

Stakeholder Input Report for

CENTURA PUBLIC SCHOOLS Cairo, Nebraska

submitted by



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CENTURA PUBLIC SCHOOLS Cairo, Nebraska

Executive Summary of School/Community Input Groups for Superintendent Search

On Thursday, April 5, 2018 consultants Derrick Joel and Mike Lucas conducted multiple meetings to gather input regarding the selection of a new Superintendent of Schools for Centura Public Schools. In addition, stakeholders who could not attend any of the sessions could submit their thoughts electronically via a survey monkey on the school district's website that was live from April 5th-10th.

Each group was asked to respond to the same four questions noted in bold below. Each group was provided a review of the selection process and were given the opportunity to ask questions regarding the search process.

In the executive summary, consistent themes and ideas are recorded. They represent input that was consistent to all or most of the groups. After the executive summary is a summary of each of the school/community meetings, as well as those submitted electronically.

Overall themes

- ***Tell us the good things about the communities within the Centura School District.***
 - Supportive of our school
 - Involved with school
 - Close-knit and everyone knows everyone and helps each other out as needed

- ***Tell us the good things about Centura Public Schools***
 - Good teachers and staff
 - Accepting, friendly, and great students
 - Lots of academic and activity opportunities for students

- ***What are the skills, characteristics, and traits you are looking for in the next superintendent?***
 - Strong communicator
 - Accessible
 - Courageous enough to handle and overcome personal and small group agendas that aren't what is best for our system
 - Great with the budget and communication of the budget

- *What are the issues or hot topics the new superintendent should be aware of so they can get off to a great start?*
 - Budget and property tax concerns
 - Looming facility issues
 - School board cohesiveness and upcoming turnover

Student Group from 1:30-2:00 in Board Room

- ***Tell us the good things about your communities.***
 - Supportive of our school and its students
 - Very involved with our school and its students
 - Dannebrog pizza
 - Everyone knows everyone
 - Very rural with lots of farm kids

- ***Tell us the good things about your school.***
 - Lots of unique classes like “Genius Learning”
 - Teachers and coaches get to know their students
 - Teachers and staff are easy to talk to
 - Teachers and staff make it easy to get involved in activities
 - We have a high percentage of students involved in activities
 - Our arts programs are supported really well just like athletics
 - Student body is supportive of each other
 - We take student safety very seriously

- ***What are the skills, characteristics, and traits you’re looking for in the next superintendent?***
 - Able to walk around and talk to students – be accessible...don’t just stay in office
 - Gets to know us and stays involved with academics and activities
 - Attend lots of our events
 - Someone who manages money really well – not wasteful
 - Progressive minded and keeps us moving forward
 - Don’t be too serious....don’t be afraid to laugh and show you’re having fun

- ***What are the issues or hot topics the new superintendent should be aware of so they can get off to a great start?***
 - We are looking to implement drug testing for students involved in activities

Support Staff Group from 2:00-2:30 in Board Room

- ***Tell us the good things about your communities.***
 - Really close-knit
 - Everyone pretty much knows everyone
 - Supportive of each other
 - Neighbors help each other
 - Townships share resources and work together in times of need
 - Lots of Centura graduates still in area

- ***Tell us the good things about your school.***
 - A successful consolidation story because of central location
 - Lots of parental involvement
 - Small class sizes
 - Longevity of staff
 - Nice, open campus with lots of opportunities
 - Everyone works together and focuses on what needs to get done
 - Really focused on kids and their learning experiences with lots of individualized options
 - Students have a great PreK-12th experience here because everyone is known and cared for....the kids get to grow up with the same staff under one roof
 - Strong sense of security and student safety here
 - Innovative with technology and 1:1 laptop initiative

- ***What are the skills, characteristics, and traits you're looking for in the next superintendent?***
 - Someone who communicates well with everybody
 - Follows up and follows through on issues
 - Has an open door policy
 - Students and staff should feel comfortable talking to them
 - Involved with the elementary too...not just high school
 - Aware of security and safety needs and facility maintenance and upkeep issues as our building is aging and going to need some repairs in the future
 - Someone that is strong enough to stand up to and deal with difficult parents and board members...keep a focus on what is best for the entire school and not just a small, select group of people
 - Confident and assertive problem solver

- ***What are the issues or hot topics the new superintendent should be aware of so they can get off to a great start?***
 - Budget concerns and upcoming facility needs in the kitchen, doors, windows, boilers, etc.
 - Elementary students have lost access to summer school and field trips due to budget concerns
 - A school board member has/had an active lawsuit against the school over a student eligibility issue
 - We don't always have a school board that seems to do what is best for the entire school district...too many personal or small group agendas
 - We have contracted food service and will need to go through re-bidding process

Counselor/Admin Group from 2:30-3:00 in Board Room

- ***Tell us the good things about your communities.***
 - They want to be engaged with the school
 - Like to attend events but would do more if other opportunities arose
 - Supportive of the school
 - Cairo has shown a progressive mindset over the past few years

- ***Tell us the good things about your school.***
 - Technology driven in a lot of positive aspects
 - Professional development for technology integration has been strong
 - Student body is very welcoming and accepting
 - Very skilled teachers in numerous ways
 - Better awareness of social-emotional issues and needs of students
 - Strong activities and extra-curricular programming

- ***What are the skills, characteristics, and traits you're looking for in the next superintendent?***
 - Someone who is open, honest, and has great communication skills
 - In the know...has a pulse on the building
 - Accessible
 - Knows the staff, different teaching styles, visits classrooms on a regular basis
 - Willing and able to have difficult and awkward conversations to help us move forward
 - Stays focused on our mission and vision
 - Needs to be able to help board of education develop a better understanding of their roles and responsibilities
 - We need an "educator of educators"

