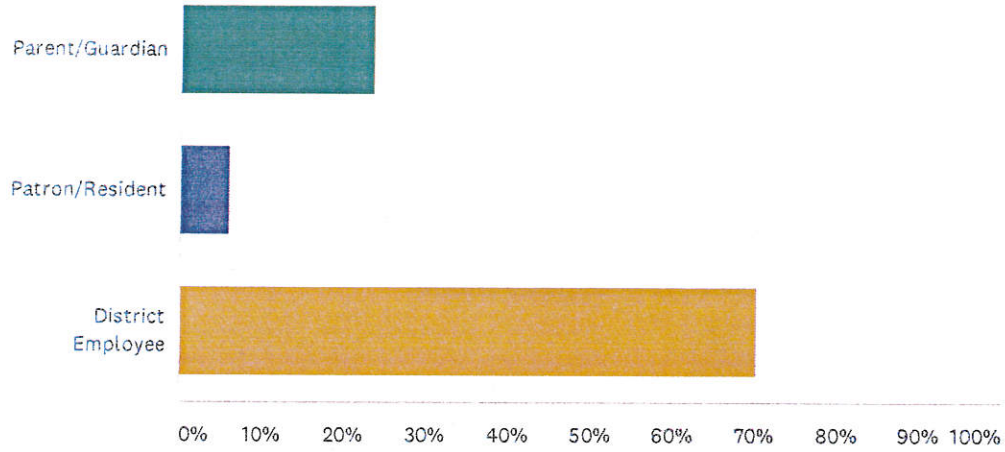


## Q1 Check the category below that best describes you:

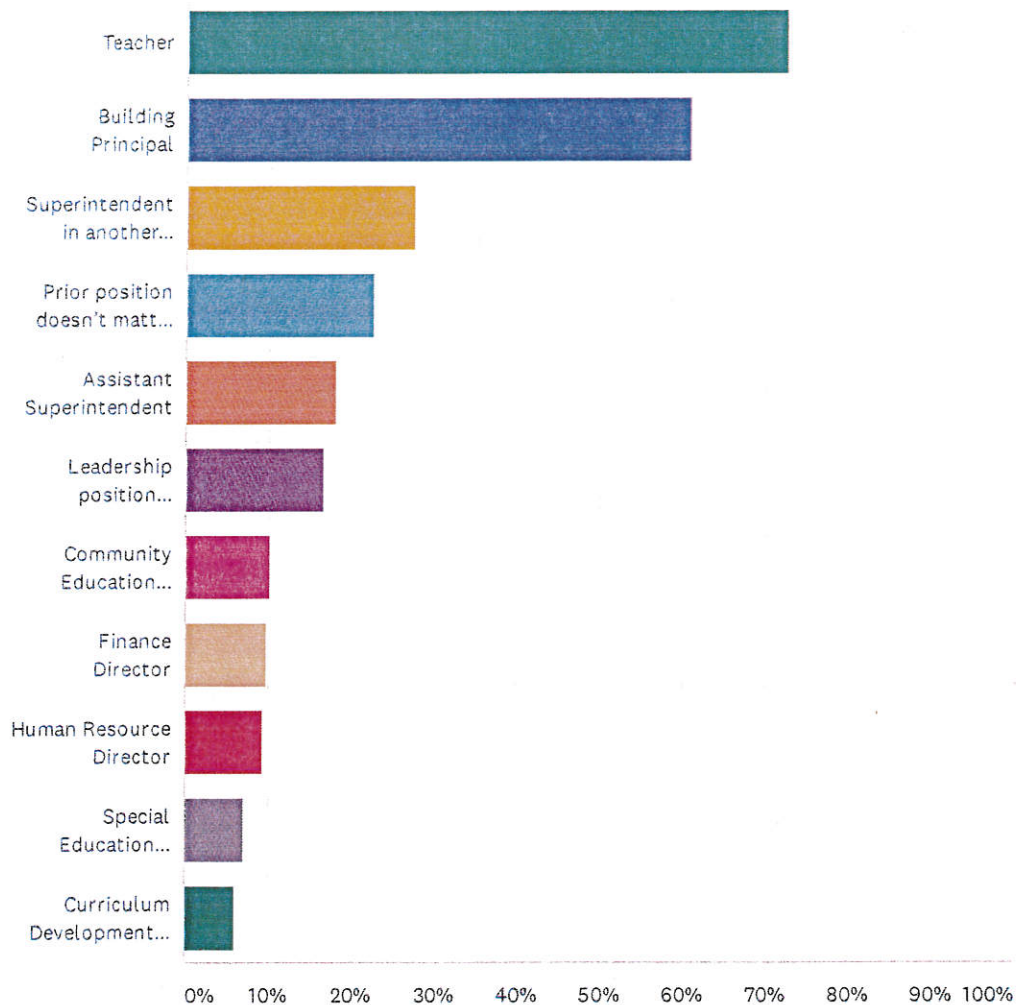
Answered: 262 Skipped: 2



ANSWER CHOICES	RESPONSES	
Parent/Guardian	23.66%	62
Patron/Resident	6.11%	16
District Employee	70.23%	184
TOTAL		262

Q2 Below is a list of positions that superintendent candidates may have held in the past. Which prior positions do you think would prove most valuable for the next superintendent? (You may check up to THREE (3) positions below.)

