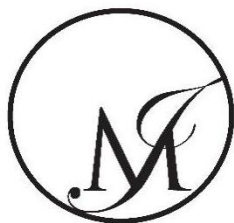


Stakeholder Input Report for

Tri County Public Schools

DeWitt, NE





MCPHERSON & JACOBSON, LLC

EXECUTIVE RECRUITMENT & DEVELOPMENT

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Executive Summary of School/Community Input Groups for Superintendent Search

On Monday, October 28, 2024 consultant Derrick Joel met with students, teachers, administrators, community, and parent stakeholder groups to gather input regarding the selection of a new Superintendent of Schools for Tri County Public Schools. That report will be added to this upon the conclusion of those in person meetings.

In addition, stakeholders who could not attend any of the sessions could submit their thoughts electronically via an electronic survey on the school district's website that is live October 28, 2024 - November 5, 2024.

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

In the executive summary, consistent themes and ideas are recorded. They represent input that was consistent to all or most of the groups.

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

Overall Themes

Tell us the good things about the communities of Tri County.

- *Highly engaged, supportive, and tight-knit rural school district, where community pride, longevity, and a collective investment in student success drive everything. There's a deep-rooted connection to tradition and a commitment to the school district as the heart of the community.*
- *Dedication to a close school-community relationship, rooted in the shared values and long-standing traditions, creates a unique and rich environment for both the students and the families involved.*
- *Blend of agricultural heritage, low-cost living, and proximity to larger cities make it appealing while preserving the small-town feel.*

Tell us the good things about Tri County Public Schools.

- *Family-oriented culture with a laser focus on student well-being, academic rigor, and extracurricular success.*
- *The strong support from staff, many of whom are alumni or long-term members of the community, shows the depth of commitment and investment in students' success. Programs like FFA, FBLA, and Speech are standouts, offering students hands-on, career-oriented experiences.*
- *Community-first mentality, along with high academic standards (NSCAS, MAP, ACT scores above state averages), reinforces a school culture where students and families feel a profound sense of pride.*

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

- *Deeply committed to both the present needs and future goals of the community.*
- *Hands-on approach, visible involvement, and a genuine passion for building relationships with students, staff, and families.*
- *Prioritizing approachability and open communication ensures that everyone feels heard, fostering a collaborative atmosphere where trust is paramount.*
- *Strong foundation in NE school finance, special education, and infrastructure awareness complements a focus on maintaining safety and modernizing practices.*
- *A leader who is both a steward of the district's traditions and a forward-thinker, balancing necessary changes with respect for the community's rural roots.*

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

- *A potential bond issue or other funding initiatives may enable the district to continue providing top-quality experiences while ensuring facilities match the high standards set within the classroom.*
- *Be sensitive to prior experiences and committed to transparent communication, relationship-building, and listening to the staff's insights and concerns.*
- *Understand safety concerns, primarily the unique risks and logistical issues facing a rural district.*
- *Address technology and curriculum gaps, and the growing EL student population.*
- *Create a precise and clear budget with dedicated resources to teachers, departments, grade levels, technology, etc.*

Name of Stakeholder Group: Students

- **Tell us the good things about the communities of Tri County.**
 - Supportive of the school district
 - Want to see students be successful
 - Attend school activities
 - Connected, most everyone knows everyone
 - Welcoming
 - Knows what is going on, well-informed
- **Tell us the good things about Tri County Public Schools.**
 - Teachers care about the students and want them to enjoy their time
 - Safe environment
 - Teachers are well trained, help students makeup work
 - Staff dedicated a lot of time for student success
 - Strong FFA program
 - Strong FBLA program
 - Strong speech program
 - Wish there were more opportunities for AP courses
 - A lot of opportunities to get involved
 - Teachers reach out to students who are interested
- **What are the skills, characteristics, and traits you're looking for in the next superintendent?**
 - Visible in the school and at activities
 - Cares about the school
 - Involved with the Tri County community
 - Approachable
 - Encouraging others
 - Knowledgeable about the community and school
 - List of goals for what they think they can accomplish at TC
- **What are the hot topics the new superintendent should be aware of so they can get off to a great start?**
 - Rural school and weather-related calls
 - Be mindful of the rural setting
 - Knowing a lot of students are involved and that they care about their opportunities

Name of Stakeholder Group: Classified Staff

- **Tell us the good things about the communities of Tri County.**
 - Agriculture background, close knit community
 - Rich history, families have been here for generations
 - Strong support for the school district - make sure the kids have what they need to be successful
 - One big school community despite being from several different locations
 - Longevity is a strong point, people are embedded
 - Here for everyone when someone is in need
 - Communities are made up of people from all walks of life
 - Everyone seems to know everyone

- **Tell us the good things about Tri County Public Schools.**
 - Staff are invested in the school and communities
 - Staff feel more than an employee, they feel like family
 - Quality and caring staff
 - Tri County Pride
 - A lot of staff is graduates or married to a staff member
 - The building is updated, well taken care of
 - Supportive Board of Education
 - Activities are competitive and strive to be the best
 - A lot of opportunities for students to chase their passion
 - If someone needs help, people are willing to step in and help
 - Can go to anyone with concerns
 - Location
 - Active campus
 - Family-oriented

- **What are the skills, characteristics, and traits you're looking for in the next superintendent?**
 - Sense of Pride and creating an environment of pride between the school and communities
 - Honest
 - Fair
 - People person
 - Consistency
 - Dependable
 - Building and grounds experience - understanding the upkeep
 - Mindset of safety and staying up to date with infrastructure and practices
 - Good communicator
 - Understands NE school finance

