

- Update technology
- Communication

Please list the top three programs or practices that make ENJUHSD a great school district.

Number 1:

- Athletics
 - Small
 - Candidates applying need to do their homework and know this
 - FFA
 - Since my first year at East Nic I have spoke about what I believe the are the three most positive things at EN and that is the three A's . Academics, Athletics and Agriculture. I speak about that as often as I can with parents and students.
 - Programs that unify and bring prlde to this great school. Football is life at ENHS! Throughout the past couple decades the culture of the school directly followed the season of the team. In the bad years on the field, daily school life also suffered as well as the involvement from the community. On the flip side I have seen many championship years directly have an impact on the campus and community
 - Sports
 - FFA - Although, I am gravely concerned with the future of the program.
 - FFA
 - Teaching/Coaching staff, s
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- Ag/FFA
 - We are small and the hub of the community.
 - You have the best: n the entire area, is the best leader on campus.
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- Football
 - Football program
 - FFA
 - Community
 - FFA/Ag
 - Teachers are approachable and willing to answer questions
 - Ag
 - Sports
 - Football
 - Small school
 - Outstanding Athletic Programs
 - Safe environment for students
 - FFA
 - Academics
 - Ag programs -- FFA

- Strong academics
- Our traditions
- Athletics
- Athletics
- Drama
- Athletics
- JV football coaches
- Sports
- The teaching staff
- Weight training program
- Small school setting
- Small class size
- Football team
- Academics
- FFA program
- Small home town feel
- FFA
- Safety and supervision
- Good teachers

Number 2:

- Ag/FFA
- Nice people
- Athletics
- We have some outstanding people on both the
- Agriculture: the funding and activities of this program is very complex and absolutely necessary for the well being and success of the students. Over the past 10 years so many of the students have been accepted and attended prestigious college Agriculture programs due to the support and work involved in the East Nicolaus High school Ag program leading the way the new Supt. must be able to have rural small school experience which help them understand all the requirements that are essential.
- FFA
- Traditions that have stood the test of time...football, agriculture, etc.
- Community
- Small school
- We attract some of the best students and families from Rio Linda to Marysville.
- Athletics have greatly improved past 4 years
- FFA
- Agriculture
- Sports
- Should be academic but has gone downhill
- Athletics
- FFA

- Football
- FFA
- Softball
- Foreign language German and Spanish
- Many opportunities for student involvement
- Football
- CTE/Ag program
- Community Support - again with associated integrity
- Successful athletics
- the clubs where students can get involved
- Agriculture
- FFA
- Welding/wood shop
- FFA
- Small school "feel"
- FFA
- Ag/CTE
- Football/ROP program
- FFA program
- FFA
- Athletics
- Academics
- Sports
- Academics
- Small school feel

Number 3

- Small community
- Fun sometimes
- Academic excellence
- Overall our smaller class sizes makes a big difference in building relationships with students.
- Welding! Each year several students leave ENHS with certification in Welding and a developed skill ready to enter into the job force. This is crucial as not all students have aspirations of attending college but need to develop skills that can help them be successful in life.
- English
- Small size...that can provide individual help for students as needed.
- Staff
- Community involvement
- In the past we have made strong connections to the students which encouraged positive behavior.
- Agriculture always a strength at ENHS
- Small town, big dreams
- Teaching staff

- Bringing a positive culture to the school
- More classes offered
- The academic rigor at ENHS cannot compete with that of other school districts. This is concerning.
- Professional

Number 3:

- Technology
 - Staff
 - Teaching responsibility and accountability to our students
 - Student leadership
 - Be nice to have a music program of some type.
 - Scheduling of classes for students. It must be done with the thought about what is best for students...not convenient or rigid.
 - FFA
 - Dual enrollment
 - Maintenance There are pest and mice
 - Bully prevention
 - Communication. Very little info goes out, need info about college requirements, scholarships, guidance for students so they can be competitive in their endeavors
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- Technology
 - Shop improvements
 - Academics
 - Closely monitoring teachers
 - Life Skills/ personal finance requirement for graduation
 - Course offerings could be more varied to accommodate greater academics
 - Maintenance staff
 - Office staff/teachers eat/share special days together.
 - CTE
 - Facilities..if it weren't for we wouldn't function...he should be head of maintenance
...and paid better
 - Math (Incorporate Kahn Academy when students aren't understanding)
 - Staff accountability and support
 - Include the rodeo kids
 - Communication between admin and staff for the benefit of the students
 - holding accountable. swing by campus every now and then and talk with the teachers/ask admin some questions
 - Way too many office staff when a position could be consolidated
and save money. And stop creating positions for people, Also properly list
and advertise available positions,

