

Stakeholder Input Report

Huntsville School District
Huntsville, Arkansas

submitted by



11725 Arbor St., Suite 220

Omaha, Nebraska 68144

Phone: 888-375-4814/402-991-7031

Fax: 402-991-7168

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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

**Huntsville School District
Huntsville, Arkansas
District Stakeholders Report**

Executive Summary

On October 1, 2024, Dr. Kieth Williams and Mr. Mitch Walton conducted meetings with the district stakeholders representing four different focus groups associated with Huntsville School District to gather input regarding the selection of the new superintendent. The consultants received input from approximately 55 individuals representing the district focus groups and 25 individuals in the community meeting.

Outlined below is an Executive Summary of the major themes expressed by the participants at these sessions. Following the Executive Summary is a compilation of all the input received from these groups and individuals in response to the four questions asked of each group and participants. The final section of the report consists of responses by individuals who completed the online survey.

Stakeholder Group Responses

Name of Stakeholder Group: *Students*

What is good about the St. Paul and Huntsville communities?

- St. Paul small and very rural and family
- Pioneer Days
- Hunting and fishing
- Community works together
- Health care available in Fayetteville
- Healthcare-doctors and dentist
- Hunting and fishing readily available-Beaver Lake
- Tight knit community-Family environment
- Welcoming community
- Parks, shops, safe environment
- Churches in community

What is good about the Huntsville School district?

- Harder to go unnoticed in Huntsville compared to large schools
- Teachers care and support-Mostly quality teachers
- Sports within the school's unity
- Do not get overshadowed-Have an identity
- CTE-Automotive and welding classes
- Small classes in St. Paul-Caring teachers
- Sports-students participate in everything in St. Paul
- Teachers' welcome students
- Academics—AP classes virtual
- Many team sports available-High participation
- Clubs
- Four Day week is well received

What skills, attributes or characteristics does the new superintendent need to be successful?

- Visible in the schools
- Care about students and schools
- Local and committed to district
- Committed to district
- Interact with students-Personal
- Be cautious when considering changing the school/district
- Community and school involvement-Listens to people

- Cares about the student's education
- Good reputation
- Involved in communities
- Support extra-curricular activities

What are the issues the new superintendent will face July 1, 2025?

- Bold in their decision making
- Facilities
- St. Paul budget equitable
- Dress code

Name of Stakeholder Group: *Administrators*

What is good about the St. Paul and Huntsville communities?

- Family in the community-Focal Point
- Strong support from community for athletics and extra-curricular
- Slower Pace of life
- Rural but still close proximity to quality life activities
- Rural setting, outdoors, water sports, really a “Slow Down” is nice
- Beaver lake, National Forrest
- Small town feel-Everyone know each other
- Communities support those in need
- Diversity in area
- Hunting Fishing and close proximity to Rogers and Fayetteville
- Simple life
- Area is growing and future developments in Huntsville area
- Very slow community and not a progressive community accepting many possible changes
- Safe community
- Civic organizations (Kiwanis, Lions)-Chamber of Commerce, the church’s’ support of the district, ministerial alliance
- School based health clinic planned to open soon and other health options

What is good about the Huntsville school district?

- Large enough to offer many opportunities for students
- Kids do not get lost in system
- CTE Programs are good
- Value compared to larger four programs
- Culture is good in schools
- Committed staff-Noncompetitive
- Staff will do above what is necessary
- Kids have opportunity to be successful
- Smaller feel-Class size is good
- Space for growth in some buildings
- Every student has an adult advocate for them
- Collaborative culture in district
- All students can be involved
- Good kids
- Relaxed atmosphere in school
- Safe schools-School Resource Officers
- Teachers care
- Pre-K 70+ enrolled
- Academic options create quality graduates that can compete

- Culture is due to staff and people-People in district are here because they care
- Virtual, Concurrent credits, and AP courses
- Many sports and extracurricular- broad options

What skills, attributes or characteristics does the new superintendent need to be successful?

- Approachable
- Relationship driven
- Lead by example-Accountability
- Stay-Longevity-Create stability
- Integrity
- Past performance proven-Experienced
- Connected to State or District
- Comfortable with all people, staff, visible, and transparent
- Capable of understanding the uniqueness of the communities
- Academic focus
- Vertical alignment in the curriculum

What are the issues the new superintendent will face July 1, 2025?

- Updating facilities
- Curb appeal
- Not local could be an issue-Must build trust
- Outsider must win over the community
- Active in community
- Community opinions may be strong and difficult to address
- Newspaper is challenge to work with
- Tough skin person
- Improve on facilities and maintenance

Name of Stakeholder Group: *Classified Staff*

What is good about the St. Paul and Huntsville communities?

- Feels like family and comes together when there is a need
- Tight knit
- Vocal on the good and bad
- Good place to live-beautiful
- Small community
- Trust
- Outdoor activities-hunt, fish, hiking, buffalo river, Beaver Lake, Bull Shoals
- Small town is a nice place
- Caring community
- Pioneer Days in St. Paul
- Small and growing
- New emergent care in town
- Madison County Seat

What is good about the Huntsville school district?

- Four-day week
- Culture-People are here because they want to be here
- Open communication to leaders in the school
- Activities available-small groups
- Small class size
- Openness and good listener
- Easy to talk with all staff
- Meet students' needs physical, social, and mental or whatever necessary
- New CTE building and offerings available
- St. Paul provides virtual opportunities for students-options-AP, concurrent credits
- Opportunities for all students in HS to find their niche-be involved and participate
- Classified staff cares and willing to do more than expected
- Know the Kids
- Communication between campuses-Teamwork
- Generational appreciation for the district
- Kids are the priority
- Four-day week value toward recruitment and retention

What skills, attributes or characteristics does the new superintendent need to be successful?

- Communication skills-good listener
- Longevity is important
- Place district first
- Trustworthy, open and adapt
- Transparent
- Include St. Paul-not forget them and come see them

- Integrity
- Do what is right
- Thick skin and supportive
- Values all employees
- Academic minded
- Leader with experience
- Christian morals
- Put kids first
- Backbone-Tough crowd
- Very “black and white”— Policy is important
- Treat everyone the same
- Hold people accountable
- Living in the community is important
- Genuine and ability to engage with all people
- Address issues-make decisions

What are the issues the new superintendent will face July 1, 2025?

- Facebook and the media
- Need to be local and established in the community
- Community at large is negative toward school/district
- Community is not receptive to change
- Should involve patrons and listen to their concerns
- Outsider will have to earn the community trust

Name of Stakeholder Group: *Certified Staff*

What is good about the St. Paul and Huntsville communities?

