

Stakeholder Input Report for

**Charles City
Community School
District
Charles City, Iowa**

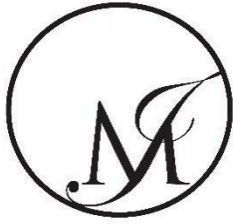
submitted by Stephen F. Murley



11725 Arbor St., Suite 220
Phone: 888-375-4814/402-991-7031
Email: mail@macnjake.com

Omaha, Nebraska 68144
Fax: 402-991-7168
Website: www.macnjake.com

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MCPHERSON & JACOBSON, LLC

EXECUTIVE RECRUITMENT & DEVELOPMENT

11725 ARBOR STREET, SUITE 220 ♦ OMAHA, NEBRASKA 68144 ♦ 402-991-7031/888-375-4814
FAX: 402-991-7168 ♦ EMAIL: MAIL@MACNJAKE.COM ♦ WEBSITE: WWW.MACNJAKE.COM

**Charles City Community School District
Charles City, Iowa
District Stakeholders Report, March 2024**

Executive Summary

On March 26 and 27, 2024, McPherson & Jacobson's consultants conducted in-person meetings with district stakeholders representing different groups associated with the Charles City Community School District to gather input regarding the selection of the new superintendent. The consultants also received input through a web-based instrument available on the district website. The major themes expressed by the participants at these sessions and by individuals who completed the online instrument are summarized below. Following the summaries is the raw data from the web-based instrument.

Stakeholder Summary - Community

The feedback from stakeholders regarding the greatest assets of the Charles City community reflects a strong sense of unity and pride. The community is described as friendly, welcoming, and supportive, with a tight-knit small-town atmosphere that fosters a sense of belonging and where families are deeply invested in their children's success. There is a deep-rooted pride in the community, exemplified by the support for local amenities, and a tradition of lifelong residency, where individuals often choose to return and settle down. Community members emphasize the abundance of opportunities available to newcomers and the supportive nature of the community. Despite facing challenges such as higher poverty rates and a diverse socio-economic landscape, the community showcases resilience and a willingness to embrace change. The town's diversity in demographics and industry is celebrated as a strength, contributing to a vibrant and innovative environment where collaboration thrives. In addition, the community's strong work ethic and dedication to improvement are evident through various initiatives, such as the downtown infill housing project, demonstrating a collective commitment to enhancing the quality of life. The community's innovative spirit is evident in projects like the whitewater course, showcasing a willingness to explore new ideas and push boundaries.

Moreover, partnerships and collaboration are fundamental aspects of the community, with stakeholders noting the supportive network among industries and the community's willingness to pioneer new endeavors. While acknowledging areas for improvement, stakeholders are willing to address challenges and effect positive change, underscoring a sense of transparency and openness in communication. Furthermore, stakeholders express optimism and determination, highlighting a collective desire for growth. Overall, the Charles City community is portrayed as a place where residents are encouraged to thrive and inspired to contribute to the betterment of the town, fostering a sense of belonging and opportunity for all who call it home. Residents are actively shaping the town's future, driven by a shared desire for growth, unity, and continued prosperity.

Stakeholder Summary - School District

The feedback from stakeholders regarding the greatest assets of the Charles City Community School District underscores the dedication and commitment of its staff, who are deeply embedded in the community fabric and go above and beyond to support students and initiatives within the district. There is a notable emphasis on the staff's longevity and their willingness to contribute through volunteering, donations, and fostering strong connections with both students and the broader community. Additionally, the district's academic focus is highlighted, particularly its continuous pursuit of improvement and desire to remain at the forefront of educational innovation. Initiatives such as the Blue Ribbon study and the establishment of a new high school signify the district's commitment to enhancing academic opportunities and outcomes for students, although stakeholders express a desire for a quicker pace of progress in this regard. Additionally, stakeholders commend the district's career and technical education programs which are described as second to none, and efforts to support diverse pathways for students, whether they choose to pursue higher education or transition directly into the workforce, indicating a commitment to meeting the needs of all learners. There is recognition of robust offerings in terms of opportunities for students including extracurricular activities and sports. Furthermore, stakeholders highlight the supportive environment within the district, evidenced by the strong foundation for addressing issues such as discipline and truancy, with systems in place to ensure that understanding and support are core commitments within the district. Overall, stakeholders express a collective aspiration for the district to continue striving for excellence, supported by a dedicated staff, engaged families, and a commitment to ongoing improvement and innovation. Stakeholders express confidence in the district's ability to adapt and improve, driven by the collaborative efforts of staff, families, and the community at large.

Question 1 Word Cloud



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

Answered: 99 Skipped: 12

#	RESPONSES	DATE
1	diversity, job opportunity in abundance and recreation including beautiful parks with a lot of riverfront, extra curriculars for all ages, NIACC available	3/7/2024 9:11 PM
2	Charles City is a hard working community that has continued to persevere during challenging and difficult times.	3/5/2024 3:04 PM
3	Community members are supportive, helpful, and caring.	3/5/2024 12:35 PM
4	Traditionally, this community has supported education financially through ISL, PPEL, etc.	3/4/2024 10:30 AM
5	Great businesses and business owners. There are quiet majority in our community who do support the school.	3/3/2024 6:52 PM
6	Parent involvement Sports	3/3/2024 6:29 PM
7	Diverse community with strong desire for growth	3/3/2024 7:11 AM
8	Thriving main street Beautiful riverfront parks, walkways, bike trails	3/2/2024 6:04 PM
9	There is great potential for our community.	3/2/2024 12:55 PM
10	We are a close community that is very supportive and educated in our families and residents the love here.	3/2/2024 10:47 AM
11	We have a lot of great things to do around the town. Great little mom and pop shops.	3/1/2024 7:40 AM
12	Good place to raise children. People still care about others besides only themselves	2/29/2024 8:39 PM
13	Food trucks Fourth of July Small town feel	2/29/2024 4:41 PM
14	Diverse population, young families moving back to the community to start small businesses.	2/29/2024 3:04 PM
15	Honest people. Nice amenities.	2/29/2024 2:54 PM
16	We have so many wonderful assets in our community! There are many groups doing events and offering programs for our community - library, downtown, museums, service clubs, etc. Most small towns don't have things like our theatre, library, art center, parks, and events like famers market, party in the park and 4th of July. Our downtown is trying to grow with unique local stores and the best coffee and smoothies. Hy-vee and Fareway are also adapting to serve our community. We have strong businesses investing in our community and trying to grow here (Zoetis, Cambrex, chicken plant, hospital). Cost of living a very affordable here compare to many other areas.	2/29/2024 11:17 AM
17	People that really care about our community and work behind the scenes to keep us improving and moving forward. Thats what makes Charles City a great community.	2/29/2024 10:39 AM
18	Fine arts programs and events are well attended and greatly appreciated in our community just as much as sporting events. There is a growing drive to continue pushing CC to having more opportunities for work and housing.	2/29/2024 8:37 AM
19	Beautiful down town,kayak course, walking trail and good school.	2/29/2024 6:58 AM
20	We have an incredible young and ambitious group of entrepreneurs currently in our community. We have a reinvigorated baseball program that has tons of parental and community support that has directly anchored quality families in our community.	2/29/2024 2:49 AM
21	CC is a typical small town with a big focus on small business. They'll work hard to work with our schools.	2/28/2024 9:11 PM

22	There are good people here who care. We also have many parents who do not care for their children placing extra burden on school staff to take care of their children beyond just educational needs.	2/28/2024 5:13 PM
23	Charles City is a community that seems to be dedicated to improving and expanding our already inviting atmosphere. We seem to have some sort of celebration or event every weekend, providing citizens and guests an opportunity to take part in many events. Party in the park and the weekly farmers market being consistent inviting events. Our locally owned businesses are so great at promoting themselves, along with encouraging patrons to support the other local businesses as well. It has a "room for everyone" feel.	2/28/2024 1:59 PM
24	Small enough, but not too small. Also, things to do in town and close enough to other towns if your more ambitious.	2/28/2024 1:21 PM
25	Great small community where people come together.	2/28/2024 1:16 PM
26	We have some really wonderful people who donate their time and talents to make this town an awesome place to live.	2/28/2024 12:34 PM
27	Comet Bowl River Kayak Course Chicken Plant, Zoetis, Cambrex, Hyvee, Fareway Public Library, Pool, Park LOTS of softball/baseball fields New Comet Gym Good school district	2/28/2024 12:20 PM
28	We have so many people who donate their time and talents to pour into this community.	2/28/2024 9:49 AM
29	Friendly people, many activities available.	2/28/2024 9:02 AM
30	Friendly community	2/28/2024 8:37 AM
31	A lot of businesses are willing to be involved with the school, but need someone to connect and keep those partnerships over time.	2/28/2024 8:11 AM
32	The community really supports local sports and local businesses. Great place for families. Diverse for a small town.	2/28/2024 7:36 AM
33	People care about each other. People are "neighborly."	2/28/2024 7:24 AM
34	N/A	2/28/2024 6:07 AM
35	We have an inclusive community where everyone knows eachother and will always lend a helping hand.	2/27/2024 11:15 PM
36	There is a core group of people in CC that truly care about our community and school and will work tirelessly to support it.	2/27/2024 10:57 PM
37	Great town. Tons of potential. Usually some options of higher end housing. Great place to raise a family.	2/27/2024 10:35 PM
38	We have comet pride We have lots of fun events throughout the year party in the parks chickfest etc Our town is beautiful Generally our community is friendly and caring	2/27/2024 9:56 PM
39	Companies such as Zoetis and Cambrex are constantly hiring.	2/27/2024 9:32 PM
40	Small community, friendly people, safer school because of the size, some good employment opportunities	2/27/2024 7:50 PM
41	Family oriented and supportive	2/27/2024 7:36 PM
42	Charles City has a core of very active and passionate small businesses that step forward when needs arise. We also have amazing volunteers that organize everything from Party in Park, parades, improvements, youth athletics, etc. The city is proud of its history and looking forward to what the future holds.	2/27/2024 7:19 PM
43	No crime, low cost of living	2/27/2024 6:58 PM
44	People are nice	2/27/2024 6:37 PM
45	The community comes together to help one another.	2/27/2024 6:36 PM
46	Great opportunity for kids and adults, quality programs for kids, school system that is improving	2/27/2024 6:31 PM
47	Small community, friendly people, safer school because of the size, some good employment	2/27/2024 6:28 PM

