

## June 8, 2017 Community Forums

1. Honesty/integrity
2. Transparency/open
3. Engaging (involved in the schools)
4. Diverse/urban background
5. Strong background in curriculum and instruction
6. Doer not a talker
7. Focus on excellent education for all students
8. Visionary
9. Practical
10. Put on Big Boy/Big Girl pants
11. Good fiscal manager
12. Knowledge/experience in desegregation
13. Educator, not a business person
14. Sensitivity to the separation of church and state
15. Open communication with all stakeholders and building relationships with stakeholders
16. Experience with K-8 and exceptional ed
17. Be able to eliminate incompetent teachers
18. Be well-versed in current best practices for instruction (guide on side is better than sage on the stage)
19. Building common expectations for parents, teachers and administrators
20. Support restorative discipline while maintaining a safe classroom and school environment
21. Create a plan for equitable instruction (especially science and ELL and follow through with action)
22. Inquiry focused learning/instruction
23. Support effective PD for staff
24. Understanding of school and district finances
25. Be willing to look at district systems (i.e. finance) and streamline as much as possible
26. Most money possible in the classroom and look critically at administrative positions
27. Understand that science can be the theme for teaching all subject areas
28. Distribution of science materials district wide from a central warehouse is critical to equitable science education
29. Understanding and support and implement a PD plan to support teacher learning
30. Integrity and ethics
31. Ability to collaborate with all stakeholders and create/maintain a positive climate
32. Effective communication-two way
33. Educator
34. Someone familiar with Tucson/TUSD challenges (similar demographic)
35. Understands deseg/willing to move through the process
36. Advocate for student learning
37. Values community partnerships including SCPC and faith based
38. Experience with large diverse, under-served district
39. Advocates for legislative change and empowerment
40. Program accountability and analyzing our data

41. Values, listens to parent input (inclusive of stakeholders)
42. SWOT Analysis
43. Demonstrated ability to motivate others and promote a positive work culture
44. Upper level management
45. Experience with School Governing Board
46. Decision making timeline-how do you effectively/strategically work with developing a decision making timeline in conjunction with the Board in consideration of stakeholders
47. Visionary/future thinker
48. Conflict-resolution and able to deescalate situations
49. 21st century learning
50. Concern for student achievement/lifelong learning
51. Approachable
52. Visible in community and school sites
53. Background in finance/capital/facilities improvement plan
54. Open to criticism
55. Planner
56. Transparent
57. Organizational management
58. Instructional leader
59. Effective communicator
60. Lear vision for the district
61. Be a good manager
62. Good listener
63. Flexible
64. Not afraid to take risks or make commitments
65. Solution oriented
66. Spanish or another language speaker
67. Knowledgeable grounded rooted in the community
68. Specialized experience leadership (i.e. District CO Springs-CEO of operations, CEO Teaching and Learning, CEO Finance)
69. Collaborative skills
70. Open to learning and change
71. Visible leader. Out in field
72. Effective communicator
73. District employee accountability (listen investigate take action)
74. Someone from the area (Tucson/S. AZ/Phoenix)-culture and environment
75. Proven excellent record of education/teaching
76. Smart/caring/heart-especially kids
77. Agent of change-change culture, curriculum, organization (overhead)
78. Able to respond to different constituencies, students' parents tusd staff, governing board legislature –collaborative/cooperative
79. Has innovative ideas
80. Implements social/emotional learning experiences-character education
81. Address discipline problem

82. Willing to upset established organizations relationships
83. Tenacity with all constituencies
84. Able to prioritize among the many needs
85. Focus has to be on education (children and teachers)
86. Supports teachers discipline concerns/needs
87. Build and utilize internal talent at all levels rather than hire consultants
88. Professional development for teachers a priority
89. Quality PD by the district and created with staff at schools
90. Budget must reflect the value TUSD has on the classroom
91. District administration staff must be available to serve schools on a regular basis
92. Willing to undo the retaliatory culture that has been created
93. Implement/learn innovative programs at all levels-classrooms must go beyond the 4 walls
94. Successful experience implementing effective discipline practices (i.e. restorative)
95. Plan to keep and recruit qualified teachers
96. Effectively implement an exit interview with all employees
97. Background screening should include a credit report
98. Will work actively to bring board together
99. Minimum of 3 years successful experience as a principal at a school at any level
100. Transparent budget presentations, process for the board and community
101. With school site councils (legitimate and authentic)
102. Understands school system infrastructures and work to build a legitimate infrastructure
103. Minimum of 3 years successful experience at school at any level
104. Superintendent certification
105. Honest
106. Proven follow through with initiatives
107. Experience at least at the superintendent level
108. Diplomatic peacemaker/collaborator
109. Experience working with strong teacher unions
110. Interest in working with community colleges, universities, and business
111. Understands desegregation with an understanding of the constitution, civil rights, equal protections for all students
112. Systemic approach where central administration exists to serve the schools
113. Respects and encourages programs at schools and develops leadership
114. Treat all board members equally and respectfully
115. Recognize the need for community engagement in each community
116. Proven record of raising student achievement and other success indicators
117. Recognizes and understands that the schools are their place of work, at the office ...is visible at schools on a regular basis
118. Aware of the political reality that exists in TUSD and Tucson
119. Understands the complexities of working under a deseg order
120. Desire and skill set to engage with stakeholders, such as legislators, staff, p0arents and the governing board
121. Provide the community with opportunities to engage with the district
122. Willing to trust professional judgement of classroom teachers

