

*Stakeholder Input Report for*

# **Oconomowoc Area School District Oconomowoc, Wisconsin**

*submitted by*



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*December 2021*





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EXECUTIVE RECRUITMENT & DEVELOPMENT

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**Oconomowoc Area School District  
Oconomowoc, Wisconsin  
District Stakeholder Input  
December 2021**

**Executive Summary**

On December 1st and 2nd, 2021, consultants Dr. Brian Hanes and Dr. Vance Dalzin conducted meetings with district stakeholders representing twelve different groups associated with the Oconomowoc Area School District to gather input regarding the selection of the new superintendent. The consultants received input from approximately 130 individuals during these meetings.

Outlined on the next three pages is an executive summary of the major themes expressed by the participants in the stakeholder meetings. Following the Executive Summary is a compilation of all the input received from these groups and individuals in response to four questions asked of them.

**1. Tell us the good things about your community.**

- Good parks and recreation opportunities
- Small town feel but large enough to have a lot of community events
- Strong connection between schools and community
- Businesses and community are supportive of schools
- Expanding and revitalized downtown
- Safe community
- Family friendly
- Culture of volunteerism
- Strong Oconomowoc Education Foundation
- Community pride, tradition and history
- Strong promotion of the arts
- Supportive of people in need (free clinic, food pantry)
- Location (close to Madison, Milwaukee)
- Great healthcare facilities

- Active senior community
- Future new baseball facility
- Mix of rural and suburban
- Lake country

**2. Tell us the good things about your school district.**

- Outstanding teachers and staff
- Strong leadership at the elementary and high school
- Outstanding arts
- Good facilities
- Access to technology
- District level administration
- Focus on inclusivity of special needs students
- Parental involvement
- High academic achievement (state report cards)
- Long tenured staff and administration (commitment)
- Virtual options
- Wide range of opportunities and pathways
- Approach to Covid balanced between safety and mental health
- Strong communication from the school district
- Numerous extra-curricular offerings
- Support for innovation
- Strong financial situation
- Strategic plan with stakeholder input
- Athletic strategic plan
- District-wide non negotiables
- Emphasis on climate, culture and safety
- Responsive to community involved stakeholders
- Social emotional learning focus
- Career exploration focus
- School spirit/pride
- Great students
- Visibility of administrators at all events
- Resources are aligned with strategic plan
- Collaborative schools and district
- Good connection between schools
- Deep care and concern for students

### **3. What are the issues/challenges the incoming superintendent should be aware of as he/she comes into the school district?**

- Middle school issues (bullying, student discipline, tolerance of diversity by students)
- Fear that some board members will not be open to representing all parents
- Polarization of the community
- Infrastructure challenges for growth
- Attracting and retaining quality educators
- Politics and anger at past board meetings
- At times, minority of parents have great influence on decisions
- Lack of productive board meetings
- Board member turnover
- Increasing diversity of community (race, poverty, LGBTQ+, etc.)
- Perception by some that decisions are made for political reasons and are not student centered
- Need to figure out space, grade configurations, etc.
- Long range facilities plan
- Trust among stakeholders
- School choice (private, charter, open enrollment)
- Decrease in enrollment could lead to different budget decisions
- Mental health
- At times, community and school board are too political

### **4. What characteristics should the new superintendent have to be successful?**

- Apolitical to the greatest extent possible
- Vision
- Unifier of district and community
- Visible and active member of the community
- Visible and active in schools
- Skilled in attracting staff to the district
- Good listener
- Takes ownership/accountability
- Has a K-12 perspective
- Good communication
- Demonstrates empathy and compassion
- Demonstrates humility
- Collaborative style
- Backbone/courage
- Strong networker
- Supports change
- Mentor to administrative team