	opportunities	
48	People care about their neighbors. Pretty area.	2/27/2024 6:14 PM
49	Our community feels like a family - I can go to my local grocery store, and I know the names and faces of the people there. I am not a native to Charles City but have loved my little community since moving here.	2/27/2024 6:13 PM
50	The community supports student learning and growth. They are great supporters of student activities like FFA, athletics, the music department, FCS and more	2/27/2024 6:05 PM
51	Helping at Christmas time	2/27/2024 5:19 PM
52	I like that it is small and people are very kind. I like the activities they have for kids. I like that I feel safe with my kids here. People are always willing to come together and help one another.	2/27/2024 5:14 PM
53	Honestly nothing except it has a lower crime rate .	2/27/2024 5:08 PM
54	There are some really great people and more to do/offer than some smaller towns. Not too big that it takes half hr to travel across	2/27/2024 5:07 PM
55	In times of crisis I have seen this community help one another without question. This community has the potential help each other with the right motivation. Supporting each other when needed and with the right motivation supporting our students academically and student athletes.	2/27/2024 4:57 PM
56	Not an extremely high crime rate	2/27/2024 4:48 PM
57	Diverse population for a smaller community.	2/27/2024 4:48 PM
58	Growing companies and factories, a lot of local small businesses that hold events throughout the year.	2/27/2024 4:39 PM
59	8th grade is awesome	2/27/2024 4:37 PM
60	Our community offers more than it's beautiful natural scenery, we have a community of caring people who want the best for our youth. Charles City offer events, food, shopping, and thriving businesses established long ago and newer businesses encouraged to grow. We are a community rich in diverse backgrounds and strong in safety.	2/27/2024 4:31 PM
61	We have a strong sense of community and school spirit	2/27/2024 4:31 PM
62	Our community is filled with diversity and I see that as a great strength. When our community is passionate about something, they will come together. I feel as though the district has a great relationship with outside agencies such as law enforcement, county attorney, and the chamber of commerce. Our community is full of small, family-owned businesses and I think that is pretty cool. I see the community supporting them as they can keep their doors open and I appreciate our community for that. Our community gives a small-town vibe and still has the capacity to be a 3A/4A school district and community that offers families varied opportunities. And being a river town is a very cool thing. It is great to have our trails and parks.	2/27/2024 4:20 PM
63	There are many strong voices, and we're relatively diverse. We have not been as proactive as of late, especially about the school issues, but I think we can overcome that.	2/27/2024 4:16 PM
64	Parents, teachers, community and staff helping each other out in and out of school.	2/27/2024 4:13 PM
65	Willing to help each other out	2/27/2024 4:10 PM
66	I have nothing. A bunch of tight wads who don't want to invest in the future of the community.	2/27/2024 4:10 PM
67	Could be great	2/27/2024 4:08 PM
68	Charles City is a town where a lot of really good people give back to their youth in many different ways.	2/27/2024 4:07 PM
69	Nothing	2/27/2024 4:05 PM
70	Nothing	2/27/2024 4:05 PM
71	Beautiful riverfront and recreational trail coupled with a growing retail district. Safe environment. Churches, restaurants, medical center available.	2/27/2024 3:43 PM

72	Charles City has a lot to offer in the community, including wonderful people and restaurants!	2/27/2024 3:05 PM
73	Easy access to all the things needed in a busy/active lifestyle (outdoor recreation, groceries, healthcare, church, schools, civic groups, parks, walking trails, social engagements, etc). We're a small community with access to all the essentials. Genuine connection to open minded people exists in Charles City.	2/27/2024 2:23 PM
74	A community that helps each other out especially during heartbreak like with the Luft Family and Axel Fight.	2/27/2024 2:21 PM
75	Our community can rally behind anyone in need. And give more then is expected	2/27/2024 1:43 PM
76	Ideal size progressive community with excellent health care services, retail and beautiful bike and walking paths along the Cedar River.	2/27/2024 1:42 PM
77	There are people here who truly care about one another and care about our school district and want the best for the students. The community strives to improve. Great volunteers and fun events in the community. Small town feel.	2/27/2024 12:51 PM
78	There are people here who truly care about one another and care about our school district and want the best for the students. The community strives to improve. Great volunteers and fun events in the community. Small town feel.	2/27/2024 12:51 PM
79	The Charles City community is not too big but not too small. Although there are great needs in our area, there is a lot of potential to do positive and impactful work.	2/27/2024 12:18 PM
80	We have a great community that wants the best for our kids. There are a lot of families that support our academic and athletic achievements.	2/27/2024 12:10 PM
81	Small community but close to larger cities for convenience. Outdoor space for recreation - river kayaking, river walk/bike trail, golf, etc. Entertainment opportunities within the community (theater, art center, library, bowling).	2/27/2024 12:10 PM
82	Good things are when people are caring for everyone including kids regardless of their popularity status or money situation.	2/27/2024 11:54 AM
83	We are fortunate to have a strong art presence thanks to our arts council and arts center. A rarity for smaller rural communities.	2/27/2024 11:33 AM
84	Charles City has a lot of positives coming,jobs housing, growth.	2/27/2024 11:20 AM
85	We are a close knit community.	2/27/2024 11:19 AM
86	We have a lot of "younger" people that are putting their time, efforts, and resources into our kids and it community.	2/27/2024 11:00 AM
87	THE COMMUNITY USUALLY STICKS TOGETHER, THE ULTIMATE GOAL OF MOST PARENTS\COMMUNITY MEMBERS IS TO REASONABLY DO WHAT IS BEST FOR THE STUDENTS	2/27/2024 11:00 AM
88	Warm supportive community, lots to do for a town of less than 10k, good food, lots of green spaces	2/27/2024 10:56 AM
89	A long time tradition of support for community revitalization, education and the arts.	2/27/2024 9:54 AM
90	that there is some good community in town like party in the park and the community pool and 4th of July	2/27/2024 9:53 AM
91	My favorite thing about Charles City is that it is a very welcoming community. When my husband and I moved to town 20 years ago, we found welcoming neighbors and folks interested in who we were. There are good jobs here for all levels of education, from chemists to those seeking a skilled career with on-the-job training. Charles City provides many ways to be an active community member through service clubs and organizations. For me, the location of Charles City is ideal. On a summer day, my family can be on the water in Clear Lake in 40 minutes. We can see a show at the Gallagher Bluedorn in Cedar Falls (50 minutes) or through the NIACC Performing Arts Series in Mason City (30 minutes).	2/27/2024 9:28 AM
92	Quite, friendly and supportive community.	2/27/2024 9:16 AM
93	The people.	2/27/2024 9:00 AM

94	We have diversity. People care about the school and community.	2/27/2024 8:55 AM
95	We have some great community groups and events to get families and kids involved at a young age.	2/27/2024 8:54 AM
96	Our community is always looking to improve. We have some very dedicated community members that work hard to revitalize main street, our parks, the waterfront and other community projects. We have dedicated groups of parents that run youth sports and activities.	2/27/2024 8:53 AM
97	We have amazing youth sports programs run by volunteers outside of the school that is creating amazing young individuals and athletes coming up into the middle school/high school athletics. Beautiful Parks Community activities throughout the summer downtown	2/27/2024 8:47 AM
98	We have a wide variety of businesses that participate in making the community a better place to live. Our community revitalization committee is very active in keeping the community looking nice, full of activities to do and looking to the future.	2/27/2024 8:04 AM
99	Beautiful architecture Outdoor places to explore/ walk Small businesses galore!	2/27/2024 8:00 AM

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

Answered: 104 Skipped: 7

#	RESPONSES	DATE
1	diversity, clubs, sports and higher education available, leadership opportunities	3/7/2024 9:11 PM
2	95% of our student population are successful in our schools. We need to find additional ways to support the 5% that can deflate and exhaust peers and faculty/staff. We have a dedicated staff that cares about students. We have a confident staff.	3/5/2024 3:04 PM
3	Great students and teachers.	3/5/2024 12:35 PM
4	I believe the current superintendent has hired quality administrators in this past year.	3/4/2024 10:30 AM
5	We have teachers who care!	3/3/2024 7:54 PM
6	We have a good amount of parent support for the district. The teachers are hard working, and they care about students being successful.	3/3/2024 6:52 PM
7	Sports Great staff	3/3/2024 6:29 PM
8	Administration and teachers who care what's best for students	3/3/2024 7:11 AM
9	Many programs and opportunities, caring staff	3/2/2024 6:04 PM
10	The teachers at our school are fantastic! Many are from or have deep connections with our community and given the opportunity to do their job, they will work hard for administration that they trust.	3/2/2024 12:55 PM
11	The school looks out for the families as a whole not just the students alone	3/2/2024 10:47 AM
12	We have amazing teachers working here. We have great programs throughout the school that not everybody knows about.	3/1/2024 7:40 AM
13	New school buildings. Students want to learn	2/29/2024 8:39 PM
14	Family atmosphere in each building.	2/29/2024 4:41 PM
15	Increased structure for insuring success in academic achievement for students through a robust strategic plan.	2/29/2024 3:04 PM
16	Improving academic environment.	2/29/2024 2:54 PM
17	We have wonderful students and staff! Teachers do more than teach – they offer support and opportunities for students to grow. Now offering programs like robotics and technical training in addition to college-bound programming, fine arts and ag. Making efforts to help students be prepared for the real world. Renewed leadership seems to be helping improve test scores and academic achievement.	2/29/2024 11:17 AM
18	Elementary and middle school teachers and bus drivers are compassionate and really care about their students.	2/29/2024 10:39 AM
19	Our schools have strong fine arts programs that need to be supported and not treated like second class organizations any longer. There are clubs and programs that excel like our robotics teams both middle school and high school that have done very well. I also feel that the atmosphere in the various schools has greatly improved over the last few years.	2/29/2024 8:37 AM
20	Good environment, some great teachers and staff.	2/29/2024 6:58 AM
21	We have a new middle school that is exponentially more functional than our previous middle school. Our school district has finally gotten back to focusing on discipline, expectations, structure and teaching and test scores have finally started to improve. We have an incredible partnership with the private elementary school that has consistently turned out students in the	2/29/2024 2:49 AM

top 10% of each graduating class year in and year out. The partnership between the public and private schools have also been a bright spot for young families looking to raise families in our community.