Answered: 264 Skipped: 0

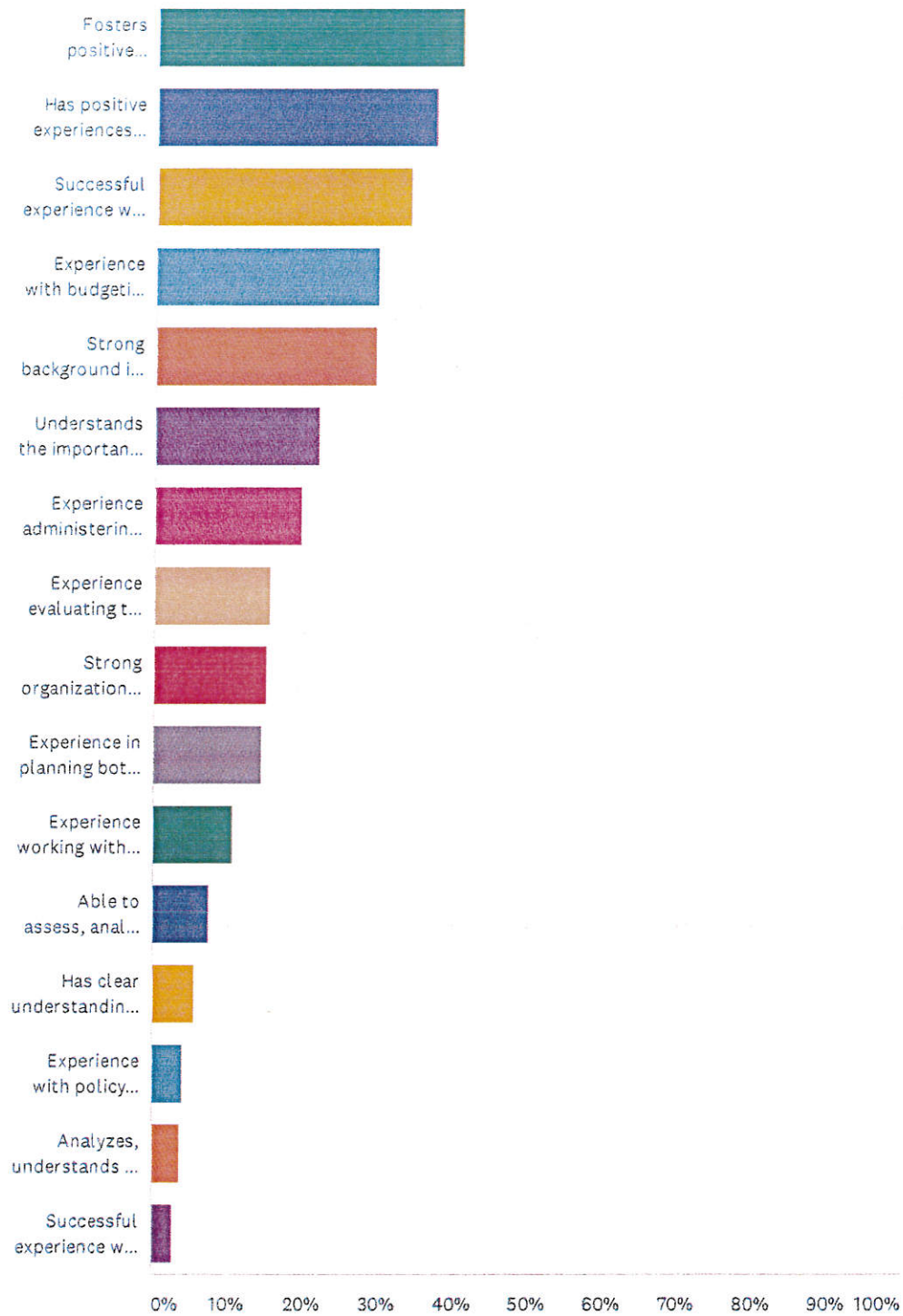


ANSWER CHOICES	RESPONSES	
Teacher	72.73%	192
Building Principal	60.98%	161
Superintendent in another school district	27.65%	73
Prior position doesn't matter that much as long as the candidate has the right skill set	22.73%	60
Assistant Superintendent	18.18%	48
Leadership position outside of education	16.67%	44
Community Education Director	10.23%	27
Finance Director	9.85%	26
Human Resource Director	9.47%	25
Special Education Director	7.20%	19
Curriculum Development Specialist	6.06%	16
Total Respondents: 264		

**Q3 Please note professional qualities you feel would be important for the new Superintendent of Minidoka School District. Read through the list and choose up to THREE (3) professional qualities that you would like the next Superintendent to have.**

Answered: 264 Skipped: 0

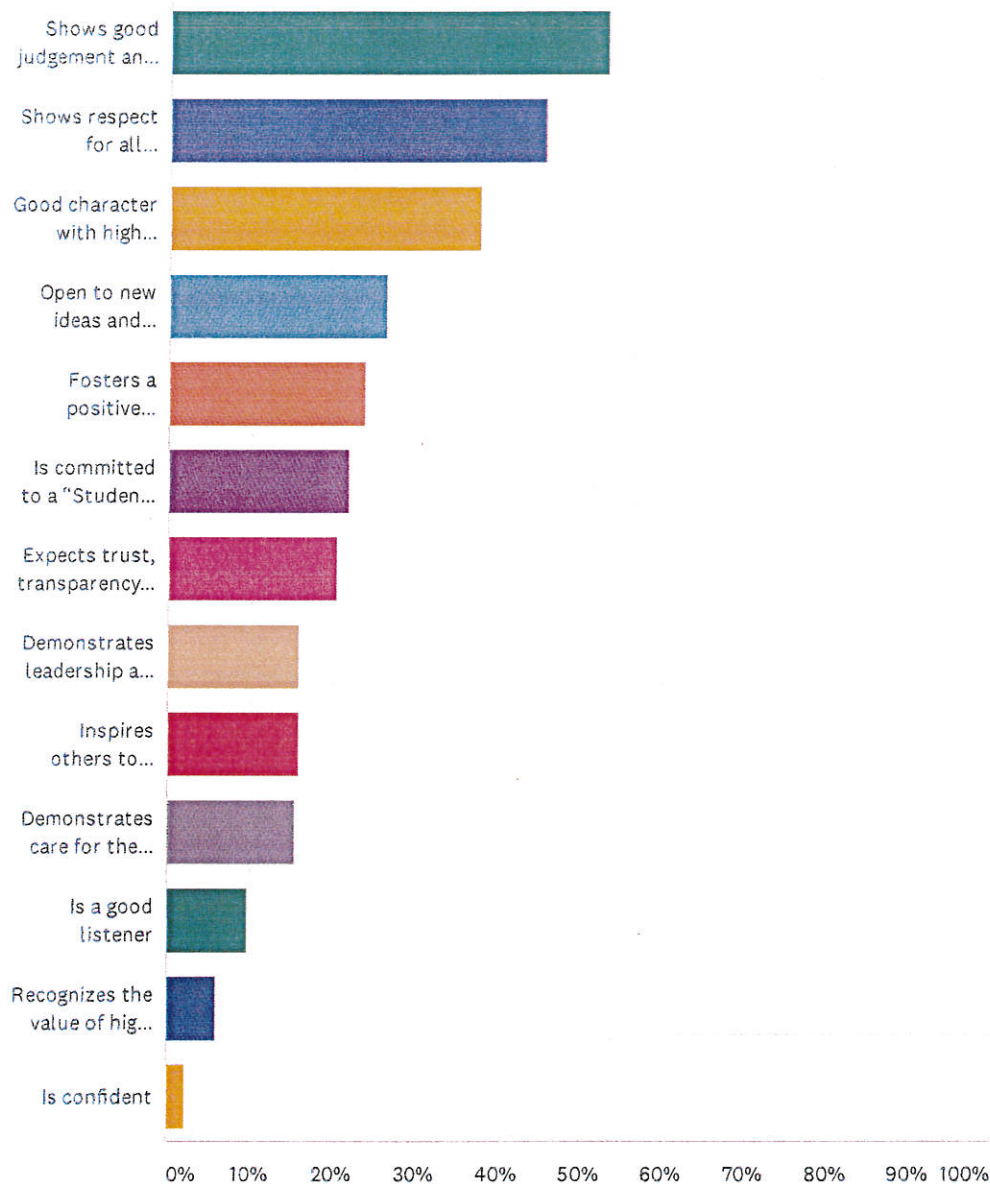




ANSWER CHOICES	RESPONSES	
Fosters positive community relationships (including parent/student engagement)	40.91%	108
Has positive experiences dealing with conflict and problem management	37.50%	99
Successful experience with managing staff (including teacher recruitment and retention)	34.09%	90
Experience with budgeting and school finance	29.92%	79
Strong background in curriculum, supervision, human relation skills and team building	29.55%	78
Understands the importance of accountability for and by staff, parents, students and patrons	21.97%	58
Experience administering the development/maintenance of a positive educational program	19.70%	52
Experience evaluating the effectiveness of all phases of the school program (i.e. curriculum, instruction, supervision, etc.)	15.53%	41
Strong organization and management skills	15.15%	40
Experience in planning both long and short range district goals	14.39%	38
Experience working with and building consensus with diverse ethnic and cultural groups	10.61%	28
Able to assess, analyze and anticipate emerging trends and initiative to adapt leadership strategies	7.58%	20
Has clear understanding of curriculum and instruction	5.68%	15
Experience with policy making	4.17%	11
Analyzes, understands and relies on data for making decisions in line with the District's Continuous Improvement Plan	3.79%	10
Successful experience with technology implementation	3.03%	8
Total Respondents: 264		

Q4 Please note personal qualities you feel would be important for the new Superintendent of Minidoka School District. Read through the list and choose up to THREE (3) personal qualities that you would like the next Superintendent to have.