- Very close knit compared to larger districts
- Very supportive community-Aware of individual and everybody is important
- Community is well informed
- Help each other-Giving and generous to school needs
- Churches are supportive
- Individuals like to see people fairly
- People return or come back to community after they have completed education etc.
- Growing pains
- Values traditions
- Generational support in community
- St. Paul is very close—Small and mighty-Family
- Community support for band and band alumni
- Not a transient community or district
- Support the needs of those misfortunate
- Compassionate community

- Some medical professionals
- Recreational opportunity at Withrow Springs State Park-City Park

What is good about the Huntsville School District?

- Students
- Nearly everybody/staff is here by choice
- Teachers love their jobs—Are protective
- Well-being of whole child is important
- Number of AP classes available
- Share students and must be flexible
- Conscious of the CTE programs and academia needs of students
- Concurrent credits available
- Strong fine arts
- Unity and cohesiveness in schools
- Strong effort to create strong culture in Middle School
- RTI scheduling
- Inclusive model for Middle School -- Working hard to create success

What skills, attributes or characteristics does the new superintendent need to be successful?

- Longevity and stable-Cheerleader for District
- Loyalty and accept feedback
- District first
- Approachable and strong PR skills
- Sell the district
- Appreciate the employees that are in the trenches
- Knows curriculum/academic leader and establishes level of accountability
- Be part of the community
- Strong enough to defend what is right for kids

What are the issues the new superintendent will face July 1, 2025?

- Community is narrow minded at times -Thick skinned
- Prepared for a lot of community interest
- Superintendent will be under a microscope
- Community may not be totally acceptable in the beginning –must build the trust
- Social media
- Must get to know community and schools
- Budgeting and he/she needs to know school finance

Name of Stakeholder Group: *Community Focus Group*

What is good about the Huntsville and St. Paul communities?

- A community as opposed to a large city-Tied together
- Benevolence-come together when there is a need
- No body comes together like Madison County
- County population is about 22,000
- Work ethic of community
- Farming, logging, poultry processing plant, electronic manufacturing
- Recreational activities are hunting, fishing, biking, and state parks are near by
- Near urban areas of Fayetteville, Rogers, Bentonville and Springdale
- Crossroads for traveling to NW Arkansas
- Michelson Park
- Youth sports
- Car shows for charity of local families
- Spanish heritage events
- Rodeo annually
- 4H program for youth through high school
- New successful business in Huntsville-opportunities as competitive dance
- Multi-generational families
- Community is a “Giant Family”
- Nice small community-welcoming and valued

What is good about the Huntsville School District?

- School spirit
- Teaching staff is great asset-Teachers invest in the students
- Classified staff is committed
- Safe environment for kids and staff
- Concurrent enrollment opportunities
- All AP courses are available either on site or virtually
- Welcoming schools and district-Staff is kind
- Pee-wee programs prepping for most high school sports
- Strong fine arts program
- Skills USA nationally recognized
- Civic clubs work with district

What skills, attributes or characteristics does the new superintendent need to be successful?

- Buy-in to community-Be vested in the communities
- Integrated, honesty, transparent
- Recognize the faults of the district
- Long range plan for the district
- Values the support staff

- Understand the financial impact of the LEARNS Act
- Authoritative figure
- Treat school people right
- Excellence matters-Accountability

What are the issues the new superintendent will face July 1, 2025?

- District enrollment shrinking
- A fear of growth exists-Must move slowly
- Trust issues exist by many
- Title IX issues
- Leadership in schools has held the community back
- Transparent in all aspects of school/district business
- Test scores are an issue
- Need a communication person or PR person

*Survey Monkey Results for Huntsville School District
October 2024*

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

3 Marshallese Responses

Administrators Ritōl

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

1. Kwalok ñan kim men ko remman kin jukjuk in bed eo am. (Melele kein rej jermal ñan jibañ kim bōk rijermal ro remman.)

- emn bwe edik imejelok kowotata nan ajri
- it is important to have a child's right to freedom of expression

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

2. Kwalok ñan kim men ko remman kin jikuul ko am. (Melele kein rej jermal ñan jibañ kim bōk rijermal ro remman.)

- No response given for this question

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

3. Ta men ko superintendent eo ej aikuj in jelā kaki ñe ej itok ñan district eo? (Melele kein rej kwalok ñan ri-jikuul ro.)

- ta mojno ko an juon rijkuul
- what are a student's weaknesses?

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

4. Ta kapeel ko, kadmak ko ak kadmak ko an superintendent eo ekāl ej aikuj in wor ibbeir bwe en maroñ in jermal ijin? (Melele kein rej kōjermal ilo ad etale ro remaroñ in jermal.)

- jela lale riherbal im elab tara rijkuul
- know how to manage employees and many students

Community Members Membōr in jukjuk in pād eo

No response

Non-Certified Staff Rijerbal ro rejjab bōk mālim

No response

Parents Jinen im jemen

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

1. Kwalok ñan kim men ko remman kin jukjuk in bed eo am. (Melele kein rej jermal ñan jibañ kim bōk rijerbal ro remman.)

- Eman aolep kain
- Good all kinds

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

2. Kwalok ñan kim men ko remman kin jikuul ko am. (Melele kein rej jermal ñan jibañ kim bōk rijerbal ro remman.)

- En eman staff ro an kajojo min jikuul
- Staff of each school

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

3. Ta men ko superintendent eo ej aikuj in jelā kaki ñe ej itok ñan district eo? (Melele kein rej kwalok ñan ri-jikuul ro.)

- Ej aikuj jela naë rijikuul ro kajojo jekdron kwoj jen ia color ta ne am ak aikuj jela nae kajojo rijikuul koba parent
- Every student's curriculum must be known regardless of their color and each curriculum must be known to parents.

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

4. Ta kapeel ko, kadkad ko ak kadkad ko an superintendent eo ekāl ej aikuj in wor ibbeir bwe en maroñ in jermal ijin? (Melele kein rej kōjembali ilo ad etale ro remaroñ in jermal.)

- Juon eo mwe ejal karejar kab high education level
- One who has not worked with a high education level

Students Rijkuul

No Response

Teachers Rikaki

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

1. Kwalok ñan kim men ko remman kin jukjuk in bed eo am. (Melele kein rej jermal ñan jibañ kim bōk rijermal ro remman.)

- Eman an jelok kabo ko an rijkuul m borenwot elikunin eman service ko lo Huntsville ejof likkunin lon armej ie m eman rikaki rein lo jikuul in an Huntsville
- Curriculum resources and services in Huntsville are available to all teachers in Huntsville schools.