123. Willingness to trust professional judgement of classroom teachers
124. Willingness to continue addressing discipline issues with PBIS, MTSS and restorative practices, as well as bring new ideas and concepts to the district
125. Proactively continue salary increases
126. Make sure lines of communication remain open
127. Ethics-transparency, honesty kids 1<sup>st</sup> respect. No nepotism
128. Budget oversight/execution/knowledge
129. Former experience
130. Concerned/willing/desire to listen and engage with all stakeholders including parents
131. Background check-portfolio provide past evaluations
132. Doesn't create bonuses, positions or outsource without board approval
133. Fear free work place-commit to
134. Provide enough time to discuss and review budget
135. Hold staff accountable to job description, ethics, and job performance. Discipline when warranted
136. Designate a person in charge of responding to stakeholders
137. Move more money into classrooms and out of 1010
138. Evidence of student progress on student achievement
139. Works well with others
140. Team builder
141. Will/can work with board
142. Diplomatic skills in working with others
143. No out sourcing
144. Deseg experience and belief in it
145. Experience in integrating schools and how did you do it
146. Study the USP and tell us how you are determined to implement it and how you will do so
147. Commitment to Tucson and Public Ed-longevity
148. Cultural sensitivity in TUSD and city
149. Examples of how you built past institution
150. Experience with balancing restorative practices and teaching rights under today's conditions
151. How will you address school to prison pipeline
152. How do you balance discipline vs. zero tolerance vs restorative practices
153. Professional in public and private
154. Resiliency-ability to build positive climate and culture in district, build consensus
155. Classroom experience
156. Fiscal responsibility
157. Integrity
158. Cultural responsiveness
159. Commitment (sticks around)
160. Superintendent experience
161. Successful in a large, diverse district
162. Knowledge of TUSD history and needs

163. Courage in convictions
164. 21<sup>st</sup> Century skills motivation-preparing kids for global economy /jobs
165. Student centered and kid focused
166. Site based equity
167. Advocate for teachers/teacher recruitment

#### Interviews and emails

1. Firm position on discipline
2. Support teachers
3. Safe classrooms
4. Local and vested in the community
5. Effectively coordinate administration
6. Financial acumen to understand funding model and prioritize
7. Rebuild trust with the public
8. Do right thing for students
9. Invest time rebuilding trust with stakeholders
10. System to mentor and support teachers
11. Balance between district expectations and school site autonomy
12. Dedicated to student achievement and working with all employees
13. Work effectively with the Board
14. Stable leadership-Board needs to understand constant turnover not healthy for district
15. Visible in schools
16. Creates leadership team founded on trust and transparency
17. Integrity
18. Honest/transparent
19. Challenge status quo and implement change
20. Read/understand the USP
21. Stay above the politics of the Board and not take sides
22. Children's interest first
23. Innovative creative in strategies to increase enrollment
24. Private industry experience
25. Hold staff accountable
26. Develop plan with goals
27. Allow principals to lead their schools
28. Provide Board leadership to reduce political infighting and micro-managing
29. Allow principals flexibility
30. Transparent
31. Return calls/emails
32. Visible
33. Expert skills and knowledge in Arizona school finance
34. Understands complexity of TUSD
35. Ability to change culture
36. Assertive-ability to help Board understand and follow their role and responsibilities

37. Innovative
38. Set and maintain high standards
39. Connector-ability to connect with community
40. Apolitical-stiff spine
41. Ability to set boundaries with Board
42. High expectations
43. Longevity
44. Culture builder