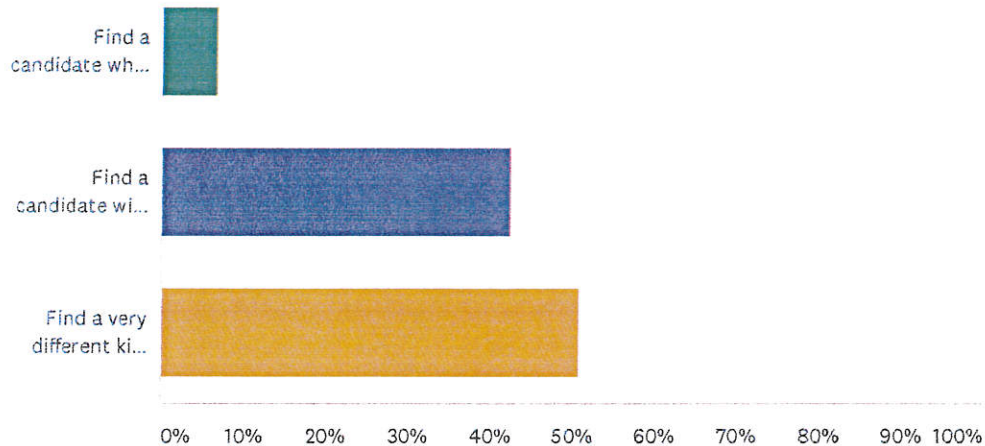
Answered: 264 Skipped: 0



ANSWER CHOICES	RESPONSES	
Shows good judgement and common sense, basing decisions on facts and without prejudice	53.41%	141
Shows respect for all students, staff, parents, stakeholders and the community at large	45.83%	121
Good character with high morals and unquestionable integrity	37.88%	100
Open to new ideas and willing to implement change, as appropriate	26.52%	70
Fosters a positive working environment	23.86%	63
Is committed to a "Student first" philosophy in all decisions	21.97%	58
Expects trust, transparency and openness in leadership	20.45%	54
Demonstrates leadership and high ability in business and educational affairs	15.91%	42
Inspires others to continually strive to achieve at the highest levels	15.91%	42
Demonstrates care for the District community	15.53%	41
Is a good listener	9.85%	26
Recognizes the value of high visibility in the schools and the community	6.06%	16
Is confident	2.27%	6
Total Respondents: 264		

## Q5 In choosing the next Superintendent, which path or strategy below do you think the Board should take? (Choose one [1] answer.)

Answered: 242 Skipped: 22

**ANSWER CHOICES****RESPONSES**

Find a candidate who will stay the course and continue the good work of the current administration	6.61%	16
Find a candidate with the same basic educational and management philosophy as the current administration, but who can make some necessary changes	42.56%	103
Find a very different kind of candidate – one who is ready to take the District in a significantly different direction	50.83%	123
<b>TOTAL</b>		<b>242</b>

## Q6 Why did you make this choice?

Answered: 246 Skipped: 18



#	RESPONSES	DATE
1	I don't know that we need a radical change, but also staying the same is not a great idea. The world is changing and our education and strategy for learning and growth needs to be ahead of that change, not behind. Lead the change, don't try to play catch up.	1/7/2020 4:19 PM
2	Because with someone who comes in wanting to change too many things at once can cause problems in the district. I think it's important to find a candidate who is a good fit with the good things that are going on in the district and make changes that will progress these forward even more.	1/7/2020 3:52 PM
3	Public schools are failing students nationwide, we need to find a candidate that is strong enough and willing to make necessary changes that will benefit the students and not just try to make all the students fit into one box.	1/7/2020 3:16 PM
4	I think things overall as a district aren't too bad, but I do think they are some changes that need made, especially with the {REDACTED}. The leadership overall at that school is terrible! The bullying and other things that take place there are absolutely ridiculous and nothing gets done about it. {REDACTED} doesn't want to deal with any conflict so {REDACTED} just try's to avoid it. It's no wonder parents are pulling their students from {REDACTED}. They need some serious help over there.	1/7/2020 2:50 PM
5	*	1/7/2020 2:46 PM
6	{REDACTED} does not take care of bullying issues with students or employees. {REDACTED} tells people what they want to hear and does not resolve anything!!!	1/7/2020 2:46 PM
7	I want the district to go to a 4 day week. That move will take someone who is not afraid of some backlash and is ok with doing something new in this archaic district.	1/7/2020 2:44 PM
8	We need to focus on every youth in the district. I feel that hasn't been done to date.	1/7/2020 2:39 PM
9	Because things have not been going well.	1/7/2020 2:06 AM
10	There has been a lot of hard work put into the direction our district is going. It was be so sad to see that all go.	1/6/2020 7:47 PM
11	I feel that the district needs to make major changes in a better, more positive and educationally progressive manner.	1/6/2020 6:20 PM
12	I perceive the current district management style to favor appeasement when there is resistance to a plan or policy rather than showing strength of character and staying the planned course.	1/5/2020 11:14 PM
13	The current course is poor and leading to unprepared students.	1/5/2020 8:23 PM
14	I made this choice because I felt that it best represents how I feel.	1/5/2020 5:48 PM
15	.	1/4/2020 5:33 PM
16	We have spent to much time developing policies. Our relationships within our district and community have suffered. We need a leader to rebuild the trust of our patrons in our educational system.	1/3/2020 5:23 PM
17	We need someone who is willing to make hard decisions and positive changes for our district.	1/3/2020 2:32 AM
18	Because I think {REDACTED} is very distant from the people. {REDACTED} is visible but distant. Also, {REDACTED} does not show worry for the students, {REDACTED} seems so up into management, not community.	1/3/2020 2:23 AM
19	This school district needs much improvement Especially a moral boost!	1/2/2020 11:56 PM
20	We need a good leader with common sense and who understands our farming community.	1/2/2020 2:43 PM
21	I think it needs to be a person who is willing to follow what is right for the district whether it be to stay the course or to make changes. Every person is going to have a different perspective of what is right and what needs changed, but someone who is willing to look at the different perspectives and make decisions that will benefit the district whether they mean we continue on the same path or whether they mean we change a little or whether they mean we need to change direction altogether.	1/1/2020 9:54 PM
22	The current administration is doing a great job, but education is always changing, new methods	1/1/2020 5:11 PM



	are always being developed, etc. and so the superintendent should be willing to continue the things that the current administration is doing well, while still being open to adapting and growing with the times.	
23	I believe that many good things are happening in our district. A few tweaks and a new energy would be nice.	12/31/2019 6:05 PM
24	I think as a district we have been doing well. I think that changes can be made though, especially in teacher pay	12/31/2019 5:15 AM
25	Considering the issues we had from the {REDACTED} who somehow fell into believing lies from certain school administrators, when {REDACTED} never dealt with those families. And {REDACTED SENTENCE}, we need good leadership. I have lost total respect for the both and pray that you the district do not bring back {REDACTED} as superintendent. Clean up our schools such {REDACTED}.	12/30/2019 5:04 PM
26	After the experience with the past {REDACTED SENTENCE}. Too many lies have taken place and a tremendous amount of animosity has existed due to the poor leadership of {REDACTED}. As I said, it was nice to see {REDACTED} do the right things at first but {REDACTED} followed in the same footsteps as did {REDACTED}. We need strong good leadership that like that of {REDACTED} and {REDACTED}, and take our district in the right direction while cleaning up the lies of those certain administrators like at {REDACTED}. Time for change	12/30/2019 4:57 PM
27	Education is heading in the right course but some curriculum and other needs need to be adjusted to enhance our kids more!	12/30/2019 4:50 AM
28	I feel we need someone who has grown up in this community and is invested in the teachers, students and families.	12/30/2019 3:51 AM
29	Change for the sake of change is a waste of time and energy. Change TAKES time and energy and can be a very SLOW and steady process.	12/28/2019 11:07 PM
30	I believe we are on the right course but a few changes are needed.	12/27/2019 8:52 PM
31	Change is important for growth. We should never be content with what is, but what can, could and should be.	12/27/2019 5:08 PM
32	looking at our {REDACTED} and the {REDACTED} it is clear that we need change. We need to take our district into a better direction where parents, community and others are respected by administrators and that {REDACTED} within the district (again by administrators) and hire great teachers and others. No more of the things that have gone on. Let's end the {REDACTED}.	12/26/2019 8:18 PM
33	we need a superintendent who will take us into the next decade in the right direction. After the {REDACTED} {REDACTED} created by certain administrators, plus {REDACTED} people to work in our district, again based on these lies by those who created them ({REDACTED}) {REDACTED}, this must change. Our {REDACTED} recent passing of the supplemental levy. Then the {REDACTED} and we do not want {REDACTED} back as well. It is time to clean up the {REDACTED} and hire the folks who should be working for the best interest of our students.	12/26/2019 8:12 PM
34	unfortunately we have seen numerous areas where the {REDACTED} has failed in being upfront and honest with many things. Hiring practices are ridiculous and many are passed up for the wrong reasons, mostly due to {REDACTED}. The recent supplemental levy is also a {REDACTED} that our superintendent did. {REDACTED} his this in order for it to pass with a small amount of voters {REDACTED}	12/26/2019 8:05 PM



Then with regards another person,{REDACTED}, {REDACTED} and did little to boost things with regards to parents and students. Hopefully {REDACTED} is not a candidate. The board that hired

{REDACTED} also did so in the {REDACTED}. Our board does much that is corrupt similar to the way the board across the river does. We need to bring in some of our past employees to our district while cleaning house of those who should be gone from their current positions, such as {REDACTED}, {REDACTED}, and others. Let's be honest with our homeowners who are the real tax payers and do what is best for our students.

