

*Stakeholder Input Report for*

***Lakeview Community  
Schools  
Columbus, Nebraska***

*submitted by*

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EXECUTIVE RECRUITMENT & DEVELOPMENT

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### **Executive Summary**

On December 17th, Consultant Mike Lucas and Aaron Plas conducted multiple meetings to gather input regarding the selection of a new Superintendent of Schools for Lakeview Community Schools. In addition, stakeholders who could not attend any of the sessions could submit their thoughts electronically or on paper surveys left throughout the community.

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. After the executive summary is a summary of each of the school/community meetings, as well as those submitted electronically.

## **Executive Summary:**

### **What are the good things about your Community?**

- Support & Involvement: Strong community pride and collaboration.
- Growth & Opportunities: Growing with benefits for young families.
- Safety: A safe place to raise children.
- Small-Town Values: Combines small-town charm with big-town access.

### **What are the good things about Lakeview Community Schools?**

- Strong Staff & Students: Excellent teachers, staff, and engaged students.
- Top Facilities: High-quality academic and extracurricular spaces.
- Community Pride: Strong local support and involvement.
- Excellence in Programs: High achievement in academics and extracurriculars.

### **What are the skills, characteristics, and traits you are looking for in the next superintendent?**

- Leadership & Communication: Strong, visible leader with good communication.
- Vision & Problem-Solving: Ability to manage growth and future challenges.
- Teamwork & Accountability: Collaborative, with accountability for all.
- Community Engagement: Active in the community and responsive to needs.

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

- Managing Growth: Need for staffing, facilities, and program management to accommodate growth.
- Budget: Navigating legislative budget constraints and managing property taxes.
- Staffing Needs: Growth in staff, particularly in student services.
- Facility & Infrastructure: Updates needed for older buildings and expanding services.

## **Stakeholder Group Responses- Office & Admin Asst Staff**

### **What are the good things about your Community?**

- Growth in the community
- Columbus residents want to move into the Lakeview community
- Strong supportive Community
- Pride within the Lakeview community
- Extra Curricular programs are strong including academic organizations
- Everyone rallies together in times of need
- Small town feeling and values

### **What are the good things about Lakeview Community Schools?**

- Staff and teachers are excellent
- Culture of kindness
- Growing and sought after district
- Facilities are incredible
- Location
- School is the heart of the community
- Strong partnerships with local organizations
- Lots of staff are Lakeview graduates or from the area
- Family feel with deep roots
- Passionate and dedicated board of education
- Students are always the primary focus
- Teamwork is evident within schools and staff

### **What are the skills, characteristics, and traits you are looking for in the next superintendent?**

- Strong communication skills
- Excellent problem-solving
- Vision and ability to manage growth within the district
- Decisive and effectively articulate rationale behind decisions
- Organization skills and ability to meet deadlines
- Understanding Nebraska school systems
- Understanding Nebraska legislative system

- Intentions to become a long-term member of the community
- Forward-thinking and progressive leader
- Proactive and decisive leader
- Strong with follow-up on all promises and issues
- Attention to detail
- Quick learner with information retention
- Team and relationship builder
- Business software acumen or ability to learn
- Ownership over all district activity and situationsAttention to detail

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

- Rapid growth within the district means clear vision for the future almost immediately
- Budgetary restrictions in the future with recent legislative changes
- Health and nursing staffing is needed
- Classified staff growth is needed as district
- Facility/transportation growth with student increases and needs

## **Stakeholder Group Responses- Administrators**

### **What are the good things about your Community?**

- School community partnerships are strong (CCC, Chamber, Columbus Community Hospital, Industrial)
- Hard working mentality
- Supportive of the staff and school system
- Willing to invest and help
- People want to be a part of the Lakeview community
- Community supports each other in times of need
- Pride in the school system
- Location near larger town but with small school feel
- Small community big opportunities
- Support from not just parents but non-parents in the community

### **What are the good things about Lakeview Community Schools?**

- Small school size but big school opportunities
- Kids are excellent
- Student involvement is incredible including academic organizations (FBLA, FFA)
- Facilities are top notch
- Finances are in great shape
- Levy is lower, and land valuation helps support this
- Staff is excellent from all areas
- Low turnover rate
- Supportive parents
- Class sizes are at optimal levels
- Staff is not afraid to step up and support with events and activities
- Culture of the district is student focused
- Solid mix of veteran and younger teachers
- Highly effective mentor and mentee program
- People want to work in the district so teaching pools are larger
- District has solid approach to education that includes not just academic, but character and mindset
- Academic growth is taking place each year
- Proximity to CCC and business that provide opportunities for students

### **What are the skills, characteristics, and traits you are looking for in the next superintendent?**

- High quality communicator with all levels of the district
- Ability to both share and listen
- Supportive leadership
- Community involvement
- Involvement within the school organization
- Trustworthy and will have your back in tough situations

- Team player with ability to make tough decisions
- Provide accountability for staff and being accountable to themselves
- Visible within the community
- Problem solving and thought leader during various situations
- Proactive leading growth within the district
- Open to new ideas
- Positive leader

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

- Understanding dynamics and demographics of the district such as ELL, SPED, HAL, etc.
- Communication must be strong with not only staff, but the BOE and community
- Student growth is taking place and managing the growth is imperative
- Budget skills with new legislative restrictions will be important
- Some of older facilities will need updating
- Technology enhancements and instruction is needed
- Staffing in student services areas is necessary due to growth
- Curriculum budgeting will need to be improved



## **Stakeholder Group Responses- Support Staff**

### **What are the good things about your Community?**

- Very involved and supportive community
- Lots of community partners
- Businesses within the community want to be involved in the school system
- Small community but close to a town with lots of opportunities

### **What are the good things about Lakeview Community Schools?**

- Students are high quality, helpful, and respectful
- Students are highly involved in activities
- Staff works hard to help and support all students
- Administration is helpful and supportive of students, staff, and community
- Parent community is highly involved and supportive of the district
- There are abundant resources available within the district to help students in need

### **What are the skills, characteristics, and traits you are looking for in the next superintendent?**

- Communicate at a high level with staff
- Someone that is supportive of staff with not only issues, but additional programming
- Someone highly visible within the district and community
- Organizational skills matching the size of the district

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

- Growth within the district must be managed currently and in the future
- Staffing will need to continue to grow with new students
- Alternative education programming opportunities will need to be improved

## **Stakeholder Group Responses- Open Teacher Forum**

### **What are the good things about your Community?**

- Growing community
- Involved and supportive community
- Invested families that have been in the district for generations
- Many attractions and opportunities for young families
- Safe and secure location
- Newly renovated community features and amenities
- Diverse population
- People want to be in Lakeview
- Small school setting with larger community amenities close

### **What are the good things about Lakeview Community Schools?**

- Facilities are top notch
- Student academic organizations are top in the state (FFA, FBLA)
- Smaller class sizes throughout the district
- Small school feel with large school opportunities
- Community partnerships with community college and local businesses
- Technology within the district is robust
- Small enough environment to provide personalized education for all kids
- Enough autonomy within the classroom to create a welcoming environment for staff
- Family-oriented district
- Lots of high-quality staff that are master educators
- High quality upper-level education that prepares students for college
- Kind, respectful, and hardworking students
- High quality culture

### **What are the skills, characteristics, and traits you are looking for in the next superintendent?**

- Vision for managing the growth of the district
- Collaboration with staff on growth and district improvements
- Ability to lead without micromanaging the classroom exuding trust in staff
- Visibility within the school buildings and community
- Some willingness to invest in professional development
- Supportive and trusting of teachers and staff

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

- Shell Creek will need to be expanded especially at higher grade levels
- Facilities at Platte Center including shared cafeteria and gym

- ELL student population needs additional staffing at Platte Center
- Growing pains at junior/senior high are starting to show up as larger elementary classes are moving into higher level
- Larger class sizes at HS with growth
- Technology at HS needs to provide some consistency and increase staffing
- Shared staffing is starting to reach a breaking point
- Fine arts program needs improvement for a school the size of Lakeview
- Support and additional staffing for ELL students
- Increase support staff in all student needs
- Collaboration needs to be well thought out due to distance between schools
- District held policies can be hard due to different size elementary schools

## **Stakeholder Group Responses- Community Forum**

### **What are the good things about your Community?**

- Safe location to raise children and work
- Small town values of the including
- Smaller school near a larger town
- Patrons are proud to be from Lakeview
- Growth in the community with family-oriented attractions
- Solid medical facilities for a rural hospital
- Location provides many options for all community services
- Family friendly community
- Location provides easy access to Lincoln and Omaha

