

# EVERETT PUBLIC SCHOOLS

## Thoughtexchange Summary Report



In January 2019, Everett Public Schools engaged their community in a conversation about the ideal qualities they should look for in a new superintendent. Participants were invited to share thoughts, rate the thoughts of others and discover the results of the exchange. Read on to learn about the Hot topics, Top thoughts and Top themes that emerged in this exchange.



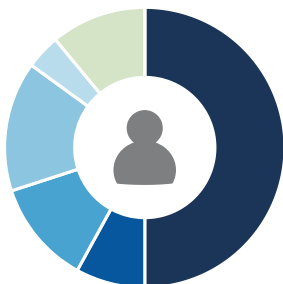
 **607**  
Participants

 **815**  
Thoughts

 **18,630**  
Ratings

- Q: What are the most important skills and qualities a new superintendent needs to be successful?
- Q: What are the district's strengths and challenges that the new superintendent should know about in order to be successful?

### PARTICIPATION BY ROLE



%		
50%	(273)	Parent/Guardian
8%	(43)	Support Staff
12%	(68)	Teacher
15%	(82)	Student
4%	(20)	Administrator
11%	(58)	Community Member
0%	(1)	Other - not available



# TOP THOUGHTS

The following thoughts showcase the highest rated thoughts in the exchange.

## QUESTION ONE

**Good listener, collaborative mindset, prioritizes education, responsive to community needs, involved in community.** It is important that the superintendent understands the needs of the families and students in the district.

**They need a strong understanding of finance.** We have enjoyed a well-run district that is fiscally responsible and we don't want that to change.

**A good listener – Someone who can communicate with a variety of different stakeholders – Recognizes that he/she is a part of a larger team.** Listening provides points of view to be acknowledged that perhaps were never considered. Being a part of a collaborative team models the way to success.

**Stay connected to the community.** Engage in dialogue with teachers, administrators, families, students, and other community members to learn what their views and needs are.

**Trustworthy.** Community needs to support them so that bonds/levys get passed.

## QUESTION TWO

**Strengths: committed staff, focus on student learning.** The success of any district starts in the classrooms.

**Strength = diverse.** The population here is very diverse in terms of race, ethnicity, religion, sexual orientation, gender identity, and socio-economics.

**A strength is the dedicated staff members in the buildings.** Without staff that is happy and dedicated to the work, nothing is going to happen.

**Challenges include a disparity among student opportunities from South to North in the district, from athletics to activities to academic supports.** Equity means providing all kids with what they need in terms of support. Often times, our kids in the north side of the district need more supports.

**Quality teachers.** For the most part Everett has recruited strong educators.

# TOP THEMES


Thoughts are grouped together by topic to form themes. The theme names reflect the key words associated with each topic.

## SKILLS


### LISTENING

- Support staff, Teachers and Administrators had a higher average star score in this theme.

**Listening skills.** To listen to the needs of parents, teachers and students.

4.3 ★ 26 

**Open minded, good listener, see things from others' point of view.**


4.3 ★ 24 

Approachable. Staff should be made to feel comfortable expressing their opinions  
– this feeling comes from the top down. A true leader is approachable and listens.


### COMMUNITY BUILDING

- Administrators had a higher average star score in this theme.

**Stay connected to the community.** Engage in dialogue with teachers, administrators, families, students, and other community members to learn what their views and needs are.

3.8 ★ 6 

**The new superintendent needs to have the community's best interests at heart.**

3.9 ★ 7 

Schools are a huge part of the community, and when the community does not feel schools are on their side, the community isn't whole.

## STUDENT FOCUS/SUCCESS

**Put students first.** Would be important for the superintendent to understand that their job is for the students over any other priority.

4.2 ★

25 

**A good superintendent puts students first.** The welfare of our children is the number one priority for schools.

4.1 ★

25 

## COMMUNICATION AND TRANSPARENCY

- Administrators had a higher average star score in this theme.

**The ability to communicate well.** To be able to explain why, how, when and what so that all can understand.

4.3 ★

26 

**Transparency.** Letting parents, teachers and students know what is actually going on, not hiding the truth.

4.3 ★

26 

## RESPECT/SUPPORT TEACHERS AND STAFF

- Teachers had a higher average star score in this theme.

**Someone who leads with a collaborative approach, to support teachers and students.** A top down approach isn't always effective. We need a leader who understands the daily grind and how to help teachers meet the needs of all students.

4.2 ★

31 

**A supportive leader that values and listens to the expertise and perspective of classroom teachers.** Schools are about learning that is executed by classroom teachers.

4.2 ★

25 

# QUALITIES

## VISION AND PLANNING

**Must be a problem solver and strategic thinker.** This person must look at the big picture and not have knee jerk reactions to certain events. Planning ahead is paramount..

4.3 ★ 25 👤

**Ability to co-create a vision that the community understands and believes in.**

4.1 ★ 25 👤

A clear vision can unify and helps provide the direction we need to move forward.

## COMPASSIONATE/CARING/KIND/POSITIVE

- Support staff, Students and Administrators had a higher average star score in this theme.

**Being humble will mean people below him or her will respect him or her.**

4.2 ★ 25 👤

Humility is very important in a high level job like this.

**We need a leader who cares.** Who believes in equipping our students with tools to succeed in life. Someone who believes in Everett! And is ready to embrace our growth and present new ideas that will benefit everyone.

4.2 ★ 24 👤



# STRENGTHS

## TEACHERS AND STAFF

- Teachers and Students had a higher average star score in this theme.