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

2. Kwalok ñan kim men ko remman kin jikuul ko am. (Melele kein rej jermal ñan jibañ kim bōk rijermal ro remman.)

- Eman aer koman program ko an kajojo kilaaj aer lale m jej lo an tiljek aer kejbarok rijkuul rein nejuid lo Huntsville in
- They have command programs for each class to ensure that they are faithfully protecting the students of Huntsville.

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

3. Ta men ko superintendent eo ej aikuj in jelā kaki ñe ej itok ñan district eo? (Melele kein rej kwalok ñan ri-jikuul ro.)

- Jela ibeen doon ibben teacher ro rijkuul ro borenwot parents ro.
- Work with teachers, students, and parents.

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

4. Ta kapeel ko, kadkad ko ak kadkad ko an superintendent eo ekāl ej aikuj in wor ibbeir bwe en maroñ in jermal ijin? (Melele kein rej kōjembali ilo ad etale ro remaroñ in jermal.)

- Jela ibben doon ibben aolep kotta ki enwt juon ritol nan juon jikuul.
- Jela together with all the children as a teacher in a school.

Survey Monkey Results for Huntsville School District

October 2024

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

1 Spanish Response

Administrators Administrador

No Response

Community Members Miembro de la comunidad

No Responses

Non-Certified Staff Personal no certificado

No Responses

Parents Padre Madre

One responder marked the “parent” category, but did not respond to any questions

Students Alumno

No Responses

Teachers Maestro

No Response

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

Answered: 50 Skipped: 4

#	RESPONSES	DATE
1	Small Community with a big vision. We have new and younger leadership in a lot of the positions for the City of Huntsville and Madison County. More and more things are being looked at for future growth in the area. 3 Medical Clinics, Several Banks, Elder Care, Restaurants, Shopping, Hardware, convenience stores,& churches if you need it you can pretty much get it in this community. The people of this community are unbelievably caring and compassionate about helping others in need. It is a small town with a great big hug!!	10/7/2024 1:34 PM
2	We are small community where everyone knows each other and helps each other. We have our issues, but when push comes to shove, the community shows up for each other and will help each other out.	10/4/2024 8:20 AM
3	Low crime rate.	10/3/2024 12:50 PM
4	We are a small community set in the Ozark mountains. We come together for our neighbors when they are in need.	10/3/2024 7:22 AM
5	Huntsville is a small community with a lot of potential. Being in the Northwest Arkansas metropolitan statistical area gives us a lot of advantages not seen in other areas of the state. We're fortunate enough to maintain a smaller community feel with lower costs of living while still having the advantages of being within close distance to some of the most populous and popular areas of the state.	10/2/2024 4:00 PM
6	Small Town	10/2/2024 9:59 AM
7	Small community where everyone knows everyone.	10/2/2024 7:02 AM
8	We just need to keep Law, he's the right guy for the job!	10/2/2024 6:43 AM
9	Close knit community	10/2/2024 6:42 AM
10	Some good, kind people with moral compasses that works, willing to help those in need when they can.	10/2/2024 12:15 AM
11	Close knit community	10/1/2024 10:23 PM
12	I think we should not forget the morel values that our country was founded upon. Small communities are part of our constitutional platform.	10/1/2024 10:03 PM
13	Our community has strong roots. Most people have grown up here and are fully invested in the community at large. We want our kids and grandkids to experience the "family" atmosphere throughout their school years and beyond. We have so many people that are willing to help in any way to support programs and come together to meet needs!	10/1/2024 8:06 PM
14	We care. When the community is needed, we show up.	10/1/2024 8:01 PM
15	Compassion for fellow neighbor.	10/1/2024 7:49 PM
16	Small community with great pride! We have some of the best restaurants around, unique shops, several parks to visit and enjoy the great outdoors and local supermarkets to help make your shopping easy!	10/1/2024 7:16 PM
17	There is a sense of comfort from the community being close knit. You feel like there is a community looking out for your children.	10/1/2024 6:19 PM
18	Madison County is a fantastic community to live in and raise your children in. It is community that comes together in times of need and celebrates the victories of students and citizens alike.	10/1/2024 6:17 PM

19	Our community takes care of each other. We are growing, but still have family values.	10/1/2024 5:48 PM
20	Really?	10/1/2024 5:07 PM
21	Everyone knows everyone. (usually thought of as a bad thing) We have a municipality and court system, we have a newspaper, we have libraries and a consortium, Many small towns do not have these basic systems.	10/1/2024 4:59 PM
22	If you show you care about their kids, this community will support you to the end of the earth.	10/1/2024 4:44 PM
23	We have a small community that supports the students.	10/1/2024 4:44 PM
24	Natural beauty Proximity to large towns Outdoor activities	10/1/2024 4:08 PM
25	Small	10/1/2024 3:50 PM
26	The small town feel. The residents	10/1/2024 3:36 PM
27	It's a small community, high morals, tight knit, and we need someone who can look past a child's last name... We don't need anymore nepotism...	10/1/2024 3:31 PM
28	Home to the famous pigtrail.	10/1/2024 2:51 PM
29	We are a small, close community. A hard working community. Everyone looks out for each other.	10/1/2024 2:37 PM
30	My student is a transfer in student to the district so haven't got to really know the community but the school has made us feel so welcomed and heard when we voice our education needs!	10/1/2024 2:25 PM
31	Huntsville is a small town where people look out for each other. We feel safe letting our teens walk around town without adults.	10/1/2024 2:11 PM
32	We are a team and come together as one when needed!	10/1/2024 2:01 PM
33	Although it is a small town, it is multicultural. It also has many people in it who were here for generations. A lot of people care about this community.	10/1/2024 1:32 PM
34	Very tight nit community. We come together when someone is need. We have history and "everyone knows everyone"	10/1/2024 1:32 PM
35	We tend to help each other. Small community	10/1/2024 1:21 PM
36	Very giving community	10/1/2024 1:20 PM
37	We have a great community of kids and educators. We truly want what's best for our students.	10/1/2024 1:17 PM
38	We all come together when the time is needed	10/1/2024 12:57 PM
39	We are in a small town where everyone cares about everyone. Anywhere you go, you see a smiling face. Lots of gorgeous scenery.	10/1/2024 12:53 PM
40	Over all friendly folks and a awesome police force	10/1/2024 12:40 PM
41	We work well together, especially when their is a tragedy.	10/1/2024 12:29 PM
42	Fairly new to area but like the small town feel with friendly people.	10/1/2024 12:22 PM
43	Most are willing to help out if you are in dire need.	10/1/2024 12:20 PM
44	Small town but close to larger amenities. Great place to raise a family or retire.	10/1/2024 12:16 PM
45	It's a lovely small town with a majority living in the county and appreciating a simple life	10/1/2024 12:09 PM
46	Our community is amazing when it comes to supporting our friends and neighbors in difficult times. Those that live here choose to commit to this area as their home. We try our best to shop local and show up to support our athletic programs. We are a rural area but it is considered a safe area because we all know each other and look out for one another. Our kids can walk around town after school and that is considered safe as well.	10/1/2024 12:05 PM
47	There is a community feel.	10/1/2024 11:49 AM
48	The town is very caring, the local business will always be the first ones to support. The kids education needs to come first. We have small town traditions (homecoming, maroon and white	10/1/2024 11:48 AM

	games)	
49	.	10/1/2024 11:36 AM
50	It still has the small town feel. Still very rural feel and country core	10/1/2024 11:34 AM