### **What are the good things about Lakeview Community Schools?**

- Big enough school to have great opportunities, but small enough to feel like a small school
- The facilities are incredible
- Patrons are proud of the school system
- FFA program is one of the largest and highest performing in the state
- Facilities provide lots of opportunity in ag, activities, academics, robotics
- Generational pride and involvement in the school system
- Small enough students don't fall through the cracks
- Larger tax base providing a lower levy for taxpayers
- Staff is high quality and community recognizes it
- Expectations for students is high
- Test scores are improving and do well against the state average

### **What are the skills, characteristics, and traits you are looking for in the next superintendent?**

- Social skills and people person within the community
- Visible within the community
- Vision to help manage the growth of the community
- Rally the district towards change and progress
- Ability to create relationship with parochial schools
- Skills to update facilities
- Need the ability to be more progressive and provide vision even with a conservative board of education and community
- Strong leader, not a "yes man"
- Younger with enthusiasm and energy

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

- Option enrollment is closing due to growth
- People expect to see and know the superintendent
- Some of the older facilities need to be updated to the Lakeview standard
- Continue to enhance opportunities including activities
- Community wants some stability and a longer tenure
- Potential bond issue at some point due to growth
- Continued growth within the district
- Property taxes need to continue to be managed and explained
- Agriculture valuation is large portion of total tax base
- Diverse student population that will need supports
- Transportation and fleet will need to continue growing
- Contracted transportation is utilized within the district
- Retention of talent will be important
- Fine Arts will need to be improved and suffering due to staff turnover
- Needs to understand the cultural values of district are conservative

**Q1 Tell us the good things about your community. (This information is used to help us recruit quality candidates.)Cuéntenos las cosas buenas de su comunidad. (Esta información se utiliza para ayudarnos a reclutar candidatos de calidad).**

Answered: 76 Skipped: 5

#	RESPONSES	DATE
1	There is always announcement going out to families so they know what is going on like food pantry , Simon house. Etc.	12/23/2024 10:58 PM
2	It's a unique community, unlike a typical town setup, which has both its advantages and challenges. Overall, the community members are good people and supportive in most aspects.	12/23/2024 7:42 PM
3	The teachers, students, and parents	12/23/2024 9:03 AM
4	the community continues to grow and thrive, we must acknowledge the great involvement of our stakeholders	12/23/2024 8:51 AM
5	Everyone helps everyone, kind/friendly people.	12/23/2024 6:16 AM
6	Nada bueno-Nothing good	12/22/2024 9:57 PM
7	Lakeview Community Schools are a close-knit community where everyone works together to help students do their best. Teachers, parents, and locals all care about students and make sure they feel safe and supported. There are plenty of fun activities like sports, music, and clubs for students to get involved in. Since the schools are smaller, teachers can give more attention to each student, helping them grow both in school and as people. Overall, Lakeview is a place where students feel welcome and can succeed.	12/22/2024 8:29 PM
8	Parental involvement and care about the culture at Lakeview High School. Conservative values still prevail here. Families still care about each other and are involved w/each other. We believe in the "Village raising the child", culturally AND spiritually.	12/22/2024 7:53 PM
9	The good thing about our community, I feel hasn't strayed away from its values. What I mean is, stand for the flag, and kneel for our lord and savior. We haven't conformed to this DEI as some of our officials would like to see. Like some of these big inner city schools in other parts of the country. Keep locker rooms separate. No Trans bathroom, no boys playing in girl sports or vice versa.	12/22/2024 5:45 PM
10	Columbus is a great small community	12/22/2024 4:51 PM
11	Great amenities, good people, forecast of growth and new businesses coming to town.	12/22/2024 4:45 PM
12	Graduates have their families come back to Lakeviee	12/22/2024 4:35 PM
13	Supportive members for the most part. People really care about athletics.	12/22/2024 4:19 PM
14	Tight knit community that helps look out for each other. Most parents know each other, went to school at lakeview together and have stayed in the area.	12/22/2024 4:19 PM
15	We are a small school in a mid-sized town. Our school has the feeling of being a large family that supports one another. Many of the kids are in the 2nd or 3rd generation of their families attending Lakeview's district.	12/22/2024 4:12 PM
16	Small town feel and helpful people.	12/22/2024 4:12 PM
17	Small classes.	12/22/2024 4:08 PM
18	Great students, active PTO, growing community.	12/22/2024 4:07 PM
19	Friendly people	12/22/2024 4:05 PM

Stakeholder Input Form--Lakeview Community Schools District, Nebraska  
 - Formulario de comentarios de las partes interesadas: Distrito Escolar  
 Comunitario de Lakeview, Nebraska

SurveyMonkey

20	The involvement	12/22/2024 4:03 PM
21	Tight knit, friendly, pride in our school, people help each other when needed	12/21/2024 5:14 PM
22	People can be nice	12/21/2024 2:58 PM
23	Supportive of the district.	12/20/2024 8:04 PM
24	The Lakeview Community has strong family values and is a great place to live and grow. There are ample opportunities for outdoor activities as well as an excellent hospital system, area churches and a YMCA.	12/20/2024 8:03 PM
25	I believe the vast majority of our community is very supportive of the school and the education their students are receiving. Being involved directly with activities here at Lakeview. Our community seems to be supportive of all the different activities here, as well as hold their children accountable for their responsibilities due to activity involvement.	12/20/2024 3:17 PM
26	solid community and stakeholder support; very diverse community within the Lakeview district; stakeholder pride of the district	12/20/2024 12:07 PM
27	Small town feel with many conveniences of city living available.	12/20/2024 11:25 AM
28	idk	12/20/2024 11:08 AM
29	Our community has a genuine interest in getting the most out of the kids in our district and keeping talent in the community. They are extremely involved and dedicate a lot of time to providing opportunities for all kids.	12/20/2024 9:56 AM
30	We have a very tight-knit staff at all 3 buildings, and are all constantly collaborating and working together to do what's best for our students. Our parents are actively involved as well in various positions.	12/20/2024 9:44 AM
31	Columbus is a rapidly growing community with many amazing things happening. New to the community is a casino, children's museum, largest indoor field house connected to the YMCA, etc!	12/20/2024 9:30 AM
32	Good community support and pride in our schools. Good kids. Teaching staff with many years of experience. Strong academic opportunities for our high school kids.	12/20/2024 9:30 AM
33	Lakeview is a very close family of patrons. It a wealthy and growing school district	12/20/2024 9:17 AM
34	Feels like a small town with all the big city options.	12/20/2024 9:11 AM
35	Columbus is a good sized community with plenty of things to keep families busy. There is a water park, FieldHouse, and several sports and dance options to fit your needs.	12/20/2024 9:05 AM
36	Small community, strong values, growing economy.	12/20/2024 8:35 AM
37	Growing community with plenty of recreational activities. Also a great place to live with a family.	12/20/2024 8:00 AM
38	Columbus has been welcoming and the people are very friendly.	12/20/2024 7:55 AM
39	If I need of any kind of help, there's always been a helping hand somewhere around. Bigger community than some in the state but gives a very close knit small town kind of vibe. Sports, remind me of the movies going to games, and scrimmages and such are very well-respected within the community and give you a outlook of people in the area.	12/20/2024 12:03 AM
40	The education	12/19/2024 10:01 PM
41	Every family oriented	12/19/2024 9:36 PM
42	For the size of the city of Columbus, it is wonderful to have a smaller school district for students to attend while also having the amenities of a city to utilize.	12/19/2024 9:19 PM
43	The community has plenty of activities for adults and kids to participate in. There is plenty of restaurants to choose from.	12/19/2024 8:20 PM
44	-Nice people -Great teachers	12/19/2024 8:01 PM
45	Close knit community, supportive,	12/19/2024 7:13 PM

Stakeholder Input Form--Lakeview Community Schools District, Nebraska  
 - Formulario de comentarios de las partes interesadas: Distrito Escolar  
 Comunitario de Lakeview, Nebraska