**Strengths: committed staff, focus on student learning.** The success of any district starts in the classrooms.

4.3 ★ 24 👤

**A strength is the dedicated staff members in the buildings.** Without staff that is happy and dedicated to the work, nothing is going to happen.

4.2 ★ 20 👤



# CHALLENGES

## DIVERSITY


- Teachers and Students had a higher average star score in this theme.

**Challenges include a disparity among student opportunities from South to North in the district, from athletics to activities to academic supports.** Equity means providing all kids with what they need in terms of support. Often times, our kids in the north side of the district need more supports.

**Strengths – high standards and expectations for every student.** Challenge – we have a very divided district. We are in need of a superintendent who is a community-builder. Someone who will work to unite a very diverse district.

4.2★

18



## PLANNING AND GROWTH


- Students had a higher average star score in this theme.

**South end congestion.** A sustainable solution to overcrowding in the south end needs to happen soon.

**Navigating our growth is our biggest current challenge.** We came up short on the most recent bond vote, and now we are needing to address some significant overcrowding in some schools.


4.1★

23



4.0★

12



You can dig into each exchange to discover additional topics that are important to your peers

[my.thoughtexchange.com/#140933555](https://my.thoughtexchange.com/#140933555)

# HOT TOPICS

Differences are thoughts considered interesting or highly engaging to groups of participants but may not be reflected in the top themes. They consist of **Interesting thoughts** and **Common interest thoughts**. Interesting thoughts were rated high by one group of participants and rated low by another group, indicating areas of disagreement. Common interest thoughts are were rated high by both groups of participants, indicating areas of agreement.

## Q1: TOPIC 1



Group A



Group B



Notable demographic breakdowns are as follows:

- 11% of participants in **Group A** are Support Staff compared to 0% of participants in **Group B**.
- 26% of participants in **Group B** are Community Members compared to 9% of participants in **Group A**.

## INTERESTING THOUGHTS

Group A Group B

<b>Equity and social justice lens.</b> Setting the vision for an inclusive and strong school district culture.	4.3	1.0
<b>Real commitment to racial, LGBT, religious, etc. equity and diversity.</b> Not just lip service.	4.4	1.6
<b>Experience working with a diverse district/population.</b> We have a diverse cultural population and a wide range of socioeconomic needs. We need someone who can be sensitive to various needs.	4.6	2.0



COMMON INTEREST THOUGHTS

Group A  Group B 

**Someone who can lead through example by serving others.** I admire leaders who roll up their sleeves and join the work right along side the rest of us. Simple things like stacking chairs, writing thank you notes and caring for staff can go a long way. Doing the work.

4.7  3.8 

**Personable...they need to get to know their staff, especially out in the schools that are doing the hard work for them.**

4.4  3.5 

**A supportive leader that values and listens to the expertise and perspective of classroom teachers.** Schools are about learning that is executed by classroom teachers.

4.8  3.6 



## Q1: TOPIC 2



Group A

142 (55%)



Group B

30 (12%)

Notable demographic breakdowns are as follows:

- 12% of participants in **Group A** are Students compared to 23% of participants in **Group B**.

### INTERESTING THOUGHTS

Group A ↑ Group B ↓

**They need to be knowledgeable in equity and equality for all people present in their school system.** There are people of many walks of life present in the Everett SD.

4.6 ★

1.7 ★

**Empathy and focus on inclusion.** We have a diverse community and we need a leader who will be empathetic to the needs of all students, and have cultural awareness.

4.6 ★

2.0 ★

**Equity and inclusion champion.** School leadership must understand and appreciate dimensions of diversity and know how to provide an appropriate educational experience for all.

4.5 ★

2.3 ★

### COMMON INTEREST THOUGHTS

Group A ↑ Group B ↑

**The ability to communicate well.** To be able to explain why, how, when and what so that all can understand.

4.5 ★

4.3 ★

**Transparency.** Letting parents, teachers and students know what is actually going on, not hiding the truth.

4.5 ★

4.5 ★

**Morals.** Not lying to parents, teachers and students.

4.4 ★

4.5 ★

## Q2: TOPIC 3



Group A

27 (32%)



Group B

14 (17%)

Notable demographic breakdowns are as follows:

- 56% of participants in **Group A** are Parents/Guardians compared to 36% of participants in **Group B**.
- 28% of participants in **Group B** are Teachers compared to 4% of participants in **Group A**.

### INTERESTING THOUGHTS

Group A ↑ Group B ↓

**Efficient.** If nothing ever gets done, such as shipping in and out of the school, giving money to clubs, etc. school will be hard to enjoy.

4.3 ★

2.0 ★

**Leadership to get a new high school built.** It's necessary and past due.

4.6 ★

1.8 ★

**Pressuring legislators for more tax dollars to fund schools.** Schools are terribly underfunded.

4.2 ★

2.2 ★

### COMMON INTEREST THOUGHTS

Group A ↑ Group B ↑

**Ability to co-create a vision that the community understands and believes in.**

4.9 ★

3.9 ★

A clear vision can unify and helps provide the direction we need to move forward.

**Community-minded, outstanding collaborator/bridge builder, visionary**

4.8 ★

4.0 ★

**leader, engaged, able to build and support high-performing teams.** EPS is a high performing district serving a growing urban center – the community needs and expects strong leadership and collaboration.

**Community relations.** It is important to keep the public supportive of educational efforts.

4.7 ★

3.9 ★