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

Answered: 50 Skipped: 4

#	RESPONSES	DATE
1	This school system has been growing for years and will continue to grow. Same as in the community we have the most caring, loving, supportive leaders and staff you can find. Always willing to give it their all so that the children in our area know they are loved and cared for.	10/7/2024 1:34 PM
2	I feel that the best thing about the schools is the potential. I feel that poor leadership has help our schools back for a long time. I feel that we have many teachers who truly care about the students and work hard at their jobs. However, these teachers are leaving due to not being supported and being overloaded. I feel that we have the potential to be great, with the right leadership.	10/4/2024 8:20 AM
3	Good orientation programs.	10/3/2024 12:50 PM
4	There is a long-standing sense of pride within our schools. We have many people who are multi-generational alumni and want to continue to see success of both the students and the school for the long term.	10/2/2024 4:00 PM
5	Big turn over in teacher. So if they are bad teacher we aren't missing anything	10/2/2024 9:59 AM
6	Many opportunities for students.	10/2/2024 7:02 AM
7	Positive culture filled with great students and atafd	10/2/2024 6:42 AM
8	I'm actually disappointed in our school system & have been for 30+ years. Only good thing is that there are a handful of teachers/staff that actually care about our kids.	10/2/2024 12:15 AM
9	Positive culture filled with great students and atafd	10/1/2024 10:23 PM
10	I believe we have educators that care about our students. We should stand behind them a let them know we fully support their efforts.	10/1/2024 10:03 PM
11	Schools are a safe place for the most part. We have some quality educators at each campus that are caring and would go to great lengths to help in any way.	10/1/2024 8:06 PM
12	We are small, we know everyone, so our teachers and support staff have a real stake in raising our kids up right.	10/1/2024 8:01 PM
13	Caring teachers.	10/1/2024 7:49 PM
14	I feel that we have great teacher/student ratio. The halls are filled with caring teachers-most of whom have grown up in this town or have family in this community. Those that are new to this area, can attest to the love and warmth of our small school.	10/1/2024 7:16 PM
15	The sense of knowing your educators as more than just educators but as friends and community members.	10/1/2024 6:19 PM
16	In our schools, we have some fantastic teachers that have been here and seen the best of times in the worst of times and they still stick it Out when more money could be made in other districts. We have teachers that truly love their students will go above and beyond for those students make sure all their needs are met inside and outside of the classroom.	10/1/2024 6:17 PM
17	Our schools are small enough that our students are not just a number. I would say that the majority of our teachers care about not only the education, but the well- being of each child.	10/1/2024 5:48 PM
18	Really? Most of the teachers are good, administration needs a complete do over, and certainly don't pick any more locals to run the show (ie superintendent).	10/1/2024 5:07 PM
19	Everyone or most everyone cares about the schools; even if they don't like paying the taxes and even though they may not have a child in school. The school facilities are kept up, the	10/1/2024 4:59 PM

	schools employ great teachers, the school has a resource officer (or they did up until recently)	
20	You have some great teachers but the principals and the instructional facilitors need to go!	10/1/2024 4:44 PM
21	I think there is a lot of positive growth that can come from the right leadership in Huntsville Schools.	10/1/2024 4:44 PM
22	Competent teachers	10/1/2024 4:08 PM
23	TEACH THEM TO READ! The schools also need to be held accountable for bad behavior of students. They are super disruptive for those kids that don't cause problems	10/1/2024 3:50 PM
24	Class size, great teachers, conservative values	10/1/2024 3:36 PM
25	Our school are nice. The majority of the kids are great, respectful kids that just need an outlet. The good thing about our school is that I feel like there are quite a few teachers that understand how the times are changing and how to keep kids interested in what they are doing, and also keep them active.	10/1/2024 3:31 PM
26	St. Paul is the best school many of the staff is former graduates and if they are not they have been at the school for a long time.	10/1/2024 3:25 PM
27	They just built a new arena.	10/1/2024 2:51 PM
28	The school is small. The kids go to church with their students. The grocery store with their students. They care about the community and go to events with the kids in them	10/1/2024 2:37 PM
29	They have listened and made my daughter feel like she belongs and is helping her reach her education needs which has been a struggle in the past!	10/1/2024 2:25 PM
30	The Teachers are local and have a stake in the community.	10/1/2024 2:11 PM
31	Not sure I can answer this one at this time	10/1/2024 2:01 PM
32	There are some great teachers & great students	10/1/2024 2:00 PM
33	Once again, the multicultural aspect is a huge plus in the schools. A lot of the students come from good homes and are well mannered and excited about school and school activities.	10/1/2024 1:32 PM
34	I no longer have anything good to say. The good teachers have all retired. All policies have been changed and the handbook has been changed to ridiculous rules and requirements	10/1/2024 1:32 PM
35	Some good teachers. I do wish the admin helped teachers more though	10/1/2024 1:21 PM
36	Smaller	10/1/2024 1:20 PM
37	K-8 sets a good foundation.	10/1/2024 1:17 PM
38	Not really much but we do have some good teachers	10/1/2024 12:57 PM
39	Smaller schools means a better teacher/child ratios. The kids can get extra help from teachers and administrators. As well as kids can participate in more extracurricular activities.	10/1/2024 12:53 PM
40	Some very sweat teachers although I can't stand the fact it's 4 days a week. That is crazy!!!!	10/1/2024 12:40 PM
41	The schools seem to be well funded and the focus on academics is diligent. Nice student to educator ratio.	10/1/2024 12:22 PM
42	Some of the staff are amazing!	10/1/2024 12:20 PM
43	My child has an IEP and the school has done a great job of helping her get where she needs and wants to be.	10/1/2024 12:16 PM
44	I like how it feels that there is beginning to be more structure for the students.	10/1/2024 12:13 PM
45	Small town tend to support each other in ways that can lost in a larger community	10/1/2024 12:09 PM
46	Our school teachers are amazing. Most of them are born and raised here and love their profession. They pour their hearts and souls into our students. We recently added a new CTE building at both school campuses (Huntsville and St Paul), this provides essential learning tools in helping students achieve a career sooner after high school. Our schools believe that college is not for everyone and that trade schools are just as important. Living in a rural area, this is important for our youth.	10/1/2024 12:05 PM

