

STAKEHOLDER SURVEY REPORT

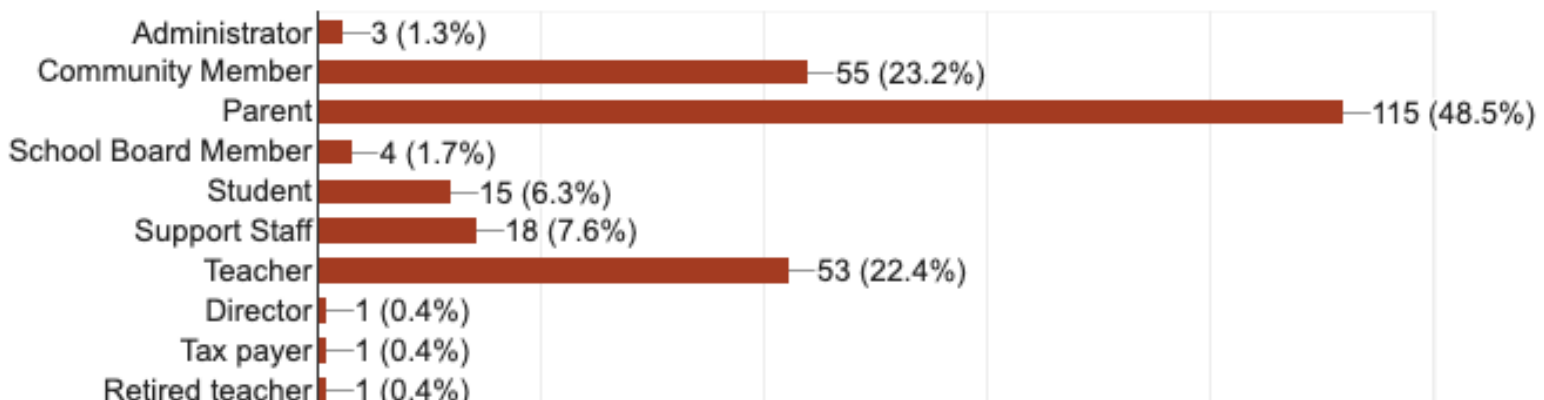
Centerville Community School District



Purpose of the Report

THE REPORT IS INTENDED TO INFORM THE CENTERVILLE COMMUNITY SCHOOL DISTRICT SCHOOL BOARD ABOUT DESIRED QUALIFICATIONS STAKEHOLDERS HOPE TO HAVE IN THE NEXT DISTRICT SUPERINTENDENT.

The search team from Grundmeyer Leader Services recently conducted a stakeholder survey from April 19 to April 29, 2022. The survey resulted in 237 total responses from parents, teachers, community members, support staff, students, 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.



Strengths for Centerville CSD

- **CLASS SIZE**
- **STRONG COMMUNITY SUPPORT**
- **EXTRACURRICULAR ACTIVITIES**
- **FOCUS ON STUDENT ACHIEVEMENT**
- **OPPORTUNITIES FOR STUDENTS**
- **CARING STAFF**

We're a tight knit community. We take care of each other. Our school staff support each other.

Our district has a deep history filled with many individuals who have gone on to do fabulous things as adults.
We have a very strong community support for all levels.

Supported extra curricular activities, college courses through IHCC, PLTW, Upward Bound

Our strong sense of community, putting children first, valuing social emotional health in all students and staff, being inclusive

CCSD has a very wide range of extra curricular activities for the students.

Community pride, variety of activities, ingenuity in improvements and expansion

We have wonderful elementary teachers. We have community-wide pride.

Small town, therefore class size is small enough for all students to know each other.

Our staff is dedicated to helping students, Our administration has always supported & encouraged professional development. Our staff goes above and beyond to help our students and their families. Our staff wants to improve their craft so they can help students learn better.

