

SAN MATEO-FOSTER CITY SCHOOL DISTRICT

Stakeholder Report Executive Summary

STAKEHOLDER MEETINGS

- March 8 – March 18
- 15 zoom meetings
 - District staff
 - Teachers, classified, administrative, etc.
 - Community members
 - 3 Community meetings – English & Spanish
 - Elected officials
 - Committees
 - DELAC, Special Education, ETC, etc.
- 10 groups
 - Representing 215 individuals

SURVEY QUESTIONS

1. What's great about the community? (This information is used to assist us in recruiting quality candidates.)
2. What's great about the schools/district? (This information is used to assist us in recruiting quality candidates.)
3. What are the issues that the new superintendent should be aware of? (This information is shared with the final candidates.)
4. What are the characteristics, skills, attributes the new superintendent should possess to be successful? (This information is shared with the final candidates.)

QUESTION #1 – THE COMMUNITY

- Parents are very involved with the schools
- Diversity, commitment to equity
- Weather
- Dedicated staff
- Community partners who want to work with schools
- Close to San Francisco (City)
- Quality of life
- Very engaged community
- Vocal community
- Largest district in San Mateo County, relationships are prioritized

QUESTION #2 – THE SCHOOLS

- Great teachers
- Dedicated staff
- Dual immersion programs (Spanish & Mandarin)
- Committed teachers who really care about serving students
- Diversity of education programs
- PTAs support the schools
- Ed Foundation, supports the needs of the students
- Good supportive parents
- Culturally and ethnically diverse, many languages spoken, enriching the experience in the community
- We have wonderful and engaged students

QUESTION #3 – THE ISSUES

- Large achievement gap between students of privilege and historically marginalized students
- Loud voices of vocal minority that don't represent the whole community
- Want a focus on communication from top down and across schools-there's a lot of different things between sites
- COVID 19 and returning everyone safely to school
- School lunches should be nutritious
- Communication and transparency have been an issue district wide
- Hiring and retention of quality teachers
- Special education audit
- Inclusion plan
- Technology access for those who do not have it for vulnerable students and families
- Racial equity, the anti-Asian issue

QUESTION #4 – CHARACTERISTICS, SKILLS, ATTRIBUTES

- Speaks Spanish
- Decisive leader in the context of equity work
- Open communicator
- Listens
- Humble leader
- Open minded- Someone who is familiar with a community like ours (both socio-economically and through diversity)
- Honest transparency
- Can admit mistakes
- Values people
- Decisive & Equity leader
- Thinks outside the box

STAKEHOLDER INTERVIEW COMMITTEE PROCEDURES

- Stakeholder Interview Committee – responsibilities
 - Confidentiality Agreement
 - Stakeholder Interview will be conducted via Zoom
 - Stakeholder Committee identifies strengths and concerns
 - Stakeholder Committee does not rank the candidates
 - Availability for both days – determine the interview dates

BOARD SELECTION OF STAKEHOLDER INTERVIEW COMMITTEE

- Stakeholder Interview Committee
- Size of the Committee should be no more than 12 to 14 members
- The Board determines which groups will be invited to participate
 - District level - Teachers, classified, confidential, administrative
 - Community - Committee members, parents, students
- Determine how many from each group
- Determine how the selections will be made
 - District – self selection
 - Community – The Board is responsible for the selection of these members (If a student is selected this should come from site principals)

TIMELINE

- April 22nd Board meeting
 - Finalize the selection of the Stakeholder Committee community members
 - Review the interview dates and time
 - Review the interview process
 - Stakeholder Interview Committee
 - Provide strengths and concerns about the candidates
 - They do not rank the candidates

TIMELINE CONTINUED

- April 23rd Board meeting – closed session
 - The Board will review the list of candidates
 - The Board will review the candidate information that is provided by consultants
 - The Board will select the candidates that they wish to interview
- Interviews will be held by the Board on both days
- Stakeholder Committee will conduct the interviews via zoom on one day

QUESTIONS/COMMENTS?