SurveyMonkey

46	We're one big family and help each other out.	12/19/2024 6:43 PM
47	Lakeview is an amazing community just outside of Columbus with a small family atmosphere. Columbus is growing exponentially with many businesses and families moving here.	12/19/2024 6:27 PM
48	Safe, continuing to improve and develop	12/19/2024 6:25 PM
49	The Lakeview community is close, neighborly, and very involved in school and community activities.	12/19/2024 6:22 PM
50	I like having good communication with the teachers	12/19/2024 6:20 PM
51	Community pride	12/19/2024 6:16 PM
52	We have a wonderful community, filled with families who care about their kids. In addition, our hospital continues to add new and innovative facilities- from cancer care to daycare/preschool and a new community center	12/19/2024 6:12 PM
53	Small, tight knit, everyone gets to know everyone, Everyone is helpful	12/19/2024 6:10 PM
54	The community is friendly and welcoming to new residents	12/19/2024 6:06 PM
55	Our community is growing, and has added many new attractions! The fieldhouse, the library, children's museum. We are close to several major cities as well. Highway 30 going to 4 lanes has really improved the access to Omaha. Columbus is a safe town and a great community to raise a family.	12/19/2024 3:02 PM
56	We have a lot of established families, but also it's a growing district with many opportunities. Big city amenities, small town feel.	12/18/2024 7:26 PM
57	Close knit Hard workers	12/18/2024 4:15 PM
58	Growing community that people want to be apart of.	12/18/2024 2:51 PM
59	New Indoor Fieldhouse, trampoline park, etc., at the YMCA. Pride. Work Ethic. Proximity to bigger "city" (45-65 min from Norfolk, Omaha, etc) Values	12/17/2024 10:41 PM
60	Lots of food trucks, extremely clickie if your are not from here or graduated with columbus ties. For a town this size we struggle to find folks to keep businesses and restaurants open. Great community for manufacturing.	12/17/2024 9:17 PM
61	Love our community, worried about the communication since we just found out about this meeting late morning! There is no way to make it! I expect better!	12/17/2024 4:59 PM
62	I like that we are pretty accepting and that we are pretty reasonable with the weather whenever we have snow days and or late starts.	12/17/2024 2:35 PM
63	We live in the small community of Platte Center. It is quiet and peaceful. We love our little town and that we feed into Lakeview.	12/17/2024 1:45 PM
64	Lakeview has very involved parents. Lakeview is also a growing community- there are many opportunities for students in our district.	12/17/2024 1:17 PM
65	Small town feel Community Engagement and support Safe Growing Location	12/17/2024 12:00 PM
66	As a general rule people care about each other and are willing to help each other out in times of need. People care about our school community and want to see what's best for Lakeview.	12/17/2024 11:42 AM
67	Location, proximity to Columbus but also to Omaha! Ability to provide small school environment, yet capitalize on businesses, economic development, and college in town. Growing!	12/17/2024 11:27 AM
68	The community really cares about our school and wants what is best for our students. The community will rally around each other in times of need. Good work ethic.	12/17/2024 10:59 AM
69	Strong sense of pride. Parents get involved.	12/17/2024 10:24 AM
70	Great community involvement with activities. So many people are connected so there is always someone to reach out to for any needs.	12/17/2024 10:15 AM
71	Low cost of living. Close to Omaha and Lincoln. Columbus Fieldhouse and Columbus Family YMCA Small town community feel. Patrons support their schools and communities.	12/17/2024 10:07 AM



Stakeholder Input Form--Lakeview Community Schools District, Nebraska  
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Comunitario de Lakeview, Nebraska

SurveyMonkey

72	The staff and community are very involved and participate well.	12/17/2024 9:33 AM
73	The Lakeview community cares deeply for its students and families. It's is a small-town feel, despite being part of the Columbus area.	12/17/2024 9:29 AM
74	This is a very passionate community that cares about the success of our kids and school.	12/17/2024 9:19 AM
75	we are so close knit and supportive of the school	12/17/2024 9:16 AM
76	Some one that you know that will be there for the students and not only worry about the money	12/17/2024 9:11 AM

**Q2 Tell us the good things about your schools. (This information is used to help us recruit quality candidates.)Cuéntenos las cosas buenas de sus escuelas. (Esta información se utiliza para ayudarnos a reclutar candidatos de calidad).**

Answered: 75 Skipped: 6

#	RESPONSES	DATE
1	Most of the teachers are great with kids and work with them to understand the subject	12/23/2024 10:58 PM
2	The teachers are exceptional! They consistently go above and beyond their responsibilities, always prioritizing what's best for the students. There are also numerous opportunities available for the student and make Lakeview and very sought after school district.	12/23/2024 7:42 PM
3	how the school comes together when something bad happens to another family	12/23/2024 9:03 AM
4	positive and passionate teachers we have on our team, who are making a real difference in the lives of our respective students positive environment for our students	12/23/2024 8:51 AM
5	Very friendly/kind/considerate people, continues to have small town school values, stives for success of the students.	12/23/2024 6:16 AM
6	Se mantiene muy limpia y el personal es maravilloso mis hijos aman su escuela la- It is kept very clean and the staff is wonderful my children love their school	12/22/2024 9:57 PM
7	Your school has a lot of great things going for it, like supportive teachers who are always ready to help you succeed. There's a strong sense of school spirit, with everyone getting involved in events, sports, and clubs. The small class sizes allow teachers to give more attention to each student, making learning feel more personal. Plus, there are plenty of activities to explore your interests, whether it's sports, music, or art. Overall, your school has a caring, close-knit community where everyone works together to make it a positive place to learn and grow.	12/22/2024 8:29 PM
8	There are myriad ways for kids to participate in extracurricular activities beyond just sports. Parents here still take responsibility for our kids actions and we own it. We celebrate their success, and when needed we own our kids problems and help address them.	12/22/2024 7:53 PM
9	The high school facility is great! Teachers are also great!	12/22/2024 6:57 PM
10	Because of the size of school, I still feel a student is able to get the attention he or she needs, student/teacher relationship. Still not comparable to private. But lakeview has done a pretty good job with this	12/22/2024 5:45 PM
11	Lakeview has great teachers and great students	12/22/2024 4:51 PM
12	Access to CCC, district seems to be able to fill open positions, qualified staff, business partners/ support, new facilities	12/22/2024 4:45 PM
13	Good teachers. Good admin.	12/22/2024 4:19 PM
14	In my opinion, the schools are top quality. Small class sizes allows teachers to spend more time one on one with the students to help with any problems and answer any questions.	12/22/2024 4:19 PM
15	The teachers are very engaged with the students and stay committed to their lives in and out of the school environment. Administration is present at all activities and know attendees by first name which is a perk of being a smaller district.	12/22/2024 4:12 PM
16	Conservative, great communication, policies that make sense to parents, great teachers and staff!	12/22/2024 4:12 PM
17	The teachers	12/22/2024 4:05 PM
18	The teachers	12/22/2024 4:03 PM
19	growing, attracting new students, good facilities, quality teachers, opportunities for students in	12/21/2024 5:14 PM

Stakeholder Input Form--Lakeview Community Schools District, Nebraska  
 - Formulario de comentarios de las partes interesadas: Distrito Escolar  
 Comunitario de Lakeview, Nebraska  
 many areas

SurveyMonkey

20	The teachers are amazing and nice	12/21/2024 2:58 PM
21	Great teachers, paras, and staff who care about their students academic and extracurricular successes. Supportive community of all activities.	12/20/2024 8:04 PM
22	Lakeview Community Schools is dedicated to the success of all students. Teachers work hard to ensure all students have the opportunity to learn and grow and reach their full potential.	12/20/2024 8:03 PM
23	Our administration and staff here at Lakeview has built a culture in which kids from a variety of different backgrounds can succeed. Students don't seem to fall through the cracks at Lakeview. Typically, there is at least one adult in the school building that can account for each student. Lakeview offers most of the benefits of a small school atmosphere while still being able to offer many of the amenities of a school with a larger population.	12/20/2024 3:17 PM
24	Top-notch and well-maintained facilities/grounds; fantastic group of professional educators that care about one another and their students; recently remodeled Jr./Sr. High building	12/20/2024 12:07 PM
25	Feels like a family. The school does a great job of supporting their students and making them feel cared for and comfortable.	12/20/2024 11:25 AM
26	idk	12/20/2024 11:08 AM
27	The schools in the Lakeview district have developed a community of learning that is conducive to growth and independence. I believe Lakeview does a tremendous job of preparing students for the rigors that they will face in their post secondary endeavors, whether that is employment, furthering their education, or living independently. Students leave Lakeview ready to tackle whatever is next for them.	12/20/2024 9:56 AM
28	Our students are wonderful, and even when there are behavior issues they are pretty minor in comparison to many other districts. They work very hard and hold themselves, their peers, and their teachers to high standards. Our teachers are also great at collaborating and supporting one another. Most are involved in their community, coaching or sponsoring different activities and attending those they are not actively involved in to support their colleagues and students.	12/20/2024 9:44 AM
29	We love everything about Shell Creek/Lakeview High School! Everyone is so personal and truly care about one another and their families.	12/20/2024 9:30 AM
30	Teaching staff at high school has high expectations for kids. Work together for the betterment of the kids. Kids are generally involved with classes and activities.	12/20/2024 9:30 AM
31	The schools have small class sizes in general with teachers that have been in the community for a long time.	12/20/2024 9:17 AM
32	Excellent 7-12 staff and school. Students receive a high quality education. Strong Agriculture Department/FFA, Science, Math, and English as a Second Language at the High School. Students who take pride in being good people and providing a great environment for their peers and teachers. Great lunch program.	12/20/2024 9:11 AM
33	The kids are great, we do not have the problems that larger school districts have. The buildings themselves are in good condition. Staff are awesome and work together for the children.	12/20/2024 9:05 AM
34	Smaller class sizes, great communication from staff regarding learning concerns, outside city limits, great PTO activities for school.	12/20/2024 8:35 AM
35	We are an excellent district with students, parents, community members, and teachers that really care about the school.	12/20/2024 8:00 AM
36	Lakeview is a rare hidden gem. The school's culture sustains the respect, unity, patriotism, and cohesiveness of a school from 40 years ago. All involved do a good job to keep out the negative influences of pop culture, politics, and other trendy ideologies.	12/20/2024 7:55 AM
37	The elementary schools always tend to have students of many various backgrounds and give students superior training for high school. Before, high school students have to attend junior high and from experience I have made many friends from junior high activities I once was involved in. When, high school rolls around many students feel very ready due to their teachers in previous years instructing them in ways that they will make them succeed in high school and later on in life.	12/20/2024 12:03 AM

