

Stakeholder Input Report for

**DeWitt School
District
DeWitt, Arkansas**

Submitted by



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EXECUTIVE RECRUITMENT & DEVELOPMENT

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DeWitt School District DeWitt, Arkansas District Stakeholders Report, February, 2025

Executive Summary

On February 11, 2025, consultants Mr. Mitch Walton and Dr. Kieth Williams conducted meetings with the district stakeholders representing four different focus groups associated with DeWitt School District and a community group to gather input regarding the selection of the new superintendent. The consultants received input from approximately 65 individuals during the meetings.

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

SUMMARY

The common threads expressed by the individuals in the five meetings were:

1. Tell us the good things about your community:

- A Hallmark community – All American community
- Outdoor sports are a strong attraction
- Family is important
- Caring community
- Community cares about all kids

2. Tell us the good things about your school district:

- Great teachers and high performing schools
- Partnership with UA-PCCC is an asset
- Staff values parent involvement and parental support

- Many opportunities in schools for all students: very strong academics, athletics, fine arts, and extra-curricular program
- Safe schools and students are prepared upon graduation
- Strong administrative support for students and staff

3. What are the issues the incoming superintendent should be aware of as he/she comes into the district?

- Individuals with a small-town mentality
- Social media negativity
- Character is important
- Poverty and drugs as common to most communities
- Teacher retention
- Declining enrollment
- Serving the children in the foster shelter
- Finance expertise and budgeting for the future

4. What characteristics should the new superintendent have to be successful?

- Respects family life, understanding
- Humility
- Trust employees
- Visible - always present
- Involved in the community
- Calm demeanor - common sense approach
- Does what is right
- Innovative but cautious when making change
- Budget into the future regarding expenditures - commitments

FOCUS GROUPS COMMENTS

CLASSIFIED STAFF FOCUS GROUP

1. Tell us the good things about your community:

- Family oriented
- Friendly, People get along
- Community involvement and support for schools
- Community helps those in need, generous and supportive
- Tight knit community
- Outdoor sports - hunting and fishing
- Unique location
- Hospital
- Medical care
- Strong spiritual community

2. Tell us the good things about your school district:

- Support for students when in need
- Family oriented
- All staff works hard and they are caring
- Help those in community when needed
- Good students and love them when they leave
- Academic opportunities - local scholarships is unmatched compared to similar districts
- College opportunities and JAG program
- AP classes and can earn an associate's degree before graduation and no cost/scholarships
- Numerous sports opportunities for all students
- Numerous clubs, band, chorus, Beta, FB, BB, track, trap shooting, bowling
- Balance between athletics and extra-curricular
- Rotary and Lions Clubs
- The wildlife refuge
- Arkansas Post
- Campgrounds

3. What are the issues the incoming superintendent should be aware of as he/she comes into the district?

- Salaries for staff - changes in salary schedule as result of LEARNS

4. What characteristics should the new superintendent have to be successful?

- Supportive of all students, staff, and appreciates people
- Experience in all areas of management
- Approachable - open door policy
- Visible
- Transparent
- Appreciates public education
- Financial
- Well rounded
- Involved in all the communities
- Make tough decisions and places students first
- Trust

STUDENTS FOCUS GROUP

1. Tell us the good things about your community:

- Everyone knows everybody - supportive
- Independent
- Big family
- Involved
- Community support of sports
- Friendly and welcomes new people
- Good support
- Agriculture based
- Hunting & fishing
- Youth sports programs to young adults
- Hospital – doctors - pharmacy
- Arkansas Post
- A number of churches-faith based
- The White River Refuge

2. Tell us the good things about your school district:

- Good teachers
- FFA, FBLA, Chess, Band, Chorus, 4- H, Fellowship of Christian Athletes, Art club, Numerous virtual course offerings
- Feel safe
- Ten AP classes, honors classes, ability to earn associate degree before graduation
- Fairness - opportunities available for everyone

3. What are the issues the incoming superintendent should be aware of as he/she comes into the district?

- People are not scared to share their opinion

4. What characteristics should the new superintendent have to be successful?

- Sweet and likeable
- Honest and open
- Appreciation of the culture of DeWitt community and Dewitt Public Schools
- Looking for improvement opportunities in schools
- A great leader who wants the best for everyone
- Problem solver
- Make hard decisions
- Positive lens
- Honest and approachable
- Community involvement
- Approachable
- Visibility
- Humility
- Well-rounded and supportive of good things existing in DeWitt

