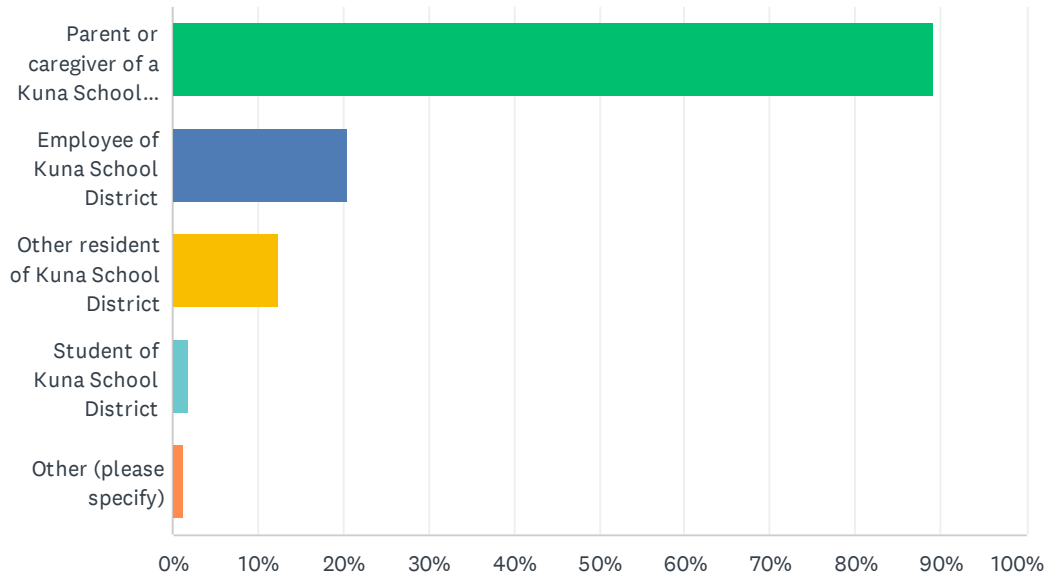


### Q1 Check all that apply:

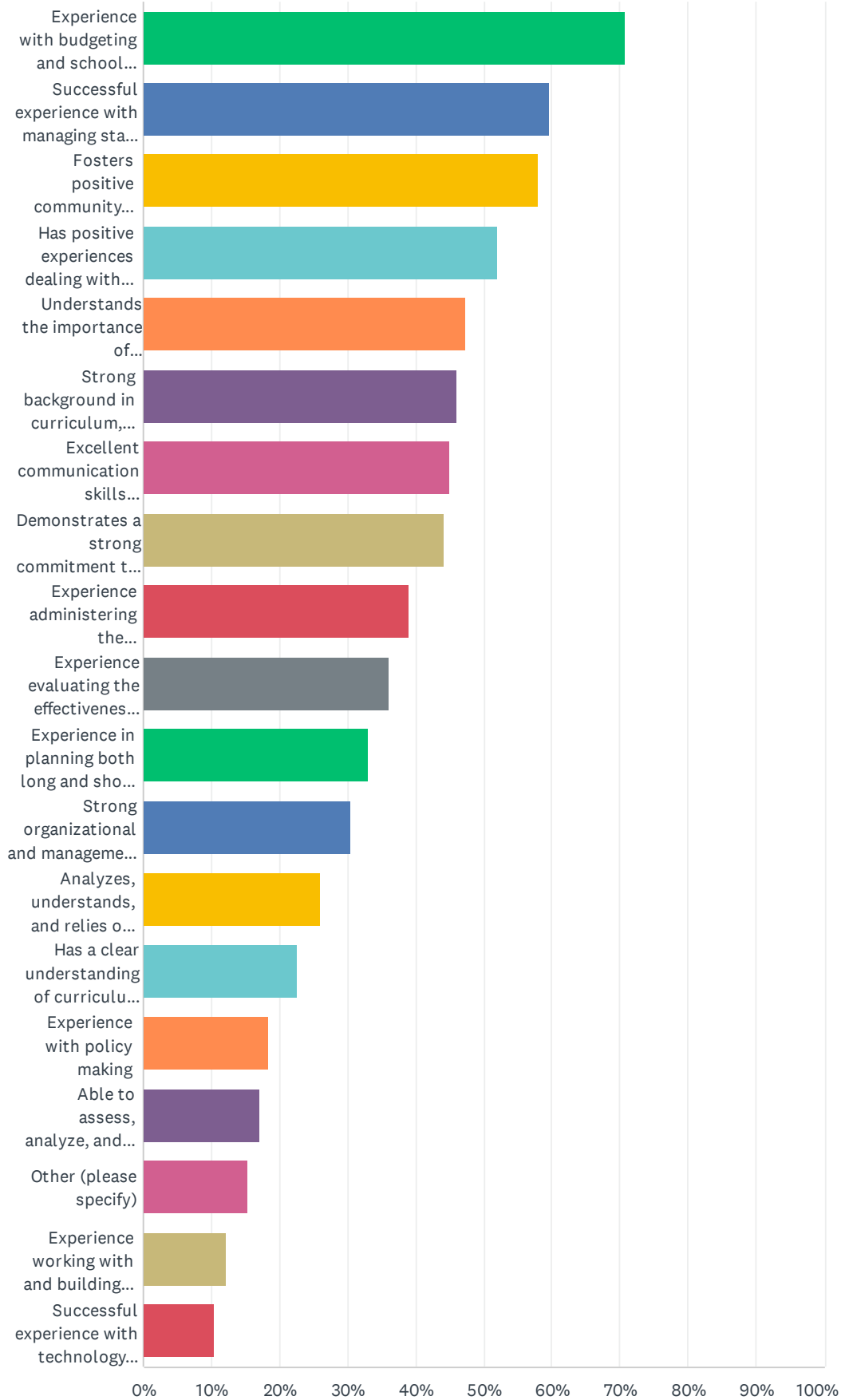
Answered: 362 Skipped: 2



ANSWER CHOICES	RESPONSES	
Parent or caregiver of a Kuna School District student	89.23%	323
Employee of Kuna School District	20.44%	74
Other resident of Kuna School District	12.43%	45
Student of Kuna School District	1.93%	7
Other (please specify)	1.38%	5
Total Respondents: 362		

**Q2 Please check the top-rated professional qualities (up to 8) you are looking for in the new Superintendent of the Kuna School District. You may also write in a quality if you don't see it listed below.**

