

*Superintendent Search
Stakeholder Feedback Report for*

Fremont School District RE-2

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MCPHERSON  JACOBSON, LLC



EXECUTIVE RECRUITMENT & DEVELOPMENT

Fremont Re-2 Superintendent Search Stakeholder Feedback Summary Report

This report provides summary results from the Fremont Re-2 School District's online stakeholder feedback survey as well as feedback garnered from scheduled in-person sessions as part of the superintendent search activities.

The methodology applied to reporting trends in narrative responses from the in-person feedback sessions included the use of open-source text analysis tools to identify the frequency of individual words or terms. After eliminating inconsequential parts of speech (articles, pronouns, conjunctions, etc.) and terms with a frequency response less than three (3) occurrences, further text analysis was performed to identify combinations of terms and phrases with the goal of determining frequency of topics and comments. Terms with a frequency below three (3) responses were not considered in this report. No statistical treatment or descriptive data methodologies were utilized or implied in this text analysis.

The methodology applied to reporting trends in narrative responses within the online survey included the use of open-source text analysis tools to create a visual representation ("word clouds") based on the frequency of individual words or terms.

Participation

- Four (4) community members attended the scheduled in-person feedback session.
- Nineteen (19) staff members attended the scheduled in-person feedback sessions.
- 190 individuals responded to the online survey.

Results: In-Person Stakeholder Sessions

In response to the prompt, "What skills qualities, or characteristics should the next superintendent possess to be successful in the Fremont Re-2 School District" the most frequently identified items based on submitted responses were:

1. Education experience (classroom and administrative)
2. Strong communication skills
3. Approachable and collaborative
4. Knowledge of and commitment to the community (rural connection)
5. Instructional knowledge
6. Commitment to educating the whole child

In response to the question, “What issues, challenges, or concerns should the next superintendent be best prepared to address as she/he assumes the role?” the most frequently identified items based on submitted responses were:

1. Retention and recruitment of staff (including substitute staff)
2. Family and student engagement
3. Funding

In response to the question, “What are the best attributes of the Fremont Re-2 School District and Community?” the most frequently identified responses were:

1. Friendly/personable community
2. Strong Ag and CTE programs
3. Great people
4. Location (small, rural)

Results: Online Survey

The online stakeholder survey was available for staff and community access from November 6, 2023 – December 6, 2023. The survey was distributed via email link and was also made available on the Fremont Re-2 website for public access.

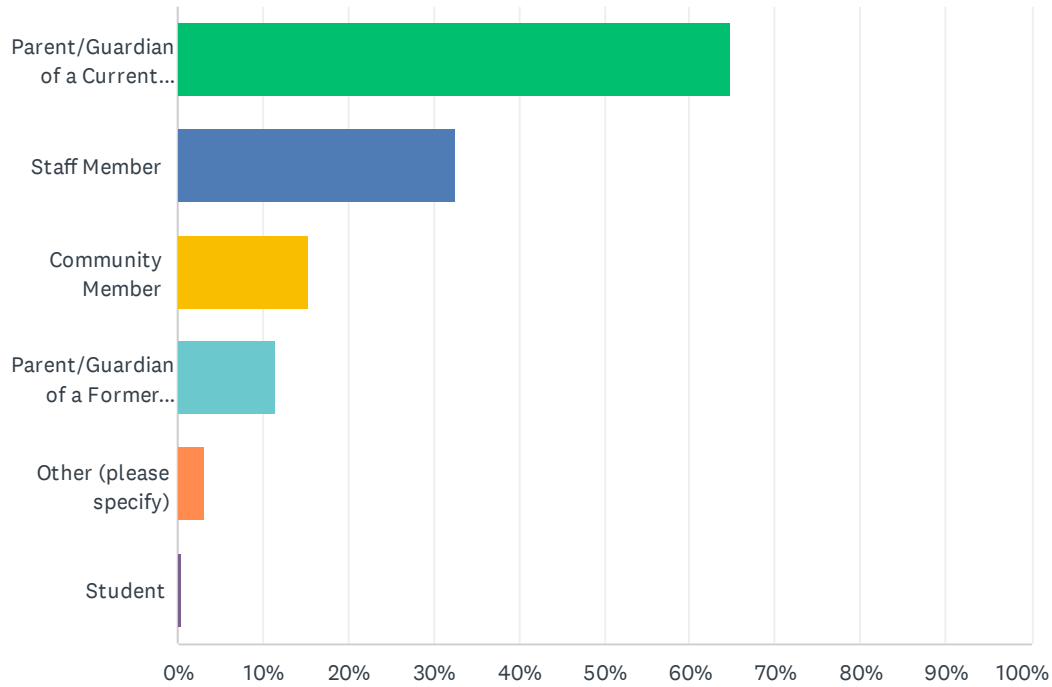
After initially requesting respondents indicate their connection(s) to the district (parent, staff, community member, etc.), the survey requested anonymous responses to eight (8) questions, including:

1. What one word best describes how you feel about the district? (narrative response)
2. What are 3 strengths of the school district that superintendent candidates should know? (narrative response)
3. What is your perception of the following in Fremont School District Re-2? (multiple choice)
4. Please select three critical issues from the list below you believe the new superintendent should make a priority. (multiple choice)
5. Are there additional critical issues the next superintendent should make a priority? (narrative response)
6. What are the five most important characteristics the next superintendent should have? (multiple choice)
7. Are there additional characteristics the next superintendent should have? (narrative response)
8. What are the three best things about the Fremont Re-2/ Florence/ Penrose Community? (narrative response)

Summary responses to each of the survey items are included with this report.

Q1 Which of the following best describes your relationship to the school district? (check all that apply)

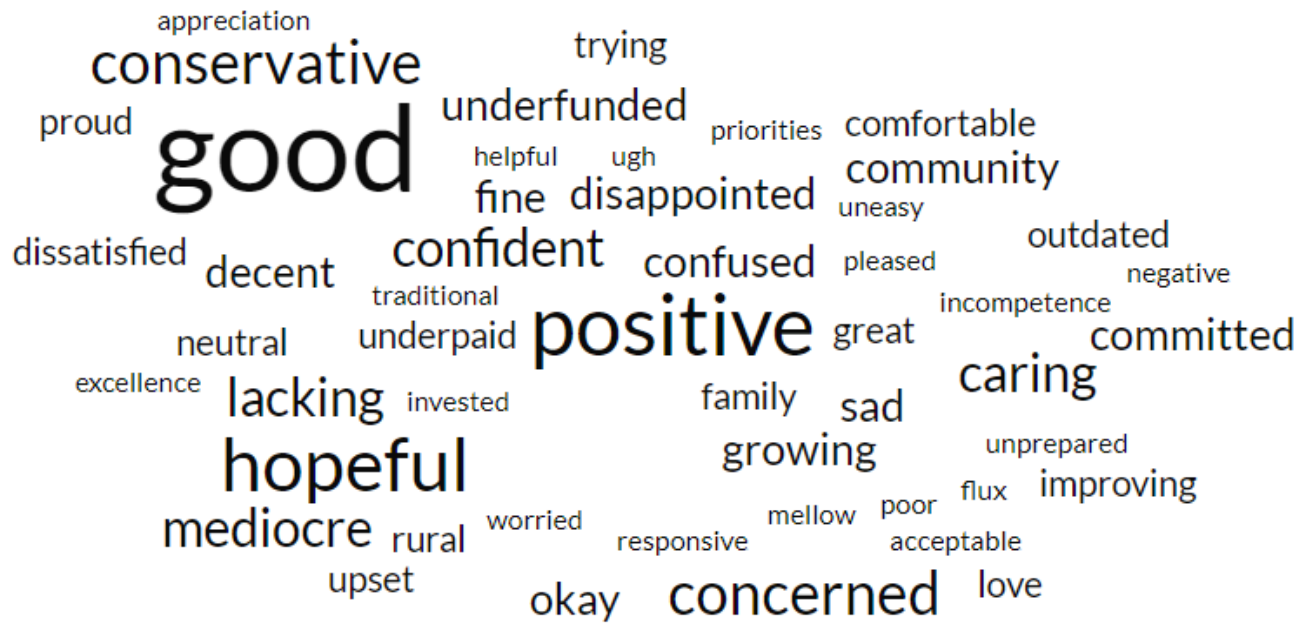
Answered: 190 Skipped: 0

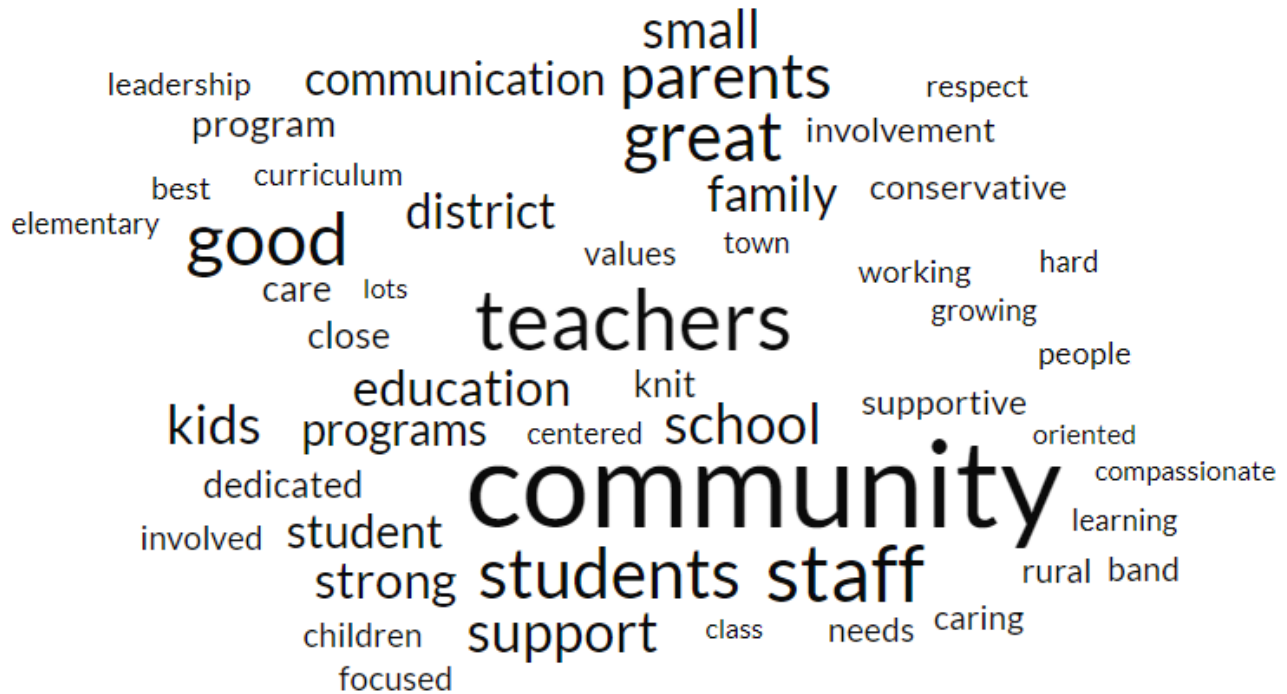


ANSWER CHOICES	RESPONSES	
Parent/Guardian of a Current Student	64.74%	123
Staff Member	32.63%	62
Community Member	15.26%	29
Parent/Guardian of a Former Student	11.58%	22
Other (please specify)	3.16%	6
Student	0.53%	1
Total Respondents: 190		

Q2 What one word best describes how you feel about the district?