35	the last two superintendents ({REDACTED}) were both {REDACTED}. With the {REDACTED}, {REDACTED}, knew curriculum, but also was very narrow minded and had {REDACTED}, favorite people, including {REDACTED}.. {REDACTED}, failed as a leader. The {REDACTED}, also failed and often listened to {REDACTED}, that kept parents from being involved in our schools, plus {REDACTED}, kept out some {REDACTED},for our school district, including teachers whom we know for a fact were excellent. There is far to many getting away with things in our schools, including the bullying of families by the administrators at {REDACTED}.. We need a superintendent who is not hired mainly because {REDACTED} is {REDACTED}, or wears {REDACTED}.. as was how the current {REDACTED}, was hired. And please DO NOT bring back {REDACTED}. Wrong for this to take place. We need one who has a vision who will move our district out of the poor reputation that it is currently under by the community.	12/26/2019 5:47 PM
36	The morale of our district has drastically declined over the past 5-6 years. There is the perception that the current administration is not open to input from the stakeholders of the district. We need someone who will be more aware of the needs of our specific community and district, some background knowledge of our community, and a person who demonstrates excellent people skills.	12/24/2019 10:58 PM
37	I believe in helping students to achieve in all aspects of their education journey, but do we have to give them a golden egg and not get any respect in helping them achieve?	12/24/2019 5:55 PM
38	Sadly, the {REDACTED}, was hired under poor actions created by the then school board president who held board member hostage, until {REDACTED}, had a majority vote, and was based primarily on his {REDACTED}. The {REDACTED}, was no better herself, who had {REDACTED}, own hidden agenda and played favoritism just as {REDACTED} has done in {REDACTED}. Schools. We need a superintendent who will be fair with both patrons, parents and community members, plus rid our district of racial and other prejudices that currently exist. To hire teachers who have experience, even if they have not completed their certification process and not lie that we need teachers and hence are hiring non-degree holding folks. To stop the bad talk and gossip of those in the community. Sadly because our {REDACTED}, not only denied a person employment based on {REDACTED}.. and other innuendos, causing this family to suffer, the person could NOT find work anywhere and thus fell into depression and committed suicide, leaving a grieving family behind. No more lies from board members and the {REDACTED}, who hid a supplemental levy from voters and thus it passed by low votes. Sad day in our district. Let's get rid of the corruption that exists in our schools and district office.	12/24/2019 5:51 PM
39	Since we have had a {REDACTED}, who seems to listen to gossip and lies and believes them especially when it comes to community members, and has {REDACTED}, who also lie to parents, community and more and since there may be an open door policy, {REDACTED}, recent {REDACTED}.., was wrong and properly publicized, and where as the previous {REDACTED} also committed a number of {REDACTED}, it is clear that we need to find a superintendent who will be hired mainly on {REDACTED},as was done for the {REDACTED}.., yes please check your school board minutes, as where as many community members have been bashed by {REDACTED}, members, it is clear we need to look at things in a clearer picture and not just cover-up things.	12/24/2019 3:54 PM
40	We have got to me progressive. We need to keep up with the times. Our kids deserve better than what they are getting.	12/24/2019 5:53 AM
41	Best answer	12/24/2019 4:05 AM
42	Long-term planning is required and just minor fixes don't appear to be enough. Enough sports, let's focus on education.	12/24/2019 3:08 AM
43	We need cost cutting, and a business mind set.	12/24/2019 2:49 AM



44	I'm sick and tired of the board throwing money at a problem and expecting money to fix our problems remember the money that you spend comes from me	12/24/2019 2:36 AM
45	Would love a 4 day week	12/24/2019 2:23 AM
46	Things are going to change over time. The current administration has a good thing going but I want the new superintendent to be able to make necessary changes when they come up.	12/24/2019 2:20 AM
47	Because we don't need another {REDACTED}, who is blind to the way the funds & business affairs are being handled.	12/24/2019 2:19 AM
48	Because I thought that the {REDACTED} did a good job.	12/24/2019 2:15 AM
49	Because I feel that change isn't necessarily bad.	12/24/2019 2:10 AM
50	Because I have worked hand in hand with this {REDACTED} and {REDACTED} goals and love for this community is amazing	12/24/2019 1:48 AM
51	Unfortunately our district has taken a spiral downturn and continues to do so, especially when we have a few {REDACTED} who have proven to be prejudice and even {REDACTED} in their ways of dealing with parents and the community, including in hiring practices, by going on the media claiming we cannot find teachers, when in truth they have openly made unfair, uncalled for and definitely {REDACTED} about people, especially those living within our community, and are homeowners/taxpayers, yes even {REDACTED} has done similar things but more based on {REDACTED}, similar to how {REDACTED} was hired by the then school board. We also had similar problems with the {REDACTED} who also showed partiality towards {REDACTED} who was {REDACTED} and nothing was done. Unfortunately there is also terrible gossip that comes out of the schools by certain {REDACTED} and certain {REDACTED} and {REDACTED} on Facebook and other social media and nothing is done even though what they post is never dealt with. Of course we need a superintendent who does understand not only cultural differences but is aware of how these cultures work. We have first generation, second generation, and yes even longer generations who have lived in this country. Homeowners are treated just as bad, and this must stop	12/23/2019 11:04 PM
52	Unfortunately we have dealt with a tremendous amount of negative attitudes from various employees, school board members and definitely administrators towards community and their {REDACTED} since {REDACTED} was hired, which if you check school board records of {REDACTED} hiring was done in the wrong way. Also, prior to {REDACTED} coming on board there was an {REDACTED} who also handled numerous matters incorrectly that affected many. Now we have a lot of cleaning up from school board members to {REDACTED} (not all but several), plus the {REDACTED} and should have been reported to right offices ({REDACTED}), sadly we also had a recent supplemental levy that NEVER should have passed because of how it was handled, and the fact that there was low voter turnout that caused it to win. We need to look at a lot of matters and there must be a change otherwise we will begin to look like our neighboring school district who have fallen downhill. We need to clean up the bureaucratic mess that was created by those in charge	12/23/2019 10:54 PM
53	Sadly we have already experienced {REDACTED} our district. That being our {REDACTED} and the {REDACTED}. We need change for the better and not just a puppet or one who will believe lies about people and wants to work with all. To end the bigotry that exists in our schools, primarily by those who hold positions of power, who have {REDACTED} about people in our community, and will not allow the {REDACTED} leadership or {REDACTED} run things as has been going on. There needs to be people in our schools who care about the future of our students and not have those who we have in those positions be running things. Yes it does happen daily. We want a superintendent who has an open door policy for all patrons, staff, and more. Not a puppet on strings as we have seen.	12/23/2019 9:33 PM
54	We have had the other two and they did not work for our district. We had {REDACTED} who did not do much for our district, in fact, {REDACTED} allowed a number of things to take place that harmed students, parents and staff. {REDACTED} is now doing the same thing in the {REDACTED} district and we somehow are now following in the same footsteps of the neighboring district. As for our {REDACTED}, {REDACTED} somehow believed lies about people in our community and {REDACTED} that has now created a lot of mistrust in {REDACTED} ability to lead our district in the right direction, especially in how snuck in the recent supplemental levy. Wrong way to do things. There are more people in the community who are not pleased with {REDACTED} dealings. Then we have {REDACTED} who will lie about folks in our community and has	12/23/2019 9:27 PM



even {REDACTED} excellent people from being hired in our school district {REDACTED} has done nothing but be a puppet for the school board who is just as corrupt as any other politician in our area.

