We need administrators who see their roles as being positive and supportive rather than distant who avoid the tough decisions needed to be made and leave those to fall just at the feet of faculty. Commitment to Equity: A focus on ensuring all students have access to quality materials and learning opportunities, along with fair treatment of all staff and administrators. Avoid fiscal irresponsibility, put students first.	3/12/2025 8:54 AM
66	He/she needs to want to be here. He/she needs to have family and friends here and be living in Bayfield for more than the career.	3/12/2025 6:36 AM
67	Please do not pick a white male. We really need new perspectives and the rate that we promote white males is exactly why they keep hiring more white males.	3/11/2025 11:34 PM
68	Understanding of small town values and morals, have real compassion for our exhausted teachers. A love and passion to see our children succeed.	3/11/2025 8:47 PM
69	Oh goodness. Someone who likes all staff and community members. Doesn’t single out his favorite families. A superintendent that doesn’t carry a beer around at county fair while on the phone with school board members and colleagues. A superintendent who wants to be in the schools AND when schools are struggling because they are short on subs a superintendent who will actually show up to a school to see where they can be of help!	3/11/2025 8:35 PM
70	The superintendent must possess transparency, extensive knowledge, and significant experience to effectively lead the district. Transparency is critical for fostering trust and maintaining open lines of communication among staff, parents, students, and the broader community. By openly sharing decision-making processes, clearly outlining expectations, and actively soliciting input from stakeholders, the superintendent can build collaborative relationships and ensure everyone feels valued and heard. Additionally, comprehensive knowledge of educational practices, district operations, curriculum standards, and current educational trends will enable informed decisions that support both academic excellence and equity. Extensive experience in educational leadership positions, including proven success in managing diverse teams, implementing strategic initiatives, and addressing complex educational challenges, will further equip the superintendent to guide the district toward continuous improvement and sustained success. These qualities combined will ensure effective leadership that genuinely benefits students, staff, and the community as a whole.	3/11/2025 8:32 PM
71	*We need someone with a diverse background of experience in education and leadership. *They should demonstrate a commitment to education and high values in education through	3/11/2025 7:12 PM

	their own educational background and credentials . There are too many educators without the right credentials. *Leadership skills in the true sense- someone who is willing to be present, empathetic, confident, creative. They should possess very good listening skills, but still be able to make tough decisions based on the overall needs. *They need to know how to facilitate meetings that will help stakeholders feel valued, respected, and heard- while still being able to make big decisions. *Ability to make improvements without turning everything upsidedown *Recognizing and respecting community values. *Examples and understanding of strategic planning that includes stakeholders.	
72	They will need to be open to new ideas and tolerant of many cultures and backgrounds. They should also let the merit of district employees speak for itself. They will need a positive mental attitude and an uncanny ability to calmly reason with crazy people.	3/11/2025 6:41 PM
73	Communication, communication, communication with the understanding that there needs to be different types and methods of communication for various stakeholders. Also, the ability to visualize and communicate a long-term plan.	3/11/2025 6:39 PM
74	Not get involved with politics and be here because of a great community and not get involved with the crap.	3/11/2025 5:15 PM
75	Be there for our kids. This is the next generation and we need to teach and hold them accountable. Don't be afraid to shut off the computers and actually teach our students	3/11/2025 4:50 PM
76	I believe there needs to be a clear, unified instruction goal that teachers can collaborate on together. I appreciated the PEC trainings provided to me in a different district. I believe training on metacognitive analysis instead of just on the different curriculums needs to be continued and Increased.	3/11/2025 4:24 PM
77	A good education, evidence based practice, success working with difficult communities.	3/11/2025 1:53 PM
78	adaptable, tough skinned, empathetic to students and families, and dedicated	3/11/2025 1:47 PM
79	They need to be able to connect and live in a small community. Their family needs to come and be here in this community. They need to fully buy into Bayfield schools. We are not Durango and we want to keep our small town values strong and be proud of our community. We appreciate new ideas, but learn our community first before they make a lot of changes. They need to support staff and students to be the best they can be and to work hard. They need to go out into the community and meet people- be engaged. They need to get out of the admin building and connect to staff/students and community members. People need to know who they are. The school district is such a huge part of making a strong community.	3/11/2025 1:23 PM
80	- Knowledge, care, and commitment to the community - Courage to innovate, to break the mold of how it's "always been done" in Bayfield - Crystal-clear, compassionate, and confident leadership skills - Integrity and accountability in communication, vision, and decision-making	3/11/2025 12:26 PM
81	We need someone who is capable of facing hard truths and will stand up to stakeholders to advocate for our students. We need someone who makes data-driven decisions and will create actionable plans and then hold building level administrators and teachers accountable. We need someone who is willing to spend time in our schools to observe current practices and identify areas of improvement. We need someone who is not afraid of ruffling feathers and upsetting the status-quo. We need someone with a strong moral compass that is willing to stand up against racism in our schools.	3/11/2025 12:02 PM
82	Kindness but firm being more present in buildings maybe touching base with different departments or different grades having little meetings more or less checking in like a manager making sure things are smooth and not just checking in with just the principles maybe even walk in the Halls letting the kids see but they're more people behind the scenes that are in their corner	3/11/2025 10:55 AM

Q5 Please indicate the stakeholder group you represent:Indique el grupo de partes interesadas que representa:

Answered: 86 Skipped: 0



ANSWER CHOICES	RESPONSES	
Administrator Administrador	4.65%	4
Teacher Profesor	30.23%	26
Classified Staff Personal clasificado	9.30%	8
Student Estudiante	1.16%	1
Parent Padres	39.53%	34
Community Member Miembro de la comunidad	15.12%	13
TOTAL		86