- Values all staff and cares a lot about them
- High expectations for students and staff
- Cheerleader for the school district
- Encourages innovation
- A positive disposition
- Values academics, athletics and the arts
- Transparent
- Trustworthy
- Ethical/moral
- Professional/articulate
- Advocates for all students
- Encourages risk taking
- Student centered
- Resilient
- Supporter of the arts
- Has a history of success in prior positions

## **Oconomowoc Area School District Stakeholder Meeting Overview December 1, 2021 - Student Group 8:55 am**

### **Tell us the good things about your community:**

- Good park system. Accessibility for all.
- Small town feel. A lot of community events.
- The schools are a big part of the community. (Homecoming, etc)
- We help other communities. Empathy!
- Expanding downtown
- Safe community
- Community supports schools. Good communication.
- Supportive of small business
- Business supports the schools
- Lake Country Culture
- Clean community
- Great input from the community. It is valued.

### **Tell us the good things about your school district:**

- Great school spirit!
- Great academic programs. Wide variety
- Staff genuinely want students to succeed
- A lot of student support (mental health)
- Improving inclusivity. Still a work in progress.
- A lot of resources to learn new things (clubs, independent study, activities)
- Schools connect to community
- Supportive of the arts
- Prepares students for the future
- Many extracurriculars
- Value extracurriculars
- High involvement in athletics
- Responsive school counselors
- Strong to school to career
- Strong student attendance at evening events
- Value hands on learning (trades, etc.)
- Good connection between schools

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

- Students need more exposure to diverse groups
- Lacking a certain level of awareness to diversity issues
- Shy away from difficult conversation of diversity issues (race, religion, historical) in the curriculum and the practice
- Community could listen to students' concerns more

- Some teachers show bias on some topics as they teach
- At times the community and school board are too political
- No French foreign language at middle school
- Lack of addressing some bullying at middle school
- At times rigor of lower grades is not sufficient for preparing for high school
- More communication to students from the superintendent
- Hostility at board meetings
- Advocate for preparing special needs students for after graduation. Communicate more with parents.

**What characteristics should the new superintendent have to be successful?**

- Be transparent
- Focus on student priorities rather than parent and political motivation
- Be proactive
- Be visible in schools and at evening events
- A boss but also truly cares about staff
- Be open and approachable to students. Communicate with students.
- Hands-on superintendent that can work with hands-on principals
- Value extra curricular activities (music, athletics, arts, etc.)
- Less political and more student centered
- A superintendent who sees the position as more than just a job. It is a calling.
- Superintendent needs to communicate directly to students
- Advocate for students with special needs
- Goes beyond the requirements

# **Oconomowoc Area School District Stakeholder Meeting Overview**

## **December 1, 2021 - Administrators 10:15 am**

### **1. Tell us the good things about your community:**

- Very supportive of public education (referenda, etc.)
- High engagement of community
- A lot of recreation activities
- Safe community
- Family friendly
- Opportunities for community members (dance, etc.)
- Active senior community
- Culture of volunteerism
- Desire to help all community members
- Civic groups are very supportive of the schools
- Professional baseball team coming
- Oconomowoc Education Foundation

### **2. Tell us the good things about your school district:**

- Community is united as around their school district
- Advanced courses (Advanced Placement, IB)
- Dedicated, caring staff serving students
- Numerous academic, and extracurricular opportunities
- Strong arts program (k-12)
- Upgraded facilities (prioritized). Pride in facilities.
- Learners and leaders empowered
- A lot of internal support for innovation
- Robust curriculum. Consistency among all schools.
- Support for collaboration. Resources.
- Student achievement is on an upward trajectory. Progress of growth. Narrowing the gap among subgroups.
- Experienced and stable administrative team
- The school district is still hungry for continuous improvement
- History of strong financial situation
- Consistent funding support for new initiatives
- Strategic Plan and that had stakeholder involvement
- Board aligned allocation of resources to strategic plan
- A desire of the board and leadership to continue with prioritizing the strategic plan (long term vision and commitment)
- Community established athletic strategic plan