22	CC schools is full of teachers who want to help their kids and want to see people succeed. We need support from admin.	2/28/2024 9:11 PM
23	Teachers who truly care and want to do a good job. Positive changes in the hiring of new building administrators who started in 2023. Emergency Operations Committee was finally created and gaining momentum.	2/28/2024 5:13 PM
24	sports seem to be well taken care of.	2/28/2024 1:59 PM
25	Plenty of hard working students and staff.	2/28/2024 1:21 PM
26	Great schools, could constantly making improvements.	2/28/2024 1:16 PM
27	We have the best teachers around who work so hard to ensure learning happens for our students.	2/28/2024 12:34 PM
28	Dedicated, hard working staff, great collaboration Grade level projects GREAT administrators that hold staff and students accountable Increasing scores on state assessments Leadership activities for students	2/28/2024 12:20 PM
29	We have the best teachers ever! They work so hard to ensure learning happens.	2/28/2024 9:49 AM
30	Caring teachers and staff. Teacher to student ratio helps promote learning. Good communication with the schools	2/28/2024 9:02 AM
31	Great staff members who are willing to go out of their way for the greater good of the students.	2/28/2024 8:37 AM
32	We have a lot of really good people working as high school staff, just need someone to unify us more.	2/28/2024 8:11 AM
33	Teachers are really invested in all students finding success. There are lots of ways for kids to be involved.	2/28/2024 7:36 AM
34	The teachers care a lot about our students and they try their best with limited resources in a state where education is being attacked.	2/28/2024 7:24 AM
35	There are no good things about Lincoln elementary	2/28/2024 6:07 AM
36	Diverse group of students with dreams and goals they will work hard to achieve. Students actively participate and teachers keep students engaged.	2/27/2024 11:15 PM
37	In the last two years we have begun to put learning and discipline back to the core of our school.	2/27/2024 10:57 PM
38	We have some great facilities, some need some work. There are some great new staff, and we are in a position to continue to steer this in the right directions.	2/27/2024 10:35 PM
39	We have teachers who care!	2/27/2024 10:04 PM
40	We do have some great teachers	2/27/2024 9:56 PM
41	Teachers who really do care about their students.	2/27/2024 9:32 PM
42	Small school in general makes for safer classrooms for our children, small community means teachers/educators are known within the community, officials are usually timely in responding to questions/concerns of parents and students	2/27/2024 7:50 PM
43	There are good counselors available to guide and support our students	2/27/2024 7:36 PM
44	Charles City has strong leadership in place and a focus on improving academic scores. There are strong parent cores in each class and are eager to be involved. Our FFA program is one of the best in the state and nation, along with excellent athletic teams and fine arts.	2/27/2024 7:19 PM
45	Good students that are hungry to learn and grow	2/27/2024 6:58 PM
46	To be honest, the schools and how their systems work could be a lot better	2/27/2024 6:37 PM
47	The connection with NIACC. There are many teachers who care about kids and will do	2/27/2024 6:36 PM

	whatever it takes to meet their needs.	
48	Caring, quality teachers and administrators Academics are improving Many extracurricular activities-sports, speech, bands, choirs, cheer, robotics, plays, musicals, etc.	2/27/2024 6:31 PM
49	Small school in general makes for safer classrooms for our children, small community means teachers/educators are known within the community, officials are usually timely in responding to questions/concerns of parents and students	2/27/2024 6:28 PM
50	Quality teachers and staff / continued efforts to provide various opportunities for students	2/27/2024 6:14 PM
51	We have some absolutely fantastic teachers who care deeply about the students and wanting them to succeed. Our middle school is beautiful and everyone who comes to it would love to have it in their own community.	2/27/2024 6:13 PM
52	Our staff strives to provide positive experience while helping them to become academically responsible problem solvers. Our ultimate goal is to lead them to be positive contributors in t life after they leave CCSD.	2/27/2024 6:05 PM
53	The amount of drop off and pick up spots for the busses	2/27/2024 5:23 PM
54	Teachers that want to help there student and not watch them struggle	2/27/2024 5:19 PM
55	My daughter is in Washington and loves it. My son is at the middle school. SOME teachers are willing to help and go the extra mile to help kids to comprehend and understand.	2/27/2024 5:14 PM
56	Why lie the school system is broken in total. Here we can't keep teachers let alone any one higher up . The mess left by the previous personnel makes it a migraine for the new ones.	2/27/2024 5:08 PM
57	We have the AEA to help students and teachers. There are some staff that show they actually care about their students	2/27/2024 5:07 PM
58	Children receiving certificates for honor roll and student of the week, opportunity for extra circular activities	2/27/2024 4:59 PM
59	The many teachers and school staff that sacrifice their time and effort into making CC students better athletes, musicians, students.	2/27/2024 4:57 PM
60	They take security threats from outside the building seriously, wish they'd do it for inside threats.	2/27/2024 4:48 PM
61	Beautiful middle school, lovely riverfront, close to	2/27/2024 4:48 PM
62	We have an amazing curriculum director that has set everyone on the right path with curriculum. Learning opportunities for everyone to grow.	2/27/2024 4:39 PM
63	Our football team is good	2/27/2024 4:37 PM
64	We have a typical student population design. We have smart innovative students who push our teachers out of their comfort zone to learn. With what's left of the ravaged Arts program there is still talent rising above. Our FFA program is amazing, and there is a solid number of college courses for ur students using our strong partnership with NIACC.	2/27/2024 4:31 PM
65	Everyone is there for the right reasons	2/27/2024 4:31 PM
66	We have hired some of the very best admin at this time. I sense they are a cohesive team and I know they think outside of the box and do what it takes to do what's best for kids. Change is hard and we are in a transition time, but the district has flowed well despite the many changes in admin this year. We do have some of the very best teachers and programs in our district. Our leadership is striving to always find the best fit curriculum that will make the biggest impact on our students' success. Our students have great potential and I can say I have seen many teachers unleash that for students, and that is a beautiful thing. One thing I appreciate is the district's clear vision and mission and leadership strives to uphold those standards. I feel our district is moving cohesively in one direction with student success as the number one destination. This district has truly tried to take care of staff and teachers, but of course, money will continue to be at the middle of all the dissension. I have always felt the board and the unions have amicably settled differences. I believe our district empowers staff to be the best they can be through professional development to meet the everchanging needs of our students and families. Just this year alone I have seen our admin make some beautiful changes to benefit student and family success.	2/27/2024 4:20 PM

67	We have a lot of opportunities in sports, the arts, tech, and agriculture. Our teachers work well together, even though some lack experience, and they care about the kids. I've spent my entire academic career attending these schools and I believe my character is better for it. There I always room for improvement, but I turned out okay.	2/27/2024 4:16 PM
68	My daughter respects all school staff and other students as well as many of her friends. Most teachers and coaches reach out to help all students in what they are good at and enjoy.	2/27/2024 4:13 PM
69	Are really good about working with kids to reach the goals	2/27/2024 4:10 PM
70	Again...nothing. there needs to be some serious reform in the middle school administration and the high school teachers.	2/27/2024 4:10 PM
71	Good staff that care	2/27/2024 4:08 PM
72	Teachers that care. A growing health team. The culture of Washington seems to be thriving this year.	2/27/2024 4:07 PM
73	██████████ from the high school	2/27/2024 4:05 PM
74	Nothing! The bullying here is awful, ██████████ run around saying/ doing whatever they want	2/27/2024 4:05 PM
75	Caring teachers and many opportunities for our students.	2/27/2024 3:43 PM
76	In our schools, many teachers go out of their way to create fun and engaging lessons for students. Due to the smaller size, students know each other and know many of the teachers, which creates a tight knit community.	2/27/2024 3:05 PM
77	We have great students who do remarkable things (athletics, drama, FFA, art, volunteer, etc). With only an experience at the elementary schools, we have found teachers want to challenge and grow with their students. Access to teachers has always been available to us as parents. Our children enjoy knowing their teachers and school staff both in the academic setting and community setting.	2/27/2024 2:23 PM
78	Great Coaches, some great teachers, comet pride, great FFA program.	2/27/2024 2:21 PM
79	Our teachers, we have some amazing teachers that give 110%	2/27/2024 1:43 PM
80	Newer younger progressive administration. Excellent teachers and staff. Student assessment scores continue to rise.	2/27/2024 1:42 PM
81	Quality teachers. College courses offered at the high school level. Tag classes in middle school. Great facilities for sports.	2/27/2024 12:51 PM
82	Quality teachers. College courses offered at the high school level. Tag classes in middle school. Great facilities for sports.	2/27/2024 12:51 PM
83	New but strong leadership. Lots of growth at the secondary level this school year. Passionate staff and faculty. Truly awesome kids (even the naughtiest)!	2/27/2024 12:18 PM
84	My son struggled the last 2 years of high school, but this year something has definitely changed that has allowed him/us to see successes in the classrooms. I believe that things are changing for the better for the kids.	2/27/2024 12:10 PM
85	Kind teachers and staff, athletics programs and fine arts programs, opportunities for students to participate in extracurriculars at MS and HS level in addition to athletics and fine arts (i.e. art club, MS play, MS/HS robotics), new admins are aligned in goals and enforcing student attendance/policies and following up on student grades	2/27/2024 12:10 PM
86	Chior, some teachers who care about all students regaurdless of popularity. All students matter. Be nice if possibly all staff was this way	2/27/2024 11:54 AM
87	Dedicated group of caring teachers and professionals.	2/27/2024 11:33 AM
88	we have a great staff with some great ideas to move forward,	2/27/2024 11:20 AM
89	There are some teachers and administrators that really try. We have the majority of kind staff members.	2/27/2024 11:19 AM
90	We have many high quality staff members and support staff that are great resources for our kids.	2/27/2024 11:00 AM