47	There are some actual good teachers that are willing to alter their "norm" to best "teach" a child in the way that they need instead of like some others that want a child to just conform.	10/1/2024 11:49 AM
48	There is only a handful of teacher that care. That go above and beyond to help students. That want the schools changed. Those teachers are the ones who grew up here.	10/1/2024 11:48 AM
49	.	10/1/2024 11:36 AM
50	They still allow God in school	10/1/2024 11:34 AM

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: 50 Skipped: 4

#	RESPONSES	DATE
1	We have had to overcome adversity in the past few years and with that came the change in leadership. We are still in this recovery process and until we can get someone who will stay for a longer period of time (not just a year) and try to rebuild relationships with the community, parents and staff this has very little chance of changing.	10/7/2024 1:34 PM
2	Our school district is currently around 10% ESOL students. We are currently having a boom of non-English speaking immigrants moving here to work at Butterball or surrounding establishments. The new superintendant needs to have a plan on how to better equip the current ESOL staff and the general education staff.	10/4/2024 8:20 AM
3	This is a small town with a small town mindset. We have done things certain ways forever and people hate change. Our school district needs a shake up.	10/3/2024 7:22 AM
4	Some of the things that benefit our school (a strong sense of pride and love for our community) are actually detrimental given its current needs. We tend to fall into the traps of operating the school district like a small town and not keeping up with necessities that will enable growth and progress (not changing to 4-day schedules and touting technology, but addressing and correcting the real, underlying issues). Much of this comes from a lack of consistent, qualified leadership. Leadership who is willing to identify and tackle the tough challenges. We have had a high volume of continued turnover in high-level roles for many years (Superintendents, Middle school Principals, Intermediate school Principals, and entire grade-level teacher turnover). While I don't have visibility to specific attrition data and exit interviews to understand official trends, my opinion as a parent is that those who are in charge of selecting leaders don't know what goals and targets they need to be hiring against and driving accountability for. They are leading with emotion and not pulling in expertise to refine, outline, and identify where real change can and should happen. We need a leader who will identify issues, set goals to address those issues, and hold the entire district accountable to doing better for our kids and our community. In looking at communication from the schools and multiple public-facing documents, it is apparent that there is not a clear direction for the school staff. They are trying, but do not have the tools in place to do what is necessary to truly understand what the district needs to get on its feet and work toward a unified goal and purpose. The District's published Core Values outline is not truly structured as a core values approach and the published District Goals are assorted statements for individual groups rather than specific measurable goals. Overall, I believe the staff's heart and drive is there, but there is no compass or guiding direction for them.	10/2/2024 4:00 PM
5	Kids that play sports or are name brand do no wrong in this district.	10/2/2024 9:59 AM
6	This community tolerates outsiders only as long as they do what the locals want thm to do. If you threaten the place or prestige of a local person, you will be attacked.	10/2/2024 7:02 AM
7	Needs to be local and have an active involvement and presence in the community	10/2/2024 6:42 AM
8	BEWARE OF GOOD OLE BOY ATTITUDE!! It lives strong in commit & school. Realize there are other extra curriculum teams/sports besides football, basketball, baseball, & volleyball. Give those students the same budget to help them have needed equipment, etc.	10/2/2024 12:15 AM
9	Needs to be local and have an active involvement and presence in the community	10/1/2024 10:23 PM
10	We had a student who was threatening to shoot up our school up and actually had a list. We did get on top of this kudos to the administration and police department.	10/1/2024 10:03 PM
11	Lack of accountability, lack of consequences, follow through not in place, lots of issues within athletic departments, funding for programs is not sufficient- we have many programs that we are not able to fund as a district, administrators that just tell people what they want to hear whether that is right or not, curriculum concerns, to name a few	10/1/2024 8:06 PM

12	We know everyone, this leads to preferential treatment of certain families with deep pockets that can buy their way out of trouble.	10/1/2024 8:01 PM
13	Finances, school board needs more education and finally the 4 day school week is not good for this rural area. Would you go back to 5 days?	10/1/2024 7:49 PM
14	I think the new superintendent needs to be open minded to what our teachers and support staff need. However, I also feel like our school needs to be directed on the standards that are expected of everyone to provide the best education and school experience as possible.	10/1/2024 7:16 PM
15	One of the biggest issues for me is afternoon pick up at the primary. There also sometimes seems to be an issue of addressing issues such as bullying even when it has been brought to the educators attention.	10/1/2024 6:19 PM
16	The voice of the teacher is not heard nor respected. Teachers are pushed into positions. They did not apply for and not always certified for. Not given the training, they need when they are pushed into positions that they did not attend college for. We have people that their heart is in area of education, but not listen to when they beg to stay in those positions The ideas and opinions of a few are all that has heard within our district! We have buildings in our district that should not be holding classes in them. They don't meet code and there's no way they have been checked.	10/1/2024 6:17 PM
17	We have had several Superintendents that have come and gone , and it doesn't feel like they cared about our schools or our community. It seems like they were just trying to build a resume.	10/1/2024 5:48 PM
18	You need to be strong to stand up to the "big names" who will overpower you and your decision-making ability. If you do come here, we are counting on you to save this district from itself, from what the locals have made it into. (ie. Nepotism, conscience bias, discrimination). We need more balanced programs, sports gets too much attention, while our RURAL district has no barn, no animals, no actual AG program, come on, they don't want to be big city, but they don't want to encourage/foster their country/farming either.	10/1/2024 5:07 PM
19	The schools should have more resource officers; at least one at each building. The schools should encourage more career development in non academic fields such as working in sales, banking, child care, secretarial. Students should be encouraged and given credit for volunteering in both within the school and the community. It would be great to offer after school programs for students to help with child care (no child or teen left at home unattended) or and arts and dance programs also after school. It would be great to offer classes in how to apply for a job, write a resume, tips on saving money, how to shop for groceries, how to identify artificial intelligence, how to tell truth from lies or embellishments.	10/1/2024 4:59 PM
20	██████████ has an agenda	10/1/2024 4:44 PM
21	The major issues I see as a community member are the following: 1) Lack of discipline with the students. I hear about bullying, fights, and drug use at school. I know this is an issue for many years and at other schools, however I feel like it has progressively gotten worse at Huntsville. From what I hear from students and parents, it seems like (some) teachers and principals ignore issues and let it continue to happen until it gets too big to ignore. 2) Cellphones in classrooms. Technology should certainly be encouraged, however there needs to be limits to it. 3) Academics. Every year Huntsville seems to have low academic success. I believe there are numerous factors into that, including parent involvement. However, the quality of teachers is a concern. I also hear how students are able to turn work in late (end of the semester) and able to get an A in the class. Is handling matters timely not part of what they are learning in school? I don't have children in Huntsville schools, but would be highly concerned of sending children there unless things change.	10/1/2024 4:44 PM
22	Student bullying Under staffed in SpEd	10/1/2024 4:08 PM
23	See #2	10/1/2024 3:50 PM
24	Being sure we continue to teach math, science, reading, history, English grammar, and not let liberal ideology sneak in	10/1/2024 3:36 PM
25	They should be aware of all the sneaky and underhanded things the last school card was into, the sexual assault allegations, the affair that was had. Basically, we need someone who will make sure the opposite of all of that happens ..	10/1/2024 3:31 PM