ADMINISTRATIVE FOCUS GROUP

1. Tell us the good things about your community:

- Outdoor sports - hunting, fishing
- Good people
- People are accommodating
- Simple and people are salt of the earth
- Supportive - close knit; people rally to help when people in the community are in need
- Safe community
- Community will accept new superintendent as one of their own
- Hospital - medical care
- Churches of many faiths - youth activities

2. Tell us the good things about your school district:

- Staff desires to be at DeWitt - not choosing to move up - care for the kids
- Students are safe in schools

- Really care for each student - well-rounded child
- Dedicated, strong, and caring teachers
- Everything is important in schools - great balance in opportunities
- School staff know the kids individually
- Dragon mentality in schools
- Staff is family
- Quality of schools superior to others in the area
- Schools are more than test scores
- Teachers and staff work to keep a positive reputation of DeWitt
- STEM in elementary
- Outdoor program in elementary is good - not common in other schools
- All sixth graders participate in hunters education
- Interventions in all schools scheduled in the school day
- Partnerships with UA-PCCC to provide associates degree and CTE programs
- Numerous locally funded scholarships
- School supplies are free for all students
- Athletic activities and all clubs
- AP classes, honor pathways

3. What are the issues the incoming superintendent should be aware of as he/she comes into the district?

- Some small-town mentalities
- Social media negativity
- Can not play where you work
- Poverty and drugs as common to most communities
- Teacher retention
- Declining enrollment
- Foster shelter

4. What characteristics should the new superintendent have to be successful?

- Approachable
- Supportive and respectful of family life
- Humility
- Trust employees - not a micro manager
- Visible - always present
- Supportive of schools
- Involved in the community

- Calm demeanor - common sense approach
- Does what is right
- Innovative but not impulsive
- Continue to be involved in the PLC process
- Budget into the future regarding expenditures - commitments

TEACHERS FOCUS GROUP

1. Tell us the good things about your community:

- Close knit community
- Community involvement
- Youth sports
- Outdoor sports - wildlife refuge
- College opportunities at UA-PCCC
- Safe
- DeWitt has held on to its values - homey place to live
- The church community is very strong
- Hallmark type community
- Isolated from rest of the world
- Pretty in spring - Arkansas County is beautiful
- Generational pride
- Small-town feel
- Hospital medical care

2. Tell us the good things about your school district:

- Opportunity for seniors to graduate with an associate's degree
- Teachers care and supports all students
- Educational opportunities
- Backpack food programs
- Administration is sensitive to teacher's needs - do not micromanage
- Administration is supportive of teachers
- Student : teacher ratios are good
- Graduates are ready for life and have the potential to be productive citizens
- Proactive in addressing student needs
- Moving toward inclusion in middle school
- Comprehensive education across all levels
- Strong parent involvement
- Band program is strong and allows for participation in sports

- Balance between academics, athletics, and extra-curricular
- All schools are a safe place physically and mentally for students

3. What are the issues the incoming superintendent should be aware of as he/she comes into the district?

- Serving the foster children in schools
- Reluctance to change
- Ability to adapt to DeWitt - a unique community
- Lack of boundaries
- Social shock - different culture
- Declining enrollment and managing finances

4. What characteristics should the new superintendent have to be successful?

- Approachable
- Confident in what they are doing
- Trustworthy - believes in the ability of the staff and supportive of their work
- Fair
- Consistent
- Open - approachable
- Humble leader
- Transparent
- Respects professionalism
- Communication skills
- Engage with community, involvement, and ownership of community
- Cares about kids – school is important beyond test scores
- Understands that school is beyond the business side
- Respectful - celebrates with students.
- Maintains high expectations that currently exist in the district
- Shares common values of staff and community
- Visibility

COMMUNITY MEEETING

1. Tell us the good things about your community:

- Outdoor sports
- Hospital
- Family is important
- Generational community
- Faith based churches that are supportive of the school's teachers and students
- Care about all kids - supportive and not selfish
- UA-PCCC is an asset to the community and schools and has a good staff
- Youth sports

2. Tell us the good things about your school district:

- Principals know kids on a personal level
- Strong communication between school and parents
- Good student : teacher ratios
- Administration is firmly rooted in the community - low turnover of administrators
- Support staff to assist teachers
- Student scores on the state test are good - above state average
- Parental support and involvement
- PLC district
- Achievement goals monitored in mid-term testing
- Facilities are good
- Balance in school activities - athletics, extra-curricular, and academics