Answered: 364 Skipped: 0



ANSWER CHOICES	RESPONSES
Experience with budgeting and school finance	70.88% 258
Successful experience with managing staff (including teacher recruitment and retention)	59.62% 217
Fosters positive community relationships (including parent/student engagement)	57.97% 211
Has positive experiences dealing with conflict and problem management	51.92% 189
Understands the importance of accountability for and by staff, parents, students, and patrons.	47.25% 172
Strong background in curriculum, supervision, human relation skills, and team building	46.15% 168
Excellent communication skills including speaking, writing, and listening skills	45.05% 164
Demonstrates a strong commitment to closing the student achievement gap and improving overall student performance	44.23% 161
Experience administering the development/maintenance of a positive educational program	39.01% 142
Experience evaluating the effectiveness of all phases of the school program (i.e. curriculum, instruction, supervision, etc.)	35.99% 131
Experience in planning both long and short range district goals	32.97% 120
Strong organizational and management skills	30.49% 111
Analyzes, understands, and relies on data for making decisions in line with the continuous improvement plan	26.10% 95
Has a clear understanding of curriculum and instruction	22.53% 82
Experience with policy making	18.41% 67
Able to assess, analyze, and anticipate emerging trends and initiatives in order to adapt leadership strategies	17.03% 62
Other (please specify)	15.38% 56
Experience working with and building consensus with diverse ethnic and cultural groups	12.09% 44
Successful experience with technology implementation	10.44% 38
Total Respondents: 364	

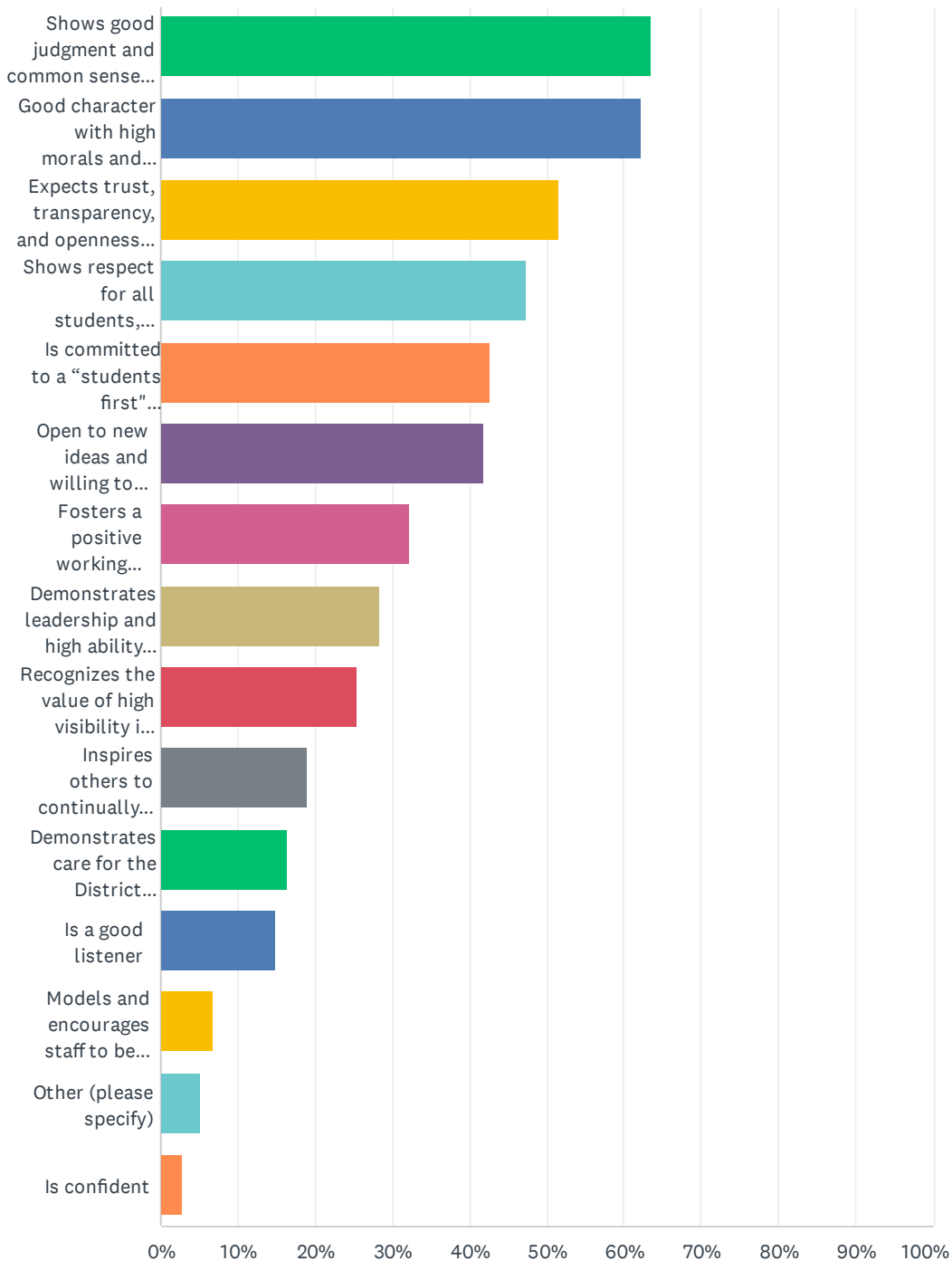
#	OTHER (PLEASE SPECIFY)	DATE
1	Understands the importance of building literacy and math foundational skills for our students at an elementary level	
2	Have Idaho values, especially small town values/views	
3	Build trust, value relationships, build a positive culture/what is best for students teachers and staff	
4	Experience with bullying programs to minimize bullying as well as promote good mental health for students	
5	Someone who understands their position in the school administration is under the school board and that they answer to them, not the other way around.	
6	Has a backround in the extra curricular area and recognizes the importance of said subject	
7	Understands how returns on investment work in regard to education.	
8	Sensitivity to and honor parental input and involvement in students campus life. 2). Willing to stand on, uphold and incorporate lawful, biblical values - that benefit all and this need not be difficult or controversial.	
9	Strong skills in community involvement and awareness! Lack of educated voters has had a	

	huge impact on our current budget/funding issues.	
10	Ability to stand up to groups and individuals who attempt to exercise outsized and undue influence on policy making and administration.	
11	Will NOT saddle kids with lies and facilitate grooming in our schools based on liberal political ideology.	
12	Sticks to the basics no woke ideology	
13	Someone not currently working in the district	
14	[REDACTED]	
15	Teach correct history and promote CRT and stop book banning and be diverse and supportive of all students including trans and LGBT	
16	Help stop the overcrowding so teachers feel safe and not overwhelmed, and students get help during their education to stop struggles or falling behind and can ask for assistance when needed.	
17	Someone that actually gives a shit and does a proper investigation when you file a complaint rather than brush it under the rug	
18	Can balance the budget and keep the school progressing with the money we have	
19	I able to use future technology to allow the district to be "tech forward." Using tools to not be reactive, but proactive in education, community engagement and funding!	
20	experience at all levels elementary, MS and HS	
21	Background knowledge of kuna. Community roots	
22	Will hold the School board accountable	
23	require adherence to school policies	
24	Seriously? Who wouldn't want all these things. If this is your survey, you've already failed. How about we deal with the real problem. The school board. Do you job people. You should be embarrassed with this survey. It will tell you nothing.	
25	Actually cares about the employees and the students at the schools!!!!	
26	Requires excellent skill in conflict management and dealing with the Idaho legislative and Idaho Freedom Foundation.	
27	Understands the importance of removing teachers with poor parental and peer ratings.	
28	Experience putting themselves in front of local citizens to explain and assess the lack of support the community gives their school when it comes to levies and financial support.	
29	Has a strong understanding of the needs of the special education students and is able to problems solve the staffing gap for this learning group to help them effectively access there education with the successful result of achieving graduation.	
30	Please don't do anything that harm our children's mind or body with harmful trends, teachings and life damaging suggestions.	
31	Has a strong sense of what student behavior is like now and a strategic plan to help staff address these issues for the safety of staff and students	
32	this survey and search is a ridiculous waste of time. You have qualified people right here in the district and [REDACTED] who would be fantastic leaders. This little traipse into "looking cool" or whatever is another waste of money. Le sigh.	
33	Not involving DEI in school	
34	Experience passing bonds and levies.	
35	Not Liberal (aligned with Kuna's political stance). Committed to improving school lunches and encourages teachers to use other discipline besides taking away recess as a punishment.	
36	Special education understanding/background	

