

Stakeholder Input Report for

Wilber Clatonia Public Schools

Wilber, Nebraska



submitted by



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EXECUTIVE RECRUITMENT & DEVELOPMENT

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**Wilber-Clatonia Public Schools
Wilber, Nebraska
District Stakeholders Report, December 2023**

Executive Summary

On Thursday, December 7, 2023, consultants Mike Lucas and Derrick Joel met with students, teachers, administrators, community, and parent stakeholder groups to gather input regarding the selection of a new Superintendent of Schools for Wilber-Clatonia Public Schools. That report will be added to this upon the conclusion of those in-person meetings.

In addition, stakeholders who could not attend any of the sessions could submit their thoughts electronically via an electronic survey on the school district's website that was live from December 8 - 15.

Each group was asked to respond to the same four questions noted in bold below. Each group was provided with 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.

- 1. Tell us the good things about the communities of Wilber Clatonia.**
- 2. Tell us the good things about Wilber Clatonia Schools.**
- 3. What are the skills, characteristics, and traits you're looking for in the next superintendent?**
- 4. What are the hot topics the new superintendent should be aware of so they can get off to a great start?**

Overall Themes

1. *Tell us the good things about the communities of Wilber and Clatonia.*

- Family atmosphere, common values, and sense of togetherness
- Communities get along very well, sense of pride
- Safe
- All the amenities needed - grocery store, banks, medical services, vibrant downtowns, pharmacy, swimming pool, etc.
- Multi-generational

2. *Tell us the good things about Wilber Clatonia Schools.*

- Positive trusting relationships with students
- Dedicated and supportive staff, always willing to go the extra mile
- Strong partnership with the communities
- Extensive academic and extra-curricular offerings for students

3. *What are the skills, characteristics, and traits you're looking for in the next superintendent?*

- Approachable
- Relationship builder
- Visible (inside and outside school)
- Experience with school finance - budget, future planning, etc.
- Forward thinking with purpose

4. *What are the hot topics the new superintendent should be aware of so they can get off to a great start?*

- Change is good, but hard
- Increasing challenging student behaviors
- Re-energize and re-emphasize focus on teaching and learning
- Class size variation makes for challenges in schedules and staffing

Stakeholder Group Responses

Name of Stakeholder Group: *Students*

1. *Tell us the good things about the communities of Wilber and Clatonia.*

- Community support and pride
- The community is involved in school activities
- Communities are supportive of fundraising
- Wilber and Clatonia get along very well
- Everyone knows each other and help each other out
- The communities have nice amenities - park, pool, bowling alley, etc.
- Supportive downtown - send off for state bound activities
- Multi-generational community
- Growing area
- Community Center in Clatonia with easy access
- The community shops local

2. *Tell us the good things about Wilber Clatonia Schools.*

- There are a lot of choices for activities, students can be as busy as they want to
- Tons of school pride among students
- Ag facilities, FFA, and facilities are strong
- Students have a lot of activities to be involved in
- Strong teachers and administration, supportive of all students
- Staff balance school fun and challenging students
- Staff want every student to be successful

3. *What are the skills, characteristics, and traits you're looking for in the next superintendent?*

- Visibility within the school and activities
- People person who interacts with respect
- Someone who can be calm under pressure
- Intelligent and makes good choices
- Approachable
- Continue to keep instruction face-to-face
- Support activities to grow, improve, and attend contests
- Take time to think, do not just make knee jerk reactions
- Hold staff to a high standard
- Has high expectations
- Honest and transparent about issues and problems

- Tell it like it is
- Diverse background in agriculture and activities - understands small town rural Nebraska
- Do not be afraid to make a tough decision and stand behind it
- Listen and learn
- Make it not about a last name

4. *What are the hot topics the new superintendent should be aware of so they can get off to a great start?*

- Negative student behaviors, disrespect toward teachers
- Student conflicts
- Issues in the bathrooms, such as vaping
- Favoritism of faculty towards students
- Consistent community support during the good times and the bad
- There is not a lot of diversity within the school and communities
- Class sizes vary in sizes

Name of Stakeholder Group: *Classified Staff*

1. *Tell us the good things about the communities of Wilber and Clatonia.*

- Communities work closely together
- Close knit
- Community members step up to support each other
- Good businesses in town, rarely is there an empty storefront downtown
- Supportive of the school
- The county has a shuttle service for appointments
- Two meet markets, two banks, library, county seat, grocery store, youth organizations, and pool
- Medical clinic in town
- Strong law enforcement

2. *Tell us the good things about Wilber Clatonia Schools.*

- Flexible and hardworking staff
- Great facilities
- Great school size
- Steady enrollment
- Welcoming and gracious staff
- A wide variety of extra-curricular activities (Fine Arts, FBLA, FFA, and athletics)