- Visible and accessible
 - Relationship builder
 - Approachable
 - Listens to staff
 - Someone who is not afraid to step on toes
 - Straightforward
 - Backbone
 - Someone who will ask questions before making a decision
 - Door is always open, let everyone know what is going on
 - Someone who looks to move the district forward in the future
 - Invested in the community and school, wants to be a part of it
 - Community oriented
 - Family oriented
 - Non-judgmental
- **What are the hot topics the new superintendent should be aware of so they can get off to a great start?**
 - Passing a future bond issue
 - Keep up with the maintenance schedule to keep the building safe and up-to-date
 - Stigma of prior Superintendents, understanding the past with the idea of moving forward
 - Knowing staff will look for change who were not pleased with prior leadership, able to decide change or no change right away
 - Do not cut corners with student learning - invest in the necessary curriculum resources
 - Mindset of what is done and the work that needs to be done for weather-related calls
 - Holding everyone accountable - staff and students
 - Be aware, safety is extremely important, rural school is in the middle of fields

Name of Stakeholder Group: Administrators

- **Tell us the good things about the communities of Tri County.**
 - Supportive families
 - Great location
 - Primarily rural
 - Supportive of the school district
- **Tell us the good things about Tri County Public Schools.**
 - Strong academics - NSCAS, MAP, and ACT - above state averages every year
 - Focused on the whole child
 - Supportive and caring staff
 - High participation rate for students in activities - near 85%
 - The school building is showing its age
 - District has a low levy, might need to invest in a future bond issue
 - Fortunate to be fully staffed with high quality teachers, understand it can change from year from year
- **What are the skills, characteristics, and traits you're looking for in the next superintendent?**
 - Find new ways to recruit new teachers
 - Mindful of change, follow through the steps and monitor results
 - Connections to the district and communities
 - Successful experience working with a small district and small community
 - Community engagement
 - Community-oriented
- **What are the hot topics the new superintendent should be aware of so they can get off to a great start?**
 - Potential future bond issue
 - Relationship with the people who are doing the work
 - Increase in EL population, have a plan on how to support
 - Willing to invest the time and roll up their sleeves to do the work

Name of Stakeholder Group: Certified Staff

- **Tell us the good things about the communities of Tri County.**
 - Small town mentality
 - Everyone helps everybody
 - Little mobility for families
 - Parent involvement
 - Community pride in the school
 - Rich in tradition
 - Alumni support and move back to the communities
 - Parents of graduated students supporting the school
 - Communities working hard to attract and retain families
 - Make the communities a destination for people
 - Within driving distance to Lincoln and Beatrice
 - Daycare options in the communities
 - Lower cost of living
 - Other industries in area communities for employment
 - Each town has celebrations during the summer events

- **Tell us the good things about Tri County Public Schools.**
 - Positive culture
 - Family feeling
 - Welcoming
 - Pride
 - Teachers commute from far away
 - Graduates come back to work
 - Has the “what’s best for kids” in mind at all times
 - High learning expectations with academic rigor
 - A lot of opportunities are offered for students
 - Small class sizes
 - Community-feel across K-12
 - Teachers are trusted to make choices for their students
 - Staff feel supported by colleagues and administrators
 - Support from the community for teachers
 - Great students
 - Teachers are accessible through various forms of communication
 - Proud of the school facilities, need a vision for the future
 - Well-maintained facilities

- **What are the skills, characteristics, and traits you're looking for in the next superintendent?**
 - Special education background
 - Open communication
 - Willing to hear staff
 - Servant leader
 - Don't fix it if it is not broken
 - Allow staff to do their jobs
 - Work to find ways to motivate staff - i.e. jeans
 - Collaborative
 - Not micro-managing
 - Being present, involved and visible
 - Balance between working on how to improve but do not change who we are
 - Do not lose site TC is a rural school district
 - Be willing to interact with students and staff
 - Positive relationships with families
 - Resilient
 - Backbone
 - Give principals autonomy to be principals
 - Not a steppingstone district
 - Know the laws and regulations or find out how to do the right thing

- **What are the hot topics the new superintendent should be aware of so they can get off to a great start?**
 - TC can be a tough place to work - balance traditions and expectations
 - Have a reason and rationale for future changes
 - Potential future bond issue
 - Behind in technology, curriculum alignment, curriculum, facilities, safety, etc.
 - Influx of EL students, need more support
 - A clear precise budget for staff to work on
 - Communication is key on all fronts - same message
 - Opportunity to take responsibilities off the plates of teachers - small school, staff do a lot
 - Future of the Life Skills Department is in flux
 - Match community preference with course selections
 - Staff are gun shy, not being disrespectful, and understand the staff will be guarded - avoid quick judgements
 - Trust issues with prior experience

Name of Stakeholder Group: Community

- **Tell us the good things about the communities of Tri County.**
 - Shared heritage, history, culture and identity
 - Takes pride in schools, towns and homes
 - A lot of alumni who have kids going through the system
 - Pride in the school district (passion)
 - Open to outsiders, welcoming for newcomers
- **Tell us the good things about Tri County Public Schools.**
 - Competitive staff who strive to do their best
 - Highly educated and trained staff
 - Staff and students are not just a number
 - Kids love to go to school
 - Small class sizes
 - Rural and agriculture based - farm to fork program
 - Teacher retention is a strength for the district - low turnover spot
 - Teachers have a great relationship with administration
- **What are the skills, characteristics, and traits you're looking for in the next superintendent?**
 - Someone with experience, but not toward the end of their career
 - Not someone looking for quick career advancement
 - Community involvement, meeting with patrons
 - Visible in the community and activities
 - Communication
 - Trust
 - Does not change for change's sake
 - Develop a strong connection with stakeholders
 - Listen to staff for wants and needs
 - Willing to compromise on ideas, the idea does not have to be their own
 - Be visible in classrooms
 - Must want to have an open-door policy

- **What are the hot topics the new superintendent should be aware of so they can get off to a great start?**
 - Encourage the Board of Education to attend conferences and workshops and be involved
 - Potential future bond issue
 - Cultural issues within the district, future school board candidates and where they stand on issues
 - Be visible and active in the school and communities
 - Listen and learn before making decisions
 - Passionate group of patrons who have strong political and cultural views
 - Do not create problems that do not exist