26	St. Paul is a special place and we have worked hard to build the community's respect and teachers and students have great rapport.	10/1/2024 3:25 PM
27	The needs of the educational side of the district needs attention more so then the athletics. The buildings are old and there is an issue with bullying, that includes students and teachers.	10/1/2024 2:51 PM
28	The issue is that we don't hire within. We hire people from out of town and they don't stay. That is a problem.	10/1/2024 2:37 PM
29	I'm not sure I'm aware of an issues at this time with the school district! This is are first year attendance!	10/1/2024 2:25 PM
30	The standards of education need to be improved. We have less money then most places around us so we lose staff due to them not feeling appreciated for the cut they take.	10/1/2024 2:11 PM
31	Bullying, if certain people yell loud enough in defense of their children who are breaking the rules principals usually cave and have lesser punishment, basketball boys debacle that happened as it will continue to arise	10/1/2024 2:01 PM
32	Transparency to the entire community, not just those involved within the school.	10/1/2024 2:00 PM
33	The high poverty rate and the high number of students with disabilities is a concern. A lack of bus drivers and adequate paraprofessionals is another. Cell phone use at the high school has contributed to a drug problem, cheating on tests, and vandalism. Students that are not well off financially are sometimes overlooked when they should be recruited into AP classes and GT. The special needs students are sometimes failed in classes without being given adequate assistance or accommodations.	10/1/2024 1:32 PM
34	Parents are being left out of decisions of their children. I am currently being left out of a very important decision of my 10 yr old son. I was intentionally misled and a meeting was set up and moving forward regarding my child whether I could attend or not. The educators and board think they have more rights than parents	10/1/2024 1:32 PM
35	Small school and town. If you have a popular last name you get better treatment	10/1/2024 1:21 PM
36	Drugs	10/1/2024 1:20 PM
37	We lack school spirit. Our whole athletic department is in desperate need of help. Students are quitting athletics by the droves each year. We need coaches who are invested in our school. We do not have any fun things to support sports. We had 1 pep rally last year at middle school and 1 at high school.	10/1/2024 1:17 PM
38	The unfairness that goes on. If your child does not have a family member or parent that works in the school district then your child is never picked for anything and is always held accountable no matter who is right or wrong. Last year my son was bullied and kicked in the private parts I contacted the school and they let the P.E teacher handle it but since the girls mom worked at the school my son was told it was a joke and it was not meant to be serious. All school facilities are outdated and unsafe if there were to be an active shooter. There is always huge problems when it comes to car rider lines there is more grass then there is concrete so therefore longer lines. Busses constantly run late or don't run at all. Other schools get newer things and get involved in extracurricular activities where this program here is old outdated and cheap.	10/1/2024 12:57 PM
39	The previous admin has left out Saint Paul I'm a lot of decisions for the district. We need a superintendent who will listen to the needs of our school as well as Huntsville.	10/1/2024 12:53 PM
40	Corrupted political views and candidates	10/1/2024 12:40 PM
41	Not enough discipline. Too much "let's be friends" with the influential ones while others get treated differently.	10/1/2024 12:29 PM
42	Modernity is key (staying in step with the most recent and beneficial ways of learning with a focus on different aspects and types of learners). Also keeping out of politics and focusing on solutions instead of creating problems that should stay within the individual family unit is super important. Bodily autonomy and authenticity of students should be paramount, recognized as private, and left to themselves, their guardians, and/or parents. Book bans should never be allowed as we have a diverse and lovely community and students deserve to see themselves represented in the literature available. Please, as a Christian, keep Christianity out of our schools as both can affect the other in negative ways.	10/1/2024 12:22 PM

43	Everything someone before you has messed up.	10/1/2024 12:20 PM
44	I feel that there are some issues with workload, whether someone thinks they have too much or too little- I think this is where it is important to be direct with job duties, and I feel like there should be a better delegation of certain roles.	10/1/2024 12:13 PM
45	Change is inevitable, but it scares people in a place where things stay the same for so long Give them lots of information	10/1/2024 12:09 PM
46	Lack of transparency from prior superintendents and board has put our school district in a difficult situation. Our community strives with communication. The more shared, the better. Our community is stronger when working together.	10/1/2024 12:05 PM
47	There is a bully issue that gets swept to the side. Not just child vs child but also teacher vs child. I have seen this multiple times.. even posted in social media. Don't be afraid to walk to your own drum beat and ruffle feathers and be willing to go "against " the what has always been done attitudes. Huntsville is in need of actual change.. someone who has strong morals is needed... living their life with integrity, respect, service will be key. Superintendent don't seem to last long in this county as well, it's a great place but also don't put all your eggs into one basket.	10/1/2024 11:49 AM
48	Drugs, last names matter in small towns when they shouldn't, we need a new school board, there is no respect in school,	10/1/2024 11:48 AM
49	Bullying is a massive problem that gets swept under the rug	10/1/2024 11:36 AM
50	Favoritism of players due to family name during sports	10/1/2024 11:34 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: 52 Skipped: 2