April 19 - April 29

April 12 – May 7

Tuesday, May 10

Monday, May 16

Thursday, May 19

Stakeholder Survey open

Application period

Board reviews candidate pool

Board conducts semi finalist interviews via Zoom

Formal interviews with finalists

Please note, the Board may choose to move directly to finalist interviews following candidate reviews on Tuesday, May 10.

Current Challenges for Centerville CSD

- **STAFF RETENTION**
- **BEHAVIORAL ISSUES AMONG STUDENTS**
- **MORALE OF STUDENTS AND STAFF**
- **COMMUNICATION**
- **DECLINING ENROLLMENT**

Content teachers are teaching, principal interaction with students, listening and adjusting to students needs, offering all opportunities equal, and accountability towards students actions.

Declining enrollment/resources, leadership improvement

Continuous improvement on facilities and student learning. Attract and maintain high quality teachers and coaches. Work to stay ahead of the cutting edge of technology. A total revamp of the ag program. We live in a rural community and we have one of the worst Vo Ag and horticulture programs.

Challenges - social conditions/needs of families, curriculum is in need of revision, post-secondary preparation, board policy needs updated badly

Communication. Sometimes not all groups receive the same message. This leads to confusion and - sometimes - animosity among staff. It is essential for staff morale to be as forthcoming and honest as possible with all staff members and to make a commitment to sharing the same information will all.

Lack of growth mindset, need to improve the sell of ourselves to gain higher quality teachers that want to come here and stay. Community present leadership!

The buildings and grounds had gone several years without updates. The new buildings and remodeling projects that have been started are very much needed and need to be seen through to completion.

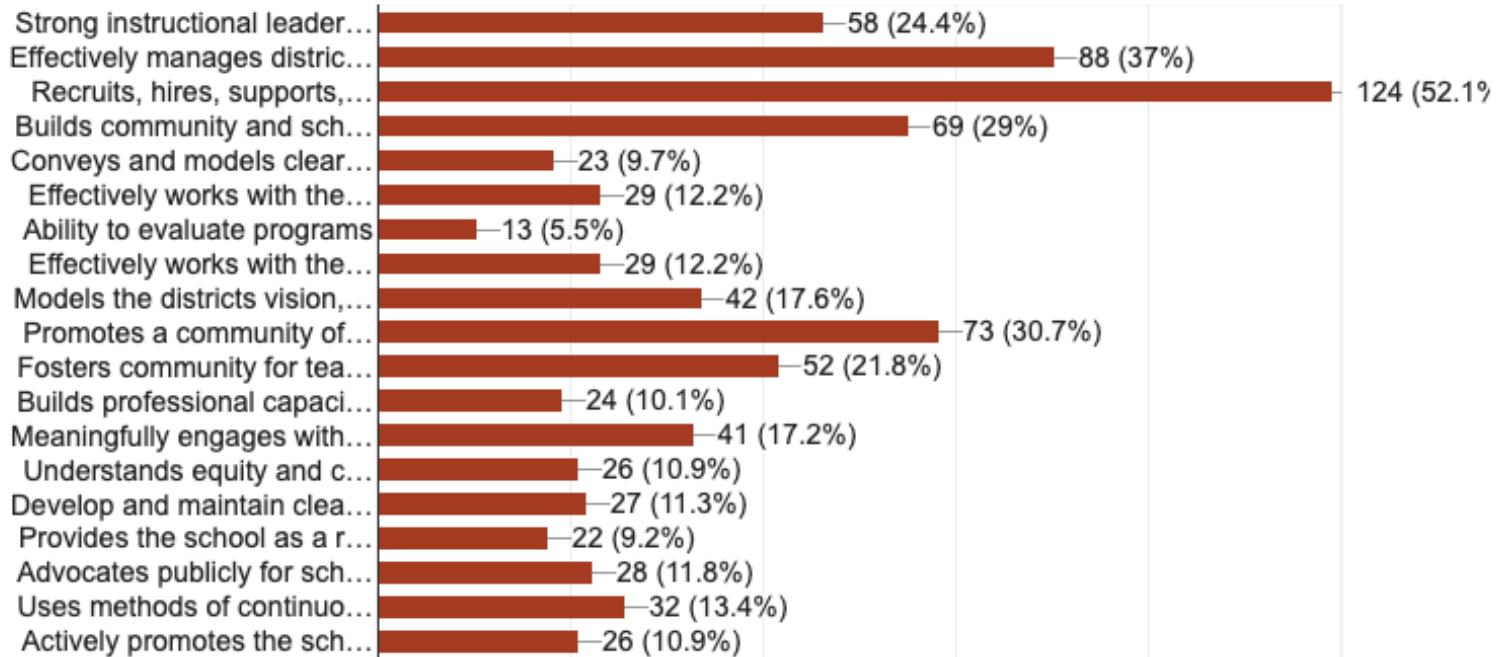
Students need more support at all levels. At the high school level they need more classes offered at CHS and not push so many student to attend IHCC.