*Survey Monkey Results for
Tri County Public Schools
November 2024*

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

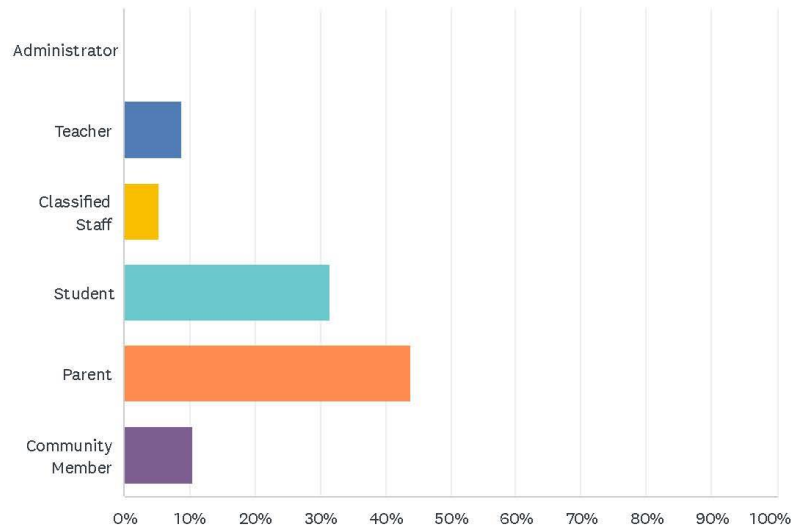
57 Responses

Stakeholder Input Form Tri County Public Schools, NE

SurveyMonkey

Q5 Please indicate the stakeholder group you represent:

Answered: 57 Skipped: 0



ANSWER CHOICES	RESPONSES
Administrator	0.00% 0
Teacher	8.77% 5
Classified Staff	5.26% 3
Student	31.58% 18
Parent	43.86% 25
Community Member	10.53% 6
TOTAL	57

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

need know everyone everyone lot support care know support always help
willing small town good people friendly
community proud families going small sports
school look close small rural TOWNS hard working lots

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

also make feel one bought care facilities family feel activities education
many events good supportive staff nice students
Tri County school small teachers lot
community sports support work great safe kids love involved
people TC children

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

Change need update know help sports go teachers parents good stuff
kids superintendent school way need None
students new district make community expect work board
issue come want superintendent needs think

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

LOVE respect willing look think keep going us kids friendly able staff students
want small town also skills superintendent someone
students time need staff school small
community Communication good new understanding
interact students make kind know district teachers help well interact
people way changes willing listen students staff

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

Answered: 57 Skipped: 0

#	RESPONSES	DATE
1	small town, everyone is involved in some way	11/4/2024 1:36 PM
2	We do a lot to support each other	11/4/2024 12:12 PM
3	Small town and good citizens Clean Progressive we now have new business into the old Vice Grip building Swimming pool Ball fields Great restaurant been in business 20 years (guessing) Full service banking Welcoming communities	11/1/2024 2:09 PM
4	Conservative, Christian, traditional "man+woman families, appreciation for agricultural lifestyle, proud to be small town or from the country, church-goers, love Jesus, love sports, raising our kids to be hard workers who are kind to others	11/1/2024 9:12 AM
5	Our community is small enough that almost everybody knows eachother, and big enough to do "normal activities."	10/31/2024 7:03 PM
6	Small town Low crime	10/31/2024 6:51 AM
7	Support and respect for one another	10/30/2024 9:14 PM
8	Tri County community is a few little towns with a big heart. We all come together when we need to help out the school or the kids.	10/30/2024 8:55 PM
9	Humble, small-town & rural people. Some employment opportunities in the towns, and close enough to larger towns with more employment opportunities to keep people here.	10/30/2024 8:34 PM
10	Smaller rural community with many parents/caregivers who grew up in the area. Farming/livestock culture, meaning that many families are dedicated to the area	10/30/2024 3:30 PM
11	It's small, so everyone gets to know everyone	10/29/2024 11:25 PM
12	The community is very accepting and welcoming and makes sure to take care of everyone in need. It's a great example to set for my children.	10/29/2024 7:55 PM
13	All come together in a time of need.	10/29/2024 7:34 PM
14	I like the small communities because the people tend to be hard working, caring individuals that are willing to help their neighbors.	10/29/2024 6:11 PM
15	Everybody seems to know everyone. Most people are very helpful	10/29/2024 4:56 PM
16	Most people in and around Plymouth go to Tricounty.	10/29/2024 4:30 PM
17	We are a group of small communities but near an economic hub (Beatrice). We are a tight knit group of people and care about our school district. Being close to an economic hub we have access to workforce development opportunities and training opportunities that other rural schools do not have.	10/29/2024 4:10 PM
18	We are inclusive.	10/29/2024 3:59 PM
19	There is a lot of support from all of the communities associated with Tri County, in all areas of education & extra curricular activities. A majority of the communities are multi-generational, with kids coming back home to raise their families.	10/29/2024 3:24 PM
20	Everyone is very close-knit. If something occurs, the whole community will attempt to help.	10/29/2024 3:05 PM
21	We got lots of farmers.	10/29/2024 2:16 PM
22	People are very friendly, helpful if you have questions and if you have younger children they a good at pay attention if children are playing outside	10/29/2024 2:10 PM