**3. What are the issues/challenges the incoming superintendent should be aware of as he/she comes into the school district?**

- Perception that the past school board became politically driven and less policy and governance
- New board and new superintendent
- School Choice (private, charter, open enrollment), appreciates the competitive nature of leading this school district
- Stay true to the vision. Work with the board.
- Intrapersonal conflicts of the past boards have influenced community perceptions of the school district
- Decrease in enrollment could lead to difficult budget decisions
- Building space issues
- Need to move forward with the diversity part of strategic plan and respond to student perceptions & needs

**4. What characteristics should the new superintendent have to be successful?**

- Good decision maker
- Mentor district leaders
- Innovative
- Risk taker
- Champion and cheerleader for the school district. Appreciates trust as important for relationships.
- Visible in schools, and community and school events
- Confidence and desire to be the face of the district
- Strong and proactive communicator
- A positive disposition
- Lifelong learner

## **Oconomowoc Area School District Stakeholder Meeting Overview December 1, 2021 - Parents/Community 11:30 am**

### **1. Tell us the good things about your community:**

- Community takes pride in the school district
- Attractive choice for a school district
- A distinct community sense. Strong community events.
- Strong history and traditions
- Attractive downtown that is growing
- Sense of community pride
- Strong sense of the arts. Diversity in terms of opportunities.
- Quantity and quality of activities provided by the community and school district for children

### **2. Tell us the good things about your school district:**

- Outstanding teachers k-12
- Strong leadership at the elementary and high school
- Band Program, Theatre, Arts
- Facilities for the arts & athletics
- Facilities at elementary and middle school
- Access to technology
- Fantastic administrative team at the district level. They are collaborative and work well together.
- Focus on inclusivity of special needs students

### **3. What are the issues/challenges the incoming superintendent should be aware of as he/she comes into the school district?**

- Policies at the middle school are not always put into action (bullying, student discipline, tolerance of diverse race, religion)
- Middle school leadership
- Student to student and community acceptance of diverse populations in the high school
- Fear that some board members will not be open to representing all students
- An appreciation of the polarization of the community
- Infrastructure challenges for growth

**4. What characteristics should the new superintendent have to be successful?**

- Team mindset with creating relationships with the community and the school district
- Strong personality with a backbone
- Communicates openly with parents and other stakeholders. Individual relationship building.
- Attracts and retains talent to the school district
- Has a history of success
- Focus on continuous improvement
- A person who has vision. He/she addresses long term needs.
- A person who seeks a collaborative approach with staff and community in developing and executing the goals and vision of the district
- Develops supportive educators, works with the board to develop comprehensive policies, an inclusive curriculum and support Gay straight Alliance programs.
- A leader who puts a major focus on academics
- Integrity
- Makes decisions based on what is best for students
- Engages key stakeholders
- Is transparent with all parties
- Is an inspirational leader
- Has had a successful experience with a pattern of increased responsibility in educational administration or similar experience

## **Oconomowoc Area School District Stakeholder Meeting Overview December 1, 2021 - Civic Group 2:00 pm**

### **1. Tell us the good things about your community:**

- Diversity associated with the economic backgrounds...a larger population than most think
- Lake Area Free Clinic & food pantry
- Feels like home...”town” feeling here...amazing place to live, a lot of access to a lot of stuff
- This community is rich and embraces people of faith...people come together to help each other (support our own)
- There is openness to hear from us...appreciate the invitation
- Seems like everything is up to date here!
- A physically safe community

### **2. Tell us the good things about your school district:**

- Academically-a “total” package(Arts /Athletics...has a great reputation - receives a great deal of support from community (i.e. referendums, State Volleyball)
- IB Programs, Career & Technical Education - Hands on learners!
- A partnership with faith community - feeling welcomed
- We have an incredible staff from the administration thru other staff
- Good facilities & staff