The biggest challenge is enrollment. Being a rural, poverty stricken area, we sometimes struggle to offer the variety offered by other districts. We need to find a way to keep our children in our school system and offer them variety. We need to better prepare our students for the adult world.

About the Centerville Community School District

The Centerville Community School District is a public school district headquartered in Centerville, Iowa. It serves students and families in Appanoose County, including Centerville, Cincinnati, Exline, Mystic, Numa, Rathbun, and the surrounding rural areas

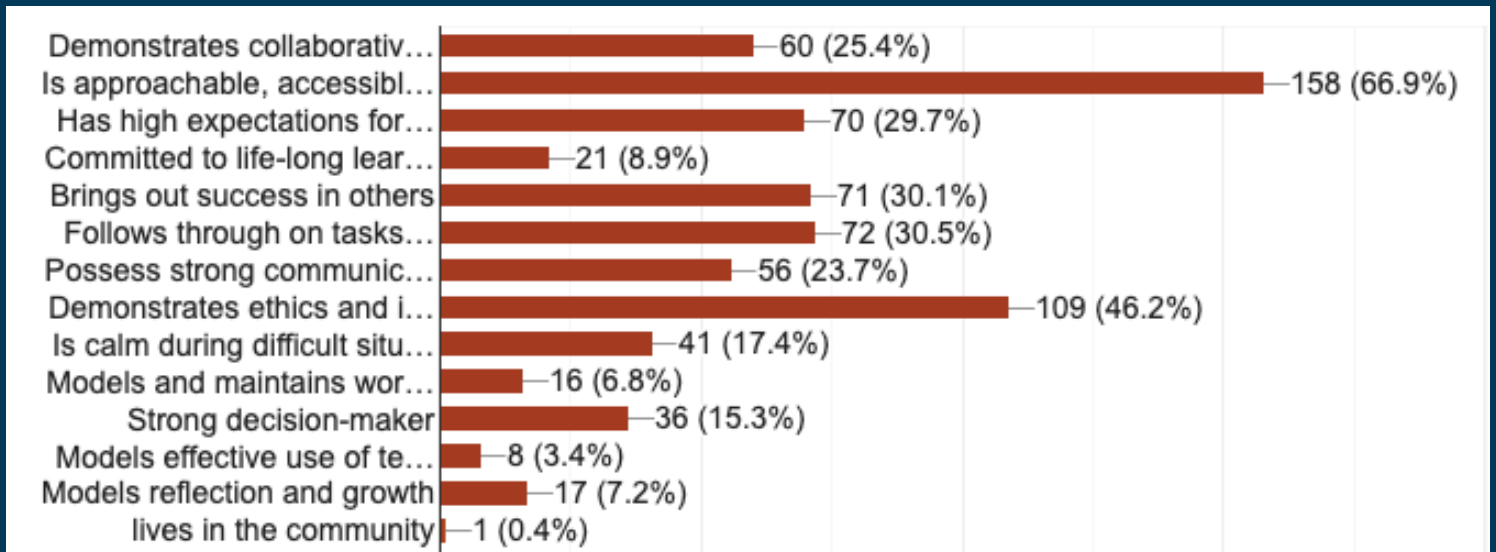
Important Professional Skills & Qualifications