3. What are the issues the incoming superintendent should be aware of as he/she comes into the district?

- The amount of community and parental involvement may be a shock - overwhelming
- Some people are apathetic and will complain
- Turnover of staff - find quality teachers
- Size of the district – over 1000 square miles
- Declining enrollment

4. What characteristics should the new superintendent have to be successful?

- Person of color and bring more diversity
- Communication skills
- Younger children in the district who will stay and be vested in the community
- Openminded, watch, and listen

- Being present
- Approachable
- Fairness in their actions - consistent
- Trustworthy
- Build teams
- Eager and open to growth
- Financial skills
- Common sense
- Family person
- Religious and spiritual
- Providing opportunities for kids that are excelling

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

Answered: 38 Skipped: 0

#	RESPONSES	DATE
1	Very devoted to our schools. Supportive. Will show up when it matters. Loyal.	2/19/2025 5:27 PM
2	Small town friendly. Community involvement.	2/18/2025 8:21 PM
3	People, organizations, and businesses in our community support our schools both financially and through volunteering.	2/18/2025 6:23 PM
4	Close community.	2/18/2025 2:56 PM
5	The community of DeWitt has a laid back culture almost solely based on agriculture. The churches are very supportive of the schools, teachers, students, etc. The businesses are supportive. Farming, history, hunting and athletics are the most favorite pastimes.	2/18/2025 2:33 PM
6	Our community comes together as one in times of need. Our community does a lot for our students and school district.	2/18/2025 9:07 AM
7	Very friendly	2/15/2025 11:39 PM
8	WE HAVE VEERY GOOD PEOPEL HEAR.	2/14/2025 1:04 PM
9	Our community is full of people who are caring, loving, giving, and helpful. We are the epitome of small town life. If you don't know someone if you'll talk to them for just a few minutes you'll find some kind of connection. Either your kids are in school together, they work with your best friend or family member, their neighbor is your aunt, etc.	2/14/2025 9:27 AM
10	Our community always comes together for people in need from young to old. Our community also shows up for things especially our youth!!!	2/14/2025 8:51 AM
11	Very sweet people, quiet, everyone likes to volunteer to do things	2/13/2025 5:28 PM
12	Our community is very supportive of our school system. Additionally, our community is very supportive of people in need.	2/13/2025 11:09 AM
13	Community support is one of the best I have ever seen. This community comes together and supports one another.	2/13/2025 9:25 AM
14	Small town USA with all the benefits. Will rally behind, churches, schools, and those in need.	2/13/2025 8:52 AM
15	*We are a small-town community that helps each other out when needed. *Our business in this town stands behind our kid and supports their every need.	2/13/2025 8:39 AM
16	Good things about my community is when someone is struggling our whole town comes together to help	2/13/2025 8:16 AM
17	Community involvement and support for the school is top tier.	2/13/2025 7:30 AM
18	Nothing our community is racist and also only likes the ones with special last names	2/12/2025 10:36 PM
19	We have a very caring community. Neighbors are always ready to lend a helping hand.	2/12/2025 9:11 PM
20	Our community and school is a step above any of those surrounding us. The local businesses and general population support all aspects of our school and students. We have active volunteers that lead top notch peewee sports including basketball, football, soccer, cheer, baseball, and softball. One of the greatest things about DeWitt is that you don't have to look far for your village. The people of DeWitt are quick to help with kids, a tragedy, a celebration, or any life event. And we have wonderful local churches that are active in our young people's lives.	2/12/2025 9:02 PM
21	We have a tight-knit community that loves to support our schools/students.	2/12/2025 8:45 PM

