

Caddo Parish Public Schools

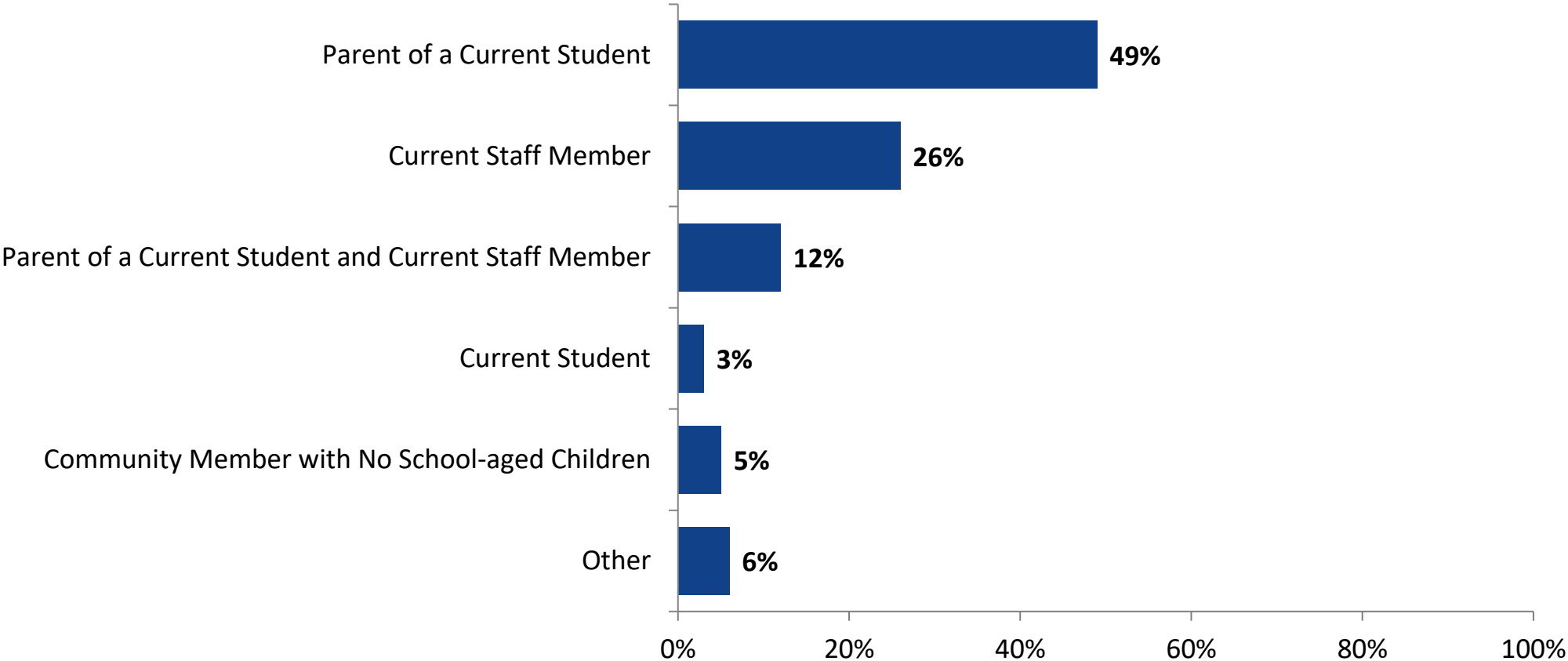
Results and Analysis

McPherson & Jacobson
July 2024



Relationship to District

Which of the following best describes your relationship to Caddo Parish Schools? (N=683)



Good Points About the Community

Good Points About the Community

Please tell us great things about your community and the Caddo Parish School District that potential candidates for superintendent should know.

Caddo Parish School District is praised for its dedicated teachers and staff, strong parental involvement, and close-knit community support. High-performing schools and strong academic opportunities, recognized for AP scores and achievements, exemplify the district's commitment to excellence.

Programs and activities engage students and parents, fostering a supportive academic and social environment.