Stakeholder Input Form--Lakeview Community Schools District, Nebraska  
 - Formulario de comentarios de las partes interesadas: Distrito Escolar  
 Comunitario de Lakeview, Nebraska

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38	The opportunity for the kids before going into the world	12/19/2024 10:01 PM
39	They are willing to go the extra mile for there students	12/19/2024 9:36 PM
40	At Lakeview, families are encourage to be involved in their child's education. Students have access to many different activities K-12 to participate in.	12/19/2024 9:19 PM
41	The parents and most teachers are easy to get a long with. It was easy to get to know the parents of the kids that go to school. Most teachers are fair to the kids. There is plenty of sports to participate in.	12/19/2024 8:20 PM
42	-Great teachers	12/19/2024 8:01 PM
43	Good staff, supportive of the parochial schools as well that fed into the district,	12/19/2024 7:13 PM
44	One on one help for students who don't quite understand. Healthy lunches kids love.	12/19/2024 6:43 PM
45	Lakeview provides high-quality education by hiring experienced teachers who develop relationships with the students to help them succeed.	12/19/2024 6:27 PM
46	Small classes, caring, diverse curriculum at high school level	12/19/2024 6:25 PM
47	The Lakeview school district is not too big, a lot of opportunities for students, takes parent concerns seriously, has wonderful teachers, aims to be competitive in sports, communicates with community well, encourages students to excel in all areas, and allows teachers the freedom to teach.	12/19/2024 6:22 PM
48	I like that there is a lot of communication with the staff	12/19/2024 6:20 PM
49	Supportive	12/19/2024 6:16 PM
50	Our schools are a great size - it allows teachers to know all of the kids. As a parent who moved into the district after being at a bigger school, the smaller student body has been a wonderful change. My kids are more engaged in their daily classroom activities, as well as extracurriculars. The communication from the schools is also wonderful.	12/19/2024 6:12 PM
51	Friendly, open to change, very supportive of athletics, amazing teachers, great student body	12/19/2024 6:10 PM
52	The schools are good and there are many good teachers as well	12/19/2024 6:06 PM
53	There are amazing teachers that use data to meet the needs and challenge each student in their classroom. We have great kids and good families. Shell Creek does not seem to have as many or as severe of behavior problems as other districts are facing.	12/19/2024 3:02 PM
54	There are many amazing teachers, especially at the elementary levels.	12/18/2024 7:26 PM
55	Many qualified staff members. The staff really cares about students and uses sound teaching methods.	12/18/2024 4:15 PM
56	We have good students, staff, and parents. All stakeholders want what is best for our schools, students, and staff.	12/18/2024 2:51 PM
57	High School recently updated, nice facility. FFA Program. Number of opportunities, both athletic and academic for students. School Pride. Growing District. Conservative values. teachers. Size, not too big, not too small.	12/17/2024 10:41 PM
58	The size of classes is very refreshing. We have a lot of great teachers. The school should be a school of destiny but sizes of classes is becoming concerning. It's no longer a school of agriculture background or a small school. This can be good or bad.	12/17/2024 9:17 PM
59	Teachers and staff are fantastic! I worry about our teachers getting burned out! Our schools are FULL and my children are currently in classrooms where they have 27 to almost 30 kids in one class! That is unacceptable! Now I'm told next year a 3 track class will move to 2 track due to limited classrooms, that means 30+ kids in one class! Why are we opting in more kindergarten classes when our older kids have no room! What is the plan in moving forward, we are going to lose our good teachers! The area as a whole is growing and school are full, I want to know what the plan is!	12/17/2024 4:59 PM
60	We have very reliable staff that help of most of the time.	12/17/2024 2:35 PM
61	When we first came to Lakeview when our oldest was a 7th grader the amount of bullying	12/17/2024 1:45 PM

Stakeholder Input Form--Lakeview Community Schools District, Nebraska  
 - Formulario de comentarios de las partes interesadas: Distrito Escolar

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Comentarios de Lakeview, Nebraska

taking place in the school was incredible and nothing was being done about it and no one seemed to care. Now it is Lakeview a school of care, compassion, support, academics, and teamwork.

62	The FFA program is very strong. The counselors are amazing.	12/17/2024 1:17 PM
63	Small town feel Great education and opportunities Quality teachers	12/17/2024 12:00 PM
64	School pride. People care about Lakeview and how the school performs in its activities. Lakeview has a lot of momentum and is a growing district. Lakeview is appealing to a lot of people and that is a good thing. However, we need to understand future growth and the need to continue to evolve and provide opportunities for kids.	12/17/2024 11:42 AM
65	Qualified Staff Ability to partner with businesses and college Ability to recruit staff for open positions (I think. Has LV struggled with this more than other schools? My perspective is that they have had a relative easier time.) Quality offerings for students in terms of courses, activities, and sports ESU 7 is in town - opportunities for partnerships	12/17/2024 11:27 AM
66	We have very supportive parents. We have great kids who are respectful, hard working, and goal oriented. We have a good mix of veteran teachers and young teachers. We have very good facilities. Our staff cares about what is best for kids.	12/17/2024 10:59 AM
67	They are nice and well maintained.	12/17/2024 10:24 AM
68	Great teachers. Many opportunities for students at the high school level.	12/17/2024 10:15 AM
69	Smaller class size. Good variety of classes. Broad mix of cultures. Good teachers. Great speech pathologists.	12/17/2024 10:07 AM
70	Teachers are invested in kids, smaller class sizes give the opportunities to have individual attention.	12/17/2024 9:33 AM
71	Most teachers are dedicated and passionate. They teach from the heart. They are NOT there to just earn a paycheck.	12/17/2024 9:29 AM
72	Family environment. Large enough to offer opportunities but small enough to be tight knit. The people make the schools great!	12/17/2024 9:19 AM
73	Principal and Teachers	12/17/2024 9:17 AM
74	the quality of our teachers and support from parents - the kids are pretty awesome too!	12/17/2024 9:16 AM
75	I think you have a good school, and people are nice but I also think you need to look at other things then just this, Like maybe a new volleyball coach, that treats the girls with respect and give everyone a chance and not just the favor ones.	12/17/2024 9:11 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.) ¿Qué problemas debe tener en cuenta el superintendente cuando ingresa al distrito? (Esta información se comparte con los candidatos finales).