23	They are involved with our school and always want to know what is happening at the school.	10/29/2024 12:51 PM
24	Our community is blessed to be small town proud. The sense of family that one feels when part of a small town is amazing. People look out for each other and their families. Seeing friendly faces not only at school, but at local celebrations, churches and sporting events is comforting. We are unique in the fact that our school includes a number of smaller communities and towns. We have found a way to unite when needed and support each other.	10/29/2024 12:51 PM
25	There are a few very determined individuals who will volunteer and see any project to fruition. There is a good financial base for projects and expansions available that has not been tapped enough in property taxes.	10/29/2024 12:27 PM
26	we have lots of fans we have lots of nice people and people who are willing to do mostly anything	10/29/2024 12:18 PM
27	I feel that we are all pretty close with each other and feel comfortable with our community.	10/29/2024 12:06 PM
28	Family Oriented	10/29/2024 12:05 PM
29	Some things that are great in my community are that we always are doing something or making up our own game or just running around the neighborhood.	10/29/2024 11:53 AM
30	Hard-working, we know each other, and almost everybody has something alike	10/29/2024 11:53 AM
31	Friendly	10/29/2024 11:52 AM
32	They look out for each other.	10/29/2024 11:24 AM
33	Our community is very close and tight knit. It is also very small and everyone here is either friends or family or both.	10/29/2024 11:21 AM
34	A community that supports its neighbors. It is a fairly traditional community from the aspect of self-reliance and independence.	10/29/2024 11:17 AM
35	I am not from this community and do not currently live in it, but it seems like a safe, friendly place.	10/29/2024 11:05 AM
36	Kind, caring, God fearing people looking out for one another.	10/29/2024 11:01 AM
37	I love how our community supports our student-athletes during sporting events as well as music concerts. I also like that sometimes our community will donate money to give free things to us during a sporting event. For example, we had a local business donate a lot of money to be able to give us free popcorn for the sporting event that was going on that night.	10/29/2024 10:48 AM
38	Tight nit community, strong worth ethic, willing to lend a hand to anyone	10/29/2024 10:39 AM
39	Close nit small community where everyone knows everyone and jumps in to help with anything.	10/29/2024 10:35 AM
40	We all help each other out in hard times. Always there to support sports and groups.	10/29/2024 10:24 AM
41	I feel like our community is really close and cares a lot about each other. We always show up for different activities.	10/29/2024 10:24 AM
42	It's small and people care about the community + school (ex. Farm 2 Fork)	10/29/2024 10:23 AM
43	Our community is very family and church going people. We always help each other	10/29/2024 10:18 AM
44	Friendly people Take pride in looks of towns	10/29/2024 10:16 AM
45	We live in the middle of a cornfield	10/29/2024 10:14 AM
46	Friendly community, good parental support for projects, fresh air and open	10/29/2024 9:45 AM
47	Tri county is a very proud, family orientated community.	10/29/2024 9:41 AM
48	small, rural, close, we have a lot of support, great organizations and businesses	10/29/2024 9:39 AM
49	Our communities are driven by hard working families who often commute for employment. People choose to live in our communities because they are good, safe, small town friendly towns to raise families. Farming (mostly generational) and agriculture employment is what keeps our communities going.	10/29/2024 9:31 AM

50	I have only been with the district for a few years. But in those years I have discovered the community is very proud of the school. The community wants someone who is going to support their small town values, beliefs and traditions.	10/29/2024 9:27 AM
51	We have a small, rural community and our values reflect that, our next superintendents values should match ours. Our stakeholders want to be engaged/involved in school.	10/29/2024 9:19 AM
52	We are a community rich in tradition, and care deeply about our community and those who live here. We believe in hard work and are willing to help anyone in need. Our communities are full of multigenerational families (with deep ties to our community). Many younger families have come back to raise their families.	10/29/2024 9:11 AM
53	Small town proud, farm communities that help each other out when needed.	10/29/2024 9:07 AM
54	Small town environment. Lots of family connections.	10/28/2024 1:56 PM
55	Small towns, safe, friendly	10/25/2024 7:39 AM
56	As a community, we love our youth! There are so many community volunteers running youth programs from religious groups, to 4-H clubs, to teammates, and summer sports.	10/24/2024 1:46 PM
57	Nice people	10/24/2024 12:05 PM

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

Answered: 57 Skipped: 0

#	RESPONSES	DATE
1	the teachers really care about the students especially as many of the teachers went to TC themselves which is nice	11/4/2024 1:36 PM
2	Wonderful music program.	11/4/2024 12:12 PM
3	Small classes At one time a power house in sports period not now mainly football Great teachers	11/1/2024 2:09 PM
4	Lots of activities and extracurricular choices, great teachers and staff who really care about the kids, no cell phones allowed (yay!), therapy dog, school seems safe,	11/1/2024 9:12 AM
5	Great education and staff that makes school enjoyable.	10/31/2024 7:03 PM
6	Caring staff	10/31/2024 6:51 AM
7	Parental and community support Smaller rural school that has lots of opportunities ahead. Good group of faculty that works well with the kids and aren't always looking for new jobs. School board is supportive and gets along well with each other.	10/30/2024 9:14 PM
8	The school has a family feel. We are all there to help out one another in our time of need and are there to support one another. We may be a small school but like I said big heart. The kids all put forth 110% in all their activities and the staff put in that plus to help support the kids.	10/30/2024 8:55 PM
9	Lots of extra-curricular activity options, many with history of success. Good facilities. Many high achieving students. Good area reputation.	10/30/2024 8:34 PM
10	Longevity of a staff with many of them who have worked at the school over a decade, yet still a good number of staff who are younger who bring new ideas Smaller class size	10/30/2024 3:30 PM
11	Nothing at all, food sucks, rules that make it feel like a prison (we can't leave the cafeteria at all during lunch), and I mean it's just not an enjoyable place	10/29/2024 11:25 PM
12	we came from a large city and know we wouldn't have ever felt comfortable sending my kids to a school where we used to live. Tri County makes me feel like my children are safe and taken care of. The teachers love what they do and it is always a positive energy when I am in the school/at sporting events. We have been welcomed very kindly into the school and my kids have nothing negative to say about their days at school.	10/29/2024 7:55 PM
13	Wry invoked staff in the community and school in general. All staff are involved in at least 1 or more school activities.	10/29/2024 7:34 PM
14	Tri County schools have so many great aspects. They are accepting of all students from all areas and provide a high quality education along with several options for extra curriculars. I also love how supportive the students, faculty & staff, and parents are of all the kids in all the various activities!	10/29/2024 6:11 PM
15	The teachers are usually nice	10/29/2024 4:56 PM
16	The teachers are nice.	10/29/2024 4:30 PM
17	The teachers are fantastic! TC has done a great job at hiring for the culture that they want at TC. The staff and teachers have bought in, the parents have bought in and the students have bought in. We love TC and you can see it and feel it everywhere. TC is great at building community within the school district for students of all ages. They are also great at building and creating options for students to be successful after their time at TC. This is in the form of school-to-work opportunities, to job shadowing opportunities, etc.	10/29/2024 4:10 PM
18	We are thought of.	10/29/2024 3:59 PM