The district's diversity enriches education, emphasizing inclusivity and cultural understanding.

Community partnerships and a thriving arts scene enhance student experiences, creating a collaborative atmosphere focused on student success.

Good Points About the Community

Please tell us great things about your community and the Caddo Parish School District that potential candidates for superintendent should know.

Caddo Parish is a culturally and economically diverse community with a strong sense of teamwork and commitment to education.

It boasts creative individuals, growing small businesses, and vibrant community events.

The district values dedicated teachers and staff who strive to help students achieve their goals, whether academic or career oriented.

Good Points About the Community

Please tell us great things about your community and the Caddo Parish School District that potential candidates for superintendent should know.

Caddo Parish is a diverse community with a rich mix of cultures and socio-economic backgrounds, offering various educational programs and opportunities for growth under strong leadership.

The district is committed to academic excellence and dedicated teachers, staff, and community members work tirelessly to support students' success, emphasizing the need for fair comparison and equitable support across all schools.

The community values education, cultural heritage, and economic growth, seeking leadership that can manage resources effectively and foster an inclusive, thriving educational environment.

Good Points About the Community

Please tell us great things about your community and the Caddo Parish School District that potential candidates for superintendent should know.

Caddo Parish School District has a strong community culture, college preparation opportunities, and the supportive environment in magnet schools, particularly enjoying the flexible, engaging atmosphere.

The community is committed to student well-being and education.

Good Points About the Community

Please tell us great things about your community and the Caddo Parish School District that potential candidates for superintendent should know.

Magnet school students are well-prepared for college, and there are many dedicated, caring teachers.

Caddo Parish is a diverse and supportive community.

Qualities, Skills and Characteristics

Characteristics, Attributes, Skills

What qualities, skills and characteristics do you feel the next superintendent needs to have in order to be successful?

Parents/Guardians desire a superintendent who possesses the following qualities:

Transparency and Honesty: They should engage in transparent and honest communication with the community. They should be open and upfront about decisions and policies.

Empathy and Compassion: They should have an empathetic approach toward teachers, students, and parents. They should also be compassionate and understanding of diverse backgrounds and needs.

Leadership and Experience: They should have strong leadership skills with a background in education and business. They should be able to make tough decisions and handle criticism effectively. The candidate should have high ethical standards and be professional in all actions. They should be a role model that leads by example.

Focus on Students: The next superintendent should put students' needs and education first and ensure equal opportunities for all students. They should be committed to improving academic outcomes and student progression.

Accountability and Responsibility: The candidate should hold oneself and others accountable for actions and outcomes. They should address and resolve issues proactively.

Community and Cultural Awareness: The next superintendent should possess a deep understanding of the local community and its dynamics as well as embracing and promote diversity, equity, and inclusion. They should prioritize building strong relationships within the community.

Characteristics, Attributes, Skills

What qualities, skills and characteristics do you feel the next superintendent needs to have in order to be successful?

Staff members desire a superintendent who possesses the following qualities:

Leadership and Vision: The next superintendent should be a natural and effective leader who can bring people together and create success in all schools. They should be a visionary with a plan to bring all schools up to par.

Communication and Listening Skills: They should be a great communicator, capable of listening to and understanding the concerns of staff, students, and the community. They need to have strong communication and relationship-building skills, ensuring clear communication with schools, parents, and employees.

Compassion and Integrity: They need to have compassion, understanding, and empathy for students, staff, and the community. They should be honest, trustworthy, and have a strong sense of integrity.

Experience and Knowledge: The next superintendent should have extensive experience in education, including classroom and administrative roles, particularly in diverse environments. Additionally, they need to be knowledgeable about the district's needs and demographics, understanding the challenges and strengths of the community.

Visibility and Involvement The candidate needs to be visible in all schools, spending more time in schools than at the central office. They should also be involved in the community, understanding the unique needs of each school and its community.

Innovative and Open-Minded: They should be willing to implement creative solutions to meet the diverse needs of students and understand that one size does not fit all in education.