37	Remembers EACH student, doesn't cater to just the high needs/high behavior kids
38	Transparency. [REDACTED]
39	Has an understanding of what inclusion means, not just housing SPED kids in a classroom WITHOUT WINDOWS!!
40	Ability to guide the district through growth. Matches Idaho values and those of Kuna.
41	Understand the importance of preschool in overall school success
42	Experience getting bonds and levies passed!
43	Strong sense of morals or right and wrong
44	An individual who chooses not to engage in discussions on political views concerning gender identity beyond male/female or sexual orientation and leaving them OUT of our school systems.
45	Understands and respects the majority of constituents who are CONSERVATIVE
46	Has experience in and familiar with the Kuna School District
47	Able to cut through and get rid of policies or staff that are hindering or unqualified to help kuna school district from growing and providing for our children.
48	Someone OUTSIDE of Kuna , with experience from larger districts and not already part of the problem of Kuna district. Hopefully someone who can straighten things out and not continue to be part of the problem
49	Stop putting the pr-school on the last list. Those kids are the start of our future students
50	Emphasizes academic excellence as highest priority
51	Will not be swayed or intimidated by state legislators when making decisions that effect EVERYONE in the district. Previous teaching and administration experience
52	Experience with special education and behavior techniques
53	Experience specifically in areas with increased population growth and increased enrollment
54	Doesn't allow all this non sense going on in schools. No gender theory, no common core teachings. Doesn't allow for all the other non sense
55	Teaching experience
56	Fixes stuff when it needs to be fixed not 10 years later. Like the roof at Hubbard. And having to pay twice as much. Shows parent where the money went.

Q3 Please check the top-rated personal qualities (up to 5) you feel would be important for the new Superintendent of the Kuna School District. You may also write in a personal quality if you don't see it listed below.

Answered: 364 Skipped: 0



ANSWER CHOICES	RESPONSES
Shows good judgment and common sense, basing decisions on facts and without prejudice	63.46% 231
Good character with high morals and unquestionable integrity	62.36% 227
Expects trust, transparency, and openness in leadership	51.65% 188
Shows respect for all students, staff, parents, stakeholders, and the community at large	47.25% 172
Is committed to a "students first" philosophy in all decisions	42.58% 155
Open to new ideas and willing to implement change, as appropriate	41.76% 152
Fosters a positive working environment	32.14% 117
Demonstrates leadership and high ability in business and educational affairs	28.30% 103
Recognizes the value of high visibility in the schools and shows a high involvement in the community outside of school activities	25.27% 92
Inspires others to continually strive to achieve at the highest levels	18.96% 69
Demonstrates care for the District community	16.48% 60
Is a good listener	14.84% 54
Models and encourages staff to be involved in community activities	6.87% 25
Other (please specify)	5.22% 19
Is confident	2.75% 10
Total Respondents: 364	

#	OTHER (PLEASE SPECIFY)	DATE
1	Understands that mental health is an important part of student and staff well-being.	
2	conservative idaho values, not woke philosophies	
3	Conservative values plus I feel it is time for a man to lead.	
4	understands and champions the #1 factor in students achievement = teachers	
5	[REDACTED]	
6	Help stop the overcrowding so teachers feel safe and not overwhelmed, and students get help during their education to stop struggles or falling behind and can ask for assistance when needed.	
7	Again, someone that gives a shit about the students and when a parent files a complaint they do proper investigation	
8	Fair to all, no liberal agenda	
9	maintain high expectations of staff & students	
10	I can see that the board is lost. [REDACTED] I dead serious, the problem with the Kuna School District is you all, the board of trustees.	
11	see above - not even worth my time because these are ridiculous	
12	Understanding special education training for all teachers	
13	Improving SP ED in KHS.	
14	Fits Kuna and Idaho values. Non-political	



15	Honestly, these all seem like requirements
16	Is LGBTQ affirming, regardless of personal/religious beliefs.
17	Ability to see issues, policies, and outcomes from various perspectives outside their own to make the best decisions for the best overall outcome for everyone.
18	Has a plan to stop bullying, especially among staff. [REDACTED] Get someone who will protect employees, beyond the union.
19	Has two ears and one mouth, more listening less talking

## Q4 Please share a question you would like to ask the superintendent candidates.

Answered: 158 Skipped: 206

#	RESPONSES	DATE
1	How do you plan to deal with conflict and challenges on the school board? How do you plan to help the board learn more about the philosophy, purpose, and mission of a public school system from a systems-level perspective?	
2	What does qualified, experienced and transparent leadership look like to you?	
3	How would you implement programs to foster good mental health among students and to minimize bullying and conflict between students?	
4	Idaho is not a school friendly state, what steps would you take to secure a strong future for Kuna schools?	
5	How do you balance conflicting interest between board and districts support groups?	
6	Is there a way to gain access to the full curriculum being taught so that we can learn with our child, supplement what they are learning, and monitor what they are learning?	
7	How do you feel About education in the schools versus the way society portrays education to be?	
8	What is the first thing you would change for the better if hired as superintendent?	
9	Do you understand your role as a Superintendent is to answer to the school board during your entire tenure? Do you understand the rules and regulations for being the Superintendent?	
10	What are your top priorities in rebuilding the district and setting the community up for future superintendents	
11	How important is viewing the children's learning wholistically (social, emotional, physical, etc) to you?	
12	How will you respond to anti-public education rhetoric that takes valuable time away from staff working toward our goals to support high learning in this district?	
13	Where rubber meets today's road: What is the benefit and is it necessary to allow biological children, males or females, the use of their preferred gender's bathroom at the expense of others who do not believe in or share that view? If this has to be incorporated by state's standard, can a bathroom for all genders be installed?	
14	If you are hired, what would outstanding performance look like in 5 years?	
15	How would you improve voter education for educational bonds when they go to vote?	
16	How he/she plans to keep our kids safe	
17	Who makes policy for the school district? NOT the superintendent or anyone working for the school district!	
18	How will you balance the needs of all vs. louder and more strident voices from individuals and groups who seek to out their interests above others needs?	
19	Are you afraid to stand up to liberal political pressure? Will you spin the truth to push dangerous social partisan views that do not belong in the classroom?	
20	Will you agree boys are bots and girls are girls and protect our children,	
21	How will you handle teachers/ administrators who Do Not abide by Idaho law and KSD policy regarding transgender students?	