- ***What are the issues or hot topics the new superintendent should be aware of so they can get off to a great start?***
 - Over-reliance on local property taxes and budget concerns going forward
 - Need to be educating and communicating with our patrons about our budget and property tax request
 - Understanding our technology needs and budgeted dollars for essential upkeep
 - Facility needs and issues are becoming much more evident...are we headed towards a bond issue, look at an addition, etc?
 - School board not always working together with staff

Teacher Group from 3:45-4:15 in the Little Theater (26 in attendance)

- ***Tell us the good things about your communities.***
 - Communities pull together and supportive of one another in times of need
 - Lots of traditional family values are still in place in many of our homes
 - Community pride and pride within the school
 - Parents are passionate about their children and want them to be successful
 - Small, rural communities that don't have to deal with large city issues

- ***Tell us the good things about your school.***
 - Students are accepting of others
 - Great teaching and support staff that is cohesive and works well together
 - Great students
 - Strong student achievement scores that continue to improve
 - Committed and dedicated staff
 - Consistency of programs and initiatives that are working well
 - Haven't had to endure big changes in a hurry...been methodical and strategic in dealing with improvements and changes
 - We stick with what works...we don't just skip from one trend to another
 - Students' effective use of technology sets us apart from other schools
 - Do a nice job of working with special populations

- ***What are the skills, characteristics, and traits you're looking for in the next superintendent?***
 - Honesty and integrity
 - Logic and common sense
 - Has a backbone
 - Visible to all PreK-12th students
 - Accessible, visible, and involved in all communities
 - Courageous enough to handle and overcome personal and small group agendas that aren't what is best for our system
 - Willing to learn about us, listen, and work with us before changes are implemented
 - Consistent in expectations and how they treat others
 - Doesn't just make change to make change....is purposeful
 - A leader that can enhance leadership skills in others
 - A proactive and strategic planner

- ***What are the issues or hot topics the new superintendent should be aware of so they can get off to a great start?***
 - We have a wide variety of personalities and ideas on our current board of education....will need to be able to work with and educate them and get them all on the same page to help our system move forward together
 - Will have at least 3 new board members after November election
 - Still have facility issues that need to be addressed
 - We have some passionate patrons that still need to better understand school budgets and property tax requests
 - Budget constraints are leading to lost field trips and student opportunities
 - We sometimes have had an adversarial relationship between staff and board

Admin Assistants and Secretaries from 4:15-4:45 in the high school library

- ***Tell us the good things about your communities.***
 - Accepting of each other and collaborate and work well together
 - Cohesive
 - Supportive of community events in all three towns

- ***Tell us the good things about your school.***
 - Administrative staff is second to none, firm, fair, united, cohesive, positive, and consistent
 - Positive staff morale
 - Seamless flow between elementary students as they transition to high school
 - Great students that are respectful
 - Good looking facilities that are kept up nicely but still need some updates and upgrades
 - Data-driven
 - 93% of our students participate in at least one school-sponsored activity
 - Positive and prideful school environment
 - We stress and reward strong academic achievements
 - Volunteerism is required for graduation...many students and programs go above and beyond

- ***What are the skills, characteristics, and traits you're looking for in the next superintendent?***
 - Strength and courage in dealing with vocal parents in a positive fashion while staying on course for the vision of the entire organization as we move forward together
 - Earn the trust and label of "expert" so they can focus on doing what is best for our entire school system instead of being mired with concerns and constant complaints from a small group of vocal parents
 - Supportive and willing to learn about new coding changes and NSSRS....will be a difficult transition
 - Provides hands-on support
 - Open door, accessible, and willing to listen
 - Strong communicator

- ***What are the issues or hot topics the new superintendent should be aware of so they can get off to a great start?***
 - We have a few small groups of parents that aren't respectful of our administrative team, policies, procedures, and rules
 - Budget concerns and over-reliance on local property taxes....will need to not only be good at putting together and monitoring the budget but also able to educate staff and patrons about school finance
 - We haven't had a lot of luck in getting large crowds to special community and school events

Community Forum #1 from 5:30-6:15 in the Little Theater (15 in attendance)

- ***Tell us the good things about your communities.***
 - Patriotic
 - Supportive and generous with time and resources....people get involved
 - Supportive of school
 - A consolidation system that has worked well for a long time
 - A good alternative to larger community and school settings
 - Friendly

- ***Tell us the good things about your school.***
 - Good job of sticking to the basics with a conservative approach
 - Teachers have bought into individual student needs and go above/beyond to help kids achieve success
 - Strong staff that truly cares about our kids
 - Teachers are very accessible
 - Principals are well-respected by their kids
 - Students are well behaved and respectful
 - Students are strong in academics and show good discipline
 - Access to dual credits at our high school

- ***What are the skills, characteristics, and traits you're looking for in the next superintendent?***
 - Small town ideas
 - Strong budget and financial skills
 - Strong overall leader with a hands-on approach
 - Present in all of our communities and at lots of school activities...makes an effort to be visible and approachable
 - Careful with school spending – stay mindful of how our tax dollars are being used....do a better job of communicating about expenditures and tax requests
 - Able to form public/private partnerships to increase more student opportunities for work studies, internships, and development of soft skills
 - Strong supporter of FFA and ag education
 - Has academics as our top priority
 - Able to work with a tough board of education

- ***What are the issues or hot topics the new superintendent should be aware of so they can get off to a great start?***
 - Budget, finance, and over-reliance on local property taxes
 - Some of the financial cuts have started to impact academic programming

Community Forum #2 from 6:30-7:15 in the Little Theater (10 in attendance)