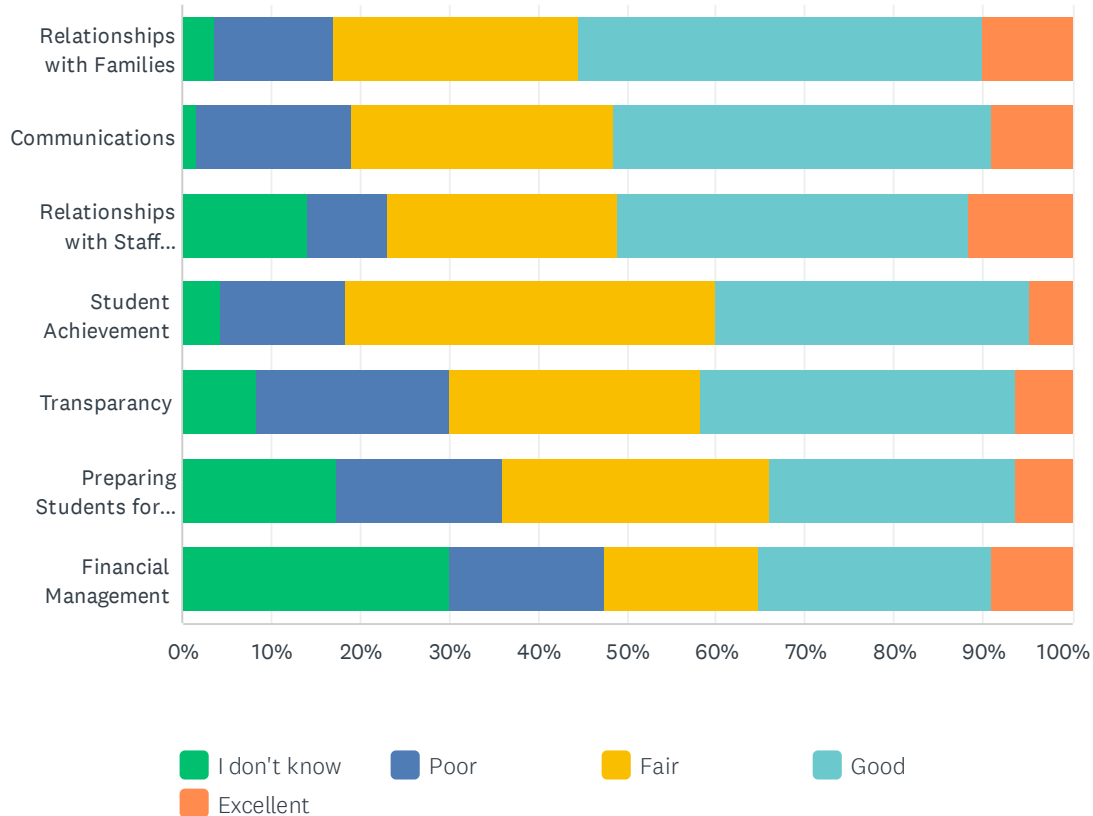
Answered: 190 Skipped: 0





Q4 What is your perception of the following in the Fremont School District Re-2?

