

*Stakeholder Input Report for*

# **eSTEM Public Charter System**

## **Little Rock, Arkansas**

*submitted by*



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**eSTEM Public Charter System  
Little Rock, Arkansas  
District Stakeholders Report, February 2023**

**Executive Summary**

On February 23, 2023 consultants Dr. Ken James and Dr. Kieth Williams conducted meetings with the district stakeholders representing four different groups associated with eSTEM Public Charter System to gather input regarding the selection of the new CEO. The consultants received input from approximately 45 individuals during the meetings.

Outlined below is an Executive Summary of the major themes expressed by the participants attending the four sessions. The final section of the report consists of responses by individuals who completed the online survey.

**eSTEM Public Charter System  
Students Focus Group Responses**

**1. What are the good things about the eSTEM charter system and the Little Rock community?**

- The eSTEM Experience-the Schools
- Great staff and the culture for learning
- Teachers provide assistance to the students
- Opportunity for Involvement in many activities, sports etc.
- Openness to Change, It is not a stagnant environment
- The administration is open to change
- Teachers and staff strive to allow students to excel
- Teachers one on one relationships on the personal level—Provide individual attention to students
- Must adapt to limited resources (No gym)
- Good counseling services for careers and college

- Support classes for kids who need assistance
- Teachers understand students challenges and support students
- Enthusiasm for activities by sponsors
- A student focus
- Students are appreciative for so many opportunities. Interest of students are valued
- Prepare students for college
- Welcoming community and small
- Teachers foster relationships with students
- Students are motivated and want to progress and grow-Students are searching for a better life
- Challenging classes-Teachers adapt to meet the students' needs and increase rigor
- Many opportunities for students-challenging
- Encouraging environment and supportive-Allow students to explore
- Room for growth
- "No man left behind" is approach by staff serving the students
- Strong teachers and supportive family atmosphere
- Welcome all students regardless of their level of needs
- The goal is to prepare students to be college and career ready

## **2. What characteristics, traits or skills should the new CEO have to be successful?**

- He/she should help grow the eSTEM foundation
- Capable of adapting to the system
- Value visibility on campuses-interact with the students
- Inclusive
- Scrutinize the students and be respectful of the environment they are from
- Adaptability and good structure
- Be authentic-On campus in the schools-Learn about the schools
- Good communication with staff and students
- Empathy and interact with students-- Know their feelings
- Open door and approachable
- Openness and understands the staff-Seek improvements
- Create opportunities for more
- Strong work ethic
- Create additional clubs and activities
- A problem solver
- Now eSTEM is viewed as an academic school-Change with activities and clubs
- He or she be actively involved in schools

## **3. What issues should the incoming CEO be aware of as he/she comes into the system?**

- Financial issues and hiring staff/personnel
- Finding quality staff
- Lack of space
- Possible unrealistic expectations of the new CEO
- Adapting to a different environment

- Transitioning to a new environment
- Relationship with UALR is sensitive
- The conflict between changing buildings-Better interaction and transition plans for changing buildings and campuses
- Understands poverty, minority culture issues, and inclusiveness
- Staff issues and internal conflict—Dress code issues associated with one campus
- Barriers that exist between campuses
- Custodial services could be improved
- Create a more welcoming atmosphere
- Prioritize most important issues upon arrival
- Consider greater emphasis on “Student Voice”
- Student discipline has become more lenient over the years

## eSTEM Public Charter System

### Teacher Focus Group Responses

#### **1. What are the good things about the eSTEM charter system and the Little Rock community?**

- The culture is good-a fun environment
- Cooperative spirit exists between the schools and staff
- We prepare students for college –Teach the skills necessary to be successful
- Reading is valued in Eastridge Junior High School
- There are many support specialists in each building to assist and support staff
- Very diverse environment, both students and staff
- The autonomy allows teachers to be responsive to students
- The goal is to assist or accommodate the students so they can succeed
- Teachers are empowered with whatever is needed to succeed
- The competent staff strives to reach the students’ needs

#### **2. What characteristics, traits or skills should the new CEO have to be successful?**

- He or she must believe in the students—Students first mindset
- Experience as a teacher is important
- Understands the importance of community partnerships
- Capable of making connections in the community
- Visibility-Strong presence in the schools
- Ability to create and organize strong teams and systems
- Share a specific instructional vision
- Transparent-communicate their goals and desires to move the system forward
- Their past performance influenced growth in student achievement
- Recognize differences in the schools within the system