55	The {REDACTED} failed repeatedly in {REDACTED} job	12/23/2019 5:09 PM
56	After what we have been through with both the {REDACTED} and the {REDACTED} it is time for us to move forward. Too many {REDACTED} come forth and we have certain {REDACTED} who treat not only staff and parents wrong, but also treat many community members wrong. It is time for the mess to end. We need to stop lies from all ends. No more lies nor games. Let's move for a better district.	12/23/2019 5:02 PM
57	Primarily due to the {REDACTED} who somehow have lied way to often to the community, including their creating an environment of hostility towards people from the community including past and some present employees. Too much belief in lies from those who work within the district, especially from some of those in administrative positions. It is time to clean up and work together. Our {REDACTED} of {REDACTED} created an environment of mistrust. {REDACTED} has done the same, and more so in how {REDACTED} handled the supplemental levy and how it was passed by voters, which many were unaware. It is time for the district to move in the right direction and not be similar to how they were before and how things are currently being done in Cassia. Our district has been going down and it is time to work together, including how {REDACTED}.	12/23/2019 4:59 PM
58	We have too many workers in the {REDACTED} which I feel that are not needed. We need more teachers, less administration.	12/23/2019 2:26 AM
59	Seems to be fitting for the 2020 times ahead. Get down to basics, 101 life Skills classes at the high school.	12/22/2019 8:24 PM
60	Well, when our {REDACTED} was around {REDACTED} played around with NOT being concerned with being fair with parents, especially those were staff, with the same exceptions of {REDACTED} and others. Plus the way our previous school board members selected the current superintendent was WRONG. They did NOT listen to committees that were created, and sadly {REDACTED} played a factor in {REDACTED} selection instead of selecting the one candidate who is up in a different district serving as a superintendent. {REDACTED} about specific community members and therefore believes these things. {REDACTED} also failed to inform members of the community of {REDACTED} recently passed supplemental levy which was WRONG and illegal. We need honesty, fairness in hiring people and not because {REDACTED}. Time for change as our district has gone downhill!	12/22/2019 7:25 PM
61	Since the {REDACTED} lied to the community and failed as a leader by listening {REDACTED} about certain people, including how {REDACTED} and handled the recent supplemental levy in order to win with low percentage. {REDACTED} failed to keep {REDACTED} word. Plus the way the {REDACTED} lied as well and created an environment of mistrust among parents and community and hopefully {REDACTED} {REDACTED}.	12/22/2019 3:30 PM
62	Change is good sometimes	12/22/2019 10:50 AM
63	We need someone to get off cruise control, look around at districts that are successful, and make the changes necessary to get where they are.	12/22/2019 7:43 AM
64	I think we should find the right candidate and then let him/her move in the direction they see fit.	12/21/2019 11:22 PM
65	a candidate that know this area	12/21/2019 9:37 PM
66	i chose this because both the {REDACTED} and {REDACTED} did a terrible job. both permitted {REDACTED} to take place, including calling parents and home owners troublemakers, liars and worse. there are many who have hired for jobs while others are not. we have become similar to cassia and twin falls. we were once an outstanding district when both {REDACTED} and {REDACTED} we running our district. time to clean up the beauraucratic mess of those running our schools and offices in district office. far too much {REDACTED}, {REDACTED} and more taking place	12/21/2019 2:00 AM
67	We keep doing the same thing with the same success. Let's move with higher goals.	12/20/2019 10:11 PM
68	NA	12/20/2019 6:20 PM
69	No one can be the same as another. Each person will bring their own unique strengths and therefore will have changes that will hopefully be positive in the future.	12/20/2019 4:49 PM



70	To continue managing our district in the same way {REDACTED} has done would be a disgrace. The lack of communication between {REDACTED} and the {REDACTED} AND parents is the worst I have seen. Please consider making a complete change of personality, leadership skills and above all communication skills in our new superintendent.	12/20/2019 4:44 PM
71	We need someone whose first priority is the students, then the staff and community. We need someone who is willing to work and and shift some of the bodies from District office back to the schools to help with the student issues there.	12/20/2019 4:19 PM
72	We need someone who makes a genuine effort to connect and get to know teachers and who has a positive connection with the community, who has a history of living here and interacting with the community. We need someone who has a current and modern understanding of education, who stays up to date on new methods etc.	12/20/2019 3:37 PM
73	Our schools are over run with bullies and overworked, underpaid teachers and some just don't care anymore. We need to invest in our teachers who will in turn invest in our children.	12/20/2019 8:47 AM
74	Current leader doesn't have connections with the community.	12/20/2019 7:03 AM
75	need someone who is honest and will help schools	12/20/2019 6:55 AM
76	Is time for someone different	12/20/2019 6:31 AM
77	Primarily due to poor ladership by current and the previous {REDACTED}. Listened to lies, did NOT follow 9, called members of the community liars, troublemakers, including parents, listenec untruths by {REDACTED}, failed in being open on the recent bond that passed by a low number of voters, and so much more, including {REDACTED}, {REDACTED}, and more.,	12/20/2019 4:07 AM
78	We have had some good, but there's always other ways that could be better.	12/19/2019 10:02 PM
79	Our school district has been ran as a "good ole boys club" rules and things need to change. We have leaders who feel that they can manipulate the system for their own kids' sports advantage, for example, and things like that need to change. There's so much more to our district than sports!!	12/19/2019 9:24 PM
80	Because there needs to have change and they need to involve parents more and help the kids with special needs and abide by the no bullying policy because alot of us parents do not want to let their kids go to school because of bullying or problems that they cannot address because there isnt enough that take the time to include the teachers or parents. There needs to have someone that helps the kids and teachers to be respectful of eachother and not someone that turns the teachers against eachother. And for one the {REDACTED} . so please take the time to listen to parents and the teachers .	12/19/2019 8:33 PM
81	Primarily, {REDACTED} were both unfair towards many in the community. {REDACTED}one listened to gossip from {REDACTED} who lied to {REDACTED} about many. The {REDACTED} was also unfair with parents. It is time to bring in someone who will listen and end the lies from those in {REDACTED} and at {REDACTED} and hire people who are not related to one another or are excellent candidates for positions. No more of the games.	12/19/2019 8:17 PM
82	Some current decisions were made even after {REDACTED} asked for input and went the path {REDACTED} wanted to go in.	12/19/2019 8:11 PM
83	We need someone who will listen and understand the kids, staff and parents. Staying on a straight line I good but maybe a different direction will help the students in the long run. Each child is different and learns at their own pace.	12/19/2019 7:52 PM
84	I believe good things are happening in Minidoka schools. Why not keep good things going.	12/19/2019 7:33 PM
85	Fiscal responsibility has been lacking, along with student success. Most of this due to hiring teachers that do not have the qualifications to teach. It seems like anybody with a pulse is "qualified"	12/19/2019 7:15 PM
86	I think the {REDACTED} has worked hard for the good of our schools and community. He has been transparent and honest, and I would expect no less from the next administrator.	12/19/2019 7:09 PM
87	Because I dont think {REDACTED} has the best interest for the district.	12/19/2019 7:01 PM
88	Our {REDACTED}t hasn't made decisions that our beneficial to our school district. I	12/19/2019 6:26 PM