Characteristics, Attributes, Skills

What qualities, skills and characteristics do you feel the next superintendent needs to have in order to be successful?

Parents of current student and current staff members desire a superintendent who possesses the following qualities:

Leadership and Vision: The next superintendent should have strong leadership skills with a clear vision for the district's future. They should possess the ability to make tough, fair decisions and stand by them,

Communication and Listening Skills: They should have the ability to communicate effectively with all stakeholders, including teachers, parents, students, and the community. Furthermore, their communications should be transparent and honest, fostering trust and respect.

Support for Teachers and Staff: They need to have genuine concern for and support of teachers and staff.

Empathy and Compassion: The next superintendent should be empathetic and compassionate towards students, teachers, and parents. They should understand and respect the diverse needs and backgrounds of the community.

Experience and Knowledge: They should have extensive experience in education, including classroom teaching and administrative roles as well as an understanding of the specific needs and dynamics of the Caddo Parish school district.

Equity and Fairness: They should be committed to providing equitable education and opportunities for all students.

Characteristics, Attributes, Skills

What qualities, skills and characteristics do you feel the next superintendent needs to have in order to be successful?

Students desire a superintendent who possesses the following qualities:

Genuine Concern and Care: The next superintendent should care about students' well-being and education, not just motivated by personal gain. They should be a caring person who is approachable and compassionate.

Communication and Listening: They should have the ability to communicate effectively with students and understand their needs. Furthermore, they should be willing to interact directly with students to understand their perspectives and issues.

Leadership and Relatability: They need to have strong leadership skills and ability to lead groups effectively.

Student Safety and Well-being: The next superintendent should prioritize the safety of students and take steps to ensure a safe and supportive school environment.

Support for Arts and Extracurricular Activities: They should advocate for more talented art programs and other extracurricular activities across all schools.

Fairness: They should avoid favoritism and treat all students and staff fairly.

Characteristics, Attributes, Skills

What qualities, skills, and characteristics do you feel the next superintendent needs to have in order to be successful?

Community members and others desire a superintendent who possesses the following qualities:

Educational Experience and Credentials: The next superintendent should have academic credentials and extensive experience in education, including teaching and administrative roles. They should have proven success in improving student performance and test scores.

Leadership and Vision: They should have strong leadership skills with the ability to inspire and guide staff and students as well as strategic planning abilities and a clear vision for the future of the district.

Communication and Listening: They need to have excellent communication skills to effectively interact with teachers, students, parents, and the community.

Integrity and Fairness: The next superintendent should hold high ethical standards and integrity. They should hold staff and student accountable for their actions and be willing to make tough decisions for the benefit of the district.

Community Engagement and Visibility: They should actively engage with the community, including visiting all schools regularly. They should understand and address the diverse social and economic backgrounds of students and promote equity and inclusion in all aspects of the district's operations.

Innovative and Open-Minded: They should encourage and empower teachers to be creative and effective in their teaching methods.

Significant Opportunities

Significant Opportunities

What do you see as significant opportunities for improvement for the next superintendent of the Caddo Parish School District?

The feedback provided highlights various concerns and suggestions related to the Caddo Parish School District. These include:

- Teacher Support and Retention
- Educational Equity and Quality
- School Resources and Facilities
- Community and Parental Involvement
- Student Behavior and Safety
- Administrative Accountability and Improvement

The next superintendent needs to support teachers through pay raises and fair treatment, ensure equal opportunities for all students, and improve failing schools by providing necessary resources.

Parents/guardians called for increased security, better communication, and community involvement. Addressing mental health, updating school facilities, and improving extracurricular activities were also emphasized.

The superintendent should be innovative, transparent, and hands-on, with a focus on real-world skills and equal educational standards across all schools.

The new leader should possess strong leadership qualities, be willing to make tough decisions, and work towards closing the gap between magnet and neighborhood schools to ensure quality education for all students.

Significant Opportunities

What do you see as significant opportunities for improvement for the next superintendent of the Caddo Parish School District?