- Doing a better job of recognizing activities outside of athletics
- Leader in the area
- Good advances in the use of technology

3. *What are the skills, characteristics, and traits you're looking for in the next superintendent?*

- Communication
- Transparency
- Organized
- Dependable
- Forward thinking with purpose
- Financially stable while looking into the future
- Values all employees and helps them grow
- Wants to get to know people more than just an employee
- Strong fiscal management
- Good sense of humor
- Someone who wants to be here for a long time
- Approachable

4. *What are the hot topics the new superintendent should be aware of so they can get off to a great start?*

- Change is good, but it is hard
- Division in staff among between elementary and high school and certified and classified
- Inequities between teachers and nonteachers
- Stronger budgeting protocols for departments and activities
- Culture and climate in the kitchen, turnover of employees

Name of Stakeholder Group: *Certified Staff*

1. *Tell us the good things about the communities of Wilber and Clatonia.*

- Doctor's office, eye doctor, great library, great pool - everything you need
- Small town with a great location to Lincoln
- Pride in heritage and background from both communities
- Multi-generational communities
- Welcoming
- The school is the community, and the community is the school
- Supportive of the school

2. Tell us the good things about Wilber Clatonia Schools.

- A lot of staff are alumni
- Great facilities
- Tenured staff
- K-12 building, all students and staff under one roof
- Growing in diversity
- Great size of school district
- Wide varieties of opportunities for students
- Financially stable
- Long term planning is evident

3. What are the skills, characteristics, and traits you're looking for in the next superintendent?

- Presence
- Kids and staff know who they are
- Thoughtful decisive leadership
- Good Listener
- Involve the staff with decisions
- Approachable
- Open minded
- Confidential
- Work as a liaison between the staff and board members
- Visionary
- Proactive
- Balance, what are we already doing that is great
- Not here to further their own agenda, this is not a steppingstone
- Commitment to the school and community
- Willingness to be active in the community
- Experience in a Class C school
- Experience in school accreditation

4. What are the hot topics the new superintendent should be aware of so they can get off to a great start?

- Academic and extra-curricular scheduling conflicts
- Vital Network visioning work, do not let this sit on the shelf
- Limits with staffing
- Affordable housing is an issue in the district
- Lack of daycare options

Name of Stakeholder Group: *Administrators*

1. *Tell us the good things about the communities of Wilber and Clatonia.*

- Take care of one another
- Family atmosphere, sense of togetherness
- Communities come together to host events
- Youth sports program has become Wolverines and not community specific
- Downtowns are alive and prospering
- Chamber involves the school with new ideas
- Alumni band comes to events and plays with students
- Parks are well-kept
- NRD creating walking areas and shelters
- Law Enforcement is present in both communities
- Safe
- Strong partnership with local Fire and Rescue
- Supports the school's gift giving program
- Public library and swimming pool
- Welcoming to anyone new, whole family

2. *Tell us the good things about Wilber Clatonia Schools.*

- Hardworking staff, willing to go the extra mile for kids
- Positive relationships between staff and students
- Take care of one another
- Welcoming environment
- Family oriented
- Great facilities
- Progressive with technology
- Teaching staff is beginning to build longevity
- Small class sizes (for the most part)
- Steady student enrollment
- Competitive in extra-curricular activities
- High standards
- Academic opportunities for students

3. *What are the skills, characteristics, and traits you're looking for in the next superintendent?*

- Approachable
- Thinking things through before making a decision
- Deliberate and thoughtful
- Proactive and not reactive

- Visibility inside school and at activities
- Progressive thinker
- Clear vision communicated and buy in from all
- Academic focus
- Instruction driven
- Goal oriented
- Financially responsible while planning for the future
- Thick skin
- Feedback to the administrative team to support their growth

4. *What are the hot topics the new superintendent should be aware of so they can get off to a great start?*

- Clear on what we can and cannot do financially
- The school and communities are conservative
- Hard to see the need to change, change is hard
- Growth and forward thinking is not always the highest priority
- Blue collar community
- Re-energize and re-emphasize focus on teaching and learning
- Emphasize the “why”
- Student behavior is becoming more challenging

Name of Stakeholder Group: *Community*

1. *Tell us the good things about the communities of Wilber and Clatonia.*

- Strong sense of community
- Prideful
- Loyal
- Strong support for the school and communities
- Common values within the community - “it takes a village”
- You can count on those around you
- People support people
- High expectations

2. *Tell us the good things about Wilber Clatonia Schools.*

- High expectations for teachers
- Dedicated teaching staff - long tenures
- Positive trusting relationships with students
- The school is a micro-community
- Strong partnership with the community