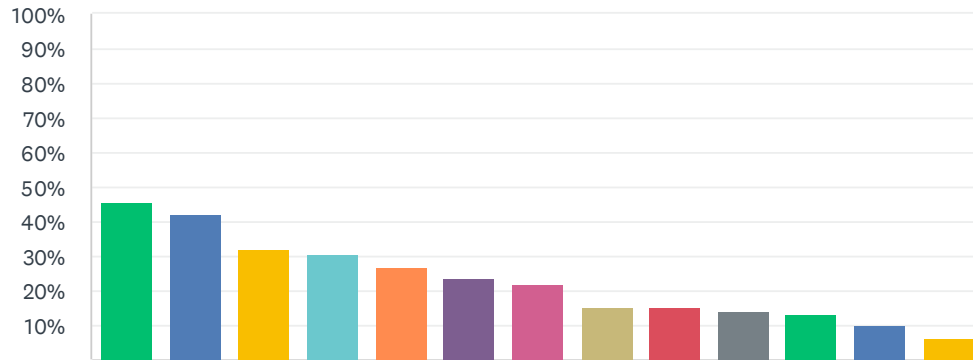
Answered: 190 Skipped: 0



	I DON'T KNOW	POOR	FAIR	GOOD	EXCELLENT	TOTAL	WEIGHTED AVERAGE
Relationships with Families	3.72% 7	13.30% 25	27.66% 52	45.21% 85	10.11% 19	188	2.45
Communications	1.58% 3	17.37% 33	29.47% 56	42.63% 81	8.95% 17	190	2.40
Relationships with Staff Members	14.21% 27	8.95% 17	25.79% 49	39.47% 75	11.58% 22	190	2.25
Student Achievement	4.21% 8	14.21% 27	41.58% 79	35.26% 67	4.74% 9	190	2.22
Transparency	8.47% 16	21.69% 41	28.04% 53	35.45% 67	6.35% 12	189	2.10
Preparing Students for College and Career	17.46% 33	18.52% 35	30.16% 57	27.51% 52	6.35% 12	189	1.87
Financial Management	30.00% 57	17.37% 33	17.37% 33	26.32% 50	8.95% 17	190	1.67

Q5 Please select three critical issues from the list below you believe the new superintendent should make a priority. (please select only 3 responses)

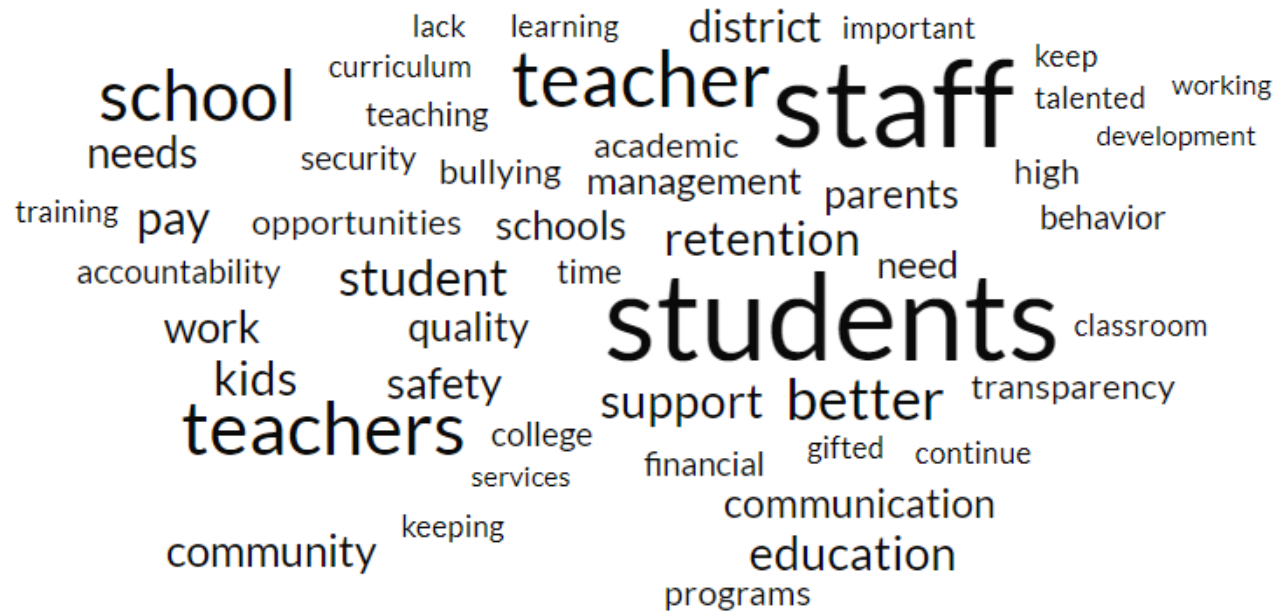
Answered: 190 Skipped: 0



ANSWER CHOICES	RESPONSES	
Staff Recruitment and Retention	45.79%	87
Teacher Quality	42.11%	80
Academic Outcomes	32.11%	61
School Safety and Security	30.53%	58
College and Career Readiness	26.84%	51
Family and Community Relations	23.68%	45
Communication	22.11%	42
Financial Management	15.26%	29
Special Education Services	15.26%	29
Mental Health Services	14.21%	27
Social Emotional Learning	13.16%	25
Diversity and Engagement	10.00%	19
Facilities and Grounds	6.32%	12
Total Respondents: 190		

Q6 Are there additional critical issues the next superintendent should make a priority?