STAKEHOLDERS PROVIDED INPUT ON THE TOP PERSONAL SKILLS AND QUALIFICATIONS THEY HOPE TO HAVE IN THE NEXT SUPERINTENDENT, INCLUDING:

- Recruits, hires, supports, develops & retains effective staff (52%)
- Effectively manages district resources (37%)
- Promotes a community of care & support for students (31%)
- Builds school & community relations (29%)
- Strong instructional leader (24%)
- Fosters community for teachers & staff (22%)
- Develops & models a vision for the district (18%)
- Meaningfully engages with families & the community (17%)
- Uses methods of continuous improvement (13%)
- Effectively works with the school board (12%)

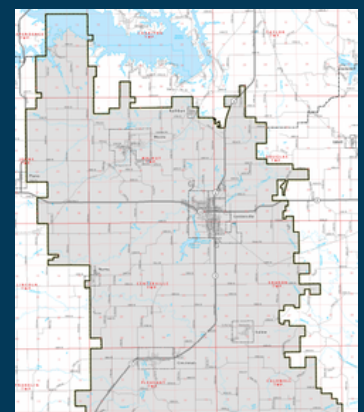
Important Personal Traits or Qualities



STAKEHOLDERS PROVIDED INPUT ON THE TOP PERSONAL TRAITS AND QUALITIES THEY HOPE TO HAVE IN THE NEXT SUPERINTENDENT, INCLUDING:

- Is approachable, accessible and welcoming (67%)
- Demonstrates ethics and integrity (46%)
- Follows through on tasks and responsibilities (31%)
- Brings out success in others (30%)
- Has high expectations for themselves and others (30%)
- Demonstrates collaborative leadership (25%)
- Possesses strong communication skills (24%)
- Is calm during difficult situations (17%)
- Strong decision maker (15%)
- Committed to lifelong learning (9%)

Centerville CSD enrolls approximately 1,400 students in five schools: Centerville Community Preschool, Central Ward Elementary School, Lakeview, Elementary School, Howar Middle School, and Centerville High School.



Advice for the Next Centerville CSD Superintendent

Create good relationship with all staff, let staff know your expectation for the academic achievements for all students.

Our district needs a leader that will hold all accountable for creating safe, caring, respectful learning environment for all of our students. Our superintendent needs to be able to handle conflicts that happen with students and staff with consistent/fair standards for everyone. Superintendents need to be in the schools getting to know their staff. They need to evaluate their principals and give staff the opportunity to share feedback about school culture.

Learn the culture of the community but also bring in fresh, effective ideas for change that can be shown to improve effectiveness and improve education in Centerville.

Have an open mind, make time to build relationships in the community, and be dependable.

We are a small yet strong community grounded on traditional beliefs. We would like to welcome you into our area. Please visit our local businesses and churches and we would love to welcome you into Centerville. Our students all come from different backgrounds and demographics, yet they all need and want the same things-safety, the ability to learn at their level and strong role models. Please encourage the staff to continue to be all of these things and keep our schools safe and based on sound teachings.

Get to know your staff and community as quickly as possible because each can help you to be a successful leader for our school district and Centerville.

Come in with an open mind. Listen to your staff and community. Centerville has so much to offer the goal shouldn't be to "get out" it should be what can these young minds do to make our home even better.

Be present in schools, build relationships with not only administration but also teachers and staff. Get collective information during big decision making times and take all stances into consideration. Follow through.

Build a strong team by investing in the people/leaders in the district with the purpose of remaining strong together. Be transparent in decision making. Listen and encourage openness and honesty in all faculty and staff. Support mature, responsible and reasonable relationships with parents and the community.

For more information about the position itself or the hiring timeline please visit the GLS website at www.grundmeyerleadersearch.com or contact search consultant Dr. Trent Grundmeyer at 515-205-9987 or tgrundmeyer@gmail.com