- Wide variety of extracurricular activities for students
- Dedicated to growth and opportunities for kids

3. *What are the skills, characteristics, and traits you're looking for in the next superintendent?*

- Fiscally responsible, experience in budgeting and managing a budget
- Budget forecaster
- Communication with all stakeholders
- Accurate communicator
- Community involvement
- Relationship builder
- Empowering the staff, not a micromanager
- Trust the staff

4. *What are the hot topics the new superintendent should be aware of so they can get off to a great start?*

- Teachers are professionals, administrators are professionals, let them do their work.
- School safety, small school but anything can happen anywhere

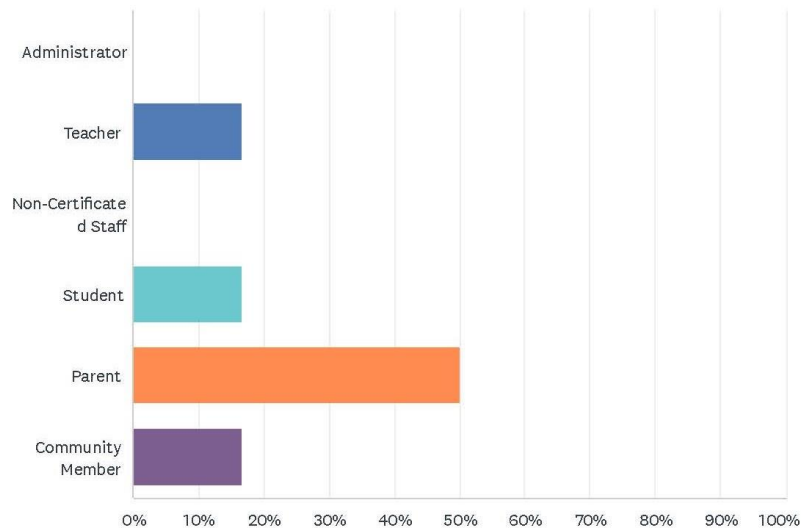
Survey Monkey Results for Wilber-Clatonia Public Schools December 2023

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

6 responses

Please indicate the stakeholder group you represent:

Answered: 6 Skipped: 0



ANSWER CHOICES	RESPONSES	
Administrator	0.00%	0
Teacher	16.67%	1
Non-Certificated Staff	0.00%	0
Student	16.67%	1
Parent	50.00%	3
Community Member	16.67%	1
TOTAL		6

Q1 Tell us the good things about your community. (This information is used to help us recruit quality candidates.)

Answered: 6 Skipped: 0

#	RESPONSES	DATE
1	There are members of the community that have strong ownership in the communities as well as the school, so they are very supportive of what goes on within the school. They try to work with the school to support the students and promote positive relationships.	12/15/2023 4:23 PM
2	Close, caring community who genuinely cares about providing a quality and safe environment for our residents.	12/13/2023 10:16 AM
3	Community organizations and individuals are involved and dedicated to the betterment of youth and community as a whole.	12/13/2023 9:59 AM
4	Very involved communities both in Wilber and Clatonia. The communities support one another in all aspects and are quick to lend a helping hand. Czech Days is huge for the community and students are very involved in many ways for preparation and during the festival.	12/12/2023 12:17 PM
5	Family oriented. Safe. Rich in heritage. Unique.	12/12/2023 11:10 AM
6	Small town with good people.	12/9/2023 7:41 PM

Q2 Tell us the good things about your schools. (This information is used to help us recruit quality candidates.)

Answered: 6 Skipped: 0

#	RESPONSES	DATE
1	There is a nice mix of students that appear to interact well. The administration is constantly working to improve student achievement as well as the school environment to support all students. There are really great students that work to achieve and will be quality leaders in the future.	12/15/2023 4:23 PM
2	We won a State Championship in Football 7 years ago	12/13/2023 10:16 AM
3	Numerous opportunities available for youth to grow as individuals and teammates. I believe there is a place for every student to find themselves and grow in the school.	12/13/2023 9:59 AM
4	In recent years our level of education has increased from where we were. Community involvement and parent participation is huge.	12/12/2023 12:17 PM
5	Overall a very good school. Students excel not just in academics but all extracurricular activities. Love that the arts (band, choir, theater, art etc) are given as much emphasis as sports. Which makes kids feel like they are all important and included and not just the "jocks".	12/12/2023 11:10 AM
6	Not a lot of expectations. Not much turnover in staff.	12/9/2023 7:41 PM

Q3 What issues should the superintendent be aware of as they come into the district? (This information is shared with the final candidates.)