- Create or establish consistency within schools/grades/ and curriculum across schools, grades, and content areas
- Values career and preparedness for multiple options for students
- Respectful of sharing information within schools
- Openness to listening to teachers
- Understands the increasing need for mental health services
- Background and work experiences in diverse background

**3. What are the issues the incoming CEO should be aware of as he/she comes into the system?**

- Teacher retention is a significant problem
- The high turnover rate of staff and administration
- Salaries influence turnover in staff
- The morale of staff-He or she should contribute and influence the renewal of the passion within the staff
- Sports influence on 9<sup>th</sup>-grade enrollments due to the lure of athletics programs offered by other schools
- UALR relationship is volatile
- Learn and understand what makes eSTEM different—It has been lost due to the growth in the system
- Not knowing the resources available to the staff
- Need to examine policies and practices of the system. Need to retrain the staff, parents, and students on the policies and practices of the system. A loss of accountability due to inconsistency in following past practices
- Burnout of staff
- Safety concerns
- Discipline issues-lack of consistency due to turnover
- Need for more unity throughout the schools and system
- Rebrand eSTEM-The Brand has been lost
- Loss of enrollment at the high school (Students seeking athletic and other activities that are not available)
- Lack of facilities (gym) and transportation
- Perception is there is a lack of financial resources; therefore, teachers may not ask for specific items they need
- Reexamine the grade configuration

## **eSTEM Public Charter System**

### **Classified Staff Focus Group Responses**

**1. What are the good things about the eSTEM charter system and the Little Rock community?**

- Diverse so the eSTEM experience is comparable to the real world

- Faculty and staff are very diverse
- Dedication to the system is all across the faculty, staff, and students
- Family oriented-A happy environment
- Location—Downtown
- Community within the students and staff throughout the system
- Committed staff, very close and they work hard
- Size is good
- People are positive
- Faculty is diverse in life experiences-Bring outside experiences to students

## **2. What characteristics, traits or skills should the new CEO have to be successful?**

- Knows and recognizes individuals' strengths and capitalizes on the employee's strengths
- Strong in HR, hire good talent
- Be present or visible-Person that the staff can get to know
- Strong communication skills
- Transparency
- Understand the Arkansas rules and laws as they apply to charter schools
- Approachable and recognized in the schools-Being present
- Good motivator
- Understands "school"
- Treats employees fairly
- Background in education
- Accept what eSTEM represents at this time and do not attempt to create a new system
- Open Door Policy
- "Get their hands dirty"
- Understands the clientele
- Past performance of proven effective leadership

## **3. What are the issues the incoming CEO should be aware of as he/she comes into the system?**

- Some discipline issues and discipline issues are increasing
- Need for mental therapist in schools
- Safety issues due to campuses being downtown
- Lack of consistency in policy application
- Must understand the history of eSTEM and know the demographics
- Student retention
- The turnover rate of faculty
- New staff lacks skills to perform and be effective in the classroom
- Need for incentives to retain staff
- Seek parents input
- Need to gain an understanding of the charter authorizing process in Arkansas

# eSTEM Public Charter System

## Administrators Focus Group Responses

### **1. What are the good things about the eSTEM charter system and the Little Rock community?**

- Diversity and non-traditional environment
- Autonomy-Do things different if it is not working
- Putting kids first is basic premise
- Environment allows for greater student-teacher interaction
- The trust of families to put kids first
- Hold kids accountable
- Grow our teachers and allow for advancement
- Directors are in classrooms and they work to improve the teaching and faculty
- Dedication to human capital
- Employees want to be at eSTEM
- A commitment to growth and achievement and staff/schools can pivot to change if necessary to improve opportunities for kids
- Parental commitment to their children and to the system to educate their children
- Support for families of staff
- Board trusts the CEO and that contributes to the autonomy
- A progressive environment and allows innovation and change
- Everyone has a voice-NOT TOP DOWN
- Staff works hard-Opportunities are available for advancement.