19	Tri County is a rural school, all on one campus, who takes pride in not only our education, but also our facilities and staff & students. The culture and climate of Tri County is a family based atmosphere, where staff and students are involved inside and outside of school functions. The school thrives on continuous improvement in the classrooms via technology, curriculum & staff trainings, and improvement of the grounds & facilities. We try to implement P.R.I.D.E. through all staff & students, including problem solving, respect, integrity, dependability, and effort!	10/29/2024 3:24 PM
20	The teachers seem to genuinely care about the students, they are supportive and make it feel like a safe space.	10/29/2024 3:05 PM
21	1. Sports- Cross country is very good, basketball, football are alright. Volleyball is also good.	10/29/2024 2:16 PM
22	Helpful, understanding, answers questions if you have them	10/29/2024 2:10 PM
23	We have people involved in everything.	10/29/2024 12:51 PM
24	Tri County Public Schools embodies the sense of being a true family. The teachers, administrators and staff truly care for each child. Not only do they educate but they provide guidance for each child to reach their full potential and be a productive citizen of society.	10/29/2024 12:51 PM
25	The teachers are mostly young, long tenured professionals with deep ties to the community and school. There are multiple generations available for support with long standing ties to the school.	10/29/2024 12:27 PM
26	They are clean and have nice people.	10/29/2024 12:18 PM
27	I think that our student council is very involved and they help establish many of our events.	10/29/2024 12:06 PM
28	One on one, Student to Teacher ratio is excellent and provides increased learning opportunities	10/29/2024 12:05 PM
29	The good things about our school are that we are always supporting our school in all the sports and have good sportsmanship.	10/29/2024 11:53 AM
30	Hard-working, tight-knit, and everybody is nice and kind.	10/29/2024 11:53 AM
31	we take pride in it	10/29/2024 11:52 AM
32	We pay ma+36, schools smaller that are around us do not, so we have been getting them after a few years at a different school. Teachers care about eachother, good facilities (do need an upgrade).	10/29/2024 11:24 AM
33	Most students participate in more than one activity or club. The teachers are nice and know everyone. Everyone knows everyone. Students and teachers are involved in a lot.	10/29/2024 11:21 AM
34	A fair amount of the patrons support the school, students, and activities. Being supportive includes being involved in both the didactics and extracurriculars.	10/29/2024 11:17 AM
35	The building principals are capable, easy to work with professionals who support their staffs and care about our students. The staff come from diverse backgrounds and levels of experience. They are all dedicated professionals, who I would feel confident in teaching my own children. Our student body presents very few behavior problems. They are almost all respectful, kind people. Our administrative assistants and subs are amazing. Everyone takes pride in our school.	10/29/2024 11:05 AM
36	Small community atmosphere without the large school lack of 1 on 1 student education.	10/29/2024 11:01 AM
37	A good thing about our school is our student body supports each other during sporting events. At home events, we have a good student section that supports our athletes that play. Another thing that I like about our school is how many clubs we have to offer. I am glad going to a small school that I can be apart of so many clubs that I can put on scholarships and college applications.	10/29/2024 10:48 AM
38	We are a family not a school, very involved, easy to talk to, dedicated	10/29/2024 10:39 AM
39	Family like environment	10/29/2024 10:35 AM
40	The teachers are very flexible and want to help you.	10/29/2024 10:24 AM
41	We have really reliable teachers, that care a lot about the students.	10/29/2024 10:24 AM
42	Extra curricular activities, classes	10/29/2024 10:23 AM

43	the staff and students work well together. Very friendly	10/29/2024 10:18 AM
44	Publicize events so elderly people with no children in school could participate	10/29/2024 10:16 AM
45	N/A and nothing	10/29/2024 10:14 AM
46	great facilities, student body shows great support for each other on activiites, great music department,	10/29/2024 9:45 AM
47	The community is very proud of the school with many graduates choosing to live and raise their own families in the area. The two principles are quality individuals that are both sound instructional leaders.	10/29/2024 9:41 AM
48	small, teachers want what's best for students, teachers put in a lot of time outside of school hours	10/29/2024 9:39 AM
49	TC provides a safe environment for kids to learn. Many families invest in their children's education.	10/29/2024 9:31 AM
50	Great staff, supportive community. Employees want what's best for the kids.	10/29/2024 9:27 AM
51	Much better at communicating with community/stakeholders about happening/events.	10/29/2024 9:19 AM
52	Again a school rich in tradition. The school is like a large family - we are fortunate to have many people who teach here who also attended school here (or their spouse did). We have 3 sets of husband/wife teaching pairs - and many of us also send our children to this school. We are also deeply supportive of our communities - it is very common to see teachers and staff out at community events. Even though our school is split between a few communities (and some of us drive here) we are deeply committed to our school and the community in which we work. We have small class sizes, there has been a recent focus on building a strong culture between both the elementary and secondary buildings. We are fortunate to have a number of activities that are students can be involved in (from sports to performing arts to CTE to art... lots of opportunities even given our size).	10/29/2024 9:11 AM
53	Tri County does a really good job of being mindful of all students, not just the ones who stand out amongst their peers. I think this is important. No one should be made to feel less than.	10/29/2024 9:07 AM
54	I feel that Tri County has always been well respected in the area. I've heard that our HS classes are more "difficult" than Beatrice. That's a good thing!	10/28/2024 1:56 PM
55	Great teachers, quality education, prepared students, inclusion of students with disabilities	10/25/2024 7:39 AM
56	We use the yonder pouch to keep cell phones from being a distraction in the classroom!! Our music program is a notch above the rest. Currently I believe our school staff is doing a great job identifying strengths in students and helping them explore career options.	10/24/2024 1:46 PM
57	Teachers know the students very well	10/24/2024 12:05 PM

