**SCUSD Strengths as a District:**

* Retention and continuity
* Motivated staff, communities, educators
* The district/site work with and communicate with parents and families
* Open lines of communication with parents and community (partnership)
* Parent engagement opportunities and participation possibilities
* Student Support Centers and Connect Center
* Parent Teacher Home Visit
* Counseling practices support path to college
* 40 thousand students
* Open enrollment – many paths of education
* Staff ability to work with student - communication
* Partnership dialogue
* SEL district implementation
* Collaboration of school board members
* Creative openness to charter schools
* Openness to involve district to help support community

**Areas of opportunity for the District:**

* Develop our sites to work as community centers
* A superintendent that visits sites and learns from students about their needs – so that he can address those needs
* Someone who is accountable
* Willing to help teachers to address student needs
* Create PRCs at school sites to increase parent involvement
* Build on community/ create equitable and sustainable resources
* Show accountability to what is said
* A superintendent that is about the children and not the profit
* Someone more emotionally connected
* Invest in student needs
* Restorative practices
* Foster a collaboration with principal and teachers - communication

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

* Diverse vision (language, economic background, etc) and inclusive of (language, economic background, etc.) to address SCUSD’s needs
* Local individual, someone invested in our communities – raised in Sacramento
* Listen/understand the student’s backgrounds so as address needs/unity
* Someone who replicates town hall meetings to inform LCAP/LCFF

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

* Someone who compromises and focuses on education and society
* Someone who follows through with resolutions and takes actions in a timely manner
* Compensate teachers for the extra work they do (e.g. Advocacy and resource)
* Someone who understands equity and reduces the achievement and opportunity gaps
* Desegregate API data
* Someone who has financial econ background
* Someone who addresses the dropout rate among minorities
* A plan/ follow up for students who fall off the radar
* Increases parent access to school sites and records
* Implement safety nets to prevent dropping out and support for students continuing their education after high school
* Usage of acquire funds appropriately, strategically and for the student’s best interest – transparency on how the funds are used
* Long term commitment (@lest 5 years)
* Roll out learning pathways
* Someone with vision and purpose for our district and embodies it - be a leader
* Has teaching experience
* Someone who follows through with the expectations we’re listing
* Someone inclusive
* Team that represent and reflects student population
* Someone with love
* Someone who can bring in programs to help our students prepare for college rather than cut the programs
* Ability to align curriculum with student needs
* A superintendent who is present at school sites and listens to parents and students
* Provide mental health support to teachers
* Ability to work with students (dialog and student voice)
* Understand that SCUSD is a diverse and urban district - have experience in the district and ask themselves, “how does this make things better for our children”
* Acts on point and is knowledgeable about the process
* Actions about safe haven:
  + Resources for DREAMERS
  + Find resources for undocumented students and parents
* Attends council meetings
* Engage with students and get to know them
* Identify communities that are struggling and find a solution
* Whole-child approach (SEL and physically)
* Retain students – district level dialogue, re-engage students and ensure quality
* Provide support for students and parents

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

* Support higher education students and provide skills needed
* Identify what areas the district needs to get better at
* Accountability on achievement - know success and failures of students
* Passion to ensure all students succeed
* Encourage leadership development
* Supports Hmong Immersion program
* Realization that pathways starts at an early age
* Knowledgeable of how to build a team – a team that addresses all issues
* Hold superintendent accountable for al that is voiced
* Family and student needs - make actions and decisions
* Someone who can build within the district

**Areas of improvement:**

* Provide workshops at school sites to address community needs
* Develop strategies for family and community engagement and involvement
* Invest in technology throughout the district and develop a strategy for its usage
* Equitable distribution of resources throughout the district
* Someone who is proud of their position
* Prioritize support for schools (equity lens)
* Bilingual counselors
* Awareness of students’ academic needs (English earners)
* Visits school sites
* Proactive VS reactive visits
* Accountable for the suppression of gang issues at our sites
* Empathetic and proactive
* Someone who participates in teacher trainings
* Lead by example
* Assess of needs and equitable distribution of resources
* Someone who delegates based on personal observations
* Change agent
* Empowers and inspire teachers
* Takes actions based on their observations and interactions with parents and communities
* Allocate resources and support for administration, teachers, and students
* Language immersion support inclusive of all languages
* Programs to maintain students in college - provide essential skills to survive, have a conversation and take action to eliminate gap
* Bring in partners to provide trainings and build partnerships
* Less political - be authentic on how you relate to people

**Areas of improvement (continue):**

* Have bilingual speech therapists
* Revising the district’s finances
* There is a high population of Hispanics and the MOC center and district has little representation for Hispanic families
* Listens to our principals - inspire and empowers them
* Teaches parent involvement
* Has a passion for higher education
* Equity of resources in all schools
* Students from other countries be accepted in the districts/schools

**Other suggestions:**

* Developmentally appropriate learning
* Teaching to the whole child
* Engaging the outdoors and physical activity for K-8
* Feedback/ formative learning