### **2. What characteristics, traits or skills should the new CEO have to be successful?**

- If he or she is trustworthy, honest, and fair that will allow for “buy in” to their leadership
- Listen to staff and not change the tradition of eSTEM
- Fair
- Licensed and possible PHD credential
- A problem solver
- Understands and has experience working with children from poverty and the impact of poverty on students’ education
- Experience in upper administration
- Observant and they do not rely on just what they are told-must become informed
- Be consistent and transparent-build confidence in the system and community
- Curious and can wargame
- Great decision maker-not afraid to make decisions
- Driven leader
- Smart and understands equity
- Skillful in honoring traditions and still capable of analysis of what should be changed
- Visible and service oriented



- Understand customer service and customers' needs being met (Parents)
- Should be local and knows Little Rock and eSTEM-This would be an asset
- Solution and goal oriented
- Ask questions
- Allow people do their jobs-Not micro manager
- Address critical issues
- Operate on eSTEM agenda and not their own agenda
- Know or learn the culture and provide support to staff to gain the cultural insight
- Collaborative
- Knowledgeable of Arkansas school law
- Curriculum knowledge and capability of hiring the right people
- Approachable
- He/she enjoys the job

**3. What are the issues the incoming CEO should be aware of as he/she comes into the system?**

- Policy and procedures lack consistency
- Know the Arkansas charter regs and re-up the charter in three years
- Teacher retention
- Student retention
- Maintain what was present in the beginning of a smaller eSTEM student population
- Curriculum alignment-A need for more systems in place
- Standard of Excellence and hold all accountable
- Maintain support for the system due to growth.
- Lack of athletic facilities and transportation (NO Busses)
- Keep the students in high school-athletes
- Communication through manuals and guidelines
- Clean up some structures
- Motivate the staff
- Laws are changing-Stay abreast of many changes
- Competent in the emerging changes not only on the State level but also in federal laws
- Values the importance of PD for staff to address all possible changes in the State
- Value the customer's needs-Students and parents.
- Communicate a vision that is known and accepted by the board, staff, and parents
- Establish "Who We ARE at eSTEM" as before pre-epidemic and enrollment growth
- Poverty student enrollment is increasing at a rapid pace—know the challenges of educating the eSTEM demographic
- Adapt to the eSTEM way—Reestablish this operative mode
- System policies need to be addressed

*Survey Monkey Results for  
eStem Public Charter Schools*

*February 2023*

*(NOTE—these responses have not been edited,  
they are printed as entered by the stakeholders)*

**20 Responses**

**Administrators**

**Tell us the good things about your community. (This information is used to help us recruit quality candidates.)**

- Our community is made up of such a beautiful, diverse group of learners and leaders. We come from a wide variety of backgrounds and experiences.
- eStem is a diverse community that values student learning. We believe that it takes a village not just one person.
- My community is very diverse, allowing for unique experiences with people of varying backgrounds, cultures, race, families, etc.
- Small town feel, with big city amenities. Traffic is not usually an issue.

**Tell us the good things about your schools. (This information is used to help us recruit quality candidates.)**

- Our eStem schools are part of a unique opportunity, where we get to serve students all over the central Arkansas area. Our families choose us!
- eStem Schools put the student first.
- The schools around here are very diverse. eStem schools are diverse. They work hard at getting parent involved. Though we still have a long way to go. Parental involvement took a hit when Covid happened. Lot more restrictions.
- Our schools are very diverse in both student and staff. Our teachers, for the most part, are very dedicated.

**What issues should the Chief Executive Officer be aware of as he/she comes into the district? (This information is shared with the final candidates.)**

- We have been used to inconsistency with use of programs. Things are abandoned pretty quickly when they don't work immediately. There was no consideration given to the time and training our teachers need. Big, educational decisions were made by our former CEO's wife, whom is not an educator, but a statistician. Apart from this, there were other decisions made because of friendships or comfortability, not what is best for students.
- eStem is a choice for our families therefore we must go above and beyond. Parents choose to send their child to eStem.
- eStem's reputation is not great. What started as a great school has quickly become essentially the same as regular public schools, maybe even worse. I partially blame that

on the expansion of schools before we were ready. Building level administration currently doesn't feel supported by CMO. This needs to change as it has a trickle down effect. Admin doesn't feel supported and can't adequately support the teachers, who then Can't adequately support the students. eStem public charter schools as a whole need a total reset-in behavior and academics. The last report cards weren't ideal.

- Need improved communication and collaboration among the Operations and Finance sides of the house. Board policy and procedures need to be established. More visibility of CEO in schools and events.