Answered: 76 Skipped: 5

#	RESPONSES	DATE
1	The biggest problem is the school board there should term limits. They should allow the superintendent to run the school as fit and be the obstacle. The FFA advisor does not help all FFA members equally- just her favorites. Others have tried to apply for American but she is a terrible communicator doesn't respond back.	12/23/2024 10:58 PM
	[REDACTED]	12/23/2024 7:42 PM
3	I think the superintendent or the school needs to look at the volleyball coach, Lakeview has the policy everyone gets to play that is great.. There should also be a policy that people should not be playing to kiss the coaches butt, and play there abilities, also its sad how the assistant coach and main coach you can tell who they do like and dont like because they are not butt kiss.. maybe look into that for the school.	12/23/2024 9:03 AM
4	Community involvement plays a significant role in driving decisions, even when those choices may not always align with the best interests of the district as a whole as we grow rapidly, it's important to recognize the need for additional staff and support. Teacher support from the administration is crucial during this time	12/23/2024 8:51 AM
5	The want/need for a Lakeview baseball team.	12/23/2024 6:16 AM
6	El superintendente debe de checar la escuela q haiga seguridad para los niños-The superintendent must check the school to ensure that it is safe for children.	12/22/2024 9:57 PM
7	That school board and others will want to add on and this tax burden will once again fall on the farming community to pay for. No addition!	12/22/2024 8:30 PM
8	As the new superintendent enters the district, it's important to be aware of several key issues. Building strong relationships with parents, teachers, and local leaders is essential for fostering trust and support. The superintendent should assess academic performance, identifying areas for improvement, and address any gaps in achievement. Teacher retention and morale are also critical, ensuring educators feel supported and valued. Evaluating the condition of school facilities, technology, and resources is important for maintaining a safe and effective learning environment. Managing the district's budget and securing sufficient funding for key programs will be a priority, along with ensuring all students have equal opportunities for success, particularly in terms of equity and inclusion. Finally, improving communication between the school administration, teachers, students, and the community will help create a more connected and positive environment.	12/22/2024 8:29 PM
9	LVHS will be faced with a facilities vs growth challenge in coming years. We need a separated middle school to free up room at feeding elementary schools.	12/22/2024 7:53 PM
10	There is a need for a boys baseball team!	12/22/2024 6:57 PM
11	I think the new superintendent should be aware of bullying that has occurred, and what that has led to for one student, who is no longer with us. I'm not sure what lakeview has done to mitigate this but he or she should be aware of it.	12/22/2024 5:45 PM
12	Some administrators seem to struggle understanding and supporting their female teachers. Also, we need to get a School resource officer.	12/22/2024 4:51 PM
13	Community Growth Growing diverse population - needing EL supports. Embrace these changes and not accept racial bias or stereotypes. Need mental health supports integrated into	12/22/2024 4:45 PM

Stakeholder Input Form--Lakeview Community Schools District, Nebraska  
 - Formulario de comentarios de las partes interesadas: Distrito Escolar

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Comunitario de Lakeview, Nebraska  
 the school system Need to expand career programs - like CNA. Would like to see these in other areas as well. Need to be present in the school and at activities to get to know your community.

14	Growth. District needs to be willing to spend money to update. Need to invest more into activities outside of athletics.	12/22/2024 4:19 PM
15	I'm unaware of any issues currently. When I was in school at lakeview, there was some bullying, but most kids got along with each other. I don't recall issues with drugs or alcohol. But bullying would be something to keep a keen eye on.	12/22/2024 4:19 PM
16	The school is growing rapidly and will need to expand in the next 3-5 years to accomodate upcoming classes. A plan to address this has not been made available to the public yet.	12/22/2024 4:12 PM
17	The impact of social media and cyber bullying on youth. Awareness of mental health issues that are prevalent among youth today.	12/22/2024 4:12 PM
18	[REDACTED]	12/22/2024 4:08 PM
19	Shell Creek Elementary is bursting at the seams. The last edition allowed three track up to 3rd Grade but there are no plans after that which makes very large classes in four, five, and six. Additionally, I have concerns regarding the special education department. They do not seem well equipped to handle their case load.	12/22/2024 4:07 PM
20	I guess the biggest issues is the volleyball coaches playing favor and needs to go and get new fresh blood to coach pir girls and don't play favors	12/22/2024 4:05 PM
21	Need more communication for first time parents attending the school district	12/22/2024 4:03 PM
22	The district has grown immensely over the last ten years. (with more growth in the future with lots for sale) Even with additions to two buildings we are out of room. Decisions will have to be made soon to solve this issue.	12/21/2024 5:14 PM
23	A lot of bullies	12/21/2024 2:58 PM
24	Budgeting/tax levy.	12/20/2024 8:04 PM
25	Our district is growing and plans for this growth is vital to the continued success of the school system	12/20/2024 8:03 PM
26	We are a rapidly growing district and quickly running out of room in multiple areas of the district. We have a lot of transfer students both in and out of the district. Even though we are a large district land wise, which obviously lends itself to having a good funding base. Lakeview is hesitant to spend money until it is absolutely necessary and too late to reap the benefits of seeing problems before they arise. This leads to issues with everything from staffing to proper accommodations for the students.	12/20/2024 3:17 PM
27	[REDACTED] I believe the board wants to support teachers.	12/20/2024 12:07 PM
28	Schools are over capacity and a solution needs to be found.	12/20/2024 11:25 AM
29	idk	12/20/2024 11:08 AM
30	Any new superintendent needs to be prepared to handle the ongoing political climate and educational climate of migrant students. Our English Language Learner population is rapidly going and a superintendent is going to need to be able to employ the necessary resources to ensure that these students have access to meaningful and intentional instruction.	12/20/2024 9:56 AM
31	The district has grown IMMENSELY, and even though we just added on to 2 school buildings we desparately need a longer-term solution. We will likely need to build a new middle school in the next 5 years in order to accomodate all the students coming in from the elementary schools, and will also need to hire another teacher in almost every department to make sure class sizes aren't larger than they already are.	12/20/2024 9:44 AM
32	I believe Lakeview has high standards on what we want and what we are seeking which, in my opinion, is a GREAT thing to have! We strive for excellence and don't want to settle. It may be	12/20/2024 9:30 AM



Stakeholder Input Form--Lakeview Community Schools District, Nebraska  
 - Formulario de comentarios de las partes interesadas: Distrito Escolar  
 Comunitario de Lakeview, Nebraska

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challenging but with challenges comes GROWTH and I'm all about growing!

33	Growing at a very fast rate. Running out of room. Need part-time math teacher to become full-time. High population of kids living in poverty. Growing ELL population, need second full-time ELL teacher.	12/20/2024 9:30 AM
34	We need a superintendent that is willing to push for improvements in teacher and facilities at all schools.	12/20/2024 9:17 AM
35	Lack of a plan to rebuild our fine arts department and student participation in fine arts. Fine arts education and helping students excel in those gifts does not appear to be valued by the district. District would benefit from a more defined mission statement to be utilized for decision making at the administrative and board levels. We have the longest student school day 6-12 than all other schools in Nebraska. Transportation for HS students.	12/20/2024 9:11 AM
36	We are in need of another building. With three tracks coming up out of Shell Creek into Lakeview Jr./Sr. high, I think a huge need for a seperate junior high building OR adding onto our current building will be needed. In addition to that more staff will also be needed to cover the large class sizes coming up.	12/20/2024 9:05 AM
37	Expensive housing and lack of housing availability.	12/20/2024 8:35 AM
38	We are likely going to have to expand and potentially build a Jr. High school here in the next few years. Along with that, there is some desire to build a turf practice/game complex East of the football field. Lakeview has always had lower taxes, so navigating this could be a challenge.	12/20/2024 8:00 AM
39	There are three full-sized gymnasiums, two large ag rooms with an exterior green house, two large industrial education rooms, and zero auditorium. Fine arts appears to be an after thought in the construction of the facility. The entire Lakeview community would benefit from a suitable space for student groups as well as outside performing groups to share their talents much like the athletic community of Lakeview.	12/20/2024 7:55 AM
40	The volleyball coach time for a new one Not let to many kids to keep opting in to the school	12/19/2024 10:01 PM
41	I don't have any	12/19/2024 9:36 PM
42	The Lakeview District is rapidly growing and something needs to be done to address this issue. I am concerned that as my children go through Shell Creek, there will not be adequate space and resources for them to receive a quality education. Class sizes need to be addressed immediately.	12/19/2024 9:19 PM
43	The school board does not like change. They are stuck in the old ways of doing things. There is a lot of favoritism between the school and the kids/parents. There is a huge need for training of special education kids especially with mental health. There is a need to look into the laws of an IEP because not everything is being followed. There is a reason the last superintendent only lasted one year.	12/19/2024 8:20 PM
44	-Traffic	12/19/2024 8:01 PM
45	5th and 6th grade at Shell Creek are very full - looking at having 30 or more students a piece in 5th grade in the next upcoming school year with very large desks and small rooms	12/19/2024 7:13 PM
46	Bullying is still a problem in the school district.	12/19/2024 6:43 PM
47	Lakeview schools are growing quickly!	12/19/2024 6:27 PM
48	The district is growing and becoming more diverse.	12/19/2024 6:22 PM
49	I think preventing bullying is very important to encourage students to want to go to school in my experience as a parent	12/19/2024 6:20 PM
50	We're growing	12/19/2024 6:16 PM
51	It appears that we are on the cusp of needing to decide between two things: 1) continue to open enrollment to families who want to transfer their kids to Lakeview and be prepared be one of the smaller class B schools, potentially build to create space and grow. OR - take a close look at numbers and consider closing out of district transfers to ensure we remain a "small" rural school.	12/19/2024 6:12 PM
52	Definitely wear big shoes to fill with a previous administrator. He was very active and very	12/19/2024 6:10 PM



Stakeholder Input Form--Lakeview Community Schools District, Nebraska  
 - Formulario de comentarios de las partes interesadas: Distrito Escolar

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Comentarios de Lakeview, Nebraska

supportive of all athletics, attending them, cheering them on and getting to know all of the families on a personal level I truly think that is something that our district is looking for And I administrator. Someone who is very present and very active, but yet supportive of the board and all of their decisions.