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: 51 Skipped: 6

#	RESPONSES	DATE
1	Be aware of the mental health needs of the students and even teachers.	11/4/2024 12:12 PM
2	It a conservative district. We need to work on the sports program especially football. Tri County use to be feared and respected in football track wrestling volleyball girls and boys basketball and golf (when we still had it). He/she should be involved in every aspect of the school	11/1/2024 2:09 PM
3	The older kids are given way too much freedom on their Chromebooks! They are playing games and watching movies and looking up all sorts of stuff that is, at best, not educational, and at worst, inappropriate. And grade-school kids are using cell phone on the bus, showing inappropriate material to other kids. This needs to be addressed.	11/1/2024 9:12 AM
4	We have started school too early in most people's opinion	10/31/2024 7:03 PM
5	The district is hungry for a good leader. We expect a person to be visible in the community and support our students and also the community. We are not looking for someone who is not willing to communicate with patrons and parents. Potential bond issue. They Need to know up front what the boards plan is moving forward. If the board is wanting to move forward with the bond the new superintendent needs full support of the board to go and "sell" the bond to the patrons	10/30/2024 9:14 PM
6	The students and parents run the school. If they have an issue the principals back down and take their side. Also they do not stand by their teachers/paras to make them feel safe or wanted. The handbook is just a guideline when it comes to the dress code for the students. They do not abide by it and principals do not call them out on it. Also the behaviors are out of control and when yhe paras need help from the teachers or principal they sweep it under the rug or reward them for their bad behavior which makes them do it over and over again. Hold kids accountable for their actions. The paras in the elementary only get a 30min unpaid lunch break and do all the recess duties and don't get a break during the day. Sometimes not even a lunch break due to a behavior or other issues. Teachers get over 2hrs of plan time during the day and paras get 30min if they are lucky.	10/30/2024 8:55 PM
7	Need for better services for students with more needs than average. There is a need to balance limiting the tax burden on citizens, while still providing required services and other opportunities for students & the community. This is not easy, but needs addressed.	10/30/2024 8:34 PM
8	Same as the second question, it's not a fun place to be around. I guess that's why we have a whole bunch of kids "sick" all the time	10/29/2024 11:25 PM
9	N/A	10/29/2024 7:55 PM
10	- A lot of alumni. Which is good and bad. New comers are not really taught and more expected to "know the ways" of how it's always been. - Change seems to be difficult - very close knit seems be a lot of cliques	10/29/2024 7:34 PM
11	I can't think of any right now.	10/29/2024 6:11 PM
12	A lot of substances get used I think. I think something needs to be done about it	10/29/2024 4:56 PM
13	Social and online bullying is very common in the youth group.	10/29/2024 4:30 PM
14	The need to update facilities. The need to create new academic opportunities to expand career opportunities for high school students.	10/29/2024 4:10 PM
15	None that can come to mind.	10/29/2024 3:59 PM
16	Passing a bond for a new facility is an issue the district is in the process of facilitating right	10/29/2024 3:24 PM

now. Knowledge of how rural communities work in winter weather conditions, via communications as our district spans over 3 counties.

17	Possibly funding and they also need to be aware that much of the student body lives in the country. This is more important during the winter months due to excessive snow not being cleared very quickly.	10/29/2024 3:05 PM
18	None that I know of	10/29/2024 2:16 PM
19	Cyber stuff, how teachers are interacting in their classrooms, hiring right people, make sure that the kids with needs and needs help is getting the right stuff	10/29/2024 2:10 PM
20	I think everything needs to be recognized the same. Like organizations and sports should be the same.	10/29/2024 12:51 PM
21	Since our community is a large extended family, we expect the superintendent to embrace this culture and want to play an active role in the community. This lack of involvement within the community is likely what lead to a prior superintendent not finding success within our district. In addition to the culture at Tri County, the school building and grounds have some obvious needs for updates.	10/29/2024 12:51 PM
22	This is not an open minded community. It is very white and traditionalist. A lot of those traditional values are more important to community members than any sort of "progress" would be. That is not to say progress is not acceptable, only that it must be weighed against a long standing tradition of maintaining the very much preferred status quo.	10/29/2024 12:27 PM
23	none	10/29/2024 12:18 PM
24	I think that we should do something about the heating/air conditioning. It gets so cold to the point that I can't think and I would just like a comfortable temperature.	10/29/2024 12:06 PM
25	We are not a huge school. Big City policies are considered blanket policies here, and don't necessarily work	10/29/2024 12:05 PM
26	We could work on getting our work in on time.	10/29/2024 11:53 AM
27	We like to talk in halls, and not everyone behaves	10/29/2024 11:53 AM
28	Needs a ton of things fixed	10/29/2024 11:52 AM
29	We are behind, areas have been nagelected. [REDACTED] does a below average job, look at vans buses and the rust, scratches in the hall,... Technology is good but needs an update for staff. Budgets need to be given to staff, equal is not fair, some areas cost more than others. Weight room needs to be on a rotation for equipment, not have to fundraise to get new stuff. We use Powerschool, changing the SIS would help one person out and burden the other 50 that use it.	10/29/2024 11:24 AM
30	See question number 1.	10/29/2024 11:17 AM
31	We have had increasing numbers of ELL students moving into the district and no resources to serve them.	10/29/2024 11:05 AM
32	No WOKE crap! Boys are boys, girls are girls. There are no other genders. Pride has no place in a school system, keep your rainbow flag at home	10/29/2024 11:01 AM
33	One issue that I want the superintendent to know is how our student body acts. As I have been in high school for 4 years, I would say the way our student body acts is very poor and language and certain issues need to be resolved within our student body. Another issue that the superintendent needs to know about our school is that there is a lack of support for our activities. For example, one-act and speech don't get enough support funding unlike the other sports, and there are almost more kids that go out for these activities than there are people that play sports.	10/29/2024 10:48 AM
34	Don't be liberal	10/29/2024 10:39 AM
35	Bullying, students dress code and student dressing inappropriately	10/29/2024 10:35 AM
36	None	10/29/2024 10:24 AM
37	None	10/29/2024 10:24 AM