### **3. What are the issues/challenges the incoming superintendent should be aware of as he/she comes into the school district?**

- Some actions of the community members and board created negativity
- School boards should not be political...should be ALL About the KIDS
- Sometimes the loudest voices get attention - taken away focus on education
- New Supt is going to have to navigate forces mentioned above
- The Bd should work with parents and leave politics out of it...kids are watching and creating a big divide....healing will take time with people working together
- We have been divided the last couple of years...a good listener is needed to sort - heal
- Make sure the strategic plan supports the needs of the students
- Micromanaging by the board at times
- There needs to be clear roles agreed upon
- Challenge to meet the needs of wealthy vs. less fortunate
- Trust - need to get a baseline level of trust and move forward (Supt needs to embrace that as a focus)

- A challenge due to a lot of divisive issues this past Fall - will be difficult because of division
- We need to learn to be “civil” again
- There is not much diversity and it negatively affects how we think about things (we live in a bubble here)

**4. What characteristics should the new superintendent have to be successful?**

- Thoughtful-reflectful, knowledgeable
- Must be a really good communicator- offer clear consistent messaging
- Empathetic
- Good listener
- Someone who knows who they are - with maturity - strong in their convictions (strong backbone)
- Humility...safe to admit I did\_\_\_\_\_ wrong
- Someone who is willing to develop their own weaknesses (we need to encourage this person)

## **Oconomowoc Area School District Stakeholder Meeting Overview December 1, 2021 - Teachers/Support Staff 3:15 pm**

### **1. Tell us the good things about your community:**

- A great physically safe area to raise kids
- Lots of opportunities
- Location - close to Madison, Milwaukee etc.
- Downtown growing - ongoing construction
- Many are financially able to prioritize education
- Local businesses are involved
- Community partnerships
- Community takes pride in our accomplishments

### **2. Tell us the good things about your school district:**

- Kids are awesome
- There is a real sense of community within a building (staff feel connected with each other & direction of the building)
- Opportunities for ANY and ALL kids (FFA, Greenhouse, Athletics, Music, etc, etc.)
- Do a good job of encouraging innovation
- We are college career and life ready focused
- Conversations are anchored into the strategic plan
- There are agreed upon non-negotiables
- Our students accept others with visible special needs
- The staff - All staff...support, admin asst, paraprofessional, administration
- We pool resources together to meet families in need
- Good facilities & improvements
- Supportive community passing referendums
- Staff is creative utilizing space to make it work with what they have
- A lot of school spirit for various things (drama, Volleyball, stickers on cars, logos, etc.)

### **3. What are the issues/challenges the incoming superintendent should be aware of as he/she comes into the school district?**

- Our community is not immune from the board getting political pushback
- An increasingly politically charged community
- High board turnover
- Political divide on the board itself (polarized)
- Community is polarized
- Staff is concerned about the direction of the board

- Concern from the staff that this hire could be a one way leaning hire
- The supt position should be apolitical
- Louder voices have a lot of opinions about what is taught without informed understanding
- The educators need to be respected - professionals
- A “new cook” does not have to come in and change everything...we are moving in a good direction (meet us where we are)
- Address the non negotiables with a younger high school staff
- Validate staff for their accomplishments - trust
- Validate what people have dealt with the past two years
- Facing a huge teacher shortage - talent shrinking
- Dist. Admin needs to be more intentionally visible in our buildings (classrooms)
- There is a perceived affluence and the new person needs to know that there are bigger gaps of poverty now

**4. What characteristics should the new superintendent have to be successful?**

- Transparency
- Trust, trustworthy with different stakeholders
- Skilled to build and foster trust with the board
- Public cheerleader with high standards
- Someone who trusts me
- Authentic
- Here to lead
- Has a vested interest in activities
- Honorable
- Someone who lives here
- Relates to everybody, not just some
- The board needs to give the new person latitude
- Supt needs to hire someone with a strong backbone
- Ethical, Moral, supportive
- Understanding of the wide variety of students that we have
- Be a Superintendent for ALL students (vs the successful kids)
- Be a Superintendent for Staff
- Invested in the community (would be nice if they live here)
- Professional & Well Spoken
- Someone who respects and values educators