53	No child left behind is a good practice	12/19/2024 6:06 PM
54	Shell Creek has the resources to be one of the best schools in the state. However, due to poor culture (staff accountability, lack of systems, confidentiality), I am afraid we could lose some of our best teachers. Be ready to REALLY ask the staff what is going on. The upper elementary is bursting full. We need a PK-12 plan for our growing schools.	12/19/2024 3:02 PM
55	Our opportunities for our highest achievers are very weak. The HAL program is not strong at all (it's not really designed to push high achievers into thinking critically). We don't have competitive academic opportunities. Class sizes are a problem for upper elementary and the junior high. We needed to have a plan for this growth 3 years ago.	12/18/2024 7:26 PM
56	Some favoritism has been shown to certain staff members because of who they are related to or are friends with in the community. Some people are automatically given positions of leadership or input without other people given the opportunity. Band-aid solutions for dealing with enrollment growth and staffing. Communication (at times, there is GREAT communication among staff within the district, but that communication definitely dwindles as the year progresses). Many decisions made for the district do NOT include staff input when it is something that involves the staff and would seem that staff SHOULD be included. Sometimes staff input is asked for, but the decision has already been predetermined; therefore, it seems as though the staff input "opportunity" was done as a courtesy rather than as an important part of the process.	12/18/2024 4:15 PM
57	District Growth, Lack of space in district school buildings to accommodate student growth. Need for more teaching staff to accommodate student growth in the district.	12/18/2024 2:51 PM
58	The growing student population. Many are moving into the district because of the schools reputation. Good problem, but space will be an issue at all levels. Bond will probably be needed with problem of finding property as well. Should be willing to expand current student opportunities, including possibility of adding baseball. Have the numbers for it, but lack a good permanent home. Currently baseball/softball field needs to be revamped for both, or made into primarily one sport or other. There is opportunity for baseball to play at pawnee park in columbus which was recently turfed and city is willing to work with LHS.. English as 2nd language students. Band/vocal enrollment. has been a revolving door of teachers lately, leading to decline.	12/17/2024 10:41 PM
59	Open enrollment has filled classrooms. Unfortunately new houses are being built in school district and now a new bond will be needed. The open enrollment has killed this school district and now the taxes will continue to burden the folks living in district while others outside of district are reaping benefits of Lakeview school. Baseball will be a hott button as an attempt to keep talented kids for other sports. Culture is key with three dramatic schools in town with major differences. Knowing the area and or school (s) will be key to success. Area schools have been challenged with forced consolidation and many students are looking to enroll at Lakeview.	12/17/2024 9:17 PM
60	As stated above!!! We are full, class sizes are too big! What kind of education can our children receive with 28+ per class and learning behaviors on top of that! This is coming from a tax payer who realizes that the district is growing!	12/17/2024 4:59 PM
61	When it snows here in Nebraska, it either snows a lot or a very little bit.	12/17/2024 2:35 PM
62	Bullying will be a problem no matter where you are. But Lakeview has made tremendous strides in curbing that. I would hate to see Lakeview go back to where it was. Dr Plas and Mr Cline were amazingly supportive of the arts programs and athletics together. The new superintendent needs to be like them (both were and are top notch in my book!!!!). Those two men cared about each and every kid and knew their names. They made a point of talking to the kids at class change and really getting to know them. They both came up to the band after games and told them thank you for their spirit and support. They both put the students first and the new person needs to do the same. The superintendent needs to have a backbone to deal with the school board. When teachers, students and parents are upset that two amazing superintendents are gone it makes you super sad for all of them. The next superintendent needs to NOT bow to the school board.	12/17/2024 1:45 PM

Stakeholder Input Form--Lakeview Community Schools District, Nebraska  
 - Formulario de comentarios de las partes interesadas: Distrito Escolar

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63	<p>Community of Lakeview, Nebraska          The Lakeview administration, along with many teachers, tends to resist change. Over the past decade, teachers have enjoyed significant autonomy, which has contributed to limited communication and collaboration among teachers within the same grade level. At Shell Creek, the principal struggles to maintain authority over the teachers. She tends to avoid confrontation, either overlooking issues or acting as if they do not exist. Teachers often arrive at school around 7:50 AM and leave early. Additionally, I have observed elementary teachers shopping during what appears to be their "lunch break" on regular school days—not during in-service days. I was unaware that elementary teachers had formal lunch breaks during the school day. Furthermore, I believe sports receive disproportionate preference and focus at Lakeview compared to other activities. Teachers are sometimes hired based on their ability to coach or their connection to a coach, such as being a spouse, rather than their qualifications as educators. It is critical that we prioritize hiring the best teachers based on their ability to teach effectively.</p>	12/17/2024 1:17 PM
64	Increased enrollment	12/17/2024 12:00 PM
65	He or she needs to understand that this a great school district. They also need to understand that it is a complex district with a mix of rural and urban constituents that have different needs that want to be met. Sometimes our school board is more concerned with every penny spent then what is important and needed for the kids of our district. We could do more to provide opportunities, but self-pride and concerns with saving themselves a couple hundred dollars in property taxes gets in the way.	12/17/2024 11:42 AM
66	Community growth - how will this be handled? Growing mental health supports - what's your philosophy? Understanding and celebrating diversity, not running away from it, not promoting biases, and not creating policy and procedures that are not inclusive of all.	12/17/2024 11:27 AM
67	The constant work that is being done to address property taxes in Nebraska and how that might effect our school.	12/17/2024 10:59 AM
68	We have a high poverty rate at PC and many English Learners in the district. These students take a lot of teacher time. We need more help.	12/17/2024 10:24 AM
69	The districts is growing which is a good thing but is presenting problems. I have kids in the elementary and 1 is in a class of 14 but there are 3 classrooms. My other is in a class of 27 and there are only 2 classrooms. As the students move up, they seem to be converging into very large classrooms at the 5th and 6th grade level where, if you ever visit those classrooms, they are squeezed in. The district has community members that are close, but that also poses a problem as people know things they shouldn't and there is favoritism throughout the district and community when it comes to students, staff, and families.	12/17/2024 10:15 AM
70	Several of the long time district residents like to live in the past. "We've always done it this way." A lot of past "promises" to Platte Center and various groups in the community - at least that's in their heads. School rivalries - mostly made from parents and long time residents. There is a divide between white and latino cultures. Needs to improve the Lakeview community as a whole in this area.	12/17/2024 10:07 AM
71	We are growing, so we are managing those processes, especially while continuing to be able to provide the small school atmosphere.	12/17/2024 9:33 AM
72	Because this is a small-town feel, it can difficult to break through long-standing tradition, even when change is needed. Also, there seems to be quite a bit of nepotism. There is a LOT of room for improvement to focus on academic success, as opposed to athletic success. The student handbook focuses largely on how to become a D1 athlete, instead of academic success. It's quite bizarre. When less than 1% of students go on to play D1 sports, this focus seems extremely lop-sided. The same message is ingrained in student's minds from staff--starting from top down. More focus and celebration of programs and students outside of athletics needs to take place. I've had a student in sports, arts and very academic focused, so I see it from all aspects. Also, drug use that is ignored or not addressed. Why are we not conducting random drug testing like Scoutus, CMS and CHS?	12/17/2024 9:29 AM
73	The Lakeview district is growing and it is growing with people who may be different from the traditional agricultural base that the school previously was centered on. I think this means that the new superintendent is going to face the need to grow both in school size and in opportunities offered to kids. Lakeview needs to increase their competitive academic and arts programs. Science olympiad, math counts, quiz bowl, etc A growing school should have a more established Arts program with an auditorium! Historically the culture has largely been	12/17/2024 9:19 AM

Comentarios de Lakeview, Nebraska  
centered around athletics and agriculture. The growing district will have more students with interests outside only those two.