- ***Tell us the good things about your communities.***
 - Everybody is willing to help everybody
 - Close-knit
 - Traditional values are still important here
 - Lots of multi-generational families in area that feel connected with the school
 - Strong churches in all communities
 - Great location with access to Grand Island
 - Rural way of life

- ***Tell us the good things about your school.***
 - Well-behaved and great students
 - Wide range of athletics, fine arts, and extra-curricular opportunities for our students
 - Knowledgeable and capable staff to lead our kids in many areas
 - Fantastic elementary (PreK-6th)
 - Strong academic programming
 - Offer higher level learning and support for struggling learners
 - Offer dual credit courses through Central Community College
 - Great high school counseling services
 - New track facility
 - Well-funded School Foundation, PTO, and Booster Club
 - Very strong building principals
 - Science lab renovations and updates this summer

- ***What are the skills, characteristics, and traits you're looking for in the next superintendent?***
 - Has to be a tremendous communicator that is also a great listener
 - Follows through on issues and concerns and provides updates through various communication channels
 - Able to stay the course and avoid clutter/distractions
 - Willing and able to be here for more than just a few years
 - Help lead other school leaders
 - Visible and approachable to students
 - Has superintendent experience
 - Strong managerial skills able to deal with strong personalities
 - Holds themselves and others to a high level of accountability
 - Actively engaged in our communities
 - Student-centered and committed to make decisions to prepare our students for their future needs
 - Ability to fit in with our rural way of life is more important than having tons of experience
 - Willing and able to help guide the board of education and help them train and prepare for long-term success
 - Strong budgeting skills – ability to create it, maintain it, and communicate about it...
 - Strong and consistent in following policies
 - Common sense management
 - Ability to represent our communities and school in a positive manner at all times
 - Honesty and integrity
 - Treat kids with respect
 - Promotes a safe and positive learning environment
 - Open to ideas from others but not manipulated and over-influenced by others

- ***What are the issues or hot topics the new superintendent should be aware of so they can get off to a great start?***
 - Policy interpretation and consistency of enforcement is sometimes an issue
 - Declining enrollment
 - 50-year old building that will need some work to stay functional and efficient in the near future but doesn't seem like there will be community support for a bond issue
 - Board of education can be volatile – board member sued school district this year
 - Will inherit some strong personalities on staff and find ways to excite them about new innovations
 - Can be tough to recruit, hire, and retain staff members at times due to our low unemployment rate and proximity to Grand Island and an abundance of higher paying jobs
 - Our website can be more updated and show more of the great things going on here

Survey Monkey Results for Centura Public Schools

April 2018

*(NOTE—these responses have not been edited,
they are printed as entered by the stakeholders)*

(58) Responses

Administrators

No Responses

Classified Staff

Tell us the good things about your community. (This information is used to help us recruit quality candidates.)

- Location Very supportive, caring
- We mostly support each other. its not about individual towns when it comes to our school.
- We take care of each other. Tight knit. We've had a lot of tragedy lately - lost three homes to fire and two students to a car accident - everyone comes together and supports each other. Lots of people are lifetimers.
- Were a small community and I love how we come together during a tragedy/benefits.

Tell us the good things about your schools. (This information is used to help us recruit quality candidates.)

- Excellent administration Excellent teachers, very low turn around Awesome family support, great PTO/Boosters
- Many of the people around here have left went to college and come back to raise their families.(can be good and bad) We do well on MAP tests and other tests. A rural community but close to GI and Kearney. Our preschool is great part of our school.
- Consolidation that works. Having the school in the middle of three communities makes things equal. Versus housing the school in one town. We have lots of room to grow. Strong Ag program. Approximately 20 Centura graduates are employed by Centura, teachers, bus drivers, support staff. We are Pre-12th grade under one roof.
- Wonderful staff, fabulous students, great teachers, an awesome administration.

What issues should the superintendent be aware of as he/she comes into the district? (This information is shared with the final candidates.)

- The budget, the repairs the school needs. The Board member that sued the school 9 thousand dollars . Farmers that dont want to support the school or the teachers. Elementary not being able to go on field trips or have summer school.
- School board is difficult. Many financial issues.
- There is a conflict between a board member and the school pertaining to a lawsuit where they are suing the school. Also the budget where field trips were taken away and no summer school.

**What skills, qualities or characteristics should the new superintendent possess to be successful here?
(This information is used as we screen potential candidates.)**

- Kind, caring, firm but fair,
- A back bone to stick up for our teachers , not listen to a parent complain for 3 hours about something. Think of us as a whole school, from PreK up through High school. Visit the elementary also. Kind , friendly, willing to support all groups of the school from the sports to the play and the elementary things.
- Be very approachable. Needs to have the strength to stand up for what's right.
- A communication line between all employees. Bring both levels of building together.

Community Members

Tell us the good things about your community. (This information is used to help us recruit quality candidates.)

- Close to Grand Island. Great golf course. Small town living but also convenience of living near a large city.
- Traditional values.
- We believe in God, Country, family, the right to say what's on our mind. We believe in helping others, respect others and their opinion. We are small town, and proud of it.
- affordable housing Centura Hills Golf Course small town living
- There is a loving and caring community spirit that reaches out to those in need with assistance. We live in a safe and secure area with little crime.

Tell us the good things about your schools. (This information is used to help us recruit quality candidates.)

- Good teachers and students. Small classes.
- District has a good reputation for education. Principals are excellent quality.
- The students for the most part are, well behaved, friendly, caring and respectful and are patriotic. The school staff are helpful, caring, and for the most part, very Patriotic.
- small class size family orientated
- We are blessed with a great elementary and high school staff. The support staff are also great workers that work together for the good of the students.