Number 4:

- Be smart.
- They will need excellent problem solving skills.
- More campus time, less meeting time
- Strong budgetary skills
- Someone who can show they have positive hiring practices and results.
- We need a person who doesn't see this position as a stepping stone but instead a destination!
- Is honest
- Someone that will be respected by the faculty, staff, students, and community.
- Organization
- A leader who leads by example and demonstrates sound decision making skills that isn't reactionary.
- Visible
- A leader who communicates effectively with staff and can get the best teachers on campus to buy in and help lead because they see what the vision is and it is student success based.
- Get along with staff positively
- Should respect all opinions
- Strong character skills
- Present on campus
- Be strong enough to not bend to bully parents and bully staff. Look at the whole school not small factions
- Loyalty-wants to be here for more than 2 years and not use it as a stepping stone
- Takes responsibilities seriously (doesn't pass the buck)
- Management skills
- Willingness to commit to ENHS for at least a 5-year period
- Be able to provide safe environment for students
- Able to balance community and school needs
- Being able to enforce proper discipline where needed to staff and students.
- Administrative/counseling skills
- Capable of leading a small rural based school setting
- Inform board without being manipulative
- Has a great rapport with staff
- Treating the staff better...like family unit we are
- The ability to work well with staff & students
- Hold teachers and students to a high level of accountability, while also giving support
- Sense of community at school
- Open minded and diplomatic
- Work ethic
- Is willing to put money into the students and their programs such as sports where kids can earn scholarships for college.
- Strong work ethic
- Honest
- Be equal and fair to all students

- Will be an advocate for qualified staff and support them
- Interpersonal skills
- Bring on good staff
- Transparency

Number 5:

- Better food
- A most important attribute... they will be an Exceptional Listener!
- Previous small school mgmt A MUST
- Firm, fair, fun
- A leader who believes in team building and listens to input from students, staff and community.
- A person who can honor the traditions of ENHS while adding their ambition and guidance to the overall school culture
- Wants to be there for the long haul.
- Someone who isn't afraid to say they don't know the answer to something...rather than make something up.
- Good social skills, build relationships with all the kids and family members
- Strong work ethic
- Approachable
- A leader who leads by example, with loyalty and honesty to the students and community for the best district in the area.
- Empathetic to the economic diversity of the district
- Financial responsibility
- Establish pride in the school
- Works with teachers
- Spends money on the students
- Solutions driven
- Be honest!
- Understands financial aspect of district
- When they say something they own it and not lie about it ..rules
- Criminal background check (keep our kids safe)
- Support of community, athletics
- Support the Ag and FFA kids and teacher
- Supportive of the staff
- Supportive of teachers and staff
- Doesn't use threats and intimidation or allow staff to in order to contain students or their actions.
- Creating a successful learning/teaching environment
- Transparent
- Be more willing to have meetings with parents, and have open times with families.. Parents want to have meetings when daughter/ son are struggling with classes
- Have some type of experience with a small school setting and what comes with that
- Transparency

- Someone with small community experience. We do not need a person who think that our school needs to function like a large school does.
- Compassionate
- A leader that understands the community and the traditions of the school. We are not a large district who has the typical large school issues.
- Be financially sound
- Should support both traditional education and the trades
- Ability to lead in a positive manner
- Good communicator
- Be a strong instructional leader and academic coach
- someone that doesn't have their own agenda to change us
- Open to others ideas/opinions
- A communicator
- Knowledge of budgeting
- Ability to create a strong academic program
- Know what requirements are needed for the students to enter the world after college
- Can manage people and not instigate problems
- Knowledge of strong teaching strategies
- An open door transparent policy with parents of the students
- Budgeting skills
- Integrity with all parents and students not just those who have big community names
- Strong supporter of athletics and FFA.
- Patience, don't try to change the world on the first day.
- Understands small school and community
- Knows how to budget money
- Historical knowledge of the school & community
- Ability to balance budget and cut costs, while budgeting for the future
- Bring back the pride and sense of belonging of the school
- Firm yet approachable
- Leadership
- Makes sure all students' needs are attended to especially seniors applying for college.
- Sets standards for lesson plans
- Communicator
- MUST let the Seniors do a Senior Prank Day
- Good communication skills
- Being present (campus, school/community events)
- Bring new programs
- Open mindedness
- Charter School Experience or Small School District Experience
- Strong leader