	don't want a new superintendent to make the same type of decisions.	
89	I feel like good things are happening but better communication would be great	12/19/2019 6:14 PM
90	There is a \$300k gap in what the state gives us for admin and what we spend	12/19/2019 6:13 PM
91	I feel the students have no rights any more and there is a big bully issue in the district and not with just the students. I feel staff need to be more educated with Autism and mental illness in students.	12/19/2019 6:03 PM
92	I feel that the {REDACTED} is too far disconnected to what is needed in the school district. I think with our community cultural diversity we need an immersion program for Spanish and other languages that will benefit the students later in life. We need more life skills and occupational courses, be on the cutting edge in stem programs. I feel we need a superintendent whose is aggressive on the cutting edge of programs and implementation of technology in our students education.	12/19/2019 5:59 PM
93	{REDACTED} had no respect for the community and {REDACTED} elitist attitude was a huge detriment to the district.	12/19/2019 5:07 PM
94	I feel {REDACTED} has made some good decisions regarding our district. Our district needs to continue to grow and change to meet the needs of our students.	12/19/2019 4:37 PM
95	Because I am not impressed with our {REDACTED}	12/19/2019 4:19 PM
96	The new superintendent needs to continue with the important policy updates made by {REDACTED} and has a vision for where the district needs to continue making improvements.	12/19/2019 2:23 PM
97	We need to follow through on the changes we have made in the last two years.	12/19/2019 2:42 AM
98	I feel there is a tremendous amount of wasted resources. Especially money. Central office is {REDACTED} but gained their position through {REDACTED}. The amount of money spent on inefficient, nonessential employees is sinful. Each of those employees represents one teacher to reduce overcrowding, or one counsellor to help our children from families in distress.	12/18/2019 11:09 PM
99	We need new leadership	12/18/2019 10:55 PM
100	I do not believe that #5 is an objective question. It is very subjective, gives very little specific detail and incorporates opinions into the choices that may not be consistent with the person completing the survey.	12/18/2019 10:42 PM
101	We are headed in a good direction but it is important to look ways to improve student outcomes.	12/18/2019 10:10 PM
102	We need someone who will not micromanage the building administrators and won't sway because one person complains about something.	12/18/2019 9:45 PM
103	Just put it this way we need a change	12/18/2019 9:38 PM
104	I feel it's important to value what we already have but to also make the changes to improve and better what we have.	12/18/2019 8:56 PM
105	It feels that education in our area has become stagnant to a certain degree. We all need to be open to trying different approaches to education, both inside and outside of the school walls.	12/18/2019 7:37 PM
106	There are some things in our district that need change such as communication between staff, community, board, and superintendent. No Secrets. The superintendent should have classroom experience and willing to gain experience in both elementary and secondary schools.	12/18/2019 7:37 PM
107	I like a lot of the things the district is doing, but there are some things I think we could do to make our district even better.	12/18/2019 7:01 PM
108	Because we need some things to change but not everything all at once.	12/18/2019 6:45 PM
109	We are technology and district administration heavy	12/18/2019 6:43 PM
110	I feel we need to have a better relationship with the community and some changes are necessary. I do feel that some issues have been addressed by {REDACTED} but we are VERY top heavy in the District Office!!	12/18/2019 6:43 PM
111	I think the next superintendent needs to have strong public relation skills. Someone who has	12/18/2019 5:55 PM



	visible enthusiasm for education and has a knowledge of this and the surrounding communities. Someone who has lived in this area and has a genuine desire to improve our school district.	
112	I feel the current leadership has been stuck with not much progression.	12/18/2019 5:48 PM
113	I believe the District is heading in a positive direction for both staff and students. Our administration team does a great job.	12/18/2019 5:35 PM
114	Change is always necessary to continue to improve.	12/18/2019 5:04 PM
115	I think the superintendent needs to listen to staff as to what works in their building...we do not need to be micro-managed. There are schools who NEED vice-principals!	12/18/2019 4:52 PM
116	I have not been happy with the direction that {REDACTED} is trying to go. I feel we need to switch directions.	12/18/2019 4:41 PM
117	It's time to shake things up a bit.	12/18/2019 4:40 PM
118	We need a superintendent the community trusts. Schools need a positive work environment to encourage teachers to stay in the district.	12/18/2019 4:37 PM
119	Generally, I think the district is doing well, but if a new superintendent doesn't have the ability to look at something with fresh eyes and change things that could be improved, I would feel uncomfortable with their ability as a leader. Things always change with a change in leadership anyway, so having a person who will be intentional and careful with necessary changes would be appreciated.	12/18/2019 4:30 PM
120	I feel that this administration has made some good changes to our district, but we still need to do a little more to improve.	12/18/2019 4:12 PM
121	When there is constant change at the district level it causes confusion and communication problems that trickle into every building causing frustration through poor understanding and miscommunications.	12/18/2019 3:53 PM
122	I feel that our district is going in a good direction but has areas that could use a new idea and change on.	12/18/2019 3:51 PM
123	I feel the focus of our district in the past several years has NOT been what it should be. I think we need to stop thinking outside the box and actually step outside the box.	12/18/2019 3:50 PM
124	Because I think that this district is ready for some fresh ideas that foster communication and relationships between all of the sites.	12/18/2019 3:44 PM
125	Well I wanted to pick 2 but since I could not I just went with this one. I would have picked find a very different kind of candidate. I think a cross between that one and the one I picked would be a good fit.	12/18/2019 3:34 PM
126	I think the current administration has some good ideas, but change can be a positive thing and lead to better outcomes for all	12/18/2019 3:20 PM
127	It's time for change! Not all students learn the same. We need to try and meet all the needs of the students! Not all teachers teach the same either! We need to think outside the box!	12/18/2019 3:16 PM
128	.	12/18/2019 3:08 PM
129	Life is change.	12/18/2019 2:55 PM
130	I feel that what has been done has been good, we can't lose that. I also feel that there are some things that need to be changed and a leader who can recognize and make changes will be what we need.	12/18/2019 2:25 PM
131	I have seen mistakes in the district. But I have also watched {REDACTED} learn and grow from those mistakes. There are those among us that do not have the humility or bravery to do that. Not being able to admit when there was a mistake and then try to fix it. To me, that is a priceless attribute to have!	12/18/2019 9:06 AM
132	There things that need to change.	12/18/2019 4:56 AM
133	I feel we need someone who is very knowledgeable about the district and how it's running but also be able to make the necessary changes to make it a better place.	12/18/2019 4:44 AM
134	Things are ever so changing-if we have a good foundation great but there is always room for	12/18/2019 3:08 AM