What issues should the superintendent be aware of as he/she comes into the district? (This information is shared with the final candidates.)

- The school needs good leadership to work with the families and communities collaboratively. I would like the superintendent to be someone who is actively committed to promoting Centura and working with parent and community organizations. Also, would like someone that invites conversation and discussions about school issues.
- District tax base is not enough to keep up with budget growth.
- We don't want NO big cities stupid ideas, we don't want our kids being fed left wing ideas. We want the Pledge of Allegiance kept in our school. If students want to pray to who ever, that should be their right. Don't tread on our way of life.
- certain stake holders trying to use their influence to benefit own person agendas
- Property taxes are a hot topic. The prices for commodities like corn, soybeans, and cattle are all down. And property taxes are high. The farmers and landowners need to be assured that spending in the school system is only for absolutely needed things, not wants. Farmland property taxes are taking up to 42% of cash rents received on some farms. Some farmers in our district are really upset.

What skills, qualities or characteristics should the new superintendent possess to be successful here? (This information is used as we screen potential candidates.)

- Communication skills. Outgoing personality. Strong financial abilities, intelligent, strong in conviction but also flexible when needed. Good common sense. Empathetic and willing to work hard to find solutions. Ability to supervise and reprimand inappropriate staff behavior and willing to correct unreasonable staff judgments, if necessary. Put kids first!
- 1. Strong Leader who wants to see each student succeed. 2. Has the ability not to be influenced by parents who only care about their child 3. Is compassionate for his/her staff and the students at Centura. 4. High Integrity 5. Open and honest 6. Good listener 7. Strong communicator
- Follow policy board has in place. Budget skills. Leader skills.

- Leadership, Fiscal conservative thinking, but forward thinking. A Patriotic, believe in the Constitution of America. Demand discipline in the class rooms and else where on school ground, and then back up the staff when they do demand discipline. Have an open door policy with the taxpayers.
- excellent communication & leadership skills friendly, approachable
- The person needs to be a good negotiator with thick skin to deal with some selfish, self absorbed farmers in the district. Articulate, strong, solid financial background who can keep the budget balanced and in the black during lean financial times.

Parents

Tell us the good things about your community. (This information is used to help us recruit quality candidates.)

- Very friendly.
- We have a solid base of good people here that are invested in our community and want the school to succeed.
- Close to Grand Island, Hastings, and Kearney. Hunting, fishing, lakes nearby, Loup River. Lots of outdoor recreational opportunities.
- Lots of outdoor activities. Close to Grand Island and quality restaurants, shopping, concerts, theaters etc. Strong families and good kids.
- Good kids. Community/Families very supportive of one another (recent tragedies have proven this). Strong sense of Faith and several local churches. Close to good shopping and entertainment.
- A small town community that has a great school system and help each other out when in need
- Kind, caring, and generous people. People who are willing to get involved to support the school in the areas of fund-raising, offering their knowledge, resources, etc. for the betterment of the school. This willingness to help and get involved on behalf of parents has at times been met with resistance with the current administration in the high school.
- Our community is supportive & involved.
- Close net community. Everybody is actively involved with each community.
- Safe location
- Bond together to support in bad times.
- Small town atmosphere - supportive.
- The towns of Cairo, Boelus, and Dannebrog all have a genuine caring feel. They come together in crisis and have some amazing individuals who live there.
- Quiet, low crime, great school system
- In time of crisis the community does come together
- Friendly Family oriented Helps each other out
- Strong family values and work ethic show in our community. We need to continue fostering those values and develop our youths to have the talent and skill to enter higher education as well as directly into the workforce.
- Close nit and family oriented
- One of the great things about being part of our community is togetherness. We always seem to come together when or if someone needs help
- Small town, neighborly feeling everywhere you go.
- Everyone knows everyone.
- We have a strong community that will go above and beyond to help out families that are going through tough times.
- I would like to say the community supports the school, but the overall percentage is low. Area businesses are good. Pathway is a huge supporter of the school. The 3 communities are somewhat divided.

Tell us the good things about your schools. (This information is used to help us recruit quality candidates.)

- Good staff that care about the students. Nice facility and good education opportunities.
- Centura is a great school with a proud tradition.
- Small classes. Some great teachers and staff. Mostly two parent families. Good families and kids.
- Caring and committed teachers. Active student body. All students are in the same building.

- Good kids. Fantastic elementary. Brand new track facility and started/approved new science labs. Rural location. Most all kids participate in extra-curricular activities. College level and advanced classes available. Excellent Counselor's office.
- I really like the activities that are provided for the kids and the pre-school provided is phenomenal! I am also amazed that the elementary teacher knows every student's name by heart as they walk in.
- The school (overall) employs teachers/staff who seem to genuinely care about their students. I believe there are adults at the school that students feel they could go to with their problems, for advice, etc.
- With class sizes being smaller, the students here are known well by their teachers.
- Unique building structure. k-12 school all in the same building. Good bus service. Good high school counselor. Great principals (2). Great kids (respectful).
- Remote location safe for kids
- Good relationships between students, parents and teachers. Note I did not say administration.
- Excellent elementary teachers and staff.
- Centura has some of the best teachers. Just look at how long some of the teachers have been there! The teachers are wonderful advocates for our students.
- Teacher to student ratio is low. Teachers are helpful in answering questions.
- Great elementary school
- small classes so all the kids are known by their name and get the help they need
- Centura is seen, from my view, as a rural school with traditional Midwestern values. School pride and achievement are embraced internally and by the community.
- Great personal relations with both students and faculty.
- Our school is a great place to feel like you belong. Everyone is included and there is a great sense of pride.
- This school really brings the family together. There are several family events throughout the year. As a new family in the community this has been a great way to meet new people and get to know our kids' friends and their families.
- Good size classes. Good Teachers
- Centura has a wonderful elementary program. The teachers are outstanding and always put the students' needs first. The elementary staff has a family atmosphere where they look out for each other and genuinely care about each other.
- Kids are #1. Centura has great students. The faculty is also excellent.