- Flexibility, things don't always go smooth
- Positive leadership style
- Knows how a small school operates
- Previous teaching/leadership credentials
- Strong leadership with students, staff, parents, and community
- Strong Ag background
- Organized
- Decent human being
- Understands small town/small school life.
- Cares about all students getting a quality education
- Organized
- More Responsible for discipline on Students using technology in class
- Has had actual experience as a Principal
- Demonstrated leadership
- A good leader
- Follow through
- Board Support and Unity of Purpose
- Good with the budget

Number 2:

- Visibility
- Make more activities
- The candidate MUST be a "People Person".
- Good financial background
- A leader--not a boss. They're very different attributes
- I think someone who has prior experiences with students outside of the classroom. An advisor, coach, counselor, activities or athletic director.
- A proud supporter of athletics and agriculture.
- Able to talk to all stakeholders
- Experience in pulling a school out of deficit spending.
- Show tough love and make them earn praise
- Someone who supports co curricular and extra curricular activities. The school has become a magnet for families that have talented athletes wanting to attend. Each one of those students are \$.
- Community focused
- A leader that will hire other admin and new teachers that will improve our school. The best leaders hire people around them that make them look even better.
- Communicate with parents be transparent
- Understanding of small town rural life
- Decision making that is best for school & Community
- Student centered
- Be present and involved
- Asking for help or guidance how our school works

- Communicates well with staff and parents
- Organized
- Trustworthy
- Willingness to connect with students
- Get to know the students
- Good communicator
- Supportive of teachers
- A supportive staff
- Teaching experience
- Interested in traditions and history of ENHS and ensuring those continue
- School has a great staff, need to be able to let them flourish
- Trust in your teachers
- Strong supporter of extra and co-curricular activities
- Is on campus everyday...not a meetings
- Knowledge/understanding of the WASC Accreditation Process
- Ability to make hard decisions and hold a hard line.
- Uphold the traditions
- Consistant with rules and expectations
- Desire to be at ENHS, not just use us as a stepping stone
- Has respect for tradition.
- Able to manage staff, students and parents effectively
- Innovative
- More involved in FFA, and Student Activities
- Will not come in to change school culture
- Dedicated to student learning and achievements
- Puts the needs of kids first
- A knowledge of the FFA or Agriculture
- Fiscal Background or Hire a CBO
- Hold all staff accountable

Number 3:

- Flexibility
- Have more rallies
- I would expect them to be fair and reasonable.
- Previous management skills
- Respect-- earns it and returns it.
- Budgeting experience as I think there are important financial decisions that will need to be made in the near future of the district.
- A strong work ethic
- Creates a bridge between board and teachers.
- Experience in increasing enrollments after a time of decline.
- Structure

- Website
 - Facilities and classrooms need attention. The past few years attention has been more towards the front office/admin building.
 - Shop,
 - Counseling department
 - Music
 - Athletics, coaching in all sports but softball need revamped. In football kids need to be treated with respect not as a commodity, and pushed that academics come first not punished for going to tutoring.
 - Administration changing things
 - Staff turnover
 - Technology
 - Helping our students that need help
 - Academics
 - Better communications with parents, more info put into bulletin...not last minute info
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- Increased focus on writing skills
 - Proper academics
 - STEM
 - Teacher and student morale
 - Funding for athletic facilities.
 - Stick to schedules, don't keep parents waiting.
 - Community building
 - Administration
 - Bring back STEM (for kids who pursue engineering)
 - Budget
 - Support the Ag kids
 - Consistent discipline, rules, behavioral expectations
 - Getting rid of the divide.
We are on the same team.
 - Lack of funds for sports such as track
 - Not enough emphasis on our children getting a quality education
 - Innovation
 - Student Leadership having more rallies
 - Shop programs; Families shouldn't have to buy equipment so their children are safe
 - Hiring well-qualified/long term faculty
 - Technology
 - Time Study is Needed for all Classified Office Positions.
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- Budget