22	Tight knit farming community with very wealthy households and very poor households.	2/12/2025 8:27 PM
23	Always help one another	2/12/2025 8:17 PM
24	Our community looks after each other. We come together in times of need.	2/12/2025 5:58 PM
25	Our community is very welcoming and supportive!	2/12/2025 5:31 PM
26	The friendliness and hospitality of our community is its biggest strength.	2/12/2025 4:49 PM
27	We usually stick together pretty good and support our sports	2/12/2025 4:42 PM
28	Our community is amazing! We try to help people that we can when they are in need. We come together as a whole team per se.	2/12/2025 4:25 PM
29	Awesome small town vibes and great school district	2/12/2025 4:25 PM
30	small town people know each other hunting and fishing areas not too far away	2/12/2025 4:05 PM
31	small town, Christian community	2/12/2025 3:48 PM
32	We always come together when times get hard for others.	2/12/2025 3:39 PM
33	Supportive, willing to help others in need. Safe.	2/12/2025 3:39 PM
34	(1) We are a community that helps one another when needed (2) Small enough to have personal relationships with stakeholders (3) we don't seem to have as many crimes and criminal issues as surrounding towns. We are an oasis school.	2/12/2025 3:36 PM
35	Small, willing to help, cordial	2/12/2025 3:28 PM
36	There is a lot of community support for students and school staff. Many churches and community groups (such as Acres of Help) provide meals, funding, and volunteers when asked.	2/12/2025 3:22 PM
37	Friendly community, country setting, quiet	2/12/2025 3:11 PM
38	We are close knit. We know everyone around.	2/12/2025 2:53 PM

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

Answered: 38 Skipped: 0

#	RESPONSES	DATE
1	Great kids, great staff. A safe place to work.	2/19/2025 5:27 PM
2	Teachers are concerned about students and their families.	2/18/2025 8:21 PM
3	Administrators display strong leadership and support for staff. On the whole, teachers and staff show great compassion for the children and young adults that they Contact through school functions in the classroom and extra-curricular activities. Teachers work diligently to work with parents and family members to help students achieve success.	2/18/2025 6:23 PM
4	Everyone cares.	2/18/2025 2:56 PM
5	For DeWitt to be such a small town with very little industry or very few factors to "draw" new residents, the school has a large percentage of committed teachers who know the importance of and value education and their students. DeWitt has an impressive number of teachers and faculty members who can bring a wide range of interests, talents, and knowledge to the classroom.	2/18/2025 2:33 PM
6	Our schools may be smaller but I feel like we get to know our students better. Teachers and faculty care about our students and want all of them to succeed in life and reach for their goals.	2/18/2025 9:07 AM
7	Very friendly staff don't really have a lot of people complain about staff	2/15/2025 11:39 PM
8	IM GLAD THE SCHOOL KEEPS ALL THE CHILDREN INSIDE DURING DAYTIME.	2/14/2025 1:04 PM
9	The teachers are great! They live our kids. The school is welcoming to parents, at one time parents weren't welcomed as much under other administration and I didn't like that. Our current administration welcomes parents and volunteers while still trying to keep our kids safe. I love the text messages they send out to keep us informed!	2/14/2025 9:27 AM
10	Our school district is the best around!! The staff truly cares for all the students. Every campus is devoted to meeting kids where they are.	2/14/2025 8:51 AM
11	Very great teaching always had good academics, sometimes very sweet teachers	2/13/2025 5:28 PM
12	We truly have a supportive group of employees. I believe we genuinely care about each other, which means more than I can express in words.	2/13/2025 11:09 AM
13	PLC process is in place and is showing positive results. We have many opportunities for students to be successful and to be involved in multiple activities and sports.	2/13/2025 9:25 AM
14	Forward thinking always adapting to meet the needs of students.	2/13/2025 8:52 AM
15	We have great facility's, great staff, and parents who love this school district.	2/13/2025 8:39 AM
16	A good thing about my school is we have amazing teachers and nice facilities.	2/13/2025 8:16 AM
17	School has great teachers, safety for kids is a big priority,	2/13/2025 7:30 AM
18	Really nothing	2/12/2025 10:36 PM
19	We have an amazing school. The community is involved and we have several performances or activities during the school year.	2/12/2025 9:11 PM
20	We historically have incredible community support in school sports and academics and community events. Our parents and school hold high standards for discipline and respect. DeWitt High School provides a safe environment for students to focus on learning. And we have teachers and staff that truly care about our students.	2/12/2025 9:02 PM