What issues should the superintendent be aware of as he/she comes into the district? (This information is shared with the final candidates.)

- Funds need to be invested in education learning and facilities, not necessarily facilities for sports. A very SMALL percentage ever go on to play college sports, but a high percentage go on to further their education.
- The school as a building has been neglected for too many years and is in need of serious updates if the school wants to continue. The majority of the board is on there with a personal agenda and not there for the betterment of the school. The next superintendent needs to be a leader to the board and stamp out the outside influence that plagues board member decisions. They also should know that most board members, parents, and stakeholders will choose sports over education 90% of the time.
- We have had a lot of good (honor) students opt out of our district. Lots of parents dissatisfied with school leadership and decision making abilities. Issues with disciplinary procedures used by administration and appearance that it is unfair. This is why students and families have been opting out of Centura.
- Good students are opting out of Centura every year. There is a belief among many that administration retaliates against children when parents question administrative decisions. Administration does not

foster good relationships with parents and ridicules parents to staff instead of facilitating communication and building relationships.

- He/She will be managing some very strong personalities. Centura has had a hard time effectively managing policy in recent years. They will have a good administrative staff.
- Not everything should be oriented towards sports and more towards education....also, how fair is it that there was no school for state wrestling but a student is killed in a car accident and not one teacher is allowed to go.
- The high school principal is more legalistic than relational. This has a trickle down effect and impacts the culture and attitudes of the students in a negative way. Rules without relationships equals rebellion. In this district the rebellion comes in the form of families transferring their kids to different schools. It would be a positive move if we could have a superintendent that is courageous enough to hold the principal accountable when it comes to following policy.
- They need to be aware that many people aren't happy with the current situation at the school. Many feel the school board members are there with personal agendas rather than as representatives for their community. Also, many aren't impressed with a lot of the teachers or at least their teaching methods. Faculty is good at showing graphs of how grades are continuously improving etc over the years, but those graphs don't take into account that students are being offered extra credit for bringing in classroom supplies or that they are allowed to retake tests and redo work when poor grades are received usually as a result of poor preparation on the students part of just the lack of care/responsibility to turn in assignments when they are supposed to be due. This lack of accountability being expected from our students is doing them no favors in preparing them for college and the workforce.
- Strong headed member (boarder line bully) on the current school board. School policy changes. Building updates (some want a bond others just want to remodel) Budget issues. Lack of support for administration by some in the community. Community members think they can change policy when desired. Community members feel like they have the power to fire coaches (when the don't get it done they get on the school board to fire the superintendent, principal, etc.)
- Favoritism for board members children lack of interfacing with public and tax payers failure to respond to parents concerns
- We need a new school. Farmers don't want to increase their taxes to take care of the kids or their needs and the school. A lot of people complain, but don't step up to be a part of a solution.
- Bullying is a problem at Centura. High school is more "pro-athletics" than other extracurricular activities. Too much parent influence in athletics.
- Bullying in the middle school ages. Alcohol use in minors.
- Finances
- There is a group of parents that believe they run the school and tries to do so. They are solely focused on sports. One of those parents is currently on the school board and has an injunction on the school. That is a huge issue.
- Some teachers need to move on those on the school board sueing the school and also wanting their wife on the school board there should be a rule no two people from the same household should be on the school board
- My concern with the current route of Centura is the continued need to expand the technical trades arena for students who choose to enter the workforce directly or go on to a technical trades certificate program.
- None to state at this time.
- Bullying is out of control to the point that multiple teachers have commented during parent-teacher conferences that they are aware of it but can't do anything about it or are afraid to attempt to do anything about it because of who the kids' parents are and/or where the parents work. Three students that we are aware of have left Centura to attend school elsewhere this school year due to bullying.

- Our school is in need of someone that can bring the school back into the positive. They also need to be able to have their own opinions on issues
- As a new member of the community I do not know it very well, however I am concerned with the lack of resources in small communities for high risk youth. Not sure if this is a problem but it something I would want to know more about if I were looking to lead a District.
- THE ADMINISTRATION!!
- The Centura school board needs to make some changes to its members. The Centura school board should also see themselves as a support to the administration and staff instead of trying to go against them.
- The school board is not here for the right reasons. It seems that most have their own agenda and also try to micro-manage the superintendent. The board is going to have to back away and do their job, and their job only. They are here to approve expenditures and hire a superintendent. They are going to have to figure out how to fix this school mechanically. The building is old.

What skills, qualities or characteristics should the new superintendent possess to be successful here? (This information is used as we screen potential candidates.)