74	Weather	12/17/2024 9:17 AM
75	the fact that our district is growing rapidly and we are quickly running out of room and faculty to best serve the students	12/17/2024 9:16 AM
76	how bad the volleyball program is, and some students in school.	12/17/2024 9:11 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.) ¿Qué habilidades, cualidades o características debe poseer el nuevo superintendente para tener éxito aquí? (Esta información se utiliza cuando seleccionamos candidatos potenciales).**

Answered: 76 Skipped: 5

#	RESPONSES	DATE
1	They should be visible to the student & teachers - get to know their names especially students. Monitor teacher classrooms unexpectedly to see how they teach & provide constructive feedback. If needed make a development plan.	12/23/2024 10:58 PM
2	The new superintendent should have strong leadership skills that inspire staff and students to fully engage. They should always act in the best interest of both students and staff. Proactivity is key, especially in planning for the district's growth, as we will need to adapt to ongoing changes. Above all, they should be approachable, personable, consistent, and actively present in the district.	12/23/2024 7:42 PM
3	friendly, maybe be out with people know who you are	12/23/2024 9:03 AM
4	how to support a rapidly growing school, and how to understand all departments within our district must continue to advocate for the resources necessary to sustain our momentum	12/23/2024 8:51 AM
5	Open mindedness, community growth, success for students.	12/23/2024 6:16 AM
6	Debe de estar preparado para desempeñar su trabajo-You must be prepared to do your job	12/22/2024 9:57 PM
7	To be successful in the district, the new superintendent should possess strong leadership skills to inspire and guide staff and students, along with excellent communication abilities to build trust and keep everyone informed. Empathy and emotional intelligence are key for understanding the needs of students, teachers, and families, while problem-solving skills will help address challenges effectively. A solid background in education, combined with visionary thinking, will allow the superintendent to set long-term goals and drive improvements. Collaboration with teachers, the school board, and the community is essential for fostering unity, and financial acumen is needed to manage the district's resources wisely. Additionally, cultural competence is important to ensure that all students feel valued and supported. Together, these qualities will enable the superintendent to lead the district successfully and create a positive, thriving educational environment.	12/22/2024 8:29 PM
8	The ideal candidate will have come from a school system that has experienced population growth and facility capacity challenges. Somewhat contrarily, LVHS still thrives on its small-town roots. A push for more liberal bents in our cultural values at LVHS will be staunchly opposed by the patrons of the district.	12/22/2024 7:53 PM
9	They need to be a people person! Not just sitting in your office behind the scenes.	12/22/2024 6:57 PM
10	I think the new superintendent should be asking what has worked for this school to be successful in academics. Notice I didn't say sports? Lakeview has struggled a bit in this area, and if things aren't working out maybe it's time for a change. I want a superintendent who will fight to make Lakeview the best it can be. And if that means if feelings are hurt than so be it.	12/22/2024 5:45 PM
11	Being able to be a mediator for the whole staff and being able to find a common ground even when disagreements arise to keep our schools going	12/22/2024 4:51 PM
12	Strong leadership to direct the board. Board is for oversight, not to run or manage a school. Listener Visionary Would rather have someone with experience vs. a new superintendent if possible. Strong w budgets - can plan for future growth and program needs Believes in equitable practices Wants to be a leader utilizing progressive ideas that will move the district forward	12/22/2024 4:45 PM

Stakeholder Input Form--Lakeview Community Schools District, Nebraska  
 - Formulario de comentarios de las partes interesadas: Distrito Escolar  
 Comunitario de Lakeview, Nebraska

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13	They need to be able to make staff accountable for rules that are in handbooks. To many times they just let things slid.	12/22/2024 4:35 PM
14	Someone who values family. Someone who is kind. Someone who isn't arrogant. Someone who understands we need to add on to Lakeview for sixth grade because Shell Creek is full. Someone who is calm and respectful.	12/22/2024 4:19 PM
15	Try to know who everyone is. Be a superintendent for the students and the parents, not just the school board. The children are our future, they look up to parents and adults as role models, idols, and for guidance. We need to be that guidance in the classroom & home. It's a shame that we are looking for a new superintendent again. I'm not sure what is going on, but consistency and longevity in the position would be greatly appreciated!	12/22/2024 4:19 PM
16	Strong leadership skills are required. Being able to make decisions for the short-term and the long-term that benefit both the school and the taxpayers is key. Fiscal responsibility is good, but sometimes money needs to be spent to keep our district competitive with our peers.	12/22/2024 4:12 PM
17	Open to new ideas, high morals that respect Christian parents' values, good communication, commitment to the community.	12/22/2024 4:12 PM
18	Open minded, fresh ideas and willingness to fight for the best decisions for our students and staff.	12/22/2024 4:08 PM
19	I would like the new superintendent to be fiscally responsible and have a vision for the next Five, 10 and 25 years at Lakeview.	12/22/2024 4:07 PM
20	Someone who is out spoken and out friendly	12/22/2024 4:05 PM
21	Open communication and a backbone	12/22/2024 4:03 PM
22	Gives board options, makes decisions based on solid research in a timely manner, good communication with staff and the community	12/21/2024 5:14 PM
23	Nice, caring, and funny	12/21/2024 2:58 PM
24	Open, transparent, communication, visibility,	12/20/2024 8:04 PM
25	Strong work ethic that is centered on doing what is best for the students and staff Commitment to stay more than a year or two	12/20/2024 8:03 PM
26	Someone who can stick to their professional guns and what they value; understands the demographics and make-up of the district; is visible within the schools and community; values collaboration and staff retention	12/20/2024 12:07 PM
27	Community minded. Willingness to get to know the students and families.	12/20/2024 11:25 AM
28	idk	12/20/2024 11:08 AM
29	A new superintendent will need to be invested in providing opportunities for all kids to pursue their postsecondary dreams. That includes making financial investments as well as being open to taking risks and pushing the envelope to enhance the student learning experience. They will also need to be active in legislature to advocate for alignment with the communities and schools views.	12/20/2024 9:56 AM
30	Good Communicator- explain your decisions to the district!! It helps a lot to know why someone made the choice, even if we don't agree. Visible- go to school events, get involved in the community, talk to your staff. Make me feel like you actually know who I am and I am valued as a staff member. Support the staff- in public, have our backs. Encourage other administrators to do the same.	12/20/2024 9:44 AM
31	Personal, family oriented, growth mindset, think outside the box, look for new opportunities, listen to the staff and students/families on what they are wanting.	12/20/2024 9:30 AM
32	Support all staff equally. Get to know your people working for the district. Advocate what is best for students and staff with the school board.	12/20/2024 9:30 AM
33	A good leader and background in finance as that is really what the board only cares about. He is going to have to be able to persuade school board members to spend money for projects and that is the major challenge.	12/20/2024 9:17 AM
34	Instructional leader, understands what high quality education looks like and sounds like, and	12/20/2024 9:11 AM

Stakeholder Input Form--Lakeview Community Schools District, Nebraska  
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Comunitario de Lakeview, Nebraska

what administrators due to foster a strong instructional environment. Understanding of poverty and decision making at the district level that keep families from getting out of poverty.