21	Our school sets the standard for quality education in a safe environment. Our students and school atmosphere are, in general, the most respectful (when compared to surrounding school districts.)	2/12/2025 8:45 PM
22	Although our school district is small and may not be able to offer things like bigger schools I think most people would choose our district over a bigger one. Our schools are safe, our teachers know our kids and their parents. Our teachers go to church with their students.	2/12/2025 8:27 PM
23	Family has deep roots and care about the students like they're family	2/12/2025 8:17 PM
24	We are small so we can focus on individual needs. If I have forgotten something as a parent the teacher can let me know. It's easier to make each kid feel included in a smaller school.	2/12/2025 5:58 PM
25	Our schools are nice on the inside and the staff have a great work ethic	2/12/2025 5:31 PM
26	The best thing about our school is its sense of togetherness and community. We are on the same team working for the same purpose.	2/12/2025 4:49 PM
27	Good sports needs better food in lunch room	2/12/2025 4:42 PM
28	Our schools are amazing, as well! We have a great district that when something happens it's taken care of professionally. When we need help or questions, the facility and staff are really helpful.	2/12/2025 4:25 PM
29	Quality teachers and admins. I feel like they truly care about our children	2/12/2025 4:25 PM
30	principal and assistant principal in elementary care a lot about students and staff.	2/12/2025 4:05 PM
31	most parents hold students accountable, good support from admin for teachers, teachers know a lot of the parents	2/12/2025 3:48 PM
32	The feeling of family, they care they have for the kids	2/12/2025 3:39 PM
33	Great school district, especially compared to others around us. Friendly and hard working teachers and staff.	2/12/2025 3:39 PM
34	Our schools have quality new facilities in many places and we have a record of student achievement despite our low economic demographic.	2/12/2025 3:36 PM
35	Great staff willing to help students	2/12/2025 3:28 PM
36	Our schools are filled with staff who care about their students. Many staff go above and beyond their job descriptions. I would say our buildings are in relatively good shape, and all schools are on one large campus.	2/12/2025 3:22 PM
37	Small schools, not much drama	2/12/2025 3:11 PM
38	We are close knit. we usually know our teachers from years past.	2/12/2025 2:53 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: 35 Skipped: 3

#	RESPONSES	DATE
1	We often get students we aren't prepared to handle through the foster care system and that can sometimes cause an uproar.	2/19/2025 5:27 PM
2	DeWitt Schools struggles with student numbers and state money. Maybe we could do more to recruit students from private schools. Advertising our community and school programs	2/18/2025 8:21 PM
3	Possibly the financial hardships that may come about through the LEARNS Act and the possible changes in the Department of Education on the federal level. Working with administrators and teaching staff to establish and carry out a system of guidance for behavior and definite steps to help with working with teachers to be able to conduct classes without interruptions due to discipline. More counselors for elementary. There are around 500 students in the elementary. There is a need for more support in this area. Smaller class size in K - 2 grades.	2/18/2025 6:23 PM
4	The cleaning crew doesn't do anything in some buildings. They leave their carts out in the hallways and sit in the library at DHS. The teacher's lounge isn't clean. Also the cafeteria struggles, either they can't feed kids fast enough or they still make poor food choices. The worst part is that they throw away all of the extra food at the end of lunch, so much is wasted. Kids are still hungry but aren't allowed to get any of the remaining left overs. It just goes to waste.	2/18/2025 2:56 PM
5	DeWitt is a low income (high poverty) district with a culture based on agriculture. There may be many churches in DeWitt, but very few kids have a background in religion or have any type of structure that encourages reflection, self-awareness, or morals and values. The students lack accountability at home and at school. I have had many high school students thank me for giving them positive support and guidance after just a few minutes of conversation which indicate that it is a rare occurrence. It has also been said to me from a student, "that's all I needed. . . no one has ever told me 'those things.'" Having stated that the culture is one of being laid back, that is also a negative. The staff of the school seem to be ok with meeting the status quo and not pushing even just a little to be better. However, it is hard to push students to be better when the students can not imagine a better life for themselves. Many, many students have never been out of Arkansas County to SEE a better life or know that there is anything different out there. They do not SEE people becoming anything different than farmers, teachers, game wardens, etc. They do not SEE doctors, engineers, biologists, surveyors, chefs, and etc. And like I mentioned before, parents do not have those conversations with their children to encourage a better life, responsibility or accountability. The parents who do have these conversations and expectations are the minority. I daresay, parents need a class on being parents, in general. Another obstacle in DeWitt, is tradition. Traditions can be positive and/or negative. There have been instances where long-standing traditions have not been changed in favor of efficiency because "that's the way it has always been done." That thought process seems to be in concrete for the native town residents.	2/18/2025 2:33 PM
6	Bullying and drugs are there whether u choose to ignore them or not also students with special needs that needs more attention than let's just pass them on or oh they don't have to try or do much they will rise to the level you expect it may just take time	2/15/2025 11:39 PM
7	WE DONT REALLY COTTEN TO OUTSIDESR HEAR FALL IN LINE OR GET OUT.	2/14/2025 1:04 PM
8	Overcrowding on buses. The evening bus routes are very crowded. My daughter says that when they pull out there are 3 kids to a seat. Some kids sit in others laps. I don't think that is safe.	2/14/2025 9:27 AM
9	We are a small community. With that people know everyone's business good and bad and that does sometimes causes drama. However, it also causes empathy and sympathy both which are a good quality as well.	2/14/2025 8:51 AM