**What skills, qualities or characteristics should the new Chief Executive Officer possess to be successful here? (This information is used as we screen potential candidates.)**

- We need a CEO that is present. We want to see our leader in our buildings and classrooms! Our new CEO being an active member of our learning communities would help support and accelerate teaching and learning. Be visible!
- Humble Listen and communicate effectively Commitment
- -knowledgeable about what a current classroom looks like -education/classroom experience -open-minded, but not a pushover -visits/involvement in their schools, be visible -involved with school staff, not just the higher ups -active involvement in solving problems, not just pushing them into the next person -resilient -effective communication -in for a challenge because that's what they'll be walking in to.
- -Collaborative -Highly visible -Knowledge of Science of Reading and Arkansas School laws -Knowledge of eStem community and demographics -Integrity -Champion for students, teachers, and families, -Good communicator -Curriculum background - Invested in the community and committed to stay -Transparent

## **Community Members**

**Tell us the good things about your community. (This information is used to help us recruit quality candidates.)**

**Tell us the good things about your schools. (This information is used to help us recruit quality candidates.)**

**What issues should the Chief Executive Officer be aware of as he/she comes into the district? (This information is shared with the final candidates.)**

- Academic growth must be a priority. across the board. A close eye on the enrollment & academics at both Elementary's would be a good focus as well. Making sure the staff/leadership are well-keyed into the demographic (ethnicity and FRL) needs and what works will be imparitve.

**What skills, qualities or characteristics should the new Chief Executive Officer possess to be successful here? (This information is used as we screen potential candidates.)**

- A no-quit attitude, accountability, willingness to listen (to hear for patterns, make staff/parents feel heard, & openness to grow from constructive criticism), innovative, well skilled at bringing all different types of stakeholders together for the same mission, ability to inspire action, driven-go getter, & most importantly, understands the #1 reason everyone at eStem is there, is for the kids. The kids and their parents are the #1 customers.

### **Non-Certificated Staff**

**Tell us the good things about your community. (This information is used to help us recruit quality candidates.)**

**Tell us the good things about your schools. (This information is used to help us recruit quality candidates.)**

- eStem has always had high expectations for educators, support staff, and administrators. Work ethic and the ability to 'be coachable' have always been important to the district.

**What issues should the Chief Executive Officer be aware of as he/she comes into the district? (This information is shared with the final candidates.)**

**What skills, qualities or characteristics should the new Chief Executive Officer possess to be successful here? (This information is used as we screen potential candidates.)**

- Experience; As a fairly new school district, having someone who has experience leading other districts could provide new and innovative ways to lead, while using best practices from their past experiences.

## **Parents**

**Tell us the good things about your community. (This information is used to help us recruit quality candidates.)**

- Hasn't been a lot positive. We have no busses to transport children to school or to athletic events. We have no sports arena or facility like all the other schools. Our building seems small for the amount of kids we have from what I've been told and by what I've seen.
- My community consists of numerous different families.
- There is a lot of diversity in Little Rock, and there are ample opportunities to learn about different cultures. Little Rock has huge opportunities for students to do internships with local businesses and network for employment beyond high school, and these businesses would like partnerships with the correct people in place.

**Tell us the good things about your schools. (This information is used to help us recruit quality candidates.)**

- We have hired a great coach in coach \_\_\_\_\_. He has held my son accountable to the fullest while trying to teach him life through basketball. My son tells me the school operates much differently since his hire and now I am a firm believer in higher coaches who care about their sport and kids.
- I love that my child is constantly challenged and learning at EVJH. Most of the teachers I have come in contact with do everything they can to support students.
- Estem gives us a choice to send our children somewhere besides our home schools in Little Rock. The course selections being offered are exemplary. Estem has some teachers who are excellent.

**What issues should the Chief Executive Officer be aware of as he/she comes into the district? (This information is shared with the final candidates.)**

- Athletics is put on the backburner. The school could be the most successful if they put more funds into building facilities for our children to succeed. Our basketball, baseball, soccer, softball, etc all need places to play. The students have to drive to their own games if they are within 15 minutes. It seems unsafe and unnecessary especially when I can't always be off work in time to get my child to the game when the coach needs. We want to be punctual. We have looked at moving schools a few times and the option is still on the table.
- There are some inconsistencies with EVJH - particularly with some teachers and \_\_\_\_\_. My child has talked to me about some teachers bullying students, and how \_\_\_\_\_ will belittle some teachers in class as well.
- I have been a parent in the district for several years. I have worked closely with different staff members regarding programs in which my children participated. These staff members are diligent, parent-oriented, and student-centered, yet the parents never see these people advanced to job positions at eStem to impact district-wide positive change. Cronyism is used to determine who runs the school, and the people who have proven they did not care about our students at the building level are advanced to management positions. Positions are not opened at the school and publicly announced either internally