The feedback provided highlights various concerns and suggestions related to the Caddo Parish School District. These include:

- Teacher Support and Compensation
- Educational Quality and Equity
- Parental and Community Involvement
- Administrative Efficiency and Accountability
- Student Behavior and Safety
- Facilities and Resources

Current staff members emphasized the need for the next superintendent to prioritize teacher support through pay raises, job stability, and professional development while promoting creativity and addressing diverse learning styles in classrooms.

Improving parent involvement and accountability, enhancing resources for special needs students, and providing equitable support to all schools, particularly low-performing ones, are crucial.

Staff members called for reducing administrative overhead, better allocation of funds, and fostering a positive, transparent, and an engaged relationship with the community and staff.

The new leader should focus on career readiness, implement effective discipline policies, and make data-driven decisions to enhance student achievement and school performance. The superintendent must also address infrastructure issues, ensure fair hiring practices, and promote a collaborative environment to drive the district towards excellence.

Significant Opportunities

What do you see as significant opportunities for improvement for the next superintendent of the Caddo Parish School District?

The feedback provided highlights various concerns and suggestions related to the Caddo Parish School District. These include:

- Teacher Support and Compensation
- Educational Quality and Equity
- School Infrastructure and Safety
- Administrative Efficiency and Accountability
- Parental and Community Involvement
- Student Support and Well-being

The need for the next superintendent to focus on developing comprehensive teacher support systems, investing in low-performing schools by ensuring teachers are well-trained and certified, and improving employee morale was emphasized. Competitive pay for all employees, including stipends for underpaid staff, and improving teacher retention by fostering a supportive environment are necessary.

Addressing infrastructure issues by updating and maintaining school buildings, repurposing closed campuses, and enhancing security measures is crucial.

The superintendent should prioritize communication and transparency, involve parents more in the educational process, and ensure accountability across all levels. There was a call for a balanced budget, better resource allocation, and an emphasis on literacy and consolidation of schools. Enhancing student support services, particularly mental health and special education, is vital.

The new leader should also focus on career readiness, equitable opportunities for all schools, and improving the district's overall performance by addressing the needs of diverse student populations and fostering community engagement.

Significant Opportunities

What do you see as significant opportunities for improvement for the next superintendent of the Caddo Parish School District?

The feedback provided highlights various concerns and suggestions related to the Caddo Parish School District. These include:

- Student-Centered Approach
- Classroom Management and Tools
- Dress Code and Discipline
- Safety and Environment
- Bus Transportation
- Leadership and Change

Students highlighted the need for the next superintendent to prioritize student welfare over personal gain and address safety and dress code issues that distract from learning.

They emphasized the importance of being more involved with students and considering their ideas for improvement.

Additionally, there was a call for better classroom management tools for educators, the need for more bus drivers, and to prevent bullying.

Significant Opportunities

What do you see as significant opportunities for improvement for the next superintendent of the Caddo Parish School District?

The feedback provided highlights various concerns and suggestions related to the Caddo Parish School District. These include:

- Preparation for Future Careers
- Equity and Inclusion
- Teacher and Staff Support
- Student Behavior and Safety
- Parental and Community Involvement
- Administrative Changes and Efficiency
- School Infrastructure and Resources
- Curriculum and Instructional Improvement

The next superintendent of Caddo Parish Schools should focus on preparing students for real-life work and college scenarios by offering better course selections, especially for trades, and treating employees equally.

They must enhance teacher morale, ensure fair pay, and involve parents in their children's education.

Key priorities include addressing failing schools, improving student behavior, and increasing parental involvement. Streamlining central administration, improving transportation logistics, and retaining qualified teachers are essential.

Efforts should also enhance academic achievement, promote equity, integrate technology, and improve special education services.

The superintendent should be innovative, transparent, community-focused, and willing to make tough decisions to drive positive change, while emphasizing early childhood education, reducing truancy, and addressing overcrowding.

Significant Challenges

Significant Challenges

What do you believe will be the most significant challenges the next superintendent will have to confront?