22	Do you support socialism or any other unconstitutional theories?
23	Why Kuna? What will be the biggest impact you have right away?
24	Do you feel like it is possible to run this district with less administrative overhead?
25	Nothing
26	How would you give all community members, staff, and students a chance to voice their opinions and concerns? How will you handle an area of concern when someone is angry?
27	If you could make any policy change in your current district and all would automatically support it - what policy would you make and why?
28	[REDACTED]
29	How would you advocate for parents, students, and organizations like The Boys And Girls Club when addressing the need for busing to and from school with the transportation department?? Currently the transportation department is only willing to bus two elementary schools.
30	In your current job position what have been some issues that you have helped to solve and what were the outcomes?
31	How will you help parents learn how to support education at home?
32	Do you think it is worth manipulating the budget, to show the worst possible outcome in order to scare a community into passing a levy, Or would you trust a community to make their decisions and provide them with all of the information?
33	How would you support our Special needs students?
34	What is the best way to support student success and make sure that all students are reaching the bar?
35	How could you support teachers who have recurring problems with disruptive or disrespectful students?
36	Do you support teaching the correct history to students? Such as to stop saying Christopher Columbus 'found' America when Native Indians were here before him, the whole story of Holocaust etc?
37	What can be done to help stop the overcrowding so teachers feel safe and not overwhelmed, and students get help during their education to stop struggles or falling behind and can ask for assistance when needed?
38	[REDACTED]
39	How will you handle the budget and keep students getting the best education they can with the money we have
40	How would you use technology to advance the district?
41	Where do you see yourself within the district in 5 to 10 years?
42	What steps would you take to protect and ensure the safety of our students?
43	What makes a superintendent great vs average ? How would you plan to be approachable and how important do you think that is? What is problematic with most towns that have had huge growth as a school system and what would your approach be here ?
44	What would your five year goal be if you were to get this position?
45	How will you help support strong retention in our best teachers and other staff? How will you help build trust with the community in relation to finances?
46	I am curious what you think about the school board paying \$8000 to a consulting firm, to then send out a survey Monkey asking parents. Considering how the district cannot get a levy to pass, how would you justify frivolous spending? 2.we are a small community that is rapidly growing, the school district has NEVER supported "pay to play," which is what the SCHOOL BOARD. Intends to push for in the Winter. How would you balance the growth and keep

athletics/ other activities affordable for families? That \$8000 could have assisted in HIGH SCHOOL PARTICIPATION FEES. What an absolute waste of money. This survey monkey is 100% the reason the community votes down the levy.

47	How to you plan to address lack of funding from our community
48	Do you believe parents should be involved and informed about all aspects of policies/processes affecting students including controversial policies/processes?
49	Do you have any experience managing multi million dollar annual budgets?
50	Would you oppose all DEI processes and uphold standards IAW Idaho state laws?
51	What have you implemented in your current role that you are proud of and would like to mirror with Kuna School District and why?
52	NA
53	I have loved KSD over the last 4 years that my kids have been attending school here. In what ways will you embrace the good thing already going in our school district while still helping us prepare for growth as Kuna begins to expand.
54	Are you for banning books in the school library?
55	How will you go about getting funding for Swan Falla to be completed?
56	Describe how you see parents role in schools, policies, and the district all together. Do you value parents as one of the most important partners in the educational process?
57	Their "why" for expressing interest in the position.
58	What do you know about the Kuna School District culture? Why did you apply?
59	How will you work to support public education and make improvements while the Idaho Legislature and Idaho Freedom Foundation is attempting to get rid of it?
60	How will you [REDACTED] the very best teacher to join the school district while removing poor and underachieving teacher
61	Have you ever been fired and why?
62	What experience can you bring to the Kuna School District to continue to meet the needs of its students at a time of such significant budgetary shortfalls, and increasing enrollment.
63	How will they build success with the recent budget cuts?
64	If hired, what would be your highest priority for the district?
65	How are you going to improve and teach the basics - reading, writing, arithmetic, science and good citizenship? How can you personally help improve our districts K-12 education.
66	How do you plan on improving the child to teacher ratio? We just keep adding more kids and closing schools.
67	Would you consider having the Kuna School District do 4 days a week instead of 5?
68	How do you involve parents and community members in decision-making?
69	What would your longevity be with Kuna School district.
70	What do you think is the most important thing for students to learn?
71	If a principal reaches out saying they need more staff to address the behavior needs at their school, what would your next steps be to provide help?
72	What is your prior knowledge of special education, the IEP process, making sure students with disabilities are getting what they need.
73	None
74	see above
75	What will you do in the community to help convince our "no" voters to vote "yes" on a school

	levy for improvement of school and funding for teachers and tech?	
76	How will you work with those that have lived here for years and those that have recently moved in to make positive changes?	
77	What is more important to you students or budget? How will you balance these when there is not enough money to help children and place them in programs that are appropriate for them.	
78	How does your previous experience provide you ease in the transition to the new role? The way we have taught children has changed very little in the last 100 years, what are some long term goals you have to advance the way schools teach children? What ways can you encourage teachers to stop doing the basics of making children sit at a desk for 6 hours a day working on handouts?	
79	When asking the community to pass a fairly large sized levy, would you be willing to publish a copy of how the last passed levy was actually spent? The community is TOLD how it is going to be spent, but seldom do we see the actual results and/or if it's really spent the way it's promised.	
80	Why Kuna? If we didn't hire you, what would we miss out on?	
81	How will you support schools in need of aids?	
82	What would you do: keep an important position filled by a subpar employee or let them go during the school year and take the chance job is not filled for the rest of the school year.	
83	What is your plan to improve student academic achievement and close learning gaps, particularly for those students that do not qualify for special education?	
84	Solution to the over crowded schools with no slowing down of community growth.	
85	With the ever growing number of students in the area, how would you address the student to counselor ratio? At the current state, the counselors have so many students they can't care about each individual (outside of the higher priority students).	
86	How do you plan to address the growing population of high behavior needs?	
87	What are your ideas to help with our current financial crisis that will benefit everyone the most?	
88	What does a sustainable school district look like, sound like, and feel like?	
89	Why are you the right person for this job?	
90	If you were selected, do you think it's appropriate to have the Special Education Department in tiny rooms without any windows?	
91	Is there any community help for homeless?	
92	How do you see yourself navigating the increasing behavior challenges that Kuna schools are experiencing?	
93	What can you do differently to help get the buy in needed for Kuna Schools within the Kuna community?	
94	What quality do you possess that best suits our role as district superintendent?	
95	What will you do to encourage the community to support our school system and to help with continued development?	
96	What would be your first big change to the Kuna School District?	
97	How important are good teachers to you? When budgets are tight, is it more beneficial to cut teacher positions or district positions? Do you try to not be too heavy in your allocating of budget?	
98	What's one thing you would change right now to improve our district? Looking for research/knowledge about our district. Did they do their homework? If not, they are wasting our time, move on.	
99	Are you willing to hold the employees of the district to a high standard of excellence in the classroom and with their co-workers?	