10	Some people get bullied and it's not taken care of, to strict on phones my parents like to reach out to me if something is happening but doesn't want to call me out of class, some teachers are very rude to students just because they're in certain grades or some teachers will be very rude to students and nicer to the richer kids.	2/13/2025 5:28 PM
11	Dana's House	2/13/2025 11:09 AM
12	Parents and even current school board members get to dictate what books are in our schools and what books teachers are allowed to read in their classrooms. This has been a struggle as a teacher, because I know at the end of the day if the right parent complains about something it will be removed without reason or explanation to keep things calm. Yet this makes us feel like the job we are doing isn't as important if our educational background isn't enough to make those decisions for our classroom.	2/13/2025 9:25 AM
13	Declining enrollment, changing family dynamics and the behavioral issues it brings to the table, ever changing financial components	2/13/2025 8:52 AM
14	*We have a church that is possibly opening up a Christian School that will take some kids out of our school district.	2/13/2025 8:39 AM
15	The amount of racism in our schools and the amount of drugs or vapes	2/13/2025 8:16 AM
16	N/A	2/13/2025 7:30 AM
17	Racism Bullying Special treatment for people with last names	2/12/2025 10:36 PM
18	I feel that because we are a tight nit community, and everyone knows everyone, that there is a line that gets blurry between community and administration. It is always important to "listen" to the people but there is also a level of respect that administrators must have in order to be able to make EDUCATED decisions that are in the best interest of the majority of the student body and staff.	2/12/2025 9:02 PM
19	One major issue that our district faces is the foster care facility, located in our town. I think the new superintendent should be aware of the complications that accompany the sporadic enrollment of behaviorally challenged students, year round.	2/12/2025 8:45 PM
20	There is a new private school starting in DeWitt that may draw several students away from the school district. Many of us are worried about the impact on our school and funding.	2/12/2025 8:27 PM
21	Teachers want salary schedule to include steps for masters and years again.	2/12/2025 8:17 PM
22	Most parents care a lot, some do not care enough. I feel like just a few kids who do not receive the care they should at home can affect all students and teachers. Teachers should not be expected to raise a child if they're not raised at home. Our small town does experience a lot of poverty or kids experiencing parents with addictions.	2/12/2025 5:58 PM
23	The bullying that happens inside the classrooms.	2/12/2025 5:31 PM
24	We are a district made of people from economically diverse backgrounds. Which sometimes leads to people thinking rules don't apply to them. They want rules and regulations bent to fit their agendas.	2/12/2025 4:49 PM
25	Drugs and vapes at schools and they usually get ISS or 3 days suspension. Thought the law was supposed to be involved and guns in vehicles	2/12/2025 4:42 PM
26	I can't think of any issues to share.	2/12/2025 4:25 PM
27	I think there are some issues with school lunches. Students, especially the athletes who are getting on abus right after school to go to out of town games are not served enough quality food to keep them full	2/12/2025 4:25 PM
28	students seem to be more physical each year and plans need to be in place to protect staff. should not have to get hit all day every day	2/12/2025 4:05 PM
29	need accountability for students	2/12/2025 3:48 PM
30	Lunch's need looked at, need a baseball coach, not just push kids thru school but teach life lessons	2/12/2025 3:39 PM
31	N/A	2/12/2025 3:36 PM

32	Parents blame staff and not kids	2/12/2025 3:28 PM
33	I think there is a growing population of homeschool families in our district. There is also a church school forming.	2/12/2025 3:22 PM
34	Bullying is still an issue here although staff is working hard to keep it at a minimum.	2/12/2025 3:11 PM
35	One thing the new candidates should know is much we really loved Dr. Hill. He had our best interests at heart and he TRULLY cared.	2/12/2025 2:53 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: 38 Skipped: 0