Key priorities include improving support for teachers by hiring classroom aides, especially in Title 1 schools, and ensuring equitable treatment in hiring practices. The need to maintain student enrollment and address school closures is emphasized, along with the importance of revitalizing underperforming schools and gaining buy-in from those resistant to change.

Building trust with parents and the community is critical, as is improving safety and discipline in schools, particularly concerning bullying and violence.

There should be a focus on better pay and support for teachers to improve morale and retention, along with providing a safe and conducive learning environment.

The next superintendent will need to address failing schools, overhauling central office salaries, and enhancing communication and teamwork.

Other challenges include dealing with overcrowded classrooms, the impact of socioeconomic factors, and ensuring effective parental involvement.

The superintendent must be prepared to make tough decisions, address systemic issues, and foster an environment where all students can thrive.

Significant Challenges

What do you believe will be the most significant challenges the next superintendent will have to confront?

The next superintendent of Caddo Parish Schools will face significant challenges, including addressing the needs of economically disadvantaged students, improving low morale, and managing a tight budget.

Retaining quality teachers and staff and adjusting salaries to match the cost of living are crucial. Overcoming the financial deficit and dealing with underutilized, aging school buildings while preventing further closures and mergers will be tough.

The superintendent must improve relationships with the board and community, support underperforming schools, and bring systemic change. Building trust, enhancing safety, addressing bullying, and ensuring competitive salaries are vital.

The focus should also be on improving student behavior, maintaining enrollment, and addressing the teacher shortage. Balancing politics with educational needs, navigating new policies, fostering parental involvement, and ensuring equitable resource allocation are essential. Emphasis on improving academic performance, managing declining enrollment, and enhancing the district's reputation are key priorities.

The superintendent must also address violence, promote mental health awareness, and adapt to changing educational policies.

Significant Challenges

What do you believe will be the most significant challenges the next superintendent will have to confront?

The next superintendent of Caddo Parish Schools will face several significant challenges, including retaining teachers, addressing budget issues, and managing school closures.

They must work to improve teacher morale and ensure equitable pay that reflects job responsibilities.

Enhancing parent involvement and accountability, dealing with violence and discipline in schools, and reversing bad spending habits are crucial tasks.

The superintendent will also need to restore confidence in district leadership, navigate a divided district with limited funds, and handle underutilized schools and declining enrollment.

Ensuring safety, improving communication, holding principals accountable, and providing necessary supports for teachers and students are vital. Balancing the interests of magnet and neighborhood schools, addressing low test scores, and managing staff shortages are essential priorities.

They must be fiscally responsible, foster community trust, and implement changes to improve student outcomes while maintaining a fair and supportive environment for all stakeholders.

Significant Challenges

What do you believe will be the most significant challenges the next superintendent will have to confront?

The next superintendent of Caddo Parish Schools must prioritize student well-being over financial gain, ensuring school safety while maintaining student freedom.

Key challenges include addressing stressed and stubborn students, concerns about LEAP testing, and the impact of students' attitudes regarding dress codes and phone usage.

Enhancing the quality of bus drivers and teachers is crucial. Dress codes should be updated to be fair and reasonable, reflecting the diverse needs of students.

Additionally, aging school infrastructure, particularly bathrooms, requires urgent renovation to provide a conducive learning environment. These measures will help create a more supportive and effective educational system.

Significant Challenges

What do you believe will be the most significant challenges the next superintendent will have to confront?

The next superintendent of Caddo Parish Schools will face significant challenges including crime, truancy, and delinquency among students.

There is a pervasive lack of trust in decision-makers among employees, parents, and the community. The new leader must address systemic issues left by previous administrations, such as financial mismanagement and an ineffective school board.

Key concerns include the need for more certified and well-trained teachers, improving student behavior and parental involvement, and managing the declining student population. Budget constraints, political pressures, and the need for innovative approaches to discipline and education are critical.

Ensuring equity, transparency, and accountability, while navigating local politics and fostering community support, will be essential for driving positive change in the district.



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