	improvement I suppose. Don't feel qualified to select anything as I do not know what the focus is of the administration.	
135	Always need someone who is willing to help make positive changes.	12/18/2019 2:57 AM
136	I feel our district is doing alright, but needs some change.	12/18/2019 2:25 AM
137	I feel like our district is too admin heavy, with too many people with minimal experience in jobs that they acquired based on their relationship with people at the district office instead of their actual ability.	12/18/2019 2:22 AM
138	Our school is low in education it focuses on sports more than education as sports are important so are life skills. I believe we need to have more options and mandatory courses that offer life skills for the employment world.	12/18/2019 1:59 AM
139	The district is on the right path but change is always needed.	12/18/2019 1:30 AM
140	Education is always changing so we will need someone that can change with education.	12/18/2019 1:30 AM
141	The new superintendent needs to be able to connect to teachers and staff in the building. I feel a large disconnect from schools to the central office.	12/18/2019 1:04 AM
142	We should be open to new ideas that a candidate can bring to the district. I feel like we have a strong basic foundation, but any candidate who is worth looking at will have their own ideas.	12/18/2019 1:00 AM
143	?	12/18/2019 12:20 AM
144	There's always room for improvement	12/18/2019 12:12 AM
145	Observing community and parent responses with things occurring in the district	12/17/2019 11:25 PM
146	I think we need a friendly administrator who gets out among the public and shows they are honest and care about the community we live in and that person may also need to be flexible if a program or whatever isn't working we need to make changes	12/17/2019 11:07 PM
147	I think good things have been done with {REDACTED} but the possibility of change should not be dismissed.	12/17/2019 11:05 PM
148	We need someone who can reach out to the community and be accepted by the community as a trusted leader. Someone already part of the community.	12/17/2019 10:54 PM
149	I think the current path our District is taking is positive, but I know changes are always necessary to improve.	12/17/2019 10:52 PM
150	Things are not working well right now. There is a reason we can't keep teachers and are struggling financially. Small changes could be made to fix our situation.	12/17/2019 10:49 PM
151	Change is good.	12/17/2019 10:33 PM
152	I would prefer a superintendent who is better at building relationships with district employees and the community.	12/17/2019 10:22 PM
153	I am uncertain WHICH would be best. I would like to choose a candidate who is willing to do what is best for our district WHATEVER that is...	12/17/2019 10:19 PM
154	Our most recent levy results suggest there is a lot of work that needs to be done to reconnect with the community. As one of the largest employers in the district, this includes inspiring staff, old and new, to advocate for our district. It is only when staff are inspired and trust the district is moving forward in a positive direction that staff will develop the type of advocacy that supports district initiatives, engages kids and parents, and gets the community excited about our schools. The superintendent must be willing to work closely with all stakeholders, analyze what we are doing, determine what works, fix what doesn't, and trust that their input will help us grow and improve in all areas.	12/17/2019 10:02 PM
155	There seems to be a disconnect between our District office and our schools. This would also include a distrust of decisions made when hiring administrators at the school and district level. We have at least one person of authority at the district office who has never been an administrator and had taught for only 5 years at the elementary level before given their position. There also seems to be lack of honesty when it comes to the money the district actually has. That is one of the reasons the staff and community lack the confidence to back a much needed school bond. We need someone who is understands the balance of staff and student	12/17/2019 10:02 PM



management. There is a lack of understanding by the {REDACTED} of what our staff needs to be successful. We need someone who does not want cookie cutter teachers and realizes that technology is tool. We need someone in leadership that people want to go the extra mile for without having to be asked to.

156	We need a strong leader who has good, sound educational and management philosophies and who has the strength and integrity to implement their vision. We need someone who is able to take action and is able to direct necessary changes to ensure that our district moves in a direction that is best for our students and staff.	12/17/2019 9:57 PM
157	To work more in the schools and be visible for morale and pr. Be more involved physically in what is actually happening out in the education world more than the business world. We need more morale boosting initiatives that create excitement.	12/17/2019 9:55 PM
158	We an assistant superintendent that works and not so much district admin that are not assistants. Listen to the people of the community.	12/17/2019 9:54 PM
159	I have only had one year of experience here, and I think there are some things that are working for the district, but others that could use an update. There seems to be much resistance to change in the area, but I think if the changes are research based, it is good to make those changes to give our students the best possible education.	12/17/2019 9:52 PM
160	Openness to positive change is always a good thing	12/17/2019 9:49 PM
161	.	12/17/2019 9:47 PM
162	I know our district is very forward thinking and has done a lot of good things, however, there are some things that could be improved upon and some changes could be made to better meet the needs of our students.	12/17/2019 9:47 PM
163	The choices of {REDACTED} have been questionable at best. {REDACTED} does not put staff first and is not willing to listen to those who have more experience than {REDACTED}.	12/17/2019 9:43 PM
164	It would be wise to find someone who is familiar with our community.	12/17/2019 9:42 PM
165	I feel our district needs a change in leadership with different skills	12/17/2019 9:37 PM
166	I'm hoping for a superintendent that will take the time to get to know us in the district and understand the needs of our schools.	12/17/2019 9:37 PM
167	I believe we need a superintendent that genuinely cares about the staff, community and students. We have some good things going in our district, but we need someone who has excellent public relationship qualities. This needs to be the number one focus characteristic. We need a superintendent who can sell ice cubes to Eskimos for example. We need a confident, collaborative superintendent with no personal agendas. Someone who really wants the team to work together, who will allow all current talented staff to grow, and not clip the wings of those who are willing to soar. With a positive, genuinely caring leader the district can work together in a more productive, amiable environment, that will in turn build a stronger community and happier working environment for all employees. Staff really need to feel valued and supported to build morale across the district, which will in turn spread into the community. We have a lot of talented folks in our district. We really need someone with the right personality that can positively encourage people to move forward in a kind but firm manner. A person who can make difficult decisions with confidence, and is respected by everyone around him/her due to being able to build a trusting, team relationship they are able to create. We need a strong, energetic, motivational, inspiring, genuine leader. If that kind of person is selected then he/she can make some of the necessary changes the district needs. If the right kind of person is chosen they will be able to get community buy in for bonds and levy's, unlike what has been happening the last few years. I appreciate the opportunity to share my thoughts. I hope we find that person who will inspire all of us to be our best so we can focus all of our efforts on building, amazing student leaders for our future.	12/17/2019 9:31 PM
168	Change is a good thing! There are too many "good ol boy" groups and {REDACTED} has played into this group. The district heads have no say in anything without having someone complain to the {REDACTED} and {REDACTED} making the final decision	12/17/2019 9:25 PM
169	There is always room for growth.	12/17/2019 9:13 PM
170	Because a lot needs to be fixed in order to improve	12/17/2019 9:12 PM



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171	I think we need someone who is present in the schools and will make look at the needs of the students, teachers, and buildings. I think we need more support in the schools such as vice principals and counslors.	12/17/2019 9:08 PM
172	we need someone who can be trusted by the community and can work toward getting bonds passed so that we can update our schools	12/17/2019 9:05 PM
173	I feel we are doing really good things in Minidoka County, however, I feel we need someone who is willing to be innovative in thinking and not afraid to change something even though we have always done it a different way.	12/17/2019 9:02 PM
174	Change is good but what is working can be used	12/17/2019 8:58 PM
175	I chose this answer because I feel like our school district has made some significant positive changes, but is in need of progressing forward in some different areas.	12/17/2019 8:56 PM
176	I think there are some educational changes that could improve the district and education the students currently receive. For example, all day kindergarten available at all schools, or pre-school for all children.	12/17/2019 8:53 PM
177	The district is behind in terms of moving instruction, vision, mission, and evaluations. The district needs a fresh outlook and not the same educational mindset. Someone out of the box.	12/17/2019 8:50 PM
178	The {REDACTED} has been not good for our community, there is not interest in our community and there was no plan to make a life here in our community. It was a stepping stone to get {REDACTED}. Not Good Enough!	12/17/2019 8:49 PM
179	We are heading in the right direction but could use some fresh vision.	12/17/2019 8:48 PM
180	It's time for a true change.	12/17/2019 8:43 PM
181	time for a change and something new, not the same ol thing!	12/17/2019 8:43 PM
182	I think we should keep what is working, but be ready to make some necessary changes as well.	12/17/2019 8:42 PM
183	I think we have a great educational and management philosophy but sometimes things need to change and we to need be comfortable with making those changes.	12/17/2019 8:37 PM
184	I think some changes need to be made.	12/17/2019 8:35 PM
185	I feel that the new superintendent should not be afraid to make changes.	12/17/2019 8:34 PM
186	1. Morale is not especially high in the district. I think it is important to find someone who can make people feel appreciate. 2. I think we have lost sight of a school district being an educational system. We need a superintendent who knows academics and programs that are working in other places who does not delegate academics to nonexperts.	12/17/2019 8:33 PM
187	We have many good things going on in the district, but there are some areas that need adjusted or changed completely. We need someone who can see the changes needed and effectively change what needs to be.	12/17/2019 8:21 PM
188	I believe there is too many people in the {REDACTED} that just do as they please and do not listen to the people actually in the classrooms doing the work. I think there is too much "micromanaging." Technology is great, but losing grit and perseverance is not worth being up-to-date with the latest technology. Not every student has the ability to use technology at home, so ways to serve all students need to be used.	12/17/2019 8:20 PM
189	I feel that {REDACTED} has done a good job.	12/17/2019 8:17 PM
190	I feel that our {REDACTED} was good at placating community members, but didn't really solve the issues that were brought to them. Lip service with no real action	12/17/2019 8:17 PM
191	Tired of {REDACTED} {REDACTED}. Need somebody who knows this area and cares about Minidoka schools and not just a place to pad his retirement.	12/17/2019 8:02 PM
192	I agree with the general philosophy of education of our{REDACTED} however, I strongly recommend that we find a leader with excellent people skills and is willing to listen to recommendations of staff and not make decisions that he/she only wants. For example, {REDACTED}	12/17/2019 8:00 PM
193	necessary changes	12/17/2019 7:59 PM