100	What does your five year plan look like for the district?
101	Are you willing to put the students needs before the wants and needs of the union in times where those two needs may not align?
102	How do we keep all parties involved happy and focused on what is best for students?
103	Racism is a problem in Kuna schools. What is you plan to mitigate the trend towards expressions of racism from students?
104	How would you help reduce the fear mongering surrounding "wokeness" in academia?
105	What is your plan to help community members feel like they have a stake in local public education.
106	What do see as the biggest issues within the district? What is your solution to correct these issues and how do you plan on implementing?
107	How have you activated the surrounding community to be support and equip the kids and families in the school district? What might that look like in Kuna?
108	Your plan to accommodate & properly educate all new and existing students in current and future mass population growth in the KSD?
109	How do you go about deciding major controversial decisions?
110	How can we get parents more engaged in learning and in the financial backing of the schools and programs.
111	What is your main priority in the education of our children?
112	How would you better communicate the needs of the school district to the community while changing the negative stigma of the school district office and adhering to legal requirements?
113	How do you plan to support school staff in your term that provides consistency for our students?
114	How do you plan to ensure that our school district protects our children from being exposed to extreme or controversial views on gender identity that may conflict with the values of many families in our community?
115	Would you consider financial updates, using layman terms, to help build confidence in the districts financial allotments and to help get levies passed?
116	Kuna is a rapidly growing town. What's one idea you have to unite all schools together to create a stronger district community?
117	What will you do to rebuild trust and respect between parents and teachers/admin?
118	How can we educate and emphasize the importance of our community to vote on the levy. Further providing education on exactly how the levy benefits our education system and growth in our community!!
119	[REDACTED]
120	Do you have examples of how you can, not only support the students, but also verify the teachers have the resources they need to accomplish success in the classroom?
121	Please share your experiences in the Kuna School District and the community which make you the best candidate to continue the successful growth of our great district and community?
122	What systems would you put in place to make sure ALL students show expected annual academic growth?
123	What are you going to do to straight out Kuna District.. to engage the teachers and to bring back and ENFORCE that EDUCATION comes FIRST! To cut out all the pampering and catering to the kids and their feelings.. to prevent the person beliefs and agendas of staff? No more catering to Trans/ Gays/Furries/ One sided political agendas.. THEY ARE there to learn and reach.. Bring back the structure..No hats in schools, no pajamas at school, Discipline.
124	How are you going to help parents with students in the school district. Most of us are already

financially stretched, and it seems like all the changes are digging deeper into the pocketbook of parents. Which ultimately the students are the ones that are going to be at a loss. Whether it's higher sports fees, and they no longer can play because it is not affordable, large classroom sizes so students are not given attention, etc

125	How can you prepare and lead the K.S.D. to help prepare our children to be ready for life after school without descending into the pitfall that is "typical curriculum" and make legitimate changes so students are prepared for all of life's challenges whether they seek to continue education after high school?
126	How would you help with the continued growth in our school districts even without the support of the levies?
127	How would you create a community and district-wide culture of continuous improvement, plan strategically, and align operating plans to achieve strategic outcomes? How do you hold personnel accountable for developing and implementing school improvement plans at each school? How would you ensure that the district is being fiscally responsible with its financial resources, and how would you communicate that to the board and community stakeholders? If you are hired, what will you do in the first 30, 60, 90 days?
128	How to better communicate with the public when Levy's need passed so our kids stop being punished for and over crowding schools
129	How would you encourage community turn out for voting when related to the levy
130	There has been conflict between the demands of the district and the willingness of the community to fund those demands. How would you begin addressing such a conflict?
131	None
132	How do you plan to help encourage the community to invest in (aka agree to levies) the education of students even if they are not parents themselves?
133	For years, literature has been an influential part of teaching young students. Up until recently, this has not been an issue with regard to the content of the literature. How do you plan on handling content control related to literature? Do you feel that one groups opinions should take precedence over others?
134	Why do you want this position?
135	Will do you something about expanding the Kuna High's student parking lot?
136	Will you be present and visible to staff and students? Will you take the time to learn our names, the role we play in KSD, and make us feel valued?
137	Are you planning on being transparent?
138	I hear talk about "all students" but [REDACTED] How are we as a school district going to support the high achieving students while also not singling out other students. How do you pool together all students?
139	What do you consider to be a major issue teachers face everyday and what would you to do to support them?
140	How many assistant supers is appropriate for a district this size?
141	What would you do differently and why education?
142	What do you bring to the table, that you believe, no other candidate can?
143	How to do you view inclusivity? What actions will you take to foster an inclusive school environment that is safe for students of all backgrounds, cultures & beliefs?
144	What research about KSD have you done in preparation for this interview? Based on the information you gathered what is your first priority? Why?
145	Do you trust teachers to do their jobs?
146	What changes would you make to the budget so schools will have the funds they need?

147	No one comes to KSD for the pay so what is your motivation for coming here? Getting head in your career? Wanting to improve a great but underfunded district? How would you turn this District around and gain community support?	
148	Will you bring God back to our schools	
149	How are you going to solve over crowding at the high school?	
150	How will you deal with politics within the district already between staff members	
151	Kuna is a very small community with lots of very loud opinions on both sides of the aisle, how will you mitigate the constant barrage of religious and political opinions being shouted from the soapbox to best help all children in the district?	
152	What changes would you implement to retain teachers, and support the students with the changes happening on budget cuts and getting a proper education.	
153	How do you view the role of parents in the scope of public education?	
154	How are you going to raise test scores/ make higher ranking schools?	
155	How willing are you to look outside the box and stop doing what we've been doing for 100+ years.	
156	What are you going to do about the math curriculum?	
157	How important is professional development for all staff members?	
158	None	