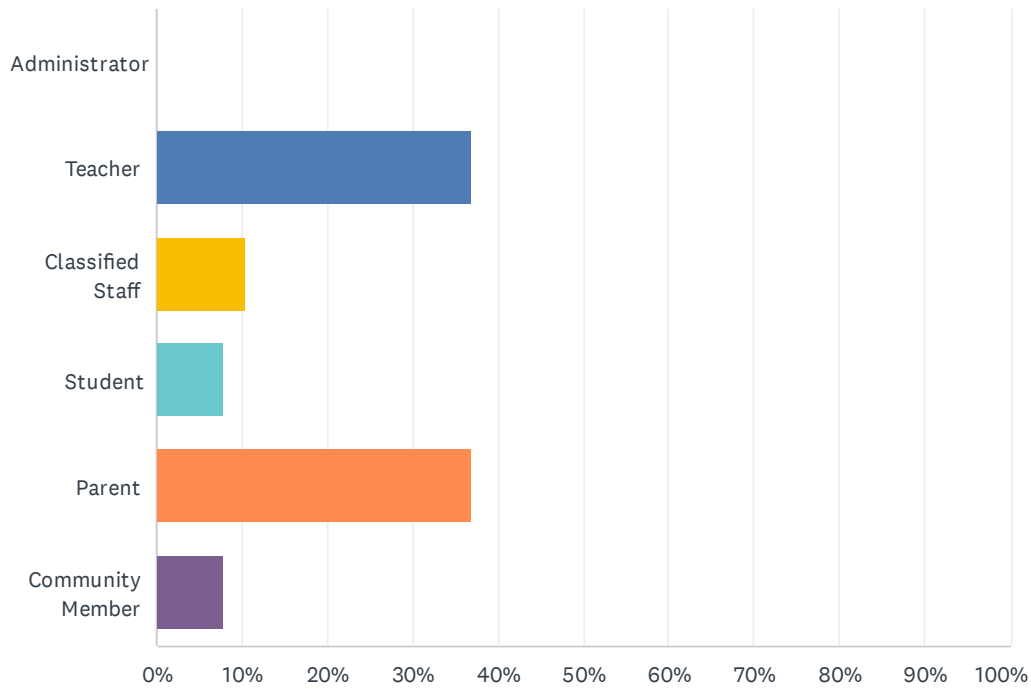
#	RESPONSES	DATE
1	Good listener, engaged in the community. Well rounded	2/19/2025 5:27 PM
2	Actively promote areas of school and community that would peak parents interest in joining our school district	2/18/2025 8:21 PM
3	The person chosen should be a strong, positive leader. This person should have a knowledge of finances in public schools. This person must be willing to work with staff and be able to communicate with all staff.	2/18/2025 6:23 PM
4	Not afraid to confront others when you hear things are going poorly. Not afraid to ask parents (school employee parents and especially school board parents) are you following the chain of command?	2/18/2025 2:56 PM
5	One of the admirable qualities of Dr. Hill is that he is always level headed and doesn't "react" to situations impulsively or rashly. The community looks to him with trust and faith. When the community sees that he is calm and reassured, then they accept whatever the outcome/judgment etc. is from cancelling school due to snow to a threat or serious issue. I appreciate his calmness, his matter-of-fact, firm, consistent judgement, and always open to saying "let me think about it" without jumping to conclusions. Secondly, a superintendent should be familiar with the laws regulating schools. Third, a superintendent should appreciate people over programs. Next, a superintendent should remember or know what it is like to be the "small fish in the sea," remember what it is like to be in the classroom, to be in the trenches facing the kids each day. Also, to be willing to roll up his/her sleeves and join in. . . whatever the task, mopping floors, teaching class, serving lunch, etc.	2/18/2025 2:33 PM
6	Educational knowledge and collaborative. Be able to build strong relationships with staff and faculty and strong communication skills along with active listening. Clear visionary thinking and decisiveness. Christian values. Cultural Competency along with integrity.	2/18/2025 9:07 AM
7	Helpful but firm when needed don't let these students/parents run over you but also don't be unapproachable	2/15/2025 11:39 PM
8	NEEDS STRIC DISPLINE HEAR FOR YOUNGGINS. GOBBLES	2/14/2025 1:04 PM
9	Kind, empathetic, understanding that this is a small school and we enjoy it being so personal.	2/14/2025 9:27 AM
10	They will need to be active in the community as well as the school. Be invested in the kids, staff, parental units etc. They will need to be caring and considerate but also know that it's their job to make our students and staff safety a top priority and sometimes that means a hard decision will have to be made in the best interest of both. We need a STRONG leader for the district but not a dictator.	2/14/2025 8:51 AM
11	Caring, open to new ideas, listens to everyone's WANTS and needs, try to make sure everyone is satisfied if it cannot be done atleast make the unsatisfied party happy a little. Respectful to everyone.	2/13/2025 5:28 PM
12	We need a person who will be a part of the community - the school community and the community at large. We also need someone decisive. I cannot begin to imagine the myriad issues that a superintendent faces, but he/she needs to be able to make decisions independently. He/she also needs to be keenly discerning.	2/13/2025 11:09 AM
13	Open minded but also willing to stand up to parents and teachers when the time is needed.	2/13/2025 9:25 AM
14	Personable, approachable, level headed, family oriented, self motivated, self sufficient, willing to go the extra mile, motivator	2/13/2025 8:52 AM