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194	I think there are benefits for a four day school week. I have never had a conversation with [REDACTED], nor did I see [REDACTED] much in our building. Although [REDACTED] did some good things for the district and I appreciate the increase in the pay scale.	12/17/2019 7:59 PM
195	*	12/17/2019 7:56 PM
196	I do not have anything negative to say about [REDACTED] but I feel that education in this area needs to change to meet the changing needs and strengths of our students. I feel we could use a shot in the arm to boost the drive and desire for success in students, teachers, and parents alike. It is time to switch things up.	12/17/2019 7:56 PM
197	Sometimes change is good. Right now the community seems to have shaky faith in the school district so change it up!	12/17/2019 7:55 PM
198	They should always be open to new ideas.	12/17/2019 7:55 PM
199	It is never a good idea for a leader to come in with the intention to change everything. There are many things that are going well in our district currently. While I may not agree with everything [REDACTED] has done, or [REDACTED] style - the district is in a good place. With some changes in philosophy, management, and organization the many administrators currently employed in the district will continue to progress toward positive changes.	12/17/2019 7:53 PM
200	The district need to regain trust with the county voters to pass bonds. Funds should start being ear tagged so voters have faith that their tax dollars are being used for what the district purposed on the ballot. We need someone that can CLEARLY communicate this to our community. Also, I would love to see more mastery based schools in our district. Education is moving in a new direction nationwide. I feel that we need a superintendent that sees that a change should be made to help students learn in a nontraditional atmosphere.	12/17/2019 7:53 PM
201	I am happy with the direction of the district just need some small changes	12/17/2019 7:52 PM
202	There needs to some changes made but not all at once.	12/17/2019 7:52 PM
203	I don't like all the choices of the [REDACTED].	12/17/2019 7:51 PM
204	We have some good things happening in our district, but there are changes that need made.	12/17/2019 7:50 PM
205	.	12/17/2019 7:48 PM
206	...only if we are failing!	12/17/2019 7:45 PM
207	I would like to see a superintendent who knows our community and can address our specific needs.	12/17/2019 7:45 PM
208	There is always room for improvements and we need someone willing to make the necessary changes.	12/17/2019 7:45 PM
209	I feel our District has some really good programs that we need to continue with but I feel we need to broaden our focus in other areas.	12/17/2019 7:44 PM
210	We need a new voice, with new ideas	12/17/2019 7:43 PM
211	t	12/17/2019 7:40 PM
212	There are definitely some changes that need to be made in the district.	12/17/2019 7:39 PM
213	As people ( human beings) it is important to have an opened mind. Ready to focus on what is needed and necessary. We are dealing with the minds of our future.	12/17/2019 7:39 PM
214	Morale is low because teachers are micromanaged and are not treated as the professionals they are. The new superintendent needs to treat teachers as professionals and not be condescending nor authoritarian. Due to hiring and assignment practices instituted by [REDACTED] teachers do not believe they matter. They believe the exact opposite.	12/17/2019 7:38 PM
215	Because.	12/17/2019 7:37 PM
216	I want someone who knows our community and is ready to bring us together to make us a powerhouse!	12/17/2019 7:36 PM
217	I feel that our district has had the right vision for success and we just need the community and funding to update our schools and programs to meet our vision.	12/17/2019 7:35 PM



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218	{REDACTED}has been a good leader for our district {REDACTED} has established good policies and these need to be continued and expanded upon.	12/17/2019 7:34 PM
219	no comment	12/17/2019 7:33 PM
220	We have had a lot of changes within the last few years including a new reading curriculum, new teachers coming into the district, and several new principals within buildings. I would like to see the results from these changes before changing everything in the district to see if the results are positive or negative.	12/17/2019 7:33 PM
221	There was nothing wrong with the philosophy of our {REDACTED}. However, I feel like there are some changes that need to be made and the community needs to be back on good terms with the school district.	12/17/2019 7:32 PM
222	I made this choice because the {REDACTED}has not been effective at fostering a positive community and professional relationship. Bonds cannot be passed and trust has been broken on many levels. Our school district needs a tremendous change!!	12/17/2019 7:32 PM
223	While the district has been working on making many positive changes, I think they are currently missing the opportunity to do more.	12/17/2019 7:32 PM
224	I don't feel our district is moving in the right direction. We need a change.	12/17/2019 7:32 PM
225	Morale is low and I believe a different admin would be beneficial.	12/17/2019 7:32 PM
226	Our district is one of the best around	12/17/2019 7:31 PM
227	Continue making a difference in our school and our community through consistent efforts.	12/17/2019 7:30 PM
228	It is good to have change	12/17/2019 7:30 PM
229	I don't believe that "staying the course" or change for the sake of change are good options. I believe that they should be based on current needs.	12/17/2019 7:30 PM
230	I feel as though the current method is a good one but some very necessary changes need to be made in order for the school to take the next step and become as great as it could be.	12/17/2019 7:30 PM
231	I think the current administration is doing an amazing job.	12/17/2019 7:29 PM
232	For the most part the district has some good practices in place, however there is always room to grow and implement new things. Changes can be a good thing.	12/17/2019 7:29 PM
233	I, feel that as a employee and tax payer, {REDACTED}has let the public down , the moral in the school district has been at it's lowest ever , feel that their is no trust in {REDACTED} , what so ever.	12/17/2019 7:28 PM
234	I feel the district is headed in a good direction. Some great changes have been implemented and there are many successful programs. It would be good to see a new face with new ideas that can steady the course of the successful programs that have already on track but also bring fresh ideas that may continue to help students, staff and schools grow.	12/17/2019 7:28 PM
235	Change can be good	12/17/2019 7:27 PM
236	We need to develop our schools to be schools of the future, both in curriculum/instruction as well as facility structures.	12/17/2019 7:26 PM
237	I chose this because I feel that it is important to have some change when necessary.	12/17/2019 7:25 PM
238	Our district isn't headed in a positive direction. Our district admin are not seen, and appear to have little to no purpose, while our schools lack the admin support needed to function and progress our students in a needed manner.	12/17/2019 7:25 PM
239	We have a very competent and capable admin team ready to support a new superintendent.	12/17/2019 7:25 PM
240	We need to account for the expansion of our district and not just the close-minded fixer method.	12/17/2019 7:24 PM
241	It's important for the superintendent to be able to use what works but change as necessary for improvement.	12/17/2019 7:24 PM
242	I feel the course the district is currently on is a very good one. I feel our {REDACTED} has had the good of students, staff and the community as a whole at the forefront of {REDACTED} vision for Minidoka County Schools.	12/17/2019 7:24 PM

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243	Because changes need to be made with the current staffing at the district. There is too much "what I say goes" going on there and not enough listening to those of us that actually teach the students.	12/17/2019 7:22 PM
244	I just feel like there are some necessary changes needed.	12/17/2019 7:21 PM
245	be	12/4/2019 5:53 PM
246	There are many changes that have not occurred over the past 10 years.	12/3/2019 10:42 PM