## Q5 What would you like the board to consider during the hiring process for the next superintendent?

Answered: 176 Skipped: 188

#	RESPONSES	DATE
1	I am interested in hiring a candidate from outside the school district. New perspectives bring about change and challenge current ways of thinking that may not be as effective.	
2	I don't understand why we are doing this when we have good leadership who is willing to stay and continue the great work KSD is doing.	
3	Look at someone that has positive experience as a superintendent in a school district with similar demographics and numbers. Please do not just appoint or hire from within unless they are the best candidate. Please don't just "settle".	
4	How to bridge the gap between those with kids in school and those who think it doesn't effect them.	
5	I would like the board to consider not spending a bunch of money to do a search for a superintendent when we already have qualified people within the district.	
6	It already mentioned high moral standards, but I would like to add a love for their country, inspire and help students achieve personal independence and responsibility, have classes that prepare students for the "real world."	
7	That the superintendent will have morals and value that align with our community. That education is the most critical component of our schools success. That there should be mutual respect between the board, staff, and parents.	
8	Please do not hire someone from within the district. We need new ideas and leadership.	
9	Someone who cares more about the students education and staff well being than the trends of society. I hope for someone who cares about focusing on education without getting distracted by issues that should be handled at home.	
10	Experience teaching before becoming a superintendent	
11	Does this candidate care about all aspects of education (including community & family)?	
12	Would you please hire a superintendent who believes in and supports public education?	
13	One who understands all children must have a quality education; an education that also includes sensitivity, honor & respect with keen foresight as to how his/her influence as a superintendent could ultimately guide & mold kids under his/her leadership.	
14	Someone needs to be creative and address education issues that are coming. Ability to respond to new situations is really important.	
15	If this candidate is outside of the "norm" of what kuna has had before...	
16	Values, tradition	
17	Does the superintendent know how to run a business? Let the teachers educate. The superintendent need to know how to hire and fire. Also they must know how to budget and cut spending to work within the budget.	
18	Please hire someone who will be strong enough to stand up to the loud and strident voices who have a narrow view of the issues, and are unwilling to compromise or see others points of view.	
19	Someone who has pride in Kuna and the state of Idaho. A person who knows Idaho and wants to create the best community within it.	
20	Please find a strong candidate that will STOP LYING to CHILDREN ABOUT CHOOSING	

THEIR GENDER AND OTHER SOCIAL INJUSTICES THAT HAVE BEEN PUSHED. Also, we will NOT VOTE FOR A LEVY UNTIL THE BS IS OUT OF OUR SCHOOLS. Lets get back to the business of teaching basics in academics and out of mining liberal social and political views.

21	Choose a qualified man.
22	That they be interested in being in Kuna long term, not just using Kuna as a stepping stone to some where higher paying.
23	Someone who deals with people based facts and not woke ideology.
24	A person who abides by biological truth/ and scientific fact when dealing with students/ teachers/ administrators and community stakeholders' gender opinions. And this would especially pertain to curriculum used throughout the district.
25	The superintendent has similar values to the majority of the district populations, not representing the minority
26	Someone not working in the district currently
27	Does the candidate plan to be here for the long run, not just one or two years?
28	Nothing
29	Someone others can trust. Someone who is open and transparent with their dealings with all community members.
30	What is the latest book they read on education?
31	I seek clarification on why we are spending thousands of dollars on a superintendent search, given our budget constraints and staffing reductions, when we already have a highly qualified candidate, [REDACTED], available.
32	understanding the ins and outs to policy change process AND the ability to plan short and long term goals for the kuna school district! Specifically with the dual language program
33	No one internally!!! Please seek leadership outside of what is there. It will never change or get better if we keep going back to what doesn't work.
34	I think that having someone outside of our treasure valley would be great! Even if we need to bring a person from outside the state. Bring fresh perspective and fresh ideas on our school district. Sometimes I think we get set on that people we hire need to be from our area to do the right job when having a person that isn't from our area can really help us take a step back and see a new way to solve an issue that we couldn't see before. I'd say consider looking outside of idaho for someone or outside of our valley for sure.
35	I'd like someone with transparency to community and staff. Please let us know how to get involved and how to ask questions.
36	It would appear that the board is not always supplied with all the details or sufficient time to properly make decisions. i.e. Who made the decision to ask for another levy instead of a bond? The Bond failed 11 months ago, and we are only about to begin a capital improvement committee. Supposedly there is only 67 days for the committee to gather support for the levy, yet that last levy failed 5 months ago. The District and the Board should know what their plan is if the levy passes and if it should fail so they are ready to move forward. The plan should not be to wait and see if it passes and then try to figure out what they will do. From what I have seen at Board meetings over the past few years is a lot of rushed short sighted planning for the short term and no long-term planning.
37	Previous references
38	Must be able to communicate effectively, both in meetings and with the parents/community. To be comfortable in front of people. Must be willing to be involved in school activities and in the community, and not stay in their office all day
39	Morals, character and proven track record of supporting all students
40	Help stop the overcrowding so teachers feel safe and not overwhelmed, and students get help during their education to stop struggles or falling behind and can ask for assistance when needed.

41	Someone that has good intentions and truly cares about the students, not just covering for the teachers.
42	I would like to make sure that the superintendent doesn't put things like CRT and/or things that involve sexual orientation into our schools and keeps far left ideology away from our students
43	[REDACTED]
44	Level headed person who can work with what they have
45	If you were hired, what would you want your legacy to show? What would coworkers, staff say about you?
46	[REDACTED]
47	Using the Working Genius framework, you should look for someone with a high degree of Discernment and Invention.
48	I think that it is important to consider internal or local candidates first. Someone who understands our community, who understands our values. Even though this is like running a business, at the end of the day we need someone who is committed to and lives within our community. Involvement is so important, and keeps up the moral of our employees, which in turn is a great support for our students.
49	1. Teaching Experience: How long did the candidate spend in the classroom before moving into administration? It's concerning when upper administrators have limited teaching experience, as that may not provide enough time to fully understand the complexities of teaching or how to effectively manage fellow educators. 2. Teaching Background: What subject and grade level did the candidate teach? Do they have experience at different grade levels? It's important to recognize that elementary, middle, and high school each have unique challenges, and a candidate with limited experience across these levels may face difficulties. 3. Awareness of Other Departments: Does the candidate value and understand subjects outside of their own area of expertise? How do they treat specialists in areas such as art, music, library, and physical education? A well-rounded superintendent should support all areas of the curriculum. 4. Mental Health Support: What is the candidate's position on mental health support in schools? It is concerning when administrators try to reduce or eliminate the hours of social workers, psychologists and counselors, especially at the elementary level. The candidate shouldn't underestimate the importance of mental health support for young students. 5. Support for Neurodivergent Students: How does the candidate handle Individualized Education Programs (IEPs) and the unique challenges presented by neurodivergent students? It is important to assess their commitment to providing the necessary support and accommodations for students with diverse learning needs, ensuring an inclusive and supportive environment for all learners.
50	Needs to have long standing similar community roots. Decisive. Kuna is trailing other schools in regards to taking a stand on raising respectable kids- vaping, drugs , and ridiculous lax policies on dress code and cell phone usage. I am a long term resident of kuna, grew up here, raised kids here, taught here. What kuna has become is sad.
51	Maybe consider hiring someone who is local, someone who has lived in Kuna, or Idaho for at least 7+ years.
52	The schools are underfunded and we need a strong advocate that will get funds from the state and local governments.
53	Please consider the needs of all Kuna families and students, not just those that share your life experiences and situations. As a person in a position of trust (trustee), please seek the feedback of more than just one or two people or groups with very specific agendas or mindsets. Seek to hire for all those you represent, not just those who think like you. Thank you!
54	The board needs to resign. Please consider that.
55	How they plan to get funding to open Swan falls
56	Do not hire from current Kuna employees. We need new leadership to abandon the corrupt "Kuna Way".