- Good in the budget process and being able to save money for future projects. Be open with the board. Be open with the public and keep them informed what is going on.
- Strong willed, a desire to improve the school, and MUST realize that sports are NOT the reason for a school. They are an added bonus that does little to grow students.
- Obviously, financial skills. But also of great importance is the ability to build relationships with students, staff and parents. Must be a visible presence in our communities and actively involved in school and community events. Should lead and encourage staff to become involved and should be outgoing and accessible.
- Ability to manage budget and educate the board and public on the budget process. Also I think it's extremely important that our new superintendent be someone with strong communications skills and be someone people feel comfortable approaching with issues. Someone that is active and involved in the community. Someone who follows policy but also uses common sense. Someone committed to keeping the kids living in our district at our school. Someone that will demonstrate that they are professionally and personally committed to our school and community. Someone who is a relationship builder.
- Previous Superintendent Experience. Management Experience/Leadership to be able to manage strong personalities. Active community member who is engaged in community events. Cares for the well-being of the students and makes decisions based on "what is the best thing to do to help the students learn, grow, and prepare them for life after high school". Appreciation for small towns and rural life. Possess common sense management (have the ability to follow policy, while having the ability to identify when exceptions need to be made for extenuating circumstances). Ability to represent the Centura District in and out of school in a respectful manner. Honesty. Ethical. Treat the kids with the respect that they deserve and make Centura and environment that promotes safety, positivity and learning.
- Kind, considerate, goal oriented towards education and then sports, good at financials, strong leader
- *Someone with a strong financial background with common sense, honesty, and integrity *Someone who has a vision for how to prepare our students for the 21st century. I would like to see our next superintendent understand the importance of developing curriculum that is driven by the needs of employers in this area. He/she needs to have a plan as to how to incorporate career based standards into the curriculum while partnering with various employers in our community as well as Grand Island. While we are considered a rural area, we need to offer courses that are life applicable to all students, not just students that come from an agricultural background. *Someone who embraces the talents and skills of people in our community who aren't necessarily a part of the staff or school board and is willing

to take advantage of what they have to offer. For example, we have people who work in the areas of human resources and have sound knowledge on policy. I would like to see our next superintendent collaborate with people in our community who are skilled and have expertise in various areas for the betterment of our school rather than be intimidated by these people. *Someone who is a "talent seeker" and knows how to get the right people in the right positions for optimal success. He/she needs to understand the value of having successful extracurricular programs. While sports and other extracurricular activities should be second next to academics, it's important to note that extracurricular activities are an extension of the school day. Kids can and do learn just as much if not more on the court, etc. than in the classroom. Secondly, having successful programs creates a positive school culture and builds community pride.

- Candidates need to be knowledgeable, need to have a backbone so they can stand up to opposition and not be pushed around by faculty or school board members, and need to be open-minded and willing to listen to input from all different sides on issues.
- Good budget skills and knowledge. Able to set policies and enforce them. Good giving guidance and direction for the principals and staff members. Holding principal accountable for staff members and discipline issues. Visible to the students and community members. Visible at after school activities.
- Leadership knowledge of current financial situation
- Be able to balance a budget. Do what's best for the students. Not play favorites. Manage teachers that can bully their way into anything they want.
- Fairness. Backbone. Transparency.
- The superintendent needs to be strong willed yet compassionate. Willing to do what is best for our students and not what is best for political reasons.
- Friendly, caring, compassionate, fair
- Strong will and self confidence. Ability to make decisions without being pushed around by parents.
- Be able to budget money come to school events to support school kids be able to keep the school board accountable and the teachers for the job they are to do
- I prefer a candidate have previous operational experience as a principal in a public school system as well as an advanced degree in education. Previous business background is preferred and Superintendent experience is a plus but not required. I need to see where the candidate has the ability to balance traditional Midwestern values and also properly promote diversity. Our culture is evolving and we must evolve our public school system to embrace the diversity of the world but still keep attached to our root values that brought us to where we are today.
- Open communication with students and parents. Someone strong enough to stand up for anyone and everyone involved with Centura. Good with money and budgeting. **SOMEONE LOOKING FOR A LONG CAREER HERE.**
- Our new superintendent needs to be able to become part of our community, Needs to be active in school functions.
- I would like to see a superintendent who loves the communities they serve and not just the main community. Diversity would be a plus. Education and experience in a leadership position. Student focused, future oriented, and team building would be great skills to bring not only to the District but to the community as well.
- Friendly, interact with parents and students.
- With such a short amount of time allotted to this process we need someone who knows the school and community. Centura is not perfect and there will be obstacles but the Centura community has always had pride in our school until this year. We need someone who has some grit that will do what needs to be done for the better of the students. Someone who has a passion for learning, fiscally responsible, and truly cares about the staff is needed. I don't feel the school board should have the final say in making the hiring decision. We need to look at this decision from ALL stakeholders.

- The new supe needs to be firm, assertive and get out in the communities and let people know that this building needs its issues dealt with. Its going to cost less if they take care of the issues now. Communication, pride for this school and a willingness to stand up for what is right.

Students

Tell us the good things about your community. (This information is used to help us recruit quality candidates.)

- This community is the best I've lived in, in a very long time. I have moved several times, but this place stands out compared to the rest. Everybody is so fun and friendly.
- That they put the kids first.
- Our community is very nonviolent
- A good thing about our community is that through tough times we stick together, rather than falling apart.
- There's a lot of people that knows one another and always got each others backs.
- Everyone is nice and respectful

Tell us the good things about your schools. (This information is used to help us recruit quality candidates.)

- I'm new here. I have only been here for a month but I feel like I can tell you so many good things about this school. First of all, I love how everyone knows everyone same as the whole community. Everybody has a friend. Nobody is ever left behind. Second, I could go on and on about how great the students and staff are, but you probably get the point.
- Some of the staff is nice some are not
- different varieties of elective classes
- A good thing about our school is that we are able to be involved in as much as we believe is capable for ourselves. The teachers and staff make it easy for us kids to be involved.
- Everyone gets along with everyone
- Not a lot

What issues should the superintendent be aware of as he/she comes into the district? (This information is shared with the final candidates.)

- I have non. Except maybe we should be aloud to play basketball without someone having to be there to watch.
- That some kids are sneaky and are to be trusted.
- There are not a lot of issues to be aware of, that I know of.
- Not a lot
- No idea

What skills, qualities or characteristics should the new superintendent possess to be successful here? (This information is used as we screen potential candidates.)