38	Not many that I know of.	10/29/2024 10:23 AM
39	Should be aware of all events that happen in school and out of school	10/29/2024 10:18 AM
40	When our children went to T/C in late 90's more opportunities were offered for students-we feel like now basics only (which isn't all bad)!	10/29/2024 10:16 AM
41	The kiddos	10/29/2024 10:14 AM
42	We need to have higher academic standards and do a better job of preparing kids for college. Continue to enforce and cement the no phone policies.	10/29/2024 9:45 AM
43	Since the retirement of [REDACTED] The district has been in a bit of turmoil finding a good quality leader. The superintendent needs to be able to lead and listen simultaneously.	10/29/2024 9:41 AM
44	Not sure.	10/29/2024 9:31 AM
45	Change is hard. Not all staff invite the changes that need to be made.	10/29/2024 9:27 AM
46	I think parents/community members need to feel more welcome to visit the school. No more being locked out of the school and waiting to get into the school for events and meetings. This is still occurring with new system. Sports are seen as priority over education. No more Sunday practices ... for anything, even day before game. If school is letting school out for breaks/holidays but having practices on those days, this sends mixed messages to students and families about what we value ... sports over family time??? We have stepped away from having caring teachers who want to help students, too many teachers gossiping/talking negatively about other students - even in front of students.	10/29/2024 9:19 AM
47	We expect someone to show up and be engaged with the students, staff and patrons. This is a rural community and trying to bring in a class A type mindset won't work. There are a number of things that are working well here - and change for the sake of change won't go over well. We do have a potential bond issue coming up - but just looking for someone who has that experience and neglecting the other qualities would be a missed opportunity. Our community cares deeply about the school and wants to continue to see it be successful but you need to create by in from the patrons and stakeholders through accessibility and open communication. Transparency with everyone is incredibly important.	10/29/2024 9:11 AM
48	Something needs to be done to foster better relationships with the girls throughout the school. I have seen first hand the materialism and disdain for those without. This is something that has been a problem everywhere as of late, but these kids need to learn that what you have doesn't necessarily mean you are superior. My own kids have come home and told me stories of kids being made fun of for not having ridiculously expensive items. Obviously this is something parents need to be instilling in their children but when it spills over into a school setting, it can be problematic.	10/29/2024 9:07 AM
49	Again, we are small-town-minded. I don't think a female supt will be well-received. Especially considering the past supt. People here notice how the supt lives - what kind of car he/she drives, how he/she dresses, etc. Humility and conservatism goes a long way.	10/28/2024 1:56 PM
50	Distrust with former Superintendent who didn't listen to the needs if the district	10/25/2024 7:39 AM
51	Lack of sports variety, and not allowing students to have phones in schools	10/24/2024 12:05 PM

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

Answered: 57 Skipped: 0

#	RESPONSES	DATE
1	small town values, understand a farming community	11/4/2024 1:36 PM
2	Kind, supportive, friendly	11/4/2024 12:12 PM
3	Can't be like our last superintendent. In is a political position in the fact he/she should have the same values of the community members. This is a conservative but progressive area and good people living in the district. I also think with the money they make that they should reside in the school district and pay taxes like the rest of us	11/1/2024 2:09 PM
4	Someone who values family and marriage, has a rural/small town background, loves kids,	11/1/2024 9:12 AM
5	I would want a superintendent that is wise and would get to know their students.	10/31/2024 7:03 PM
6	Fair, not easily persuaded Advocate for students and staff Respectable Humble and kind Positive attitude at all times Innovative and creative Ability to listen well to others' ideas and opinions and consider them carefully Ability to plan for future needs for students and staff Ability to be humble on every level and not "above" ANY task Appreciative of students and staff Manners (obviously!) Good role model in community Involved in school events outside of work hours and very visible during the day **consider using a portable desk and going to visit each classroom and employee to check in with them and ask what can I do for you to help you be successful?	10/31/2024 6:51 AM
7	Communication Willing to listen and learn about the district before making drastic changes Listening skills	10/30/2024 9:14 PM
8	I think the new principal should be not afraid to make changes and stand by them. Also a backbone to be able to stand up for what is right and what they want enforced. Need to have a sense of school pride and knowledge of the farming community. A person that is willing to bring our school into the future and do the necessary updates that we need, ie: handicap accessible and the technology aspect.	10/30/2024 8:55 PM
9	Excellent knowledge of all aspects of the educational system & process. Ability to work with small town & rural residents. Ability to differentiate between reducing spending and limiting services & programs for students & the community.	10/30/2024 8:34 PM
10	Open-mindedness Patience Great communication skills, specifically with conflict resolution Approachable	10/30/2024 3:30 PM
11	I want HIM to be on the younger side, more in touch with reality and to have decent expectations for the students. I want him to be the type of guy you can be comfortable around and not have to treat him like a prison warden (like we do with ████████)	10/29/2024 11:25 PM
12	Good communication, planning & organizing, relating to the students	10/29/2024 7:55 PM
13	Be able to continue growing the TC culture and keep some of the well loved traditions but also allow us and teach us to grow to make it a better place for our children as times change and so should the school	10/29/2024 7:34 PM
14	I'd like to have a superintendent that gets along well with the kids and is willing to support the students in their various activities. I also want a superintendent that communicates well with the parents both socially and in regards to school matters.	10/29/2024 6:11 PM
15	Be nice. I think it's nice to see them walking around and interacting with kids	10/29/2024 4:56 PM
16	Patience, kindness, sympathy, liking kids, and being able to look problems in the face.	10/29/2024 4:30 PM

