

STAKEHOLDER SURVEY REPORT

Central Springs Community School District

**CENTRAL SPRINGS CSD
SUPERINTENDENT SEARCH**



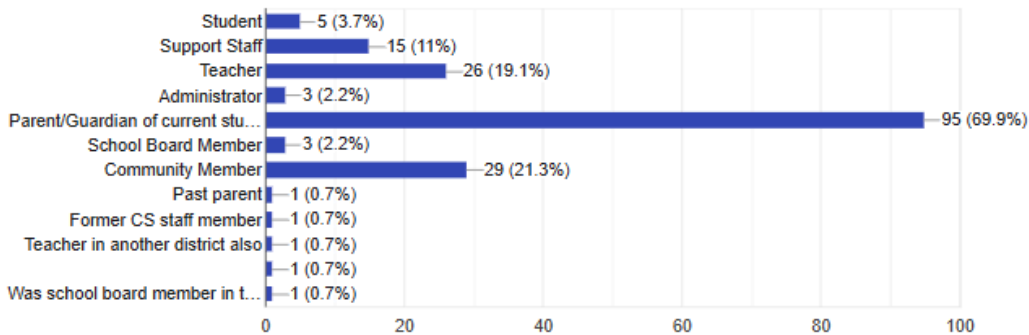
Purpose of the Report

THIS REPORT IS INTENDED TO INFORM THE CENTRAL SPRINGS BOARD OF EDUCATION ABOUT THE DESIRED QUALIFICATIONS STAKEHOLDERS HOPE TO HAVE IN THE NEXT SUPERINTENDENT.

The search team from Grundmeyer Leader Services recently conducted a stakeholder survey from November 5-15, 2024. The survey resulted in 136 total responses from parents/guardians, teachers, support staff, community members, and others. The feedback from the survey report will be used to guide the hiring process to ensure the next superintendent is a good fit for the district and community.

Please identify which group best fits your affiliation with the school district.
(Check all that apply)

136 responses



Strengths for Central Springs

- **DEDICATED AND CARING TEACHERS AND STAFF**
- **SMALL SCHOOL ADVANTAGES**
- **ACADEMIC EXCELLENCE**
- **OPPORTUNITIES FOR STUDENT INVOLVEMENT**

“School has a good number of quality teachers and staff members. Most students seem to take pride in their school and represent Central Springs well.”

“I think we have a very good teaching and support staff in place. The staff cares about students, and are making good strides towards common language K-12.”

“The staff works together and takes pride in our district. We care about the students and look for ways to make them feel welcoming at our school. We have a large number of staff that chose to receive their master degrees to make themselves a better educator. We continue to look for better ways to educate our students.”

“We have many wonderful and amazing staff that care so deeply about our community, school and students. Many have worked in the district and lived in our community for more than a decade. Central Springs is truly a family at the staff level. We care about each other and are deeply vested in the district, betterment of the district, and seeing students succeed in Central Springs School District.”

“Small class sizes in elementary and high school are a huge strength that benefits our students.”

“Small enough to be able to treat each kid for their individual needs.”

“Small school with big opportunities. We are like a family”

“Compared to other districts around us, we have a really good teaching staff that upholds rigor relevant to students. Our test scores are consistently top 3 or top 5 out of an 18 school conference.”

“Our dual-credit opportunities at the high school are great to help students get a head start on college courses. Many of these credits are offered within our building, so we do not lose that senior/upperclassmen positive leadership that some schools experience with students leaving campus for these opportunities.”

“Test scores in most areas, activities and sports teams success.”

“Sense of community in a small town setting. Our older students are VERY involved and helpful with the elementary students. It’s incredible.”

“We offer our students a wide variety of opportunities to become involved in sports, clubs, and groups. This can help students be connected to their school and have school pride.”

“The opportunity for students to participate in a variety of activities.”

Current Challenges for Central Springs

- **COMMUNICATION**
- **FACILITY NEEDS**
- **CLIMATE AND CULTURE**
- **EMPLOYEE RECRUITMENT AND RETENTION**

“More consistent communication between parents and staff. Communication only at conferences just isn’t enough.”

“Communication between decision-makers and employees. Things/procedures get changed, and we wonder why we weren't at least asked about what and how we do our job.”

“Better unity-more connections made among and between all staff, students & community. Timely communication so we are all on the same page and know what to expect.”

“The condition of the building and facilities in Nora Springs is concerning - especially when compared to the building and facilities in Manly.”

“Our Nora Springs Facilities could use some updates, although I appreciate the new air conditioning in the lunchroom and the new bleachers in the big gym, Manly Elementary air conditioning would be helpful.”

“Facilities..... an update and constant improvements are needed.”