#	RESPONSES	DATE
1	<p>1. Understanding of the Importance of Building Community and what it takes to do that. 2. Someone able to Empower Teachers and other leaders to cultivate Leadership Skills. Great School leaders know that they are not running a one-man show; that they cannot do it all alone. Skills to analyze and utilize Data and Resources. Someone with a Vision and a Plan. Ability to create a Collaborative, Inclusive Learning Environment such as we now have in the Huntsville school system with the online in home learning capabilities. Someone that is passionate about their work. Passionate people have a contagious energy. All the knowledge in the world can't make a good leader. It is the care for the work and the people who collaborate with them that makes the difference. A lot of times this is someone that has roots in the community and would like the opportunity to make a difference and see growth toward a better future in the school system. Someone able to encourage risk taking. What most leaders already know is that failure can be the greatest teacher. Risk taking can spur growth. Failure is required for learning, each and everyone of us learn from our past mistakes. Lead by example. Actions are much more telling than words. Persevere - Staying with a School for at least five years. Change while good, can also be disruptive when it occurs too frequently. In the case of school leadership, it has been documented that frequent turnover results in a negative school climate, which in turn has a negative effect on student performance. We currently have a great Superintendent and [REDACTED] [REDACTED] both from the area and care about the future of the Huntsville School System. They both meet all the above qualifications. I feel like it would be in the best interest of the Huntsville School District to do everything possible in order to retain what we currently have. There has been so much progress over the last few years and we need to keep moving forward.</p>	10/7/2024 1:34 PM
2	<p>Honest, transparent, compassionate, they need to be well rounded in different programs. They need to know about the SPED department and how it work. They need to know about the ESOL department and how that works. They need to have a grip on all the laws that are surrounding these areas and be able to support these teachers.</p>	10/4/2024 8:20 AM
3	<p>Good quality leadership. Able to listen and problem solver.</p>	10/3/2024 12:50 PM
4	<p>A backbone</p>	10/3/2024 7:22 AM
5	<p>We need a candidate who is willing to take on the challenge to do hard things. They need to be willing to come in, understand and assess the true issues that need addressed, form measurable goals, outline plans to achieve those goals, and not be afraid to ruffle feathers in order to hold people accountable to drive necessary change. We have to stop running the school district like a small town and instead, approach it more like a struggling business. We do not need a district lead who is from the local community or someone who is going to stay for the long term. I see this feedback a lot, but the logic is flawed and a significant reason we have the issues we are currently facing. I recommend we look for a candidate who is seeking an opportunity to build their resume and who wants to create a name for themselves. Lock them into a 3 year contract with options. We can't compete with higher paying school districts, but we can incentivize in other ways such as resume building and incentivizing through the bonus structure allowable by the state. Because the first year's employment will be centered around observing and developing a customized approach while still under the previous administration's policies, the first year that the bonus targets are likely to be met would be the second year of the contract, and more likely the third year. Because of this, the bonus structure would likely be a minimal cost to the district, but provide the enticement to make real, measurable progress. Following the three year contract, if successful, that person could opt to extend, or we could begin searching for a new district lead to provide longer-term stability while continuing to build upon the successes of the former, successful Superintendent (today's candidate). APPENDIX: I'm also including this note here for lack of another section.</p>	10/2/2024 4:00 PM

While our School Board is well-intentioned for serving our school, they are not currently equipped to effectively interview for an executive level position. This is not a disparaging comment against our School Board. I greatly appreciate them and their efforts, particularly that they recognized the need to bring in a consultation company. However, they need training, guidance, or some sort of oversight to ensure that they have solid metrics and structure to conduct their interviews for the screened candidates. Executive-level interviews must be considered in a different way than a standard job interview. I'm hopeful that there will be recommended questions to present as well as a rubric, scorecard, or some sort of structure provided to ensure that our identified candidate goals are being met and not overshadowed by emotion or a candidate who simply interviews well.

6	Be a person that actually cares about the kids not the job title. Down to earth and a local man.	10/2/2024 9:59 AM
7	Strong character and legal knowledge.	10/2/2024 7:02 AM
8	Exactly the same qualities our current superintendent has, we NEED to keep Mr. Law	10/2/2024 6:42 AM
9	Must be able to say "Just because that's the way it's always been done doesn't mean it's the correct way." Stand up for any students when they need it not just the ones with the "right" last names.	10/2/2024 12:15 AM
10	Exactly the same qualities our current superintendent has, we NEED to keep Mr. Law	10/1/2024 10:23 PM
11	I think a good faith based person and be family oriented. I think we should instill respect and good morals to combat any more threats.	10/1/2024 10:03 PM
12	Strong sense of community, excellent communication skills, transparency, strong morals, open-minded, fair, let's do away with the good ole boy system and do what's right!	10/1/2024 8:06 PM
13	Someone who understands small communities, is open politically and not pander to book banning, and changing history. Someone who attends and supports all activities not just sports, as well find funding for other depts other than sports. Someone who can hire teachers of quality and those whom have a strong voice! Much like Enix	10/1/2024 8:01 PM
14	Qualified and must live within the county. Tired of being a stepping stone.	10/1/2024 7:49 PM
15	I would love to have someone that has some connection with our community. Not necessarily from here but someone willing to put down roots here so that we can depend on said person for many, many years! I want them to be proud to be from Huntsville, show it and prove it!	10/1/2024 7:16 PM
16	Personable, responsible, communicative, cooperative and compassionate.	10/1/2024 6:19 PM
17	Our superintendent should have a voice and it should be heard. But he should also listen to his staff, and the people that are in his buildings, taking care of the students that our school is supposed to revolve around We need Superintendent that is in the business of educating students and looking out for their interest in well-being not one that looks at it as a business that is making money. We need A new [REDACTED] [REDACTED] as well to start fresh and give our School District a fresh start	10/1/2024 6:17 PM
18	Our Superintendent should have the qualifications, but should live in Madison County in my opinion. Who better to care about what's best for our students than than someone who has children in our schools?	10/1/2024 5:48 PM
19	The new superintendent should absolutely have at least 5 years experience, to have learned from their mistakes made at other districts before trying to manage ours, there are too many admin here trying to run the show for how it's "seen" and not concerned about the actual output/value of our students. We need experience to LEAD us, not another local to run the show with lack of actual Superintendent experience. Why do you want to know my stakeholder group? So you can prejudge if you feel my input is valid or not? How rude and again how biased. I would expect ALL surveys received to be published publicly, so we can see what others are looking for too!	10/1/2024 5:07 PM
20	Flexible. Approachable. Positive and encouraging. Someone open minded. Someone not from around here. Someone not related to anyone. Someone with grant writing experience.	10/1/2024 4:59 PM
21	People person, grow the schools, improve the athletic program facilities to match the arena	10/1/2024 4:44 PM
22	I wish to see a superintendent that is involved in the schools and has experience of making positive changes in the schools that are struggling. They need to be able to provide leadership.	10/1/2024 4:44 PM