91	WE HAVE SOME OF THE BEST TEACHERS IN OUR AREA.	2/27/2024 11:00 AM
92	Great people, supportive admin, hard-working teachers, culture of growth among the faculty and staff, great curriculums	2/27/2024 10:56 AM
93	Very strong FFA program. Sounds like the district is working hard at improving academic test scores as we've had in the past. Music, speech, drama, athletics have a strong history of excellence and support. Excited to see the development of the talented and gifted offerings and activities too!	2/27/2024 9:54 AM
94	their music program	2/27/2024 9:53 AM
95	Caring teachers and staff.	2/27/2024 9:50 AM
96	Our schools have dedicated teachers, support staff, and administrators. We are lucky to have a really good curriculum director to guide staff, and here at the middle school, our interventionist is amazing at his job. It is not every community where a beloved sheriff retires and comes to work helping kids at a middle school. It exemplifies the "all hands on deck" attitude that the school and community shows.	2/27/2024 9:28 AM
97	Great staff that is dedicated to the students and our community.	2/27/2024 9:21 AM
98	We have very caring staff that want to do the best for students if budget allows.	2/27/2024 9:16 AM
99	The people (adults/youth), the programs/resources.	2/27/2024 9:00 AM
100	Most teachers care immensely about the students. We have many different classes a student can take and find a home at our high school.	2/27/2024 8:55 AM
101	We have a safety committee that partners with the county and city. We have some great programs that schools our size do not typically offer. For example, Orchestra, Robotics, Tennis, Bowling, MS Drama	2/27/2024 8:54 AM
102	We have really great students. Our FFA, industrial tech, music and art programs are top notch. Our staff works incredibly hard for our students and athletes. We have a few athletic programs that stand out at the state level.	2/27/2024 8:53 AM
103	We have a dedicated staff who works very hard to meet the needs of the students in their buildings to the fullest. The school is a central part of the community. The schools have been updated in the recent past except the High School but the community is wanting to make some changes there as well, to update this one.	2/27/2024 8:04 AM
104	Amazingly supportive admin Great teamwork	2/27/2024 8:00 AM

Question 3 Word Cloud



Q3 What issues should the superintendent be aware of as he/she comes into the district? (This information is shared with the final candidates.)

Answered: 108 Skipped: 3

#	RESPONSES	DATE
1	Not all teachers teach. There is one that feels grading tests are good enough.	3/9/2024 1:15 PM
2	taxes, finances, voting on the school updates, budgets, enrollment	3/7/2024 9:11 PM
3	The district is full of mistrust and the culture needs to be completely overhauled. This stems from a tenure of a former superintendent, as well as administrators, that manipulated and degraded staff. Additionally, the story sold to staff, parents, and community was often not reality, but had been collected and/or presented in a way to increase people's perception versus facing reality. We continue to feel the ramifications of these previous behaviors, as noted in our finances, a "us versus them" mentality, and the daily culture. It is a toxic environment without psychological safety, yet, one that is hard to leave due to years of service. While we have many dedicated staff members, we also have some who do not see a need for change in their practice; they do not believe that all students can learn. Our turnover in staff, including administration, is detrimental to our progress. We fail to make growth because each new administrator comes in with their own new passion, the staff dives in, and 2 years later, we are onto the next new thing because that administrator left. The district as a whole fails to recognize individuals within the system that are dedicated to this district and have the ability, credentials, and drive to turn things around.	3/5/2024 3:04 PM
4	The past leadership has dug a deep financial hole and our community is cautious and leery about that. Trust has been compromised because past leadership and their "optimistic accounting".	3/5/2024 12:35 PM
5	While the community has traditionally supported the district financially, there are currently so many financial needs in this community, passing a general obligation bond will take a lot of time communication and expertise.	3/4/2024 10:30 AM
6	The lack of trust that needs to be restored	3/3/2024 7:54 PM
7	The need to build a quality leadership team of administrators to move our district forward. We have some facility issues and space needs for athletics.	3/3/2024 6:52 PM
8	Money Where money should be spent High school concerns Keeping staff	3/3/2024 6:29 PM
9	Budget cuts and negative community support in regards to school system	3/3/2024 7:11 AM
10	Deep-rooted history of Charles City including weather elements, the tractor factory,...as these still impact attitudes and perceptions. Demographics and needs of students and staff. Finances.	3/2/2024 6:04 PM
11	Our community has a lot of negativity and distrust towards our district right now. I believe that a superintendent that is capable of transparency and is willing to communicate with our community will be welcomed and celebrated here.	3/2/2024 12:55 PM
12	We have a high number of behaviors and different personal needs for a decent number of our students	3/2/2024 10:47 AM
13	Others have not been very open to us teachers about anything. They kept things hush hush. I felt like they were on a higher level and we didn't have any say in anything.	3/1/2024 7:40 AM
14	Lots of students are leaving the school district, that should be top priority to retain and gain students from other school districts. And foster a college prep and vocational prep learning environment .	2/29/2024 8:39 PM
15	Behavior and how to handle it	2/29/2024 4:41 PM
16	The need to remodel and improve our high school facilities. Continue to improve academic	2/29/2024 3:04 PM

	performance. Get a grip on the districts finances.	
17	A number of economically challenged families.	2/29/2024 2:54 PM
18	Negativity and polarizing viewpoints are speaking loudly everywhere right now. Transparency and communication are key to community understanding and support. There is a perception out there that the school board and district leadership are hard to work with. Leaders need to be able to work together and have respectful, open communication with each other, school stakeholders and the public. Need to keep focus on what's most important – teaching and preparing our kids.	2/29/2024 11:17 AM
19	The administration prior to [REDACTED] was very secretive with both administrative things and issues with students. That is still a sore spot that needs addressed. Better communication with the community is a must! [REDACTED] got us off to a great start. I would like to see that continue.	2/29/2024 10:39 AM
20	Fine arts programs need to stop being treated like second class programs. They are constantly cut abused and beaten every time there are budget issues. They are just as important date I say maybe more so than sports yet they are constantly relegated as irrelevant. Our band, orchestra, and choir are forced to perform in a gym because they have no other place to perform and now they are at risk of even losing that space. Every time a decision is made regarding fine arts I feel as though the school board and/or administration are telling all these kids they don't matter and their efforts are irrelevant.	2/29/2024 8:37 AM
21	High school needs some work to make the leaning environment better like air conditioning.	2/29/2024 6:58 AM
22	In my opinion there are 3 components to the foundational triangle that make a city, community, and school district strong. Those are: 1.City Leadership 2. Stong and High Preforming School District K-12 3. Vibrant Business/Industry Sector In the past year the school has taken steps in the right direction, and we are blessed to have our business and industry sectors provide some of the best benefits, pay, and opportunities rural Iowa has to offer. However, for far too long our city has implemented policies that have been misguided and have incentived low income housing much to the detriment of the community and school district. In the past 10 years the community and school district have prioritized people more interested in "taking" than "giving" and the effects of those policies have taken a disasterous toll on our school district, test scores, and overall community standing within the state of Iowa. Couple that with terrible school leadership during previous administrations and it has been a recipe for disaster that we have to admit and accept in order to move forward. Prior to [REDACTED] taking over as the superintendent, our school district made some terrible decisions and shifted our priorities and focus from the role of TEACHING to the role of Providers/Parents to our children. As we all would agree providing for the poor is a noble and necessary cause, however PROVIDER/PARENT SHOULD NOT be the primary role of our school district. That is a role better served by parents, nonprofits, and local religious organizations. When more focus is put on providing toothpaste, tampons, and teepee instead of setting rules, expectations, and teaching basic concepts of reading, writing, and arithmetic, the entire system suffers. We CANNOT go back to that kind of operation. This is one major factor why our public school test scores went from some of the best in the state to some of the worst in less than 5 years. Thankfully and hopefully that is now behind us. [REDACTED] and her administration finally have turned things around since filling in as Superintendent here and for that we are grateful! Her and her administration have improved test scores, reinstated discipline, expectations, and began the process of rooting out dead weight within the previous administration she inherited. She has made truly remarkable progress in her short tenure. We now need to keep that positive momentum going to continue to improve test scores and preformance which is directly related to attracting young new families who are evaluating us when they are making decisions where to live. As we have also seen the "growth" and "diversity"at all cost mentally has not worked or served us well. A bigger emphasis and focus should be on "quality growth." PERIOD! We need people and families no matter who they are, that WANT to be a part of the community and have something to give, be it time, money, or talent. We need to start focusing on what we can do for the current and future givers and stop focusing on what more we can give to the takers. We need to make clear that our public schools and community are not a babysitting service or some low rent back alley haven for people unwilling to find ambition to take an active role in their child's education and an active role in being a positive part of the community. We must raise the expectations of ourselves, our neighbors, and community to see any meaningful improvement. We are exceptionally blessed for the industry and the high paying, highly skilled jobs, and opportunities we have available to people in and around this community. There are countless unfilled quality jobs throughout this community, and soon to	2/29/2024 2:49 AM