or externally so the most qualified candidates can get positions to help the district. I work in a corporate setting, and this is how cronyism destroys a company. Management is poor with communication and stakeholders are discouraged from attending anything at the school, district, or board level where criticism might be expressed. In the last five years, school administration has become distrustful of their own faculties if they express any criticism of current school policies or efforts to improve the school. This is evidenced by the fact that faculty members are scared to take parent concerns any further. Parents must resort to taking concerns to the FEW faculty members they feel are bold and confident enough to risk their job positions to affect any real change, and those faculty members are often met with anger and resistance for attempting to advocate for our kids. If we weren't at the end of our time with Estem, I would definitely be moving my child to another district, as these problems have worsened over the years. As an example of the secrecy that surrounds everything at Estem, I would not have known about this survey without being informed and being sent a link by another parent.

**What skills, qualities or characteristics should the new Chief Executive Officer possess to be successful here? (This information is used as we screen potential candidates.)**

- To care about our students and our athletes equally.
- Knowledge about the different diverse families is important in order to connect with them on a deeper level.
- We need a superintendent who is data driven. He/She should be able to disaggregate data, understand the data, provide school leaders with the data, and lead them in helping teachers understand data. There are data driven leaders in the school, but they are being silenced. I have to track down my student's test scores every year, and a simple search of school reports cards with Estem schools all being in the C or D range shows a decline over the last few years in district performance. We need a superintendent who values teachers and understands they are the life blood of a school. You can run a school without administrators; you can't run a school without teachers. My child's teachers are demoralized by administrators and their poor leadership. We need a superintendent who communicates with parents or has a liaison who is well known to the parents and will communicate about student and parent concerns. The superintendent should not only celebrate the success within the district but also be able to explain and formulate plans to fix problems. The superintendent should have some interest in an exit survey when students leave the school to determine why the parents are making this decision. Successful corporations provide exit interview opportunities. Estem needs a superintendent who is willing to confront problems with administrators and address them.

## **Students**

### **No Responses**

## **Teachers**

**Tell us the good things about your community. (This information is used to help us recruit quality candidates.)**

- We have a very diverse environment. We need someone that will be able to handle many cultures.
- Intervention.
- Comparatively to other schools in our city, eStem has a lot of excellent qualities. There are far fewer fights, less idle classrooms due to unionized teachers, and a greater sense of community. There is an opportunity with eStem PCS to make something that is good, great.
- Our school is located around companies so I would dare say it maybe non-existed. Our traffic is not the best?
- The eStem community builds a culture of genuine care and respect.
- Most students are great to work with.
- I believe that the perfect candidate needs to understand the charter system and how it
- Diverse student population Diverse needs eStem gave raises before other districts (this is great to try and get the best teachers) This district has supported me in growing professionally

**Tell us the good things about your schools. (This information is used to help us recruit quality candidates.)**

- The student teacher ratio.
- Discipline and structure
- I have a good working relationships with colleagues who want to see students succeed. There is a considerable amount of youth in our staff which, if properly coached, could be an enormous asset to our district.
- Our school is a really great place! The students love it here and they love to create meaningful bonds with their teachers. This school is the highlight of our children's day. Our school have its on store shop for teachers to get pick me ups. We have well adjusted breaks throughout or schedule. Students have an enriched schedule with two recess, special classes, and a read aloud at the end of the day.
- I am proud to call \_\_\_\_\_ my director. \_\_\_\_\_ is a strong leader who creates a positive environment with high expectations.
- Much support from the SPED team and SPED \_\_\_\_\_ .
- I believe we have a great culture compared to other Little Rock schools. It's going to require an individual who is committed to keeping us unique.
- Diverse student population Diverse needs \_\_\_\_\_ is a good listener \_\_\_\_\_ is great at delegation \_\_\_\_\_ trust and respects her teachers/ staff



**What issues should the Chief Executive Officer be aware of as he/she comes into the district? (This information is shared with the final candidates.)**

