

# 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 22<sup>nd</sup> 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 23<sup>rd</sup> 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?