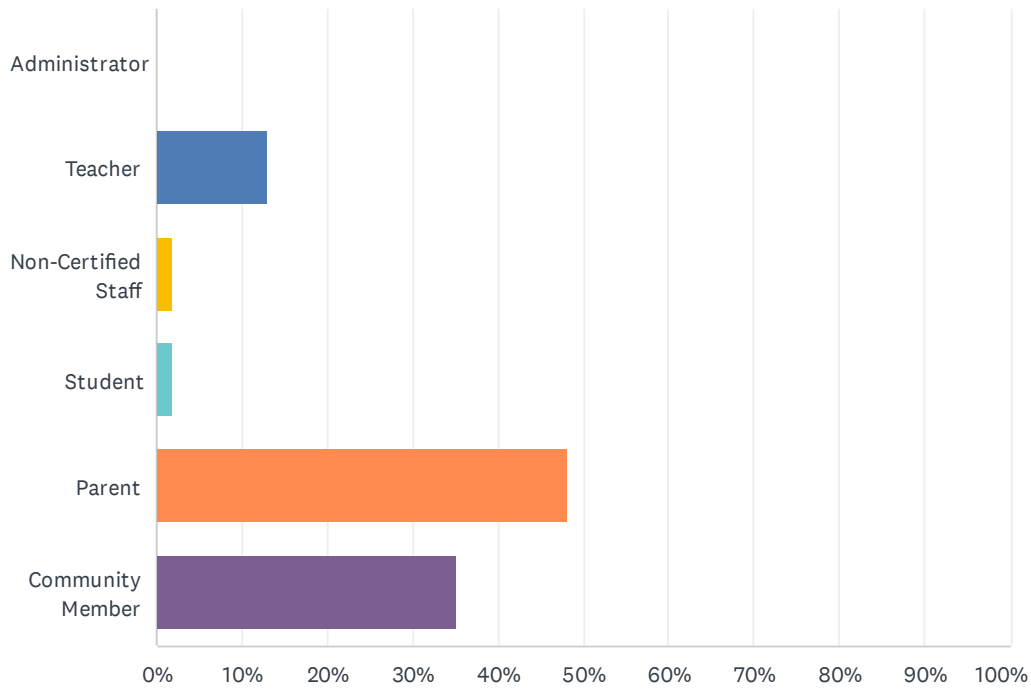
	Make difficult decisions, including employment issues and student discipline. Someone not scared to make changes to the schools if it betters the students education.	
23	Budgeting Communicator Leadership Insuring students academic skills for college/career Problem solver for community issues such as poverty, addictions and mental health	10/1/2024 4:08 PM
24	Have and lead with some authority!! My goodness they all cower	10/1/2024 3:50 PM
25	The most important thing is that this person respects the rights of parents and has the same values as the majority of community members	10/1/2024 3:36 PM
26	Being personable, caring about our kids, making sure that kids with certain last names don't get treated any better (or worse for that matter) than any other children.	10/1/2024 3:31 PM
27	Someone who understands Huntsville and St. Paul. Someone from Arkansas, preferably from Northwest Arkansas	10/1/2024 3:25 PM
28	The ability to over look someone's name or status in the community and to make the correct choice whether it be popular or not.	10/1/2024 2:51 PM
29	Experienced Honest Loyal Know the demographics of the community	10/1/2024 2:37 PM
30	Like an good superintendent for any school district just listen to each kid and let them be heard with by the actions you make and make each kid continue to feel welcomed.	10/1/2024 2:25 PM
31	A mind for improving the community and retaining our staff. Helping our children have access to things that will lead them to better after school options for recruiting.	10/1/2024 2:11 PM
32	First and foremost they should be fully certified and have at least 2 years of experience as a superintendent, they should not be from this town as the bias runs thick, knowledge of financials and how they work within a school system is a must! Needs to have a backbone and can defend what is right.	10/1/2024 2:01 PM
33	Don't be a people pleaser. Do what is right by the kids. Don't let the people in this town with flashy smiles, cars & clothes influence your decisions of what is right & wrong.	10/1/2024 2:00 PM
34	This person will need great business sense, strong interpersonal skills, and the ability to listen carefully to others. He/she should be seen frequently on campuses. He/she will need to be aware of past conflicts within the school board and the community at large.	10/1/2024 1:32 PM
35	This superintendent needs to be a parent. They need to be able to pause and always put themselves in the parents shoes. They need to recognize that not always the school has the best interest of the child. They need to not always try and focus on disipline and Huntsville needs to shy away from a disipline focused approach and try other techniques, especially for children with ADHD	10/1/2024 1:32 PM
36	Treat Every child the same!	10/1/2024 1:21 PM
37	Personal	10/1/2024 1:20 PM
38	Approachable, accountable, responsible, know the laws and follow them, someone who is local	10/1/2024 1:17 PM
39	Stand up for the community our kids and hopefully restructure our programs with newer programs. Our sports and football field is even outdated it's an embarrassment for other schools to come here. Stand up for what is right not for the adults but for the children	10/1/2024 12:57 PM
40	Big on community, hard worker, impartial and fair. Good with financial planning.	10/1/2024 12:53 PM
41	Put God first and base choices off that	10/1/2024 12:40 PM
42	Understanding a small town.	10/1/2024 12:29 PM
43	Open minded, compassionate and intelligent aka, with lack of a better total definition for all of the above, woke.	10/1/2024 12:22 PM
44	Actually involving and listening to the community as a whole and make your own opinions about people.	10/1/2024 12:20 PM
45	Understands the needs of the families in this community. Has a vision of where we are going and how to get us there. Compassionate. Inclusive. Well spoken. Fair.	10/1/2024 12:16 PM
46	I feel accountability for employees is important especially when staff have signed contracts to	10/1/2024 12:13 PM

do specific things. I don't think it is OK for someone to change their mind on What they want to do and then be catered.

47	Treat our children as if you assume the best from them always don't think you know someone based on others reports	10/1/2024 12:09 PM
48	Clear communicator, team player, academic and athletic programs supporter, someone who understands the rural community. Someone who understands the value of leadership but is willing to do the work as well. This person needs to adapt well with change, and wants our students to have the best of the best. Someone willing to help our athletic programs with newer updated facilities and equipment. Our students deserve the best! This person also needs to be present and involved in community events.	10/1/2024 12:05 PM
49	Strong morals are very much needed. Doing the right thing even if others don't want it done. Respect is as well due to not only does this county have money there are folks that barely get by and treating all the same with respect is needed. Doing the right thing even if nobody sees.	10/1/2024 11:49 AM
50	Have a background in teaching/principal role, male- they are more respected from kids and more strict. Should not have any ties to Huntsville but not want to change our traditions support those. Support local businesses.	10/1/2024 11:48 AM
51	Have a back bone. Be protective over the students. Follow the handbook like students are expected to.	10/1/2024 11:36 AM
52	Country Christian and keeping the liberal issues out of school unlike eureka where they accept the ungodly things like trans and gays and furries	10/1/2024 11:34 AM

Q5 Please indicate the stakeholder group you represent:

Answered: 54 Skipped: 0



ANSWER CHOICES	RESPONSES
Administrator	0.00% 0
Teacher	12.96% 7
Non-Certified Staff	1.85% 1
Student	1.85% 1
Parent	48.15% 26
Community Member	35.19% 19
TOTAL	54