be more on the way, that are waiting for young, driven, and ambitious folks to step into. Our industry is the envy of most rural communities across the state and provides incredible opportunities for our students to graduate and enter the workforce or move back to this community and raise a family. We have to work together and make a much more concerted effort to provide an environment and community those folks want to live in. We will continue to struggle to keep and attract new families when there are very limited housing options and test scores are in the tank. A new Superintendent needs to be involved at some level to help communicate school needs and help keep focus on initiatives such as new incentives for developers to build homes people can buy and put roots down. Unless City Leadership reverses course on some of their past priorities, young professionals will continue the mass exodus of payroll funds and tax dollars to other communities outside of ours. Too many of our surrounding communities, for far too long, have received the bulk of our local industry's high payrolls and benefits. From our main street businesses, to our local hospital, to our churches, all these entities have suffered by not keeping those payroll dollars here. Much of this can be attributed to community leadership's blinded and misguided focus on very low return on investment activities that have been prioritized such as low income housing, diversity at all cost incentive programs, saving old buildings, painting murals, and other nonsense initiatives that have done ABSOLUTELY NOTHING to improve our overall tax base and growth. Refocusing our priorities and collaborating with all three sides to the foundational triangle will help to keep high value projects in focus such as improved dining and entertainment options, new housing developments, and stiffer restrictions and regulations that manage the amount of low income housing we as a community are willing to accept and can afford. These would all be positive ways to create a new and growing tax base that will fund needed projects such as a new high school renovation, new city hall, and basic infrastructure to open up additional housing developments for future growth opportunities. Mismanagement, lack of leadership, and a propensity for wasting money on old buildings for emotional and nostalgic feelings instead of solid economic reasoning has all taken a toll on our community in a negative way. Sadly, some of the side effects of this has created a situation where we have disproportionately built our future hope of prosperity and school success on the backs on a large population of people contributing very little to our bottom line and merely surviving month to month off public handouts and tax payer funded freebies. A community and school district CANNOT and WILL NOT thrive this way. All of this in turn has also left our small retail businesses with fewer and fewer people to buy the products they sell and has pushed more and more property tax burden to fewer and fewer tax payers. Most businesses in town have seen property tax bills more than double since 2019. This is critical for a new Superintendent to understand as they navigate future Bond referendums. Furthermore, there is absolutely 0 reason and its completely unacceptable why a community of our size and resources, with the kind of industry, skilled labor, and high wage jobs should have over 50% of their students on free and reduced lunch within the public school system. For community leadership to pretend its ok or worse yet, allowing close to 40% of the housing inventory in this community to fall into the low income rental category is an epic failure that continues to plague and degrade the foundation of our community. Without strong leadership and a willingness to address the problem this cancer will continue to grow. Those are all issues outside of the school districts control, but have a direct impact on many aspects of our school district and a new Superintendent should understand. Not everything however is negative and with all that being said I do believe that all of these things can be changed and fixed, but we as a school district, city and community have to have the leadership and guts to make the tough decisions and changes that can bring our community back to the strength and prosperity we used to know. No one person is to blame for issues we face, but pretending that they dont exist will never move us in a direction to solve anything. We are ALL responsible in some way to figure it out. Right now we have an incredible base of young and energetic entrepreneurs creating vibrant new businesses up and down our mainstreet ready and willing to grow and improve that we can all be very excited about. We have a new housing development investment by [REDACTED] that is currently constructing new homes that people can buy and raise families in. Our river front is beautiful and can continue to improve over time. The new Superintendent has a lot of work to do but an incredible amount of opportunity exists here for the right motivated person. The school district, community leadership, business, and industry HAVE to begin to work together to continue the momentum our business/industry and [REDACTED] and her administration have started. I pray the new candidate that takes this job can continue to drive positive change in the midst of big challenges and continue to bring this school back from the destruction, despair, and embarrassment previous administrations' were allowed unchecked to create. Every single small business owner, hard working, tax paying, young family is counting on it. I also believe the community will get behind the efforts of a strong Superintendent candidate that is ready to

move into this community, become a part of it, and take on the challenges we face and will continue the progress we have started to finally see.

23	The city recently built a new middle school and prison so people don't want to build a new high school even tho we need to fix our building.	2/28/2024 9:11 PM
24	You are inheriting a district who suffered trauma from the superintendent who left in 2022, [REDACTED] and a former business official who left in 2023 that put the district in a poor financial state. We need healing and a trusting superintendent with good intentions and a future outlook for our community to sustain success and long lasting employees.	2/28/2024 5:13 PM
25	the building issues and the quality of our teachers- curriculum. I truly believe that our schools do have the best interest of our students at heart, but fall short on how to go about supporting that. We have had issues with specific teachers that i know have been shared by other families as well, but it seems as though the issues are not being taken care of, it is not that administration does not know about them. a few teachers should not be teachers. if students are consistently failing their classes, the teacher is clearly failing, but nothing seems to be done about that. my child failed with one teacher(despite my begging for help for him on several occasions), but excelled with the other teacher when he had to retake the class. same curriculum, but one teacher actually TAUGHT the curriculum instead of letting the students figure it out online/by themselves. this is a huge issue. i have talked with so, so many people that are concerned about the quality of the teaching and the students relying on the web to pass their classes.	2/28/2024 1:59 PM
26	Parent and student attitudes about our school sports has been negative and not super supportive. Would love to see us higher someone that is going to stick around for the long hall and make changes over time.	2/28/2024 1:21 PM
27	Lack of community support for anything school-related.	2/28/2024 1:16 PM
28	We need to pass a bond referendum to fix the required needs at our high school. This did not pass in November, but NEEDS to be added to the ballot again as we know it takes 3-5 years to pass a bond referendum.	2/28/2024 12:34 PM
29	Declining Enrollment Open Enrollment and sports HS needing improvements We need to get our community to get involved and support our schools again.	2/28/2024 12:20 PM
30	We need to try to pass a bond referendum for the significant updates that need made to the high school. I did not pass last year but we also know that historically, a bond takes 3-5 years to pass so we need to put it on the ballot again.	2/28/2024 9:49 AM
31	It's challenging to get new things approved for the schools because so many older people don't see the value of investing in the schools.	2/28/2024 9:02 AM
32	Lots of low income families and kids who need the extra help they don't get at home.	2/28/2024 8:37 AM
33	We are climbing an uphill battle with climate and culture, rules and expectations.	2/28/2024 8:11 AM
34	Budget cuts, substitute shortage, failed bond for HS.	2/28/2024 7:36 AM
35	Bullying	2/28/2024 7:26 AM
36	People's budgets are stretched thin, so another bond vote isn't going to go well. As land owners, our taxes have gone up 30% to pay for the school and the court house. We desperately need a new auditorium so some creative fundraising and team work are necessary. People are also distrustful of superintendents after being scammed financially by the previous superintendent. Whoever takes this job has a ton of work to do in recreating bridges of trust between the community and the administration.	2/28/2024 7:24 AM
37	Bullying is a major issue in the Charles city district. Has been for 20+ years. No faculty member does anything other than way "kill them with kindness"	2/28/2024 6:07 AM
38	Language barriers between some students, students skipping school.	2/27/2024 11:15 PM
39	[REDACTED] You will need to be a financial expert.	2/27/2024 10:57 PM
40	A recently failed bond vote that put too much emphasis on a music auditorium that caused a lot of opposing views. I feel we lost the ability to get a new high school binder because of this.	2/27/2024 10:35 PM

I was on the new school committee, we spent a lot of effort on this and hope to Continue down a path to try again. There were some challenges with school leadership in the past 5 years. I think much of that has been resolved through resignations, etc. I feel we had a rough few years and are striving to dig ourselves out of that hole.

41	The lack of trust that needs to be restored	2/27/2024 10:04 PM
42	Teachers telling kids to stay off cell phones but yet quickly give an assignment just to spend the rest of the class time on their phone. Allowing revealing dress code.. no reason for that. Allowing kids to make out in common areas and teachers walking by who don't say anything because they don't want to be accused of being anti gay or lesbian. Teachers excluding grades that a student doesn't score well and only use good grades just to increase the overall gpa scores to show the community we are trying harder and succeeding.. Teachers that don't teach just give assignments .. when student ask for help they are told did you do the three things be for you ask me? Did u ask a classmate, did you ask your parents and did you google it. This is uncalled for that is why we have teachers to teach and not be lazy. We have to many administrative roles within the school district. Even roles developed for individuals like a communication person [REDACTED] Unnecessary waste of money.	2/27/2024 9:56 PM
43	The High School needs a number of updates. We need a performing arts center. Money is an issue.	2/27/2024 9:32 PM
44	Very cliquey, last names get you places in the district, parents tend to take to social media rather than address issues within the schools first	2/27/2024 7:50 PM
45	The last superintendent was not supportive of parents with real issues involving students' safety while participating in school activities and did not handle issues with irresponsible staff members.	2/27/2024 7:36 PM
46	Two issues rise to the top for me. First, facilities will continually need to be maintained, remodeled, and built new. Our community has a sensitivity to property taxes and levies, so communication and education is absolutely paramount. Second, as a District we fall short of holding individuals accountable for their actions and maintain an untouchable class of individuals. Individuals is defined as a student with a parent that works for the District, a student with an influential parent, or a District employee.	2/27/2024 7:19 PM
47	A lot of students leaving the school district for better school opportunities and better sports	2/27/2024 6:58 PM
48	Bullying issues, how the high school needs fixing, the vaping issues among students.	2/27/2024 6:37 PM
49	There are some staff who seem to have more influence than they should and they seem to be connected to the comings and goings of administration, but do not seem to held accountable.	2/27/2024 6:36 PM
50	We're trying to pass a bind to upgrade the high school but imo it won't pass with the auditorium attached. We do have a high level of poverty but a lot of great kids!	2/27/2024 6:31 PM
51	Very cliquey, last names get you places in the district, parents tend to take to social media rather than address issues within the schools first	2/27/2024 6:28 PM
52	The community is not very receptive to change and has many low income and elderly residents.	2/27/2024 6:14 PM
53	Our town can be very present or past focused. They don't have a lot of vision for the future, so breaking away from "it's always been done this way" will be a challenge.	2/27/2024 6:13 PM
54	We need to have a positive accepting working relationship with the Catholic school. Catholic school kids are future comets. This is a nice community and we need someone to put down roots here. Not make this job a step someplace else No more mess ups for the next supt to have to take the burn for. We need someone invested in the community. Our current supt is wonderful but she unfairly had to deal with the fallout from the previous guy's irresponsible accounting.	2/27/2024 6:10 PM
55	We have areas of growth. We were once a progressive, innovative district that had amazing programs that gave students unique educational experiences.	2/27/2024 6:05 PM
56	Zero of the schools communicate on the policies they have in place i have kids in all 4 different schools and at every school is different and when it comes to helping my kids act right and do better in school sometimes it helps with the parent showing up and seeing how they act in the school setting that has been taken away too.. i am a very active parent in my	2/27/2024 5:23 PM