57	Be sure to uphold conservative values and fairness with regards to ALL STUDENTS using school property at ALL TIMES with NO regard to RACE, RELIGION, CREED OR SEX with NO time saved for SPECIAL group time
58	How can the candidate help to create more funding for our schools? What will they do to assist in getting levy's passed? Are there other ways they can do to generate more funding?
59	Someone who's is willing to "start from scratch"! The district has lost all trust with the patrons and needs to do a big revamp.
60	Ideally someone who can advocate at the state level for more funding for Idaho schools.
61	NA
62	Someone who really wants to help KSD and not just use this job as a stepping stone to another districts leadership. Someone who cares about Kuna itself
63	Stepping down and letting someone in who will make the right decision. I've heard tell that someone on the board has said that we need a strong Mormon man to lead the district, and this was from a very reliable source. I have zero faith in the boards ability to make a good decision here. Bias and small minded people don't belong in politics. I would like to see 3 people on the board be recalled because of their radical beliefs and poor performance. Go ahead and fail away, as I expect nothing else.
64	Someone who has experience outside of the Kuna School District and so understands a bigger picture in education than just what takes place in Kuna. Also someone who is dedicated to fostering parental and community partnerships in the schools, as well as has a high standard for communication within district employees, staff, and schools.
65	If they feel like they can trust the candidate to have others best interest at heart especially students.
66	All inclusive of all voices.
67	I would hope the board would support someone to is a proponent of public education and not a Idaho Freedom Foundation backed candidate.
68	Teacher retention and pay. Proper after school programs. Facility management. Stick to learning that is essential and needed in the real world.
69	How to convince the community to pass bonds to build more schools
70	Someone from outside of Kuna or even Idaho who brings experience from a successful system.
71	Look for someone who is good at budgeting, and supports Idaho's conservative values.
72	Trust
73	We need someone with a solid track record for problem solving without an inflated CV. It is important that they have a reasonable expectation for a salary during this difficult budgetary time, and preferable someone more interested in investing in the community, living in the community and serving in the community than using this small district as a stepping stone for bigger aspirations. We need someone who wants to be a part of the solution for betterment of the district for the long haul.
74	Please encourage the involvement of parents before making decisions about their children's life. Be totally transparent with the tax payers when needing funding.
75	I would like to see them be middle of the road on the political spectrum, not far left or far right.
76	Travel to all schools in the district, to communicate better with staff and students.
77	Someone who has a proven track record of making schools some of the best in the country.
78	Check your personal bias at the door when looking for candidates. Many board members have expressed personal experiences with certain individuals. A board members job is to remain unbiased, look at facts, and do what is best for all stakeholders not for themselves.
79	Trustworthy, high background check to multiple past employees including ones not listed. [REDACTED]

So for me integrity is a huge need.

80	None
81	see above - stop wasting my time and money
82	More concerned with actual education and test scores rather than DEI and other political garbage.
83	[REDACTED]
84	We need someone trustworthy, and accountable, that isn't intimidated easily and has our children's mental well being and education in the forefront of their minds at all times
85	New blood.
86	Make sure the superintendent is a solution driven
87	Make sure that the political stance of the candidate aligns with Kuna's political stance. Ask them how they would handle another COVID outbreak. If the candidate suggests a school shut down, and remote learning, then they are not the right candidate for this city.
88	A superintendent that has a passion for students, the staff that works painstakingly for them, and all the support staff in the buildings that are in the trenches do all the underpaid work for the furthering education of our children.
89	Stay within your admin team. You have qualified internal candidates.
90	Special education understanding/ peanut allergy students
91	Someone who can manage a large group of people and get them on the same page
92	Experience in the areas where Kuna needs to grow and improve.
93	Someone with a high moral compass.
94	Leadership is not management. A superintendent role isn't to just manage students, staff, parents, and community; it is to lead with communication, trust, transparency, and a willingness to address mistakes as they appear. The students needs has to be the driving force of decisions but there must be buy in from the staff. In any company, those putting forth the work must have a say and feel that they aren't just being told to do something.
95	Someone who has shown history of being present in the schools and who is easily accessible.
96	As a former special education teacher I would like you to consider someone who also has the SPED program in mind as they are a department that tends to get overlooked but is an important part of the district and community.
97	[REDACTED] I think this district needs something new, someone without prior bias and can come make Kuna SD what it should be. This is an amazing community and it deserves amazing schools. I am so glad we got some new board members with fresh ideas and perspective. I think we need the same for our superintendent. Thank you for putting out a survey so we have a say in the matter.
98	A candidate that accepts and owns failure and grows or uses it for change.
99	Hold teachers accountable for there actions and the way they treat their students.
100	Get someone who is committed and here for the kids.
101	Someone who actually cares about doing something in KHS special Education, r[REDACTED]
102	I would like the board to consider hiring someone that is willing to make the positive changes necessary so that the community of Kuna feels confident sending their kids to our district for a rewarding education
103	Someone who knows our community is committed to building up our educators and students
104	Excellent management skills, community involvement, the ability to make the right decisions

	for the entire student population even with strong external pressure
105	Look for outside candidates with new ideas and perspectives and no not hire within.
106	Please consider hiring outside the district. New ideas and fresh energy for much needed changes is greatly needed.
107	Use the district money wisely. I have been here for 20 years and there is a lot of waste on thing. Big yellow bus fir 6 students going to competition to workbooks brought that are never used in the classroom. Little saving make bigger bucks.
108	Please do not hire from within. It is time for us to bring in new blood and ideas. We need someone who is not part of the "good old boy" club. We cannot expect change by doing the same thing over and over again. Please look nationally and sell KSD and our community. Hire an outside firm who specializes in this type of search. Our kids deserve this type of selection process.
109	Someone who believes in being transparent and honest and will hold others accountable to that standard. There have been too many misleading statements about the bond/levy. There is a high level of mistrust in the community.
110	Prior experience in the same position. Past failures and success of the candidate in that position.
111	Please consider the values and morals of the human you are about to place in this position. Ask as many questions as you can!
112	Strong respect and focus on ag and technical education.
113	For me, someone who can stand up to and overcome conservative ideology like book bans, segregation, and zero-empathy behavior would be ideal. Someone who keeps the kids and staff safe from gun violence while using common sense and open mind strategies to educate. Someone who can figure out a way to bring high caliber teachers to a failing school system and be within budget.
114	Please hire someone with an understanding that us parents do not want and will fight against any LGBTQ, etc. education in our children's schools. There is a place for all of that and it is most certainly NOT in our schools and NOT for our children. Thank you!
115	A good superintendent needs strong critical thinking skills and a love of education to avoid reactionary decisions based on misinformation and hearsay. Budgetary and financial acumen should be the absolute least important quality in selecting a school superintendent. Schools should not be ran like a business.
116	Strong experience in management as well as teaching in their background. Past experience in the school board setting.
117	I would like the board to consider hiring someone who takes accountability for the state of local public education and has a comprehensive plan to improve it - and works well within the community.
118	Consider outside or new candidates who have the ability to lead without prior relationships with staff. It's time for KSD to implement some changes and remove poor performance from current staff. There seems to be an unwilling mindset to hold folks accountable, both students and faculty. There continues to be a lack policy adherence and when issues are raised it's continually swept under the rug. Simple things such as dress code, cell phones, unattended students, unlocked doors/ access to campus during school hours are too often overlooked.
119	Questions #2 & #3 are ridiculous. Of course the community wants someone that has all of those qualities. I don't see how the results will help the board better identify a candidate. [REDACTED] I hope the new hire is someone fresh and not from within the current district leadership team. The pushing of individual agendas is exhausting.
120	Someone who values community partnerships in order to serve students and families well. Schools are often the biggest conduit to knowing the needs of our kids and families and connecting them to necessary resources. The health of our community hinges on the health of

our schools and the ability to SEE our students and families and get the community around each other in pivotal ways that could actually address the loneliness epidemic that leads to high suicide rates, anxiety, depression, etc. This person (like our previous superintendents) must hold high value of collaboration and community.