17	Innovator, forward thinker, collaborator, transparent, and strategic planning capabilities, are a few skills or qualities that are important.	10/29/2024 4:10 PM
18	Being present, and interact with the students.	10/29/2024 3:59 PM
19	Qualities of the new superintendent should include someone who is outgoing, personable & approachable, has leadership skills, great communication skills (phone, email & in person), budget/financial savvy, and is able to utilize/or learn new technology. They should also be highly organized and have good time management skills, and be able to prioritize wants vs. needs of the district. Someone who can set aside their personal feelings & emotions, and make decisions based on facts and with a level head on a timely basis. Relationship building on all levels, including administration, staff, students, alumni, and community members. Safety of staff, students & facilities must be a priority.	10/29/2024 3:24 PM
20	Being social with the students and also possessing knowledge about the school and the way the students/staff already are.	10/29/2024 3:05 PM
21	1. Responsible 2. Experienced 3. leader 4. Christian/republican would be ideal	10/29/2024 2:16 PM
22	Nice, kind, caring about the welfare of the kids, helps the school be successful,	10/29/2024 2:10 PM
23	Friendly, talkative willing to walk around and get to know everyone.	10/29/2024 12:51 PM
24	They need to be financially and fiscally savvy, personable, organized, and approachable. They need to work with the staff and teachers to find solutions to school and student issues. A dictator will not work well with the current culture at Tri County Public Schools.	10/29/2024 12:51 PM
25	A background in small tradition based communities. A way of creating value without causing a stir. Patience dealing with entitlement.	10/29/2024 12:27 PM
26	Knowledge, Desire to be here, kindness, and encouragement.	10/29/2024 12:18 PM
27	I liked the schedule from this year with the no late starts and instead, we have a few extra Fridays off of school. I think that it benefits us students more than a late start.	10/29/2024 12:06 PM
28	Look at the job as a partnership relationship with faculty and parents rather than a Leadership role. A good leader is also a great peer.	10/29/2024 12:05 PM
29	Participating in the activities and keeping the school fun and not too strict.	10/29/2024 11:53 AM
30	How to problem solve, nice, and how	10/29/2024 11:53 AM
31	kind	10/29/2024 11:52 AM
32	Communication. Understand if it is not they way they are use to does not mean it is broken. Don't change things just to let us know your incharge, listen to the people that it effects and have a logical explanation of why it needs to be changed. Not, it is law and we need to follow the law.	10/29/2024 11:24 AM
33	I think they should be very fun and communitative. They should also be friendly and loving. They should be able to go to events and interact with the students, teachers, and community.	10/29/2024 11:21 AM
34	Be involved with the school activities and community. Don't hide behind the desk!	10/29/2024 11:17 AM
35	Let the principals do their jobs. Is being a superintendent not a demanding enough job? If you have time to micromanage your principals and staff then maybe being a superintendent isn't as hard as I thought... And furthermore, don't waste the teacher's time. We actually are juggling a million things and trying to make our instruction the best it can be. Sitting through a meeting that does not even apply to me does not help my students.	10/29/2024 11:05 AM
36	Common sense Small community mindset Open to new ideas	10/29/2024 11:01 AM
37	One characteristic I would want to see in our next superintendent is someone who brings good ideas to the table that can help better our school as a whole. I would also like to see the superintendent interact with the students and get to know them. I want to see them interact with our community as well and ask for input from the community as well.	10/29/2024 10:48 AM
38	Know how small schools run compared to a bigger school.	10/29/2024 10:39 AM
39	have a good relationship with staff and students. be able to take control of a bullying situation and not make excuses or try to cover it up. not be afraid of confrontation.	10/29/2024 10:35 AM

40	Wanting to get to know all the students, and going into classes and having conversations with kids.	10/29/2024 10:24 AM
41	Really involved in everything, and always going and being out in the community. Forming relationships with everyone, so we are more familiar with each other.	10/29/2024 10:24 AM
42	Good leader, cares about the school.	10/29/2024 10:23 AM
43	they need to socialize , be easy to talk too, honest	10/29/2024 10:18 AM
44	Love for learning Love for young people	10/29/2024 10:16 AM
45	idk	10/29/2024 10:14 AM
46	Communication and ability to interact with the district employees and student body. Be visible and accessible. Keep political views to yourself.	10/29/2024 9:45 AM
47	Good understanding of rural schools in Nebraska. Firm grasp of school budgets and bonds. Excellent communication skills. Before changes occur first understand why something is in place and then decide if the change needs to occur.	10/29/2024 9:41 AM
48	supportive, willing to listen, communicates, interacts with students and staff	10/29/2024 9:39 AM
49	Communication and community investment. Be a community member not just someone sitting behind a desk. We are small town's and need to support each other. Humble! Fit in with the community, not think they are better. Fair! Treat people with respect and understanding. Take the time to get to know people. Manage. Some teachers need to be mentored, taught, and held to a high standard of professionalism. Students will not learn if there is no respect and respect goes both ways. Mental Health needs a higher focus. Mental health for teacher and students. There is teacher in-services and education that can be brought in to help. This needs to be addressed for healthy learning and relationship building.	10/29/2024 9:31 AM
50	Honest, trustworthy, kind, understanding, has a backbone, willing to listen. An understanding of school finances, bonds, etc. If no understanding of these things, I would hope they are willing to learn and take the steps needed to understand the budget process, bonds and school finance.	10/29/2024 9:27 AM
51	Experience, Experience, Experience!! Understanding of our school/community culture. Leadership and wanting to be a part of our community.	10/29/2024 9:19 AM
52	Looking for a strong leader. Recognizing that at a small school that a lot is expected of teachers and staff and being able to recognize and decipher what is important and what could be taken off plates to better morale and productivity. Providing guidance and support where is needed but allowing teachers and leadership to do their jobs. A strong communicator with parents, patrons, staff. Present and involved - not just showing up at events but taking a vested interest in the students, staff and community.	10/29/2024 9:11 AM
53	I feel like kids respond well to energy and personality. IF you are willing to engage with them on their level. They need someone who is going to motivate and push but also highly approachable.	10/29/2024 9:07 AM
54	Experience as a superintendent. Personable. Relatable -- with adults, secondary & elementary students. I know it takes time away from the school, but going to DeWitt and Plymouth for coffee in the mornings would go a long way to make the supt more approachable and it also gives him/her an insight into the community and it's people. Keep in mind though -- coffee in the mornings is mostly retired people.	10/28/2024 1:56 PM
55	Friendly Personable Doesn't have a personal agenda Wants TC to thrive with quality teachers and staff	10/25/2024 7:39 AM
56	You have to be willing to be out in the public. Make a point to get to know your staff, your students and their parents. Understand our rural ag based community and its needs.	10/24/2024 1:46 PM
57	Great with kids, be able to deal with new problems	10/24/2024 12:05 PM