Number 2:

- Fine arts
- Activities
- Holding ALL staff accountable, including Admin
- Academics (they are very good, but can always improve)
- Our outside grounds crew in my opinion needs more help.
- Better culture/climate
- Faster response time by the _____ It seems as though they weren't taking responsibility for the actions of the _____ that adversely affected the school.
- Staff Getting more involved with students
- Student leadership
- Technology! A couple years ago there were statements that classrooms would be equipped with smart boards, flat screen tv's , Apple TV etc.
- Admin
- Facilities
- Arts
- Academics, support for better instruction and rigor. Teachers are ill prepared in many cases to instruct material or do not have appropriate materials. Communication with families about progress is poor in many cases.
- Student Fun and Activities on campus
- Capabilities of
- Music/band
- Teacher negativity
- Admin/admin staff connect with students positively
- More electives
- Reduction of non teaching staff
- School board to administration communication
- AP course offerings
- Communication on the changes occurring at the school - it needs some stability
- Transportation is poor currently
- Priorities take precedence
- Less micromanaging of staff
- Updated computers
- Get Focused (also include basic cooking skills)
- Curriculum
- Sense of belonging and pride
- Holding students accountable to academic and behavioral expectations
- Transparency/ honesty/ communication between staff and leadership
- Lack of proper academic counseling and guidance for kids to determine college placement.
- Lack of structure
- Transparency
- FFA having more fundraisers for students attending the different conferences
- Academics - Their needs to be more support for teachers and their training

- Student Council
- Ag program,
- Advisors working for free
- Football program
- English I
- Student body
- FFA
- Shop and Ag classes
- Community
- Senior projects
- Sports
- CTE programs
- Great teachers
- Academics
- Clubs
- Agriculture classes
- Community
- FFA
- Clubs
- Extracurriculars
- Language program
- FNL
- Sports
- Community involvement activities
- Teachers and staff love kids
- FFA

What are three areas/programs of the District that you feel should be improved?

Number 1:

- Academics
- Food
- Better employee management
- Administration
- Need less turnover of staff
- The school needs stability in the administration. The past 5 years or so it seems it is a revolving door between the administrative positions. This instability and recent influx of admin who have been at larger schools has been detrimental to the small town small school culture.
- Administration
- Agriculture - I don't feel that the current state of the program is what I worked so hard to build.
- Counseling department
- Transportation, the buses and vans are filthy and quality is a poor representation of the district.

East Nicolaus Community Survey Results

Please let us know who you are:

- I am a community member/parent (35 respondents)
- I am an employee (14 respondents)

Please list 3-5 attributes or skill sets you feel the new Superintendent/Principal needs to be successful.

Number 1:

- Communication
- Be nicer
- I would wish for an Outstanding Leader.
- Budget knowledge
- Strong Understanding (or willingness to learn) of EN culture
- Good solid communicator
- Understanding of the community. It is a district made up of over 50% inter-district students. Many of them had family members attend ENHS in years prior. Some of these inter districts are 2nd or 3rd generation ENHS students. Speaking complimentary about these students is vital to the overall success of the school.
- Understands the community
- Knowledge of the community, the school, and the culture at ENHS.
- Exhibit leadership
- Somone who truly enjoys kids
- Communication
- A leader that has common sense and works for the best interest of students and staff
- Value and appreciate athletics
- Leadership
- Good honest communication
- Accessible
- Understand the school is focal point of small community.
- Budgeting
- Being approachable
- Personable
- Hard working
- Strong leadership skills
- Be able to communicate with parents
- Honesty
- Sound fiscal management
- :hat communicates and stands behind them.
- Communication skills
- Good communicator
- Communicate effectively with community

- Too many subs
- Electives
- , having more student conferences with parents, regarding their different struggles, and classes
- There needs to be more transparency from the Admin reporting to the board.
- Constant turnover in Administration/Faculty
- Bring back
- Teacher mandated professional development on rigor and time on task during instruction. This school site wastes more instructional minutes than I ever seen and test scores show it.
- Less focus on football