“There is a strong divide between the campuses, especially those that were NSRF prior to CS. We need to come together as one as a district instead of Nora vs. Manly.”

“Promote positive climate and culture for students and staff. Ensuring students are good citizens.”

“Bringing everyone together so it doesn't feel like we have two separate districts.”

“Improved culture where students are encouraging of each other and supporting each other no matter what group or sport they are involved in.”

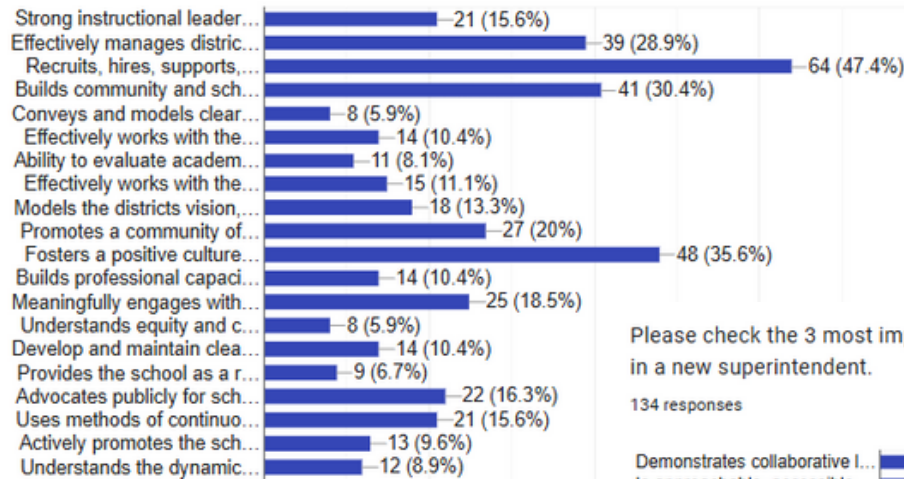
“Pay increases for support staff.”

“Better teacher and staff pay, and retention.”

Desired Skills & Qualifications

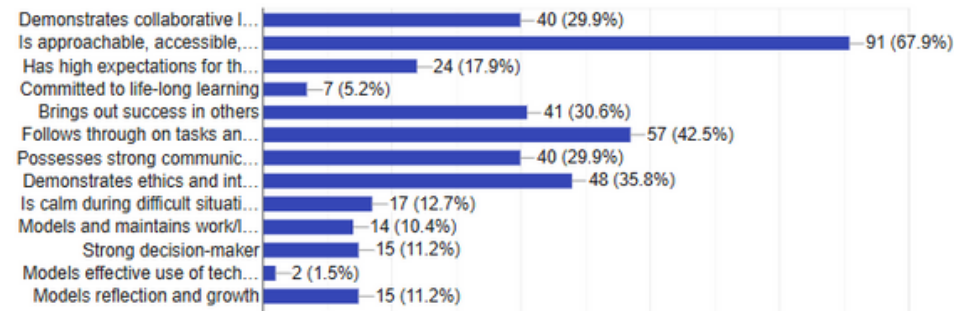
Please check the 3 most important **professional** skills and qualifications you hope to have in a new superintendent.

135 responses



Please check the 3 most important **personal** traits or qualities you hope to have in a new superintendent.

134 responses



PLEASE CHECK THE THREE MOST IMPORTANT QUALIFICATIONS YOU BELIEVE A NEW SUPERINTENDENT SHOULD HAVE:

- Is approachable, accessible, and welcoming (67.9%)
- Recruits, hires, supports, develops, and retains effective staff members (47.4%)
- Follows through on tasks and responsibilities (42.5%)
- Demonstrates ethics and integrity (35.8%)
- Fosters a positive culture and climate for teachers and staff (35.6%)
- Brings out success in others (30.6%)
- Builds community and school relations (30.4%)
- Demonstrates collaborative leadership (29.9%)
- Possesses strong communication skills (29.9%)
- Effectively manages district resources (28.9%)

Central Springs Board of Education

Desired Skills & Qualifications

AT THE DECEMBER BOARD MEETING, THE CENTRAL SPRINGS BOARD OF EDUCATION IDENTIFIED EIGHT KEY SKILLS AND QUALIFICATIONS THEY SEEK IN THE NEXT SUPERINTENDENT:

- Is approachable, accessible, and welcoming
- Recruits, hires, supports, develops, and retains effective staff members
- Follows through on tasks and responsibilities
- Demonstrates integrity
- Fosters a positive culture and climate for teachers and staff
- Has experience with facilities improvements, bond referendums, and long-range facilities planning
- Experience with crisis management and team building
- Prefer rural school advocacy and knowledge