	kids education and it saddens me i cant see up close and personal so that i can help with my kids and their actions	
57	Drugs in the schools, teachers not helping there students. Bullying is out of control	2/27/2024 5:19 PM
58	Some teachers do not care and just push off work and not help them understand the work. I think computers are an issues when it come to math and it is extremely hard for kids to understand math on computer and watching you tube videos. Racism still exists in schools as well as favoritism.	2/27/2024 5:14 PM
59	Give them the SHORT list , like what is actual not screwed horribly.	2/27/2024 5:08 PM
60	Uncooperative staff and those who push agendas or personal opinions dishonestly	2/27/2024 5:07 PM
61	Bullying, the complicated grading system, the inconsistent time and schedule changes yearly, school not contacting parents when injuries occur or when students are being taken out of school for activities, inappropriate language and actions from teachers, too many group projects (not all students work on them!) Quit doing the group projects! School locking bathrooms and refusing children to use restroom	2/27/2024 4:59 PM
62	Participation is low in sports, music, extracurricular activities. There is a divide somewhere within our community that seems to push kids away from these activities.	2/27/2024 4:57 PM
63	Cracking down on the bullying. Bullying is bad here. And it seems that the kids who face punishment aren't the bullies but the victims who finally lash back when a bully gets physical, and they defend themselves and they get suspended but the bully who was physically aggressive first doesn't.	2/27/2024 4:48 PM
64	Cultural differences lead to tension in the community and in the schools at times, high poverty rate, lack of structure and/or complicated home issues that students bring to school, some students seem to enter the district quite a bit behind academically.	2/27/2024 4:48 PM
65	Community is hard to change, they only want necessities improved.	2/27/2024 4:39 PM
66	Some kids make bad choices	2/27/2024 4:37 PM
67	The physical state of the HS building and not having an Auditorium. Stories of unaccountable teachers failing our kids, especially leaning too much on technology to teach. Poor management of sports and organizations.	2/27/2024 4:31 PM
68	There is an educational disconnect in some areas and I'm not sure why	2/27/2024 4:31 PM
69	Our community is a low SES community and a blue collar community. This comes with many challenges. For instance, building a new high school. The community was almost split in half on this issue. And many of our community members only rent here in our community temporarily. And I think this causes less financial flow into our community and maybe a less investment in our community. Our families can be very transient. One of our biggest challenges is family involvement and investment. There are many parents in our community who are not from our community so there is little vested within our community, and there are some from our community, but some of those who stayed didn't always have the best school experience. One of my wonderings is how many of our graduates really ever come back to Charles City. We have a stagnant growth rate and a transient population. so there aren't too many left to fight the good fight and when an issue with money (hs remodeling) comes up, the community becomes very divided. And there aren't many vested enough to fight for what might be right for our kids. One of the things our techers and admin need to work very hard on is building connections and relationships with families that are positive and healthy. I want all of our families to see our schools in a positive light, but due to some of their former school experiences, they don't. That means we have to work even harder! Our families should always feel supported.	2/27/2024 4:20 PM
70	The music department was threatened very recently due to budget cuts and I may not know much about the politics of what goes on but I know that the wounds are still fresh. I want them to value the arts at least as much as they value our other extracurricular activities. Money has been a huge thing lately too. I'm sure someone will tell candidates about the situation that led to our financial troubles. We would prefer not to be screwed over again.	2/27/2024 4:16 PM
71	I think we need to fix certain parts of the school in good condition such as lunch rooms and bathrooms. Sometimes there isn't even soap or dispensers in the restrooms. This is normal	2/27/2024 4:13 PM

upkeep that should be affordable. Broken chairs in the high school lunchroom has been an issue with not enough time to eat.

72	Bullies	2/27/2024 4:10 PM
73	The past 2 superintendents have been caught mishandling/ stealing money. Also there is very little community support for anything that will cost any kind of money to repair or replace.	2/27/2024 4:10 PM
74	This community is tired of raised taxes. The city govt and school have bled the town dry with nothing to show for it. It's time to be fiscally responsible. Consolidate schools. 4 buildings are not necessary. [REDACTED]	2/27/2024 4:08 PM
75	Large class size. Poverty. Short lunches.	2/27/2024 4:07 PM
76	The bathroom ceiling,the staff and if the principals	2/27/2024 4:05 PM
77	Bullying! [REDACTED]	2/27/2024 4:05 PM
78	Defensive attitude of parents at times.	2/27/2024 3:43 PM
79	Lack of organization and communication are the biggest issues. We need a leader who will communicate not only with teachers, but also with the community.	2/27/2024 3:05 PM
80	Choosing our next move as a community is hard. Understanding the complexities of a working class community is a must. Conversation with all community members should be something a superintendent is comfortable with. We have to continue to unravel what improvements in both our performance and building aesthetics look like.	2/27/2024 2:23 PM
81	Transit Population and Parents who like to blame the district for literally everything instead of parent their own kids.	2/27/2024 2:21 PM
82	Double standards- I've had all of my boys tell me "because I'm a white male, I'd never be able to do that"	2/27/2024 1:43 PM
83	The need to update the high school. The controversy about an auditorium.	2/27/2024 1:42 PM
84	Upgrades needed in our high school. No auditorium for our fine arts students. Lack of trust between parents and district. More communication needed between high school and parents with students schedules. Declining Enrollment numbers.	2/27/2024 12:51 PM
85	Upgrades needed in our high school. No auditorium for our fine arts students. Lack of trust between parents and district. More communication needed between high school and parents with students schedules. Declining Enrollment numbers.	2/27/2024 12:51 PM
86	Financial challenges and barriers exist in all school districts across the nation and so I would encourage candidates to not let that overwhelm your decision to choose our school district. One of the biggest hurdles an administrator may find is not having buy-in whether that be from the community or staff. But if we are doing what is *best for kids* and can justify those actions on that basis, then necessary changes can and should happen. It can be daunting when you have a lot of opinions that counter your own. But even though there have been changes this year that not everyone agreed with, those changes resulted in great outcomes.	2/27/2024 12:18 PM
87	Trying to ramrod bond referendums down tax payers throats is not the way to make things happen. If you want to move forward with remodeling/building a new high school understand that farmers/commercial businesses have a big impact on the voting outcome and taking light of the tax dollars they have to pay like it's Monopoly money will not get you very far. I was all in on building the best campus for our kids but when you own 1500 acres the tax amount for 1 family to shoulder is not fair when you compare it to a family that makes over 100,000 and owns a 100,000 house in town. There is no doubt improvements need to be made but I would make sure one would be careful when addressing this issue in the future.	2/27/2024 12:10 PM
88	* some negativity amongst staff and community * staff attendance * safety needs/concerns * finances * staff burnout * increasing student mental health and behavioral needs	2/27/2024 12:10 PM
89	Bullies. They are being allowed to get away with everything while the students reacting to them are the ones getting in trouble. That a student who needs an IEP should be able to get back on one if needed when the parent sees it and thw school doesn't. School lunches need to be better for both regular school and carrie lane. That if a student needs an ice pack they can get	2/27/2024 11:54 AM

one. That students should not be getting detention for every little thing. Businesses do look at student records and this can effect them getting the job or career they want.admin staff shouldnt be bullies of kids or parents and need to be respectful

90	Auditorium! The need!	2/27/2024 11:33 AM
91	communication is the key,in the past we have lacked that.	2/27/2024 11:20 AM
92	Floyd County is taxed out and maxed out. The citizens would love to be able to contribute more, but they have no more to give. We are going to have to work within our budget to make necessary improvements and changes. We need to start looking at some of our teachers and finding ways to replace the ones that do not want to follow IEP's or Med. plans. We need teachers who know what they are teaching and are willing to work with the students and not tell them to continue to watch IXL's until they understand it. We need to work on communication with parents.	2/27/2024 11:19 AM
93	Our community has a very hard time letting go of past mistakes. There is also trust issues that have hindered making progress to move forward. We also have some tough school board members that seem to not want to move our school forward and remain status quo in all extra curricular activities.	2/27/2024 11:00 AM
94	PARENT INVOLVMENT IS LOW UNTIL IT IS GOING TO COST MONEY, THERE ARE SOME VERY INVOLVED PARENTS THAT WANT WHAT IS BEST NOT ONLY FOR THEIR CHILDREN BUT THE ENTIRE STUDENT BODY,	2/27/2024 11:00 AM
95	This is small-town America, so there is a large portion of the community who is pretty stuck in their ways, and/or still upset about decisions that were made 10 or more years ago. It can be tricky to generate support from all community demographics.	2/27/2024 10:56 AM
96	As a retiree and outsider to what's happening inside the schools it sounds like there's a lot of discipline problems with lack of support from student families. Not sure what the reality is. Negative news seems to spread on sites like Community Chat.	2/27/2024 9:54 AM
97	The debt involving our school. helping the music program out more than sports due to theater kids having no theater	2/27/2024 9:53 AM
98	People wanting to pull their children out of the district. Fixing things that need to make a school safe. Bullying is still around. Right now I have a daycare child that is being bullied in a Washington Preschool classroom.	2/27/2024 9:50 AM
99	Probably the biggest issue the district currently faces is declining enrollment. There are multiple factors involved - poor test scores, a shortage of attractive housing options, competition with other districts for high school athletes, and a K-6 private school. I think, however, that as we continue to improve teaching practices and test scores, we will look more attractive to people accepting jobs in our town (especially the pharmaceutical companies Cambrex and Zoetis).	2/27/2024 9:28 AM
100	The past two Supt. have misused funds. I hope the next candidate will be more fiscally responsible. We are also hopeful that the next candidate will not support the Private school in town. That they will understand that public tax dollars are meant to stay with the Public School.	2/27/2024 9:21 AM
101	Teacher and support staff sub shortage. Needs of our students.	2/27/2024 9:16 AM
102	The town/people has a lot of baggage. They don't give their trust willingly due to past administrators/boards and the workings of other town/county officials. They will be hard to win over, but with tact and consistent communication, it can be done. We have a lot of good people in town and in the schools, don't be afraid to use them to help. I do believe the school board is quite split and stubborn, which can bring challenges.	2/27/2024 9:00 AM
103	We have a lot of students in poverty and we have a lot of students who have experienced trauma. We need a superintendent who will support our activities. We need to also address the increase of hispanic immigrants to our district and offer a language immersion, bi-lingual classes, to help our student population grow.	2/27/2024 8:55 AM
104	We went without a Curriculum Director for quite a few years due to budget cuts and then spent too much money and resources on the "look" of our district instead of dedicating the focus into improving the actual learning. We now have a director of academics again and are slowing make our way back up, but it will take a while to get our academia back where it should be.	2/27/2024 8:54 AM

The community does not have a lot for young single people to do so it is difficult to capture and keep new young staff in the area.