Answered: 145 Skipped: 45



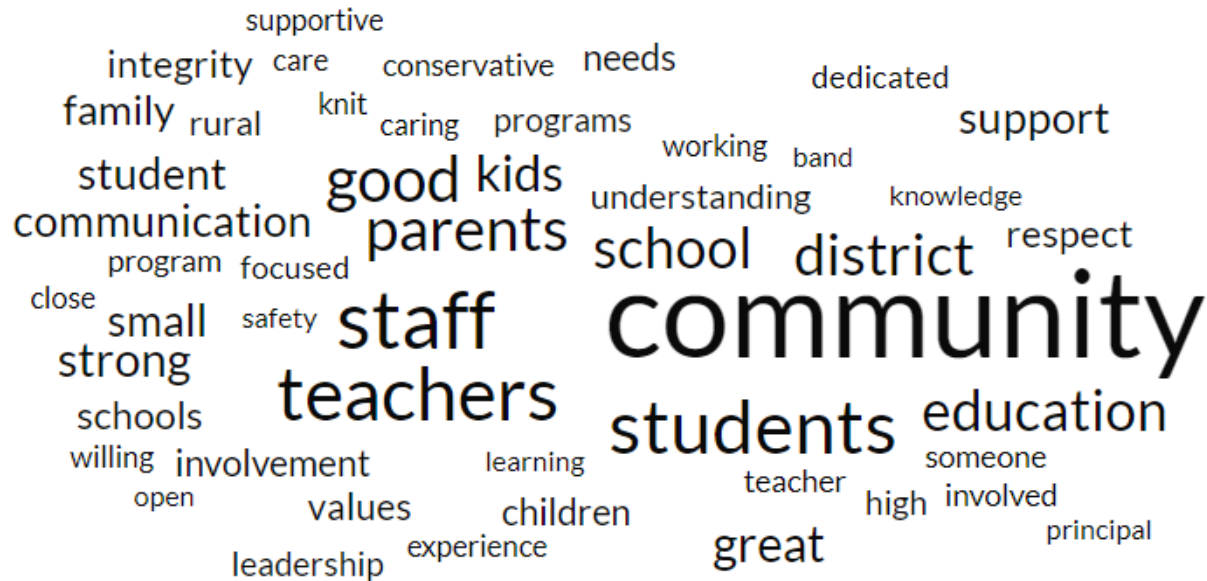
Q7 What are the five most important characteristics the next Superintendent should have? (please select only 5 responses)

Answered: 190 Skipped: 0

ANSWER CHOICES	RESPONSES	
▼ Demonstrates high integrity and ethics and leads by example	52.11%	99
▼ Places the needs of students above anything else	41.05%	78
▼ Communicates effectively	32.63%	62
▼ Takes responsibility and is accountable for their actions	31.58%	60
▼ Promotes safety and security across the district	30.53%	58
▼ Possesses a background in public education	28.95%	55
▼ Builds strong community relationships	24.74%	47
▼ Promotes student participation in the arts, athletics, and extracurricular activities	23.16%	44
▼ Delivers improved student outcomes	22.63%	43
▼ Values educating the whole child	22.11%	42
▼ Spends time in classrooms	21.58%	41
▼ Is committed to equitable access to learning for all students	17.89%	34
▼ Resolves conflicts with dignity and grace	17.89%	34
▼ Engages and listens to stakeholders	15.26%	29
▼ Stands firm behind decisions that may not be popular	14.74%	28
▼ Uses data to make informed and transparent decisions	14.21%	27
▼ Fosters creativity, risk taking, and innovation	12.63%	24
▼ Thinks and acts strategically	11.05%	21
▼ Values school autonomy	10.53%	20
▼ Maintains a vision focused on the future	10.00%	19
▼ Adapts effectively to changing circumstances	9.47%	18
▼ Previous experience as a superintendent	7.89%	15
▼ Builds strong and diverse teams	4.74%	9
Total Respondents: 190		

Q8 Are there additional characteristics the next superintendent should have?

Answered: 126 Skipped: 64



Q9 What are the three best things about the Fremont Re-2/Florence/Penrose Community?

Answered: 151 Skipped: 39