35	People pleaser, be out in the community, must be able to convince the community of expansion needs. Needs to connect with the teachers and staff and have an understanding of how Lakeview runs and fits within the community.	12/20/2024 9:05 AM
36	HONESTY, fair to employees and all staff as a whole. Goal oriented, be involved in all activities involving all grade levels.	12/20/2024 8:35 AM
37	Motivated, personable, flexible, knowledgable, and a backer of their administrators and teachers.	12/20/2024 8:00 AM
38	Vision to see the possibilities and potential of improved and expanded educational opportunities by growing and modernizing many aspects of the facilities.	12/20/2024 7:55 AM
39	The superintendent must be active in visiting the surrounding private schools and elementary schools within the district. Also, that every parent has a voice in their child's academics and athletics. Relating to this, this superintendent must try to attend high school sports and extracircilur events and matches, so that our district may be presented in a positive manner within our line of board members agreeing within these decisions.	12/20/2024 12:03 AM
40	Friendly	12/19/2024 10:01 PM
41	To put the students and staff first	12/19/2024 9:36 PM
42	The new superintendent needs to have experience with the issues of a rapidly growing district and have ideas for solutions to address the issues.	12/19/2024 9:19 PM
43	Strong, good communication, a person who is not afraid of change. One that holds not only the students accountable but also the teachers and higher ups accountable for the things they are doing wrong.	12/19/2024 8:20 PM
44	-Kindness -Knowing whats right and wrong	12/19/2024 8:01 PM
45	Be able to stand his ground and do his job - have the back of their teachers' - have a plan with a vision	12/19/2024 7:13 PM
46	Friendly, family oriented. strict but fair. Pride in the school they represent, no bias from previous positions	12/19/2024 6:43 PM
47	The new superintendent should have ideas how to grow students' scores and compete with other schools in a rural community.	12/19/2024 6:27 PM
48	Kindness, the want to evolve and continuously improve, the desire to offer challenges to suit individuals needs	12/19/2024 6:25 PM
49	He or she must communicate well with faculty and community. They must demonstrate involvement and encouragement in student activities (e.g., sports, arts, etc.). They should have vision for what changes the school may need as the community grows in the future.	12/19/2024 6:22 PM
50	Comunicateing with the parents	12/19/2024 6:20 PM
51	Facilitator and listener, not a micromanager and initiator	12/19/2024 6:16 PM
52	Trust that teachers know what's best for the kids. Focus on relationships over test scores	12/19/2024 6:12 PM
53	Great personality, very friendly, Wanting to get to know everyone, Not just counting their families as a number.	12/19/2024 6:10 PM
54	They should be kid friendly and willing to help out students and teachers. Also know the schools programs and always the safety of students	12/19/2024 6:06 PM
55	Be a strong pedagogical leader. Be willing to ask the hard questions and put things in place to ensure changes are being made. Our leader will need to have a solid plan in place to address the growing pains we are experiencing.	12/19/2024 3:02 PM
56	Strong, visible leader.	12/18/2024 7:26 PM
57	Financial Intelligence Good people skills Not show favoritism	12/18/2024 4:15 PM
58	strong communication skills, a clear vision for the district, the ability to build relationships with	12/18/2024 2:51 PM



Stakeholder Input Form--Lakeview Community Schools District, Nebraska  
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Comentarios de Lakeview, Nebraska

all stakeholders, a commitment to student achievement, strong leadership qualities, financial management expertise, and the capacity to adapt to changing needs, good problem solving, flexibility, sensitivity,

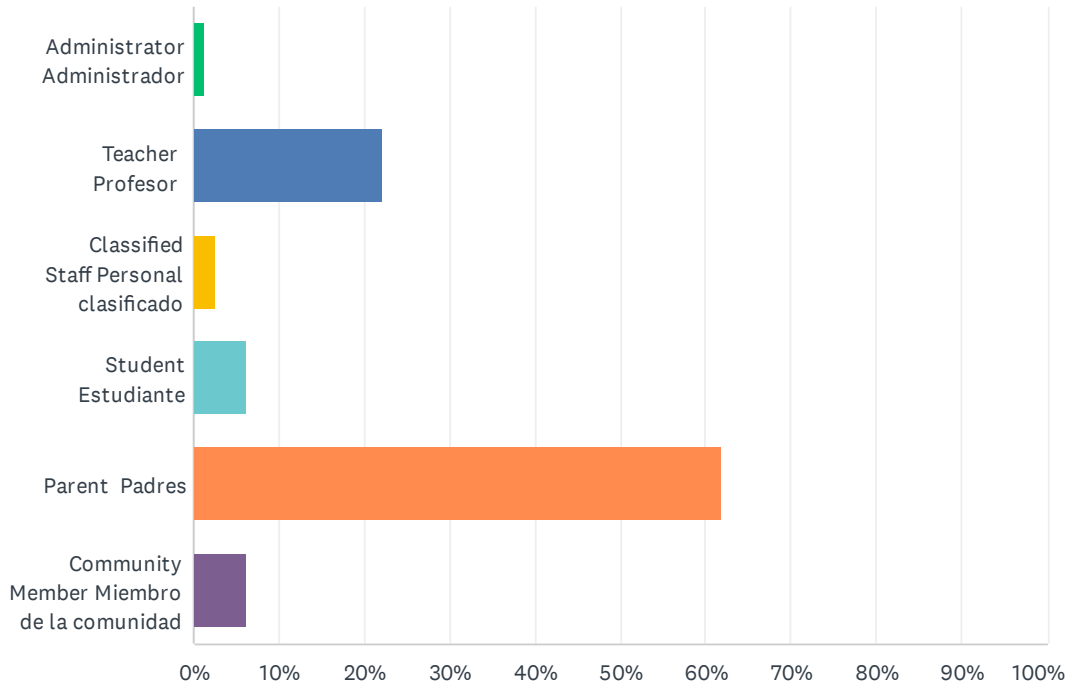
59	FORWARD THINKING! plan for the future. be proactive, not reactive. Be a people person. Out at events, talking with people, becoming active in community. Not be a "YES MAN" for the school board, Challenge them to look to future of the school. Be able to unite a district to a cause (ie: bond issue) Not be a job hopper, look for someone with long term aspirations, but energy. Not someone coasting towards retirement.	12/17/2024 10:41 PM
60	The ability to relate to parents and community. Superintendent will have to lobby community to build onto the school. The ability to evaluate current leadership at all 3 school buildings and make progress in keeping top talent at school especially grade school. I feel safe sending my kids to school here and I hope this remains a top priority.	12/17/2024 9:17 PM
61	Communication!!	12/17/2024 4:59 PM
62	Understanding, leadership, reliable, kind	12/17/2024 2:35 PM
63	1) BACKBONE to deal with school board 2) Support the kids and all of their activities (not just sports) 3) Know your students, teachers, and parents 4) Be Human and remember you aren't perfect and neither are your students, teachers or parents	12/17/2024 1:45 PM
64	I would like to see a superintendent who is willing to implement changes that benefit the district. While I understand the board's emphasis on having the superintendent be visible at events, their primary focus should be on ensuring fiscal responsibility, which must remain the top priority. I also think an ability to do a strong quantitative analysis of the data when making decision is an important quality.	12/17/2024 1:17 PM
65	Personable to all levels of people Outgoing Drive to lead and make an impact Willingness to be involved and present in the community	12/17/2024 12:00 PM
66	We need to have someone who is forward thinking. We are growing and that is a great problem! We need someone who can communicate effectively with the board and someone who wants to be fully engaged in our community.	12/17/2024 11:42 AM
67	Connector of resources including people, resources, funds, and programs. Facilitator of information, ability to be persuasive when communicating school needs Ability to initiate time sensitive problem solving Strong leader and communicator Ability to listen to the needs of others, prioritize those needs, and be responsive by communicating action plans Progressive, visionary	12/17/2024 11:27 AM
68	Strong communication skills. Accountability for all stakeholders. Visible in the community. Strong Vision for the future - 5 year plan, 10 year plan Strong work ethic.	12/17/2024 10:59 AM
69	The person should be organized. They should consider our population and growth.	12/17/2024 10:24 AM
70	Have a great financial background, be able to make decisions that are best for the district as a whole, be able to have tough conversations with staff members and hold everyone accountable, bring in more stakeholders and continue to bring in opportunities for students.	12/17/2024 10:15 AM
71	Collaborator. Community involvement. Willing to help out - be involved in school activities. Be visible in all schools. Great work ethic. Listener and a doer.	12/17/2024 10:07 AM
72	Celebrate ALL students -- not just athletes. (And I am a parent of an athlete.) Also, transparency with taxpayers. It is our money that is funding the school. Don't end communication once funding requests happen. Continue an ongoing relationship. Allow better/easier use of school facilities for community activities.	12/17/2024 9:29 AM
73	vocal and present supporter of the district. Not just athletics but all activities. Support the teachers and staff. Lakeview has benefited by disgruntled staff from the large public school system to the south. Continue to support the staff to retain and attract the best teachers and staff. It is the people that make the difference and having teachers and staff with experience that care is irreplaceable.	12/17/2024 9:19 AM
74	Hands on, Always learning, Someone who has grace, Not always business focused, Non political	12/17/2024 9:17 AM
75	competitive and driven to determine and implement what is best for our students	12/17/2024 9:16 AM





## Q5 Please indicate the stakeholder group you represent: Indique el grupo de partes interesadas que representa:

Answered: 81 Skipped: 0



ANSWER CHOICES	RESPONSES
Administrator Administrador	1.23% 1
Teacher Profesor	22.22% 18
Classified Staff Personal clasificado	2.47% 2
Student Estudiante	6.17% 5
Parent Padres	61.73% 50
Community Member Miembro de la comunidad	6.17% 5
<b>TOTAL</b>	<b>81</b>