- First of all, They should be fun. Having fun while learning is always the best. Second of course he or she should be really smart. We obviously want him or her to know what they are doing.
- Be able to get along with everyone
- lots of sports
- Some skills, qualities, or characteristics that the new superintendent should have are the ability to tell whether a teacher is a good choice or not.
- Be very kind and helpful
- Give us more snow days

Teachers

Tell us the good things about your community. (This information is used to help us recruit quality candidates.)

- The community is very passionate. They love to help people out and come to support those in need.
- The community shares their awesome kids with Centura and we get to teach those kids each day.
- It is nice to have three separate communities come to one place for their education.
- active citizens working to grow and improve the community great location fine golf course
- This community is very proud of traditions.
- We have a community that will pull together in times of tragedy and that has been proven over and over again in the past. Community members are passionate about their school and their children's success in school, both academically and athletically.
- Smaller community. Everyone knows and helps each other out. Caring supportive community members. Community members are invested in the town and school.
- Our community is growing and has new businesses that are being supported by many people, including people that do not live here. It is progressive in the way that we have people that are finding new ways to get community involvement that includes many people.
- cool
- Generally we have a good attitude toward the school. We are also close enough to Grand Island to access all of its benefits, but we are far enough away to avoid most of its problems.
- Small Involved Supportive in all activities
- There is lots of really good people in the community. That come together when times are tough and support each other.
- Very supportive community during times of crisis.
- With the tragedies that the Centura family has endured in the last couple of years (cancer, deaths, fires) the communities have all come together to work as one. I feel that people are always willing to help each other out.
- Overall - good kids
- Our community is very involved in supporting our students in their extra curricular activities. The three communities work together to show their support for students. There is longevity within our school system - families that have been here for two generations or more.
- Welcoming community with many service projects and community support to provide for a thriving community.

Tell us the good things about your schools. (This information is used to help us recruit quality candidates.)

- The students are highly involved in a wide variety of activities; not just athletics. We have strong and successful programs in Speech, FBLA, Student Council, Music, Art, and many others.
- Administration support for teachers.
- Centura has had a reputation for academic excellence and has been on the bleeding edge of technology integration.
- It is a nice Class C school where students have several opportunities to participate and be successful.
- close knit staff that supports each other and works together great educational technology equipment and support many supportive families great students very strong principals
- Our administration is currently very awesome to work for. Our staff is very talented and kids love going to school here.
- Our school has excellent academics - test scores in nearly all grade levels and subjects are at or above state averages. Our students are exposed to and engaged with a large variety of technology. I strongly believe they leave Centura with a strong technological acumen. Likewise, our staff strives to use

technology in their instruction on a daily basis which pushes them to continue to find and develop new ways of engaging students through technology. We have established a number of instructional and curricular initiatives that we continue to follow through with (LtJ, ALP, APL, Write Tools). Students have the opportunity to participate in a large number of extra-curricular activities led by passionate sponsors and coaches. Our size of school lends itself to allowing students to succeed in and out of the classroom which results in the development of well-rounded young people.

- Small class sizes, the three "R"s are enforced, communication, excellent resources for learning.
- We are a progressive school system that has many technology opportunities PK-12. We have polite students that work very hard and are involved in many activities. Our district's teachers are dedicated and do whatever it takes to help students be successful. Many of our teachers have Master's degrees and beyond, which shows their dedication to improvement. We have a very professional staff and wonderful support staff!
- nothing
- We have a superb staff of dedicated teachers. The students are, for the most part, hard working kids with good moral and ethical backgrounds. The technology element of the system is top notch.
- Great teachers. Great administrators. Great support systems among teachers. The students are very involved that want to be. There are opportunities for students to be involved in everything from Fine arts to sports. Great educational tools that are being taught to the students who care. Technology is excellent that is provided to students.
- The school works hard to be a safe place for students to be. They have high expectations of students and strive to continually improve.
- Cohesive group of teachers supportive administration supportive parents small classes
- I feel that our school, at least my end of the building is a family. We work well together. I feel that we are all here for the students, and show up each day trying to do what is best for them.
- Solid administration & staff (teachers, office, custodians, classified staff). Work together well (with few exceptions). Respect & responsibility are emphasized within the building. Facilities are good. Our current administration has done a very good job of building trust & consistency in our school building.
- Our school district works together to implement school initiatives with continuity. All staff strives to put into practice school wide teaching strategies. Students are able to be involved in many different activities, take challenging courses and explore their interests. Students are mostly eager to learn. While there are some behavioral issues, most of the student body is well behaved. For instance, the worst situation I face in my classroom is a talkative class.
- Incredibly welcoming students and staff that caters to the needs of ALL students.

What issues should the superintendent be aware of as he/she comes into the district? (This information is shared with the final candidates.)

- There is a board member who has sued the school, and will possibly sue again who has not resigned, and has not been asked to resign by the board. This board member's wife is planning to run for the school board also. There can be a lot conflict between the staff and school board; the board tries to change a lot of policies to fit their own personal agendas. Some of the community members have a lot of influence over the BOE.
- The staff members have a lot of Centura Pride. We work very hard to provide Centura students with amazing opportunities and an education that will provide them the skills needed for life after high school graduation.
- The school board does not seem to be well educated in how a school functions. A couple of the board members are on the board for there own personal agenda and not for the students and teachers.
- a vocal minority of patrons angry about taxes need to get more families involved positively need for board to be more supportive of education need for more building updates/improvements
- The community has a very hard time approving a bond to improve the school.