## **Oconomowoc Area School District Stakeholder Meeting Overview December 1, 2021 - Parent/Community 7:00 pm**

### **1. Tell us the good things about your community:**

- The size of the community is perfect. Big enough but also a small town feeling.
- Great place to raise kids
- Thriving small town
- A caring community. A lot of parents grew up in Ocon.
- Wonderful mix of nature and parks
- Hub between Milwaukee and Madison
- Family friendly
- A lot of community events (parades, festivals, etc)
- Schools are a focal point of the community
- Great healthcare facilities

### **2. Tell us the good things about your school district:**

- Deep care and concern for all students by staff
- Low staff turnover at the elementary level
- The district response to communicating about Covid was highly effective in the beginning
- Learned from Covid situation to provide future opportunities (online learning)
- Music/theatre programs are outstanding
- The schools have kept the community engaged (example of referenda)
- Used referendum money to create new learning spaces and personalized learning
- Innovation encouraged (programming and instructional delivery)
- Career exploration focus
- Appreciation and recognition to all post secondary paths

### **3. What are the issues/challenges the incoming superintendent should be aware of as he/she comes into the school district?**

- Less qualified educators. Shortage. How can we attract and retain quality educators?
- Listening to staff (staff voice)
- Demonstrated politics and anger at board meetings
- Lack of acceptance of diverse populations by parents
- The loudest parents and community members had great influence on decisions
- Lack of productive board meetings

**4. What characteristics should the new superintendent have to be successful?**

- Has a collaborative approach that welcomes all voices and models civility, compassion and tolerance
- Courageous
- Student Centered
- Welcomes diverse opinions
- Nonpartisan. Does what is best for kids, not politics.
- Great communicator to all stakeholders on how and why decisions are made
- Understands the importance of social emotional learning and mental health of our students
- Listens to parents (parent voice)
- Listens to students (student voice)
- Resilient
- Encourages teachers to take risks and try new educational delivery methods such as new ways to personalize learning
- Encourage innovation
- Visionary leader
- A leader who stresses providing choice in the district so we do not lose students

# **Oconomowoc Area School District Stakeholder Meeting Overview**

## **December 2, 2021 - Administrators 9:00 am**

### **1. Tell us the good things about your community:**

- Supportive of schools
- Small town feel
- The city has been revitalized. Downtown has improved.
- A lot of resources for schools from the community
- Multiple generations of families
- Location. Big enough but still small town feel.
- Pride in community
- Opportunities for young families
- A lot of tradition
- A lot of walking and biking trails. Water sports
- Strong schools

### **2. Tell us the good things about your school district:**

- Amazing staff!
- Commitment to facilities (referenda)
- All schools are ranked high on DPI Report card
- Closing gaps
- Longevity and stability of administrators and staff
- Commitment to work life balance
- Current board is stable. Willingness to govern as unified. Early in their tenure.
- Many options for students. All paths are equal (advanced courses, CTE, Arts)
- Strong financial leadership
- All respectful of balancing resources with alignment with our strategic plan
- Fiscally responsible
- Non negotiables (District wide)
- National reputation/presentations Universal Design
- Athletic & Academic Strategic Plan
- Good facilities
- Strong athletics, academics and arts
- Great facilities
- Strong Alumni base
- Strong commitment to developing teachers (mentors, Professional development, coaches)
- Strong district technology
- Commitment to social emotional learning/mental health. Foundation for learning. Mental health partnerships.
- Staff recognition

- Career Ready focus
- Students and staff come to school feeling safe. (procedures, protocol). Emphasis on climate and culture