Answered: 6 Skipped: 0

#	RESPONSES	DATE
1	Continued need to recruit and retain highly qualified teachers.	12/15/2023 4:23 PM
2	Click groups Lack of accountability towards attendance	12/13/2023 10:16 AM
3	Not all teachers and coaches work together as a team for the betterment of students. There is a lot of division amongst certain staff members/coaches who only want their program to succeed. These teacher/coaches also spread this toxicity amongst the students and their parents. There is very little motivation provided for teachers and staff to improve the environment in the school. Nepotism is displayed openly towards certain sports teams and their coaches. We need more accountability from students and parents with regards to attendance, and more accountability with employees working together for one purpose and not individual accolades. There has never been a solution discussed to any issues. Excuses seem to be the go-to.	12/13/2023 9:59 AM
4	From a parent standpoint with kids in both Elementary and High School, some of our teachers in both are lazy and don't help students reach their potential even though they know they have potential. Funding for extra curricular activities needs to be addressed. Junior high sports do not have appropriate uniforms, yet the high school football team got new uniforms when there was nothing wrong with their current ones and those should have gone to junior high but no one knows where they went. Social Media needs not to be a form of communication to parents. We have a new platform for that and it needs to be used more then it is for high school communication. All activities across the school need to be given equal show time on social media....it is evident what activities are favorites. Specific administration need lessons in communication, like the need to respond to emails and phone calls from concerned parents and not ignore them. Middle school and high school communication needs to be increased. There is hardly anything so parents are left in the dark a lot of times or do not have all the information needed for stuff. Send out emails on changes that have been made to the original calendar and make sure the calendar online is up to date.	12/12/2023 12:17 PM
5	There is a huge problem with drugs in the secondary classes. Mainly vape (nicotine and THC), Marijuana, chew, NIC pouches and NIC powder inhalers. I could name off at least 15 kids in 10th grade alone who would not pass a COT/THC drug test. These kids are getting it in school between classes before classes lunch. Kids are actually partaking in these during school hours in class (PE seems to be a big one that has been reported to me). And then in the hallways between classes. There is no support for kids who are trying to quit. There is no support for parents who do not know how to handle keeping their kids safe at school. This also feeds into the bullying issues. Which is a huge problem here too. It will only be a matter of time before we start seeing other issues such as Fentanyl show up. As a parent of both high-school and elementary students I worry about my younger children continuing on throughout high-school because of the drugs and bullying.	12/12/2023 11:10 AM
6	Teacher and administration evaluation system is not followed and practically non-existent. There are admin test have never been given evaluation. Same with staff. Very little experience k-12 in creating schedules for students and staffing needs. MTSS system is non-existent. School board has a few that overstep their roles. There are not high school expectations throughout, not a desire to be great. That is sometimes comfortable for staff, but could be an issue for new superintendent when implementing what most schools do or are required to do that we are not.	12/9/2023 7:41 PM

Q4 What skills, qualities or characteristics should the new superintendent possess to be successful here? (This information is used as we screen potential candidates.)

Answered: 6 Skipped: 0

#	RESPONSES	DATE
1	Strong knowledge about school funding, especially when state aid keeps decreasing; willing to listen to stakeholders when making decisions so that the best decision can be made for all involved; wanting to be an active member of the school, be seen throughout the building and at after school activities.	12/15/2023 4:23 PM
2	Striving for academic excellence	12/13/2023 10:16 AM
3	-Visionary thinking and problem solving -Promote the district and community to the level it deserves to ensure quality candidates want to live and work here. -Being resolute-Stick to your word! -Take responsibility and not make excuses	12/13/2023 9:59 AM
4	The ability to manage a budget and financials for the current year and the future. Put the needs of the students first. Stand their ground. Not be bullied or bribed by teachers, staff, departments or certain activities. Agriculture is huge in our communities so someone that aligns those values and supports our ag program and FFA.....it is noticed they get forgotten about often.	12/12/2023 12:17 PM
5	Relatable to the kids. Kids need to be able to feel comfortable and safe talking with them. Parents need to be able to feel heard and their concerns taken seriously. I feel like the new superintendent should be goal driven and want to build our school up. Create opportunities for students and families (after school programs, academic opportunities beyond the typical high school, volunteer and basic life skills opportunities for all students). Sports and 4 year degrees are great goals for a small portion of our students. But realize that most won't achieve that and preparing students for technical colleges or teaching skills that could be utilized immediately for jobs (accounting, business, welding etc). Ensuring that every student will succeed at some level not just the top 10% of their class.	12/12/2023 11:10 AM
6	Ability to implement change that is needed, or more do, demand accountability to what is needed from building admin and teaching staff and being able to have confidence knowing what is needed regardless of staff pushback. This leader needs to be someone who instill a sense of being great at things we do.	12/9/2023 7:41 PM