**SCUSD Strengths as a District:**

* Diversity
* Collaboration
* Community involvement
* Our students and teachers
* Innovative
* Resources we are surrounded by
* Our location being the capital city
* The stakeholders really care about the students

**Areas of opportunity for the District:**

* Future teachers, counselors, and staff reflecting the diversity of the population
* Preparing students for the 21st Century
* Having immediate resources and contact (specifically regarding attendance and grades posted on Infinite Campus)
* Having equitable practice
* More college opportunities for students to learn about them and can visit
* Strategic plan be inclusive of all cultures
* Safe environment
* Treating kids as kids
* Having recognition for teachers, counselors, and school staff for the work they do- from higher pay to bonuses, monthly recognition at board meetings
* Having art as a priority
* Support for art by giving more prep period for teachers
* Having effective programs available at all schools
* Include arts and writing be a part of the core subjects
* Bring in economics to teach the students
* Having the superintendent and principals reach out of the district to community organizations to gain their perspective
* Have SCUSD students come back to the district as teachers and staff

**Characteristics/Qualities hoped for in the new Superintendent:**

* Knowledgeable in data analysis and educating parents and teachers on what it means
* Having a leader that can capture the “best of the best”
  + Cross fertilizing programs that are effective
  + Opportunities for professional developments and mentorship
* Value diversity
* Ability to collaborate with everyone (different departments, students, teachers, and community members)

**Characteristics/Qualities hoped for in the new Superintendent (continue):**

* Strong thinker and leader
* Transparent with what is going on – example: budget
* Ability to streamline engagement, communication, and resources
* Superintendent who supports school newspaper and student publications
* Equitable- emphasis on bring up low preforming schools while looking at high performing schools and finding ways to make them grow
* Superintendent who is aware of Sacramento’s diversity
* Has a track record of systemic change and success with the board, school, and the community
* Has a commitment to change- commitment to provide students with disabilities the correct education to increase academic success
* Ability to put plan in motion
* Can build relationship with parents and create an education plan
* Someone who can communicate the spending priorities and help parents, teachers, and community members understand
* System thinking – develop a process everyone will embrace that will continue and last
* Understand the impact of decision making- looking at the larger sale and bigger picture of what is happening with education and willing to do something with all the different partners
* Develop and implement a plan to increase student achievement and to close the achievement gap
* A superintendent who understands the stakeholders
* Strong communication skills that will create and maintain relationships (with parents, teachers, and students)
* Be familiar with charter schools - the pros/cons, the growth of, and collaboration with charter schools
* Is enthusiastic for the job
* Set high expectation for all students
* Ability to build staff morale
* Bold to address equity
* Is innovative and skillful to bring in more money, programs, and opportunities
* Someone to implement that SCUSD is a “destination school district”
* Understand, value and knowledge of strategic planning
* Recognizes the importance of working with the board, school, and communities
* Build a positive relationship with the union
* More engage and visible at the school site, in the classroom, and afterschool
* Active listening with staff and stakeholders
* Ability to leverage the location of Sacramento to bring in resources
* Have people skills to being in the necessary people to help
* Be aware of programs that are near schools and creating a partnership with them – Example: libraries

**Characteristics/Qualities hoped for in the new Superintendent (continue):**

* Has a background of teaching and learning
* Independent thinker who cooperates with the board but it not a “figurehead”
* Have the appearance that they are in charge
* Strong manager to address finances
* A superintendent who is understanding and had the ability to make things happen

**Areas of improvement:**

* Someone with a sense of urgency
* Have a great degree of humility
* Having multiple measures because one size does not fit all
* Look at what programs and resources are most important to students
* Being more involved and engaged with community events – be culturally sensitive to events in the community
* Find ways to retain a superintendent
* Capacity to listen to principals and what their needs are
* Working with community partners to help work with families and schools
* Encouraging parents and students to attend events
* Retain principals
* Create a plan on how to address teacher shortage – create a process for SCUSD students to come back
* Mutual accountability
* Increase the connection between superintendent and students
* Increase connection and engagement with parents through SCC meetings and volunteering opportunities
* Broader and insightful strategic plan for community organizations - include different audience

**Other suggestions:**

* Follow through with resolutions (disability, safe haven, bullying, etc.) – being transparent with the next steps
* Teaching student life skills