**3. What are the issues/challenges the incoming superintendent should be aware of as he/she comes into the school district?**

- Declining enrollment
- Residential development has not transferred to increase enrollment
- School Choice (private, charter, open enrollment)
- Polarizing view points in community
- Someone to lead the leaders. Help foster a sense of community of leadership. Help all grow.
- Potential Board turnover
- Significant infrastructure needs
- A higher poverty level than other neighboring districts
- Flat organization chart contributes to superintendent making most decisions
- Some schools have increasing enrollment and some have declining
- Shortage of workers

**4. What characteristics should the new superintendent have to be successful?**

- Someone who can help the administrative team continue to grow (mentor)
- Dynamic, outgoing personality
- Visible at district events at all levels
- Values all staff
- It would be nice if the superintendent lived in the district
- Collaborative. Values other opinions.
- Respects professional expertise
- Supportive, strong moral compass. Unwavering from their vision.
- High expectations
- Respectable of work life balance
- Kind and empathetic also compassionate
- Maintains focus
- Shares and practices beliefs in non-negotiables
- Proud of the district, cheerleader

## **Oconomowoc Area School District Stakeholder Meeting Overview December 2, 2021 - Parents/Community 10:15 am**

### **1. Tell us the good things about your community:**

- Downtown development. Very vibrant. A lot going on for community members. Wide variety of activities.
- Rich history of the arts
- Parks, recreation
- Quality of life, location, the community is very connected (homecoming example)
- Interconnectivity of sports programs in the community and schools

### **2. Tell us the good things about your school district:**

- Well known for performing arts
- Outstanding facilities (OAC)
- Quality of education, so many opportunities
- Dedicated staff
- Approach to COVID. Balance between safety and social emotional/mental health aspects.
- Strong communication from district
- Opportunities for students to get out in the community
- Staff and administration are approachable
- Educator involvement. Educators are passionate and spend a lot of time out of classroom.
- Summer school program. (remedial and enrichment)
- Staff are vested in the students
- COVID mitigation, communication
- Good facilities

### **3. What are the issues/challenges the incoming superintendent should be aware of as he/she comes into the school district?**

- Politically divided
- Board member turnover
- Working relationship board and superintendent
- Attract and retain quality staff
- Perception of diminishing quality from elementary level to high school
- Diversity specifically around LGBTQ
- Perception that a superintendent was run out of town. The community is changing and will bring more diversity. The Board and Superintendent need to be aware of this and embrace it. (social justice, equity & equality)
- An attitude and practice of decisions made for students not political reasons
- Can handle growth. Thoughts on space, grade configuration, etc.

- A need for a long range facilities plan (developmental needs of students and physical space)

**4. What characteristics should the new superintendent have to be successful?**

- Thick skin, resilience
- Integrity
- Collaborative style
- Transparent
- Good communicator
- Good leader
- Open mindedness
- Committed/dedicated
- Preferably experience as a superintendent
- Visibility in community
- Has an external perspective
- Technical skill/competence
- Forward thinking. Future focused.
- Thoughtful leader
- Good sense of humor
- Strong advocate for serving ALL students

**Oconomowoc Area School District Stakeholder Meeting Overview**  
**December 2, 2021 - Retirees and Former School Board Members**  
**12:45 pm**

**1. Tell us the good things about your community:**

- Supportive of the arts
- Growing and progressive and vibrant
- Supportive of facilities (referenda)
- Engaged, cohesive community
- Community works together
- Support from businesses. Partnerships.
- Community is resilient
- Deep proud history. Tradition
- Lake Country makes it attractive
- Vibrant farm community
- Naturally beautiful community
- Incorporated art classes downtown
- Interconnectedness of the community

**2. Tell us the good things about your school district:**

- The arts
- The music program
- High achieving district
- Great facilities
- Staff committed to their students
- Low staff turn over
- Solid college prep
- School district has embraced other pathways besides college (variety of choices)
- Partnerships with industry
- Special education program
- School district was fun. School spirit/district pride.
- This is a place for anybody
- Awesome students