105	We have a lot of students and families that open enroll out because of facilities, athletics and academics. Surrounding districts are perceived as better in athletics or students also leave because of our high academic standards. Our high school facilities, lack of auditorium, and athletic facilities are in need of a major upgrade. We need a leader that can get a bond passed.	2/27/2024 8:53 AM
106	Hearsay of a drug and bully problem in the high school Updates/Remodel needed at the High School The need for an auditorium	2/27/2024 8:47 AM
107	We have a small core group of people in the community who bad mouth about everything they can. It is hard to counteract this so we need someone who has good community relations who can help with making this better.	2/27/2024 8:04 AM
108	Falling student enrollment	2/27/2024 8:00 AM

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: 108 Skipped: 3

#	RESPONSES	DATE
1	listening, accounting and managerial experience, good knowledge on lower income families and flexibility, a good eye for budgeting and involvement in the school activities	3/7/2024 9:11 PM
2	Honesty and transparency is the number one quality that needs to exist within the next superintendent. In both the good and the bad, there needs to be honesty, transparency, and effective communication skills. We need someone who is collaborative with ALL, not the good old boys or girls club, but who can come to the table and problem solve without an ego or an inner click that needs to be protected. We need someone who is stable and are ready to stick around. They need to be passionate about education and people. They need to have thick skin, especially when things get tough and things get touch here real quick, especially with the influence of the union. Sometimes, I feel the union can be the biggest obstacle in growth.	3/5/2024 3:04 PM
3	Strong financial literacy. Strong leadership skills. Able to make difficult decisions and have tough conversations. Listen, Learn, Lead.	3/5/2024 12:35 PM
4	Very strong. Be the leader of the district. Don't let the staff or board run them. We have missed that quality for a while	3/4/2024 8:35 PM
5	Has fiscal expertise, strong leadership skills to establish improve student attendance, behavior, and culture of excellence across the academic and activity spectrum.	3/4/2024 10:30 AM
6	Has staffs backs, is strong in leadership, trustworthy, respectful of all positions of staff,	3/3/2024 7:54 PM
7	Good communicator with staff and the need to build community relationships with the communication Intelligent Transparent and truthful Finances Able to hold administration and directors accountable	3/3/2024 6:52 PM
8	Money skills Involvement in schools so he/she is aware of needs Grant writing for programs in the school	3/3/2024 6:29 PM
9	Strong leader who works well with others and is able to make tough decisions	3/3/2024 7:11 AM
10	Good business sense. Strong history of positive decision-making. Can withstand criticism and still be a progressive and caring individual. Build relationships.	3/2/2024 6:04 PM
11	Superior communication skills!!! They need to be willing to collaborate with administration, listen to their teachers and communicate with the public. I believe that living within our school district is non-negotiable.	3/2/2024 12:55 PM
12	This person should be empathetic. A person of the world. Understands that each child is different. And know that this is a team not just one person.	3/2/2024 10:47 AM
13	They need to be strong and independent. I would like them to stay a while, not to be an interim superintendent. I would like to see them interacting as a person with teachers and students. I would also like to see them around the school every week.	3/1/2024 7:40 AM
14	Think outside the box and make sure they care about making the school great	2/29/2024 8:39 PM
15	Get to know ALL of your staff. Learn about Charles City as a whole. Make tough decisions and deliver with a humbleness knowing those decisions may not be popular.	2/29/2024 4:41 PM
16	Excellent communicator, strong leadership skills, school finance expert, ability to make hard decisions, futuristic thinker who will become vested in our community.	2/29/2024 3:04 PM
17	Willingness to make our community their long time home.	2/29/2024 2:54 PM

18	Strong communication skills, ability to working under pressure, strong diplomacy skills, understanding of school funding and finances, board-based understanding of middle size school district and community	2/29/2024 11:17 AM
19	Have raised children. Have taught in a public school. Honest, straightforward, willing to make tough choices and stand behind them.	2/29/2024 10:39 AM
20	I would like to see someone who is focused on academics and the overall learning of our kids not just out of books but also real life learning. I would like to see someone who is as equally invested in fine arts as they are in sports and is willing to force athletics to take a cut for once instead of always taking it out of fine arts or counselors or some other type of services to kids in need.	2/29/2024 8:37 AM
21	Good leadership yo keep us moving in the right direction.	2/29/2024 6:58 AM
22	Strong leader, engaged, ambitious, relationship builder, strong background in school and business finance, willing to live in and be a part of the community. Firm but fair enforcer.	2/29/2024 2:49 AM
23	Open-minded, supporting staff in all ways, accepting, prior public educator,	2/28/2024 9:11 PM
24	Be a good listener, observer, and communicator. Having someone not new to the position may be best for our community. Have pride in Charles City.	2/28/2024 5:13 PM
25	they need to know they are basically walking into a messy ████ show regarding the actual curriculum/education the students are receiving. sports are fine. the arts seem to be fine. put those on the backburner. work on education. students learning and passing classes (while actually learning, not just given). also, community communication is so, so, so important. COMPLETE transparancy. recent history of administration has led the community to beleive there is corruption, and undependable people who are quick to leave when things get hard. we need someone who knows what they are walking into and are prepared to STAY and guide the district to more positive things.	2/28/2024 1:59 PM
26	Professional, personable, ,consistent, and knowledgeable.	2/28/2024 1:21 PM
27	Upfront, brutally honest.	2/28/2024 1:16 PM
28	Honesty, Integrity, and a large amount of fortitude as sometimes doing the right thing for our teachers and students isn't popular among others in the communitiy.	2/28/2024 12:34 PM
29	I would like a superintendent that is approachable and open to ideas from staff, students, community. Get to KNOW your staff and students Be VISIBLE in the schools so you get a feel of the programs we offer and how our schools operate. Continue to hold students and staff accountable when it comes to behavior, respect, hard work, grades, etc.	2/28/2024 12:20 PM
30	Honesty, integrity, perseverance, and a abundance of fortitude.	2/28/2024 9:49 AM
31	Future focused. Visionary, put the students first	2/28/2024 9:02 AM
32	Kid friendly for all ages, willing to be present in the schools so the kids know who they are.	2/28/2024 8:37 AM
33	Want to work WITH the union and not against the union. See the need for community involvement in our schools as well as getting parents and families more involved in academics and extracurriculars.	2/28/2024 8:11 AM
34	Flexible, forward-thinking.	2/28/2024 7:36 AM
35	Someone with an organization development background who can practice active listening, positive conflict resolution, and team building. Also someone who's a people person, who's willing to go into the community and start building relationships - almost like a politician, but with a soul.	2/28/2024 7:24 AM
36	Take action against the kids doing the bullying, take a genuine interest in these kids other than just push them through	2/28/2024 6:07 AM
37	An organized and communicative person who can openly have good conversation with students, staff, parents, and out community as a whole. Currently, some students don't even know who our superintendent is at the moment.	2/27/2024 11:15 PM
38	Everybody in Charles City has opinions so you better have thick skin. Stick to your guns and make the right decisions for students at all times.	2/27/2024 10:57 PM

39	Communication. Open minded towards budgets, school renovations, and leadership/teacher challenges. Someone who will look at this opportunity as a long term spot/place to retire , not a stepping stone.	2/27/2024 10:35 PM
40	Has staffs backs, is strong in leadership, trustworthy, respectful of all positions of staff,	2/27/2024 10:04 PM
41	I think to be successful a superintendent needs to be approachable to all ..kids parents and staff. I think they need to be open about hearing issues and make sure opinions are valued no matter who you are. I think it is a must to be able to relate to people. I do not believe you have to have the highly over qualified person with a lot of letters behind your name that we have to pay such a high salary to in a very small community. I think the right candidate will have experience with great references.	2/27/2024 9:56 PM
42	Communication skills. Ability to listen.	2/27/2024 9:32 PM
43	Young, good personality, well educated, able to relate to the younger generation, be in education because they GENUINELY CARE about the children	2/27/2024 7:50 PM
44	Listen to parents/families with true issues when they talk to you face to face and address the issue properly instead of pushing the issue to someone else.	2/27/2024 7:36 PM
45	A successful Superintendent must be able to walk the fine line of business management and being focused on relationships. The fastest way to turn-off parents or community members is to tout personal titles and education, which exhibits an arrogant and elitist attitude. It takes time, but meeting parents and students where they are is important. Understand the unique needs and backgrounds that they bring to the table. As a community, we want to see an administrator living in the community with their family, being fully invested in the success of Charles City. Having family living elsewhere or open-enrolling their own child out of the district is not helpful to promote synergy.	2/27/2024 7:19 PM
46	Willing to put community ahead of he or she hidden personal agendas. Willing to make charles city noted to have well educated children and top notch 2A/3A SCHOOL	2/27/2024 6:58 PM
47	Organization, nice, willing to try new things, willing to listen to the community, willing to participate in community activities	2/27/2024 6:37 PM
48	Ability to create a transparent, collaborative culture with both staff and community, where each person's strengths is valued. Be willing to address concerns for what they are not sweep concerns under the rug or allow certain behavior rather than address issues directly.	2/27/2024 6:36 PM
49	We need a strong financial leader that can also promote our schools to the public and develop pride in the Charles City schools!	2/27/2024 6:31 PM
50	Young, good personality, well educated, able to relate to the younger generation, be in education because they GENUINELY CARE about the children	2/27/2024 6:28 PM
51	Good communicator who works with staff and the public.	2/27/2024 6:14 PM
52	Someone who is willing to be present with staff and students in a relatable way, but also supports staff to make necessary changes to our school system so it works effectively (i.e., supporting teachers and staff personnel in making sure students are held accountable to issues at hand, strengthening the community aspect for the schools so that students don't overrun the teachers).	2/27/2024 6:13 PM
53	Honesty and approachability.	2/27/2024 6:10 PM
54	Progressive, Aware of educational strategies and programs that promote student learning and growth. Reflective, innovative and aware of current educational strategies	2/27/2024 6:05 PM
55	Want to help people, want the best for there students.	2/27/2024 5:19 PM
56	Open minded, cares for students education and well being, helpful, kind, problem solver.	2/27/2024 5:14 PM
57	The ability to deal with a crap show , low staff , lower moral and the humongous list of things to keep you busy , oh and no real budget because people are sick of paying high taxes on crap buildings/projevlcts all over town.	2/27/2024 5:08 PM
58	To do whats best for the students versus whats popular trending or people pleasing	2/27/2024 5:07 PM
59	Open mindedness, take in account of what the community thinks, not be greedy, be a leader not a dictator	2/27/2024 4:59 PM