121	Why are we spending all this money looking outside of KSD when we could hire one of our eligible candidates within who knows the community? That money could be spent better.
122	An educated individual who will stand true to their words and actions by representing the students and teachers with integrity and consistently upholding Kuna's values and beliefs.
123	Please consider someone who shows passion for students AND educators.
124	Base the decision on merit, skill level, knowledge, and ability, not DEI.
125	The district office has a very negative stigma right now. Trust is low. People think there are secret funds not being disclosed to the public. They are upset with high pay for district office admin and low pay for teachers. The community doesn't understand how property tax works. When bonds and levy's are presented they are not well explained or marketed. People don't really think there is a need because they don't know about the need. The new superintendent has a big job ahead. They need to be the head cheer leader, the initiator, out in the community bringing awareness, and gaining support. Things will only change for the positive if our community trusts the new superintendent.
126	Finding someone who is engaged with staff and wants to hire the right people. Someone who wants to provide support to the community and parents to help our students succeed
127	I respectfully request that the board consider hiring a superintendent who prioritizes the mental and physical well-being of our students, removes unnecessary politics from our school systems, and eliminates the focus on topics such as sexual orientation and gender identification from our educational curriculum. For students who feel they need support in these areas, counseling services should be made available.
128	Someone who has an interest on building community confidence in the district's transparency and decisions.
129	Someone that can help get the budget under control so that all student have a better chance at success without being just a number. Smaller classes ect.
130	Someone needs to have financial experience. Our schools are run down and getting over crowded. We are understaffed at some locations when it comes to aids in the classroom. We need financial help and someone that knows how to appropriately allocate funds.
131	This is a unique opportunity to turn over a new leaf after the decisiveness and feelings of betrayal over controversial policies, especially the secrecy surrounding the gender policies that were adopted by the previous administration. Anyone involved in that will bring with them that history and parents will feel that they are just going to get more of the same.
132	Hire a compassionate well-rounded EDUCATOR, not a bureaucrat. We need an advocate for teachers and a leader who stands up for disadvantaged populations.
133	Remember we are a fairly conservative community and prefer to keep dei and crt out of the education system
134	We need someone who lives and understands KSD and the community.
135	In order to build trust with the community and with staff, the new hire needs to be a game changer in the classroom and know how to scale that impact to the large systems of a district. Game changers in the classroom are relational, data driven, reflective, responsive, and seek continuous improvement. Trust comes from credibility.
136	Someone from the outside , who has been through rapid growth issues, someone from the outside who's not "corrupt and already influenced and part of the current problems
137	Your decisions impacts all of us as students parents and residents. Think of the greater good and look further down the road than your own driveway. A child's future is not something to throw away for mediocre personal squabbings. Invest in the children now, invest in the future forever. Do the right thing by being the right person for the job.
138	Look for someone that knows Kuna. [REDACTED]

139	Without the support of the levies, would the superintendent consider a lower pay to keep 1 teacher employed?
140	I prefer someone from outside Idaho, from a community that has gone through the budgetary and growing pains we are experiencing and can help lead the way. Fresh ideas. Lack of alliances. Able to cut the fat, not just shuffle it around and rename/create positions. NO DEI.
141	Someone who is a good communicator to all parties
142	Communication ability, high visibility in all schools and community, ability to make a staff retention plan.
143	The superintendent should be willing to address recent conflicts of interest between the district and the community. As such he or she may not align with the standards of the board as they are now and it is important to consider a person who challenges those standards for the sake of ending the conflict.
144	None
145	As much as possible, find someone competent to do the job without regard to political leanings.
146	Someone who is interested in innovation and making changes to policy based on the latest evidence based research, not just 'the way it's always been done'
147	Consider what is best for OUR children and not what political party the candidate aligns with. We do not need to become the next Bonner County, West Ada, or Namp School districts that feed the political platform.
148	We need a person who is not stuck in their ways. Someone who can be open minded and can think of out of the box solutions and be open to new perspectives and see things from the other side.
149	I think staying local is very important. We need someone who knows the Kuna community. [REDACTED]
150	Honesty , integrity, transparency,
151	If the levy is passed and the budget allows, give adequate raises to staff. I know that money doesn't not buy happiness, but it sure does motivate staff to do better and in turn helps the students because they are given teacher and staff who are willing to push themselves more to do better.
152	Conservative values are maintained
153	Great leadership considers the student and the teacher first. In order to have a quality education for students we need quality educators. How does this person plan on supporting teachers and students while balancing all the other important roles? Parents, community etc.
154	Is this person willing to reassign instead of promote if someone is not doing well in their job. Retrain, then reassign, not ignore then promote out of the position they are failing in.
155	Values of our community, not the trend.
156	Close the gap.....select a candidate that can lead their teachers and work with confidence and superb communication with parents and students.
157	Don't settle. Select someone that comes in who already has a plan but is willing to change it. Need confident individual who takes action. Thanks!
158	Experience as a teacher or in education.
159	Positive experiences in similar positions.
160	Drain the swamp! Fire them all and start over.
161	[REDACTED]
162	Someone who puts the kids first above all else and improves the district while gaining the community's trust but without always bending to the whim of the day.
163	What's the best way to make decisions regarding the future of our children, with your heart or



	your mind? Why?	
164	Not to hire a liberal	
165	No one who has supported or promoted DEI or not keeping parents totally aware of what's happening with their child while in the schools xare.	
166	Hire someone from outside the district who isn't involved in politics within the district: rewards staff because of what they do instead of who they know	
167	Their value system	
168	Age and lack of political affiliation. We need to bring in someone who will be with us long term and understands changing ideas and technologies, but also isn't politically motivated. There are too many politics that are hindering our growth and improvement.	
169	Keep our schools family friendly	
170	Someone who understands the community does not always stand behind the school board, so they need to help the city make changes for builders to support or community and help pay for the levys the school district needs.	
171	Parent involvement, responsibilities and rights	
172	Please make sure they are a former teacher and not too far removed from the classroom. We don't need a business major running our schools. They need to truly know the school system so they can be understanding of it all.	
173	Our schools need to be ranking higher.	
174	Common sense and high integrity.	
175	More transparency to the community	
176	None	