**3. What are the issues/challenges the incoming superintendent should be aware of as he/she comes into the school district?**

- Conflict within the school board
- School security/safety (personnel)
- Trust in the professional expertise
- Balance between parent voice and trust in educators
- Declining enrollment
- Communicating the appearance of growth versus student population growth

**4. What characteristics should the new superintendent have to be successful?**

- Accountable
- Collaborative
- Involved with the community, unifier
- Involved in service clubs
- Accessible /ambassador
- Communicate and engage all stakeholders
- Articulate
- backbone/courage
- Strong leadership
- Passion for students and learning
- Motivator of teachers
- Willing to learn from great staff
- Visibility in community and schools
- Know your staff!
- Skill in conflict resolution. Define and reframe problems.
- Prefer for the superintendent to live in the community
- Fiscally responsible (balance needs with finances)
- Know Robert's Rules of Order
- Has worked in a job outside of education

## **Oconomowoc Area School District Stakeholder Meeting Overview December 2, 2021 - Parents/Community 4:30 pm**

### **1. Tell us the good things about your community:**

- Great location
- Growing community (housing, other development)
- We are our “Own” community - small connected feel
- School is central to the community
- We have good fundraisers here - foundation
- Good mix of rural & suburbs

### **2. Tell us the good things about your school district:**

- Incredibly dedicated teachers, staff, bus staff, etc.
- Involve stakeholders the opportunity for input for decisions...involves the community!
- Responsive to the community
- Many staff live in district ...are invested
- Incredible scholarship programs...multiple pathways - Trades, Military, besides college only focus
- Leadership at HS
- Arts program - Outstanding! (Band, Theatre, Vocal, Drama, etc)
- Only FFA in county...another recognized pathway
- Encourage upperclassmen involvement with elementary/MS level
- Collaboration ACROSS the buildings
- Try hard to be fiscally responsible, but yet take pride in updating facilities

### **3. What are the issues/challenges the incoming superintendent should be aware of as he/she comes into the school district?**

- Factions of polarization in district
- Take a hard look at English Language Arts (ELA)...particularly the writing process
- Opportunity for growth compared to surrounding schools in area
- Focus more on CORE areas at the elementary level
- The mental health/anxiety is a huge issue with many kids
- Not everyone has a nuclear family...less support, other interventions needed
- Use resources within each school/classes...other students matched
- Many choices with competition of various schools, online, charter, private, other public, etc.
- It would be nice if there were more paths - Charter options, etc.
- We need to balance out how we succeed academically with the loss of students if we lose some over choice for athletics, etc.

- Facilities needs
- Middle schools are bursting at the seams...kids can't get through the halls
- Study the 5-8 configuration...what is most needed support staff, counselors
- Bullying
- Space at the high school is going to be an issue (look at lunch space operation) eating in the theatre, laying on the floor, etc.
- Need to address diversity issues

**4. What characteristics should the new superintendent have to be successful?**

- Vision that is matched with community & school board
- Recognize the different factions in community and unify/compromise...with the KIDS at the heart of the decision
- We have become polarized
- Don't allow polarization to get in the way of what is best for KIDS
- Nonpartisan
- Resilient
- Becomes a community member
- Need to become part of the school - visible/engaged...somewhat hands on
- Possess great hiring skills
- Skilled at being creative to retain ALL staff (reimagine budget)
- Someone who has vision and direction and can take feedback from stakeholders (good listener and meld all views)
- Stand up for kids....not the noise
- Recognizes that not all kids learn in the same way-Personalize learning
- A human centered leader (listen and promote based on feedback)
- Someone who takes ownership/accountability
- Someone who is well versed in K-12 perspective (vs. HS, etc)
- One who recognizes what does not work