- The CEO should be aware of the previous needs and abilities of the students it is receiving and be prepared to train and provide support to teachers based on these needs. Many times teachers are educating students that have behavior and intellectual needs without para professional support. The CEO also needs to be aware of the lack of parental support and have systems in place for how to reach out to parents and families that need support and knowledge so they can uphold the expectations of our school.
- n/a
- Teachers' morale.
- There is very little, if any, relationship or visibility between the schools and CMO. This is problematic for a number of reasons but mainly because there are directives that come from CMO with little explanation or notice that significantly impact our day to day. I have no reason to empathize or given CMO the benefit of the doubt because CMO has no face, no personal connection, it is merely an institution that most often tells me no, wait, or now.
- As a foot soldier, the school is not as diverse as I would like it to be. Too many chiefs not enough indians when it comes to in class leadership. Seems like older staff members have a hard time adjusting to much needed change.
- The CEO should recognize the importance of regular drop ins. I've really appreciated seeing \_\_\_\_\_ from the central office come in to show that connection with each school.
- The teacher/ faculty turnover is extremely high. Due to this, new teachers coming in the middle of the year are not trained and often do not have the skills/ support needed to be successful. Many times, administration and/ or facilitators do not help with transitioning new teachers into roles. If a parent calls/ comes in, the administrator will often back up the parent even when the teacher is enforcing rules according to school policy. This makes the teacher hesitate before enforcing the school rules in the future, knowing that they will be backed up ONLY until a parent comes in.
- SALARY! Especially with the possible new Learn bill. In what new ways will you help separate us from the pack? What cool initiatives will you provide to recruit and retain teachers and students.
- The biggest issue is: Teacher retention, we waste too much time and money training teachers only to lose them. Teacher/ support staff pay could tie into this one. I just want us to have the best teachers. Second: We need to fix the curriculum issues that we have. Both elementary schools should be using the same curriculum. One example: at DTE we are making our own for phonics and at EVE they are using Foundations. At EVE they are using Heggerty at DTK6 we are using David Kilpatrick for phonemic awareness drills. Third: Fix the RTI process. By that I mean we should have a solid process that is the same district wide. Teachers need to know the process. There also needs to be a point to the process, I hear all the time from teachers that it is too time consuming and pointless. The teachers have to believe it is worthwhile in order to for it to work.
- There seems to be a high teacher turn over rate among the schools.

**What skills, qualities or characteristics should the new Chief Executive Officer possess to be successful here? (This information is used as we screen potential candidates.)**

- The CEO should be willing to know the student/teacher needs and abilities, curriculum requirements/materials for staff.
- Understands and cares for the students
- Experts in education and administration.
- Visibility, charisma, empathy, accountability, honest.
- We need someone who has extensive experience in leading schools. Our new CEO should also be aware of and truly take the time to get to know the students and families we serve. This will help them make the best decisions for our kids. We have been told over and over again that we do certain things at eStem because of other schools in the area (Pulaski Academy, episcopal school in regards to our reading curriculum). This hurts our students because it is very difficult for them to access this information because they need different scaffolding for them to be successful. Our students are bright, hard workers, and want to succeed. We just need to meet them where they are at, and right now, we don't.
- Be knowledgeable on equity and diversity, fair amongst all staff members and students, hire knowledge content teachers and support staff. Be proactive and not reactive. Let your admin lead to the best of their ability. Be visible amongst schools.
- Leadership and setting an atmosphere of respect and care for our stakeholders
- Respect your staff. Train new staff to be professional and competent in their jobs. If you do this, you should be able to trust that they are doing their jobs correctly.
- Incredible interpersonal communications skills. I only met the CEO once the whole time I was here and that was at the end-of-the-year gathering. I believe we need to see them a lot more.
- 1. Communication. eStem has a history of not communicating or not communicating effectively. Teachers and staff need to know what is going on and be informed about the on going events of their district. 2. Courage: Our district needs some changes. We need someone that is not scared to make the changes we need. 3. Respect: Teachers deserve respect. We are the ones students are hitting, kicking, biting disrespecting each day. Often we do not get support in behavior issues or academic issues. We deserve someone that sees we are the backbone of this district. 4. Active listener: We need someone who listens. We fill out all these surveys and it seems nothing ever comes from them. I know that I have been bringing the same issues to light each year. Yet nothing has been done about these major issues. 5. Supportive: we need someone that wants to support, not boss. By supporting the schools we will see our district finally going in the correct direction.
- COMMUNICATION COMMUNICATION COMMUNICATION