- There seems to be some push-back from parents right now when their children are disciplined according to school policy (primarily in the secondary student body). Some of the professionalism among staff members needs to be improved.
- Budget is a big concern.
- Unfortunately, as in many other districts, there are patrons that are not supportive especially when things do not go their way. There are board members that are quick to get on board with these groups and can make the administrative job (as well as the teacher/coach's job) challenging.
- We currently have some financial issues with farmers and tax relief. We also have some board members who are there to grind an ax or push their personal agendas rather than focusing on the good of the system.
- School Board members and their involvement and knowledge of their role and processes. Financial concerns of the district currently. Overstaffed in certain areas of the school. Positive relations between the staff, school board and administrators. School board members that are actually considering the "whole school" as their priority, not just sports, or activities, or certain teachers, or admin, or areas of the school that affect small %'s of kids.
- Budgets, crisis procedures, some negative parent groups, some parents not holding their kids accountable, facility upgrades needed
- We have had some recent tragedies. Low turn over rate
- You will have your hands full with the board. Not all of them, but many of them do not have the school/students/teachers best interest in mind. They are all about themselves and the "good old boys" club. **One of our school board members has sued the school this year because he didn't make his son accept the consequences for his actions. It makes me very sad that the board gets the final say in the decision of who is hired.** The building is very divided between elementary and high school. Communication is not always great, and what one end knows, the other end usually doesn't. I would like to see Centura become more of a team instead of divided. CNSSP employees are very valuable to our district. In the past when a new superintendent has come, they always look at cutting the CNNSP employees. Luckily, that hasn't been done. If this is something considered, I hope there is a good reason for replacing them. As a small district, you have to be careful who you make friends with. When you are a teacher or administrator and you become good friends with some of the parents, it can put you in a bad situation, with them wanting you to favor them or their child over others, or look the other way if their child is in the wrong. Also, if you become "buddy/buddy" with certain members on the staff, and give them special treatment over others, that causes problems between staff
- Over involvement of parents-especially in sports. Several patrons/parents have an ax to grind. Our current administration has been supportive & trustworthy-this had not always been the case.
- Because the community has generational ties to the school and is so supportive of extra curricular activities, there tends to be an overstepping of roles. Some families feel they are entitled to manipulate procedures, policies to their student's benefit. This can make things difficult not only for administration, but the staff as a whole. The superintendent will need to have a strong backbone and still be able to maintain a good relationship with the community. There have been in the past some issues among certain staff members. Some conflict still exists, however, it has not been as noticeable to those outside the situation.
- The Board of Education has limited experience in education and may need to be "educated" on matters of importance for complete understanding.

What skills, qualities or characteristics should the new superintendent possess to be successful here? (This information is used as we screen potential candidates.)

- The superintendent should be willing to do what is best for the school, even if that is not what is popular with some of the community members. The superintendent should hold people accountable, but at the same time should be supportive of the staff and have our back when a conflict arises with community

members. The superintendent needs to be fair and treat all departments and all activities with the same level of importance. The superintendent will have to educate angry community members and board members at times in a way that is respectful and doesn't "stir the pot". We need someone who is good at deescalating tense situations.

- Supportive of teachers
- A great communicator with staff, parents, and the community as a whole is needed. Communication tends to build trust in the district, and trusting your school system to provide an excellent education is always a good thing.
- Be for the teachers and students first. Have a spine and stand up to irrational patrons that cause problems for students, teachers, and staff.
- actively involved with the staff supportive of growth/improvement strong, decisive, able to lead the BOE
- She must be seen and heard in the community as a strong leader.
- Confident, open-minded, observant, forth-coming, collaborative In my opinion, we have excellent building principals that have been allowed to lead as they see fit. I believe that should continue, however, there are needs for change that the superintendent could lead.
- Personable, communication, come into the classrooms, be present at events, stand up to the school board.
- collaborative, will stand their ground and not be talked out of something that is best for our staff or students, open-minded, supportive, active listener, strong budgetary skills, progressive
- have common sense doesnt lie
- The best candidate should have a great deal of common sense and leadership skills. He or she should also be someone with plenty of backbone and be interested in the good of the system more than pleasing local family names or agendas. We need someone with a vision of where we can go and a respect for what we have developed. What we do not need is a good old boy (or girl) who makes decisions based on what the crew at the coffee shop or bar has to say.
- Be visible. Good communicator. Handle stressful situations. Keep your staff and community connected to what is going on. Keep your staff informed and meet with them to perform a "state of the schools" report. Work with the BOE to improve overall relations and knowledge about what should be occurring in the school. Repair the disconnect that is currently happening between the BOE and the school (teachers, admin, support staff, stakeholders)
- personable, interested in all aspects of the school (academics, fine arts, sports...), high expectations of students, admin, teachers, staff, parents board members..., willing to be seen not stuck in an office, proactive, accountable, good leader, intelligent, caring
- good with numbers good with community good with teachers
- *Effective Communicator *Will make themselves visible often in both ends of the building/Get to know all teachers not just high school teachers *Effective Leader *Easy to approach *Knowledgeable in budget/finance *Has been a teacher and knows what it's like to be in the classroom *Organized *Supports Teachers *A Vision for the direction the district should go *Student learning top priority *Flexible *Leader not a director
- HONESTY & TRUST !
- I believe he/she should be personable, friendly, driven, strong backbone, firm and yet flexible. Also knowledgeable of the educational system, budgeting, availability of grants and how to interact with and work with different types of people. Organizational skills and technology skills are very helpful as we are a 1-1 school.
- Open, honest, and forthright with staff, students, and the Board of Education. Be present in the classrooms and at activities. Be upstanding to the Board of Education, taking in all information to make the most sound decision based on their experiences, not being a "yes" man or woman to the Board.