## **Oconomowoc Area School District Stakeholder Meeting Overview December 2, 2021 - Board Candidate Applicants 5:45 pm**

### **1. Tell us the good things about your community:**

- Affluence - ability to invest in resources, facilities
- A lot of development growth
- Rural property owners are sensitive to developing our land - preserving the beauty of our area
- Value of the Lakes and recreation
- Arts - Great community support
- Our schools are good!
- Great recreation department
- Great community events, parades, etc.
- Our location - near Milwaukee, Madison, Chicago, etc.
- Nice standard of living, low crime-safe
- YMCA - very good - partners with district - after school care...the most beautiful one I have ever seen
- Future new baseball facility-team

### **2. Tell us the good things about your school district:**

- Good involved parents
- Good academically achieving schools - ie. State Report Card status
- Virtual school offered - a lot of parents stepped up to assist teacher learning
- Some really great staff that make a long term commitment (tenure)
- Excellent programs - Band, theatre, apprentice options, etc.
- Some amazing building leaders
- Great facilities
- Online curriculum - options

### **3. What are the issues/challenges the incoming superintendent should be aware of as he/she comes into the school district?**

- What is going to happen with the old Meadview building?
- Challenge to new supt. not knowing who his/her board will be?? (potential board changes)
- Division of community
- Perception that the board thinks cohesiveness is more important than diversity
- The level to which nobody participates in the school board meeting because their voice will not be heard
- Little representation of people who no longer have kids in school- bd needs to be inclusive of non school parents (diversity of views)
- There needs to be a process defined on how to have community engagement

**4. What characteristics should the new superintendent have to be successful?**

- Someone who is aligned to the Vision & Mission to the district (not just be happy with what we have - but grow and celebrate accomplishments)
- Someone who has the knowledge and skill to monitor and measure the Strategic Plan
- A proven track record of academic achievement & building consensus in the community
- Good listener
- Visible - want to see them around all the time
- Consensus builder - can marshal groups of people and find the best way to move the district forward (means bringing the whole admin along, parents, etc.)
- Someone who is willing to make a long term impact - longevity
- A strong leader - fights for what they believe in
- A good human resource skills (support of staff)
- Someone with previous instructional leadership experience
- A person who appreciates and represents the parents

**Oconomowoc Area School District Stakeholder Meeting Overview**  
**December 2, 2021 - Parent Groups (Band Aids, OPEF, PTO, Boosters)**  
**7:00 pm**

**1. Tell us the good things about your community:**

- Safe, small friendly town
- People are approachable
- Proud community (schools, community center, activities) passionate about our town!
- A lot of support (YMCA, Lake Area Free Clinic, OPEF)
- A lot of support (volunteers)
- Nice downtown. Good community leadership (Chamber, City) business friendly, parks
- A lot of resources (recreational, downtown. lakes)
- Family friendly

**2. Tell us the good things about your school district:**

- Performing Arts
- Athletics
- Dedicated staff
- Terrific teachers
- Variety of classes (technology, trades, college focus, advanced courses)
- High academic achievement in all schools
- Strong effort to help kids of all needs
- Safe schools (physically and emotionally)
- Good crisis communication
- Visibility of administration at all school events (beyond sports)

**3. What are the issues/challenges the incoming superintendent should be aware of as he/she comes into the school district?**

- Small group of people who have personal agendas
- Working with fractured and polarized community
- Board turnover
- Some board members who left did not feel they could share their opinions in a safe way
- Political agendas
- Mental health of students (lacking student services staff)
- Lack of space (future) in buildings

**4. What characteristics should the new superintendent have to be successful?**

- Visible and accessible (community and schools)
- Strong willed and confident in their decisions. Have a backbone.
- Able to come up with ideas that are good for the school district and community.  
Innovative and willing to try new things.
- Willing to go to bat for the district.
- Able to connect with people who can provide resources (networking)
- Strongly support Oconomowoc Public Education Foundation
- Support change