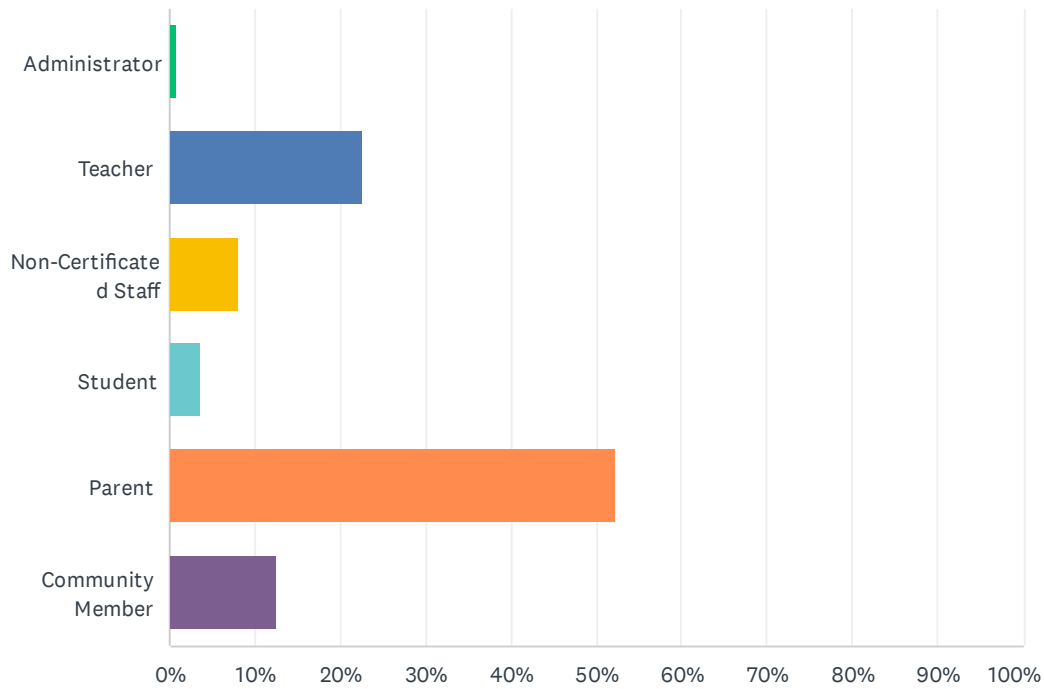
60	This person should be someone who can bring us together as a community. A person who truly supports our kids and their success. A person that understands all kids are different, mature at different times, open minded about mistakes and understands kids are learning how to become adults. An approachable personality that allows growth and open conversations.	2/27/2024 4:57 PM
61	Actually caring about the kids needs. Be aware of wants versus needs. Our high school needs AC/heating updates, security updates. These would most likely pass on a vote. A want like an auditorium probably won't. Separate needs and wants. Also caring about students well being in school, this includes making kids feel safe from bullying.	2/27/2024 4:48 PM
62	We need someone prepared to deal with negative behaviors and the unique challenges of a district with many low income families and poor parental involvement while continuing to provide an education that supports college readiness for those students who wish to pursue a higher education	2/27/2024 4:48 PM
63	Excellent communication skills with staff and community. Accurate with numbers especially with renovations and budget cuts happening. Someone who is present with staff and students. I believe all students should know who the superintendent is.	2/27/2024 4:39 PM
64	Be nice to boys and girls not just girls	2/27/2024 4:37 PM
65	Have a thick skin, be a leaders open and truly listen to other's opinions. Seek to understand, collaborate, and be able to walk the line of wants and needs for education and development. See what works in other schools, bring fresh ideas to consider.	2/27/2024 4:31 PM
66	A good attitude and common sense	2/27/2024 4:31 PM
67	The ability to have fierce conversations. The ability to make financially sound choices based on whats best for kids. Visible and approachable. Open and honest. Someone who will go the extra 100 miles to meet the community where they are and continue to build valuable relationships and connect with our community and families. To always do their best to do what is best for kids. Someone who holds high standards for their admin and teachers. Trustworthy and invested in our district and community. A visionary with an approachable, genuine personality.	2/27/2024 4:20 PM
68	Creativity, problem solving, adaptability, common sense. Maybe someone young enough to remember how it feels to have no control over the decisions the adults are making and being terrified.	2/27/2024 4:16 PM
69	Good with community and parents, knowledge of the District and history	2/27/2024 4:13 PM
70	Ability to work with kids and adults on everything	2/27/2024 4:10 PM
71	Someone who is honest and doesn't steal money for their own interests.	2/27/2024 4:10 PM
72	Fiscal mind. Get to know community. Communicate at our level and not speak down. Nose up in public isn't a good look like she does.	2/27/2024 4:08 PM
73	Care about the culture of the school system. Listen to the teachers and parents. Kind and understanding.	2/27/2024 4:07 PM
74	I want one more concerned about our students moving forward vs how great they think their achievements were from their past.	2/27/2024 4:07 PM
75	Idk	2/27/2024 4:05 PM
76	Have a backbone and don't hate white people	2/27/2024 4:05 PM
77	Supportive of the arts, more than the average person	2/27/2024 4:04 PM
78	Good negotiator for school board, teachers, administration and parents. Ability to stand up for what is right and hold others accountable.	2/27/2024 3:43 PM
79	Fight for educators. With the teacher shortage, fighting against teachers is not going to bode well for anyone. Teachers and other employees at the school can be your biggest ally, if you fight for us.	2/27/2024 3:05 PM
80	Sincerity. Transparency. Kind. Appreciates our community. Experience with building/school improvements to support our student/staff needs while balancing a community's financial capacity and anticipated future needs.	2/27/2024 2:23 PM

81	Good communication skills, be forth coming with information and not beat around the bush. [REDACTED] left alot of people not trusting the district anymore. Transparency is the only way to fix this.	2/27/2024 2:21 PM
82	Put our students and district first. Not to use us to further their career not caring what we're left to deal with after they move on	2/27/2024 1:43 PM
83	Progressive thinker and individual that will take action as needed to continue to improve CC school system.	2/27/2024 1:42 PM
84	Trustworthy Open and honest Making sure all students have what they need to succeed in their education. A genuine interest in the staff, students and parents to have real communication about the good and the not so good in the district.	2/27/2024 12:51 PM
85	Trustworthy Open and honest Making sure all students have what they need to succeed in their education. A genuine interest in the staff, students and parents to have real communication about the good and the not so good in the district.	2/27/2024 12:51 PM
86	Always have "What is best for kids" at the forefront of what you do. Support all staff and their roles. Be willing to challenge the status-quo (within reason). Be collaborative, open-minded, strong, and kind. Be willing to challenge yourself and others to make positive impacts.	2/27/2024 12:18 PM
87	I believe Charles City needs to find a way to get [REDACTED] to be our next superintendent if at all possible. He has all the skills, qualities and characteristics to lead our schools.	2/27/2024 12:10 PM
88	* open communication * has knowledge about, provides clarity with and follows rules/regulations/policies * approachable by all staff and community/parents * fairness for all - what is the expectation for one is the expectation for all * motivator for staff * proactive vs reactive * safety minded	2/27/2024 12:10 PM
89	Caring for all students no matter the popularity. Supportive of all families. Wise spending habits. Understanding thay not everyone in the community can't afford more taxes. Someone who sets good example for student staff and community and does what they preach. Not this God complex of do what say not as I do. Also someone shows fairness in discipline. One who understands the needs of all kids. One who also follows both state and federal laws for special education.	2/27/2024 11:54 AM
90	A candidate geared towards growth who embraces all aspects of our community regardless of race or socioeconomic status.	2/27/2024 11:33 AM
91	somebody who is up for the challenge,to keep moving forward. the district got headed in the right direction after getting off course.	2/27/2024 11:20 AM
92	They are going to need to be brave, competent, compassionate, kind and hard working. Honestly I am not sure who would want to come into our district right now. It truly is a mess. They are going to have to be a team player and work with the school board not against it.	2/27/2024 11:19 AM
93	We need a superintendent that has thick skin and is willing to work with community members and school staff. We also need someone that can work to mend relationships between administration and teachers.	2/27/2024 11:00 AM
94	EDUCATION NEEDS TO BE THE #1 PRIORITY, ACROSS ALL LEVELS. TAG SHOULD BE AS HIGH OF A PRIORITY AS SPECIAL EDUCATION.	2/27/2024 11:00 AM
95	Charles City needs someone who is able to connect with the community in order to honor what is but also generate support for forward-thinking practices like Spanish immersion options in the schools and maybe even 4-day weeks. Charles City needs something to make it stand out from other districts in the region.	2/27/2024 10:56 AM
96	A good communicator with staff and the community. Attentive to academic, financial, social and extracurricular needs of the school. All are important.	2/27/2024 9:54 AM
97	Kind, proficient, empathic	2/27/2024 9:53 AM
98	Great communication skills. Being around the schools and at lunchtime. Actively involved in the community.	2/27/2024 9:50 AM
99	Knowledge, people skills (good listener), superintendent experience in an Iowa school district, ability to work with staff, desire to be an active member of the community	2/27/2024 9:28 AM

100	Honesty, truthful, approachable, is fiscally responsible	2/27/2024 9:21 AM
101	To have experience running a school district. Having experience with special education requirements would be helpful with our high volume in our district.	2/27/2024 9:16 AM
102	Someone that wants to make CC their home. Someone who cares about the future of this town, not just looking for the next job. Someone with a family to become invested deeply into the community. Caring, authoritative, not looking to get into a crowd, listener, tactful, thinks outside the box.	2/27/2024 9:00 AM
103	Communication, honesty, willingness to listen. Putting the school district first. Short term and long term vision for the school district. They are willing and want to work with the teachers and our union.	2/27/2024 8:55 AM
104	Intelligent and Visionary, how do we handle a declining enrollment? Collected, can he/she handle themselves in a controversy. Leads the district, doesn't get stuck micro-managing every building/department.	2/27/2024 8:54 AM
105	We need a leader! They have to be visible and have a great personality. Someone who can inspire the district, administrators, teachers, support staff and students. Someone who is visible at events and build relationships. Someone who is going to be out in the community and buy into Charles City. Someone who is going to promote the great things about our district and community.	2/27/2024 8:53 AM
106	Open to listening to feedback from the community Loves children Goal oriented Willingness to try new things	2/27/2024 8:47 AM
107	Easy to talk to, good social skills, good community relations	2/27/2024 8:04 AM
108	Be humble Remember we are all human	2/27/2024 8:00 AM

Q5 Please indicate the stakeholder group you represent:

Answered: 111 Skipped: 0



ANSWER CHOICES	RESPONSES	
Administrator	0.90%	1
Teacher	22.52%	25
Non-Certificated Staff	8.11%	9
Student	3.60%	4
Parent	52.25%	58
Community Member	12.61%	14
TOTAL		111