15	*Being a Christian *Strong Team Leadership *Great Team Building Skills *Engaged in the community for the kids **I personal would like to see a male back in this leadership role, I just think that works best for the staff at our schools and things run more smoothly throughout the district.	2/13/2025 8:39 AM
16	They should be caring and invested in their job	2/13/2025 8:16 AM
17	Truly listen to all concerns, be available,	2/13/2025 7:30 AM
18	I hope whom ever takes this role is prepared for the scrutiny they will face	2/12/2025 10:36 PM
19	Fair, friendly	2/12/2025 9:11 PM
20	The last question answered some of this. They need to be able to listen to people but also be respected enough and have their own convictions to make the best decision for the majority of students and staff. They need to be able to not be as concerned about popularity as they are the betterment of the students. If the superintendent's character is respectable, those decision are accepted with a lot more grace by those who may not agree on every detail. If people know that the administration cares for the students and that they listen to the concerns of parents and staff, they will trust their decision making. If I know someone's heart is pure and they have good intentions, we can work out the rest.	2/12/2025 9:02 PM
21	The new superintendent should be an independent thinker who is thorough in his/research and LISTENS/VALUES the opinions of the teaching staff over that of his fellow administrators. Teachers are in the classroom, experiencing and implementing the plans put in place.	2/12/2025 8:45 PM
22	I'd prefer a male superintendent with school age children as I feel this leads to more though out plans as the superintendent kids will have to deal with the decisions being made. The superintendent needs to be visible and attend school sporting events and functions.	2/12/2025 8:27 PM
23	Logical and not a micromanager	2/12/2025 8:17 PM
24	Compassion. Care about our district and want the best. Be prepared to make changes for the better. Want the best for our students and want them to succeed even after they have left our district and moved on to college.	2/12/2025 5:58 PM
25	Kind, welcoming, generous, and overall a nice person	2/12/2025 5:31 PM
26	They must be willing to engage all stakeholders and listen to very different perspectives but ultimately make decisions for that benefit the entire district rather than just certain groups.	2/12/2025 4:49 PM
27	More strict on the students and be very involved in the schools	2/12/2025 4:42 PM
28	He/She needs to be a team player. We as workers in the district need someone that we can be comfortable working with, when we have an issue. They need to have patience with not only with us, but with the parents as well. They need to stick and be firm with their word, and not be wishy washy.	2/12/2025 4:25 PM
29	We need a strong Christian with a backbone.	2/12/2025 4:25 PM
30	relate to small town and small town culture know the laws and protect employees	2/12/2025 4:05 PM
31	Personable, willing to listen to parents and teachers and take their views into consideration when making decisions	2/12/2025 3:48 PM
32	Lead with love and true care. We like our small town school	2/12/2025 3:39 PM
33	High standards of discipline. High standards of academic excellence.	2/12/2025 3:39 PM
34	(1) A person that is NOT a micromanager but will delegate and trust subordinates to do their jobs. (2) A person that is willing to find answers to problems and not simply identify them. (3) Look to other districts for ideas or information to make our district better but at the same time understand that what works in NW Arkansas doesn't always work in the Delta. We are a different demographic. (4) A superindtendant that understands our demographic here in DeWitt and in southeast Arkansas. I would like someone who has experience in a similar demographic.	2/12/2025 3:36 PM
35	Extensive knowledge of school finance, federal funds/grants, curriculum other than PLC	2/12/2025 3:28 PM
36	I would like to see a superintendent with the following qualities: devotion to student success good rapport with staff willingness to listen ability to work with community pride in our school	2/12/2025 3:22 PM

	interest in all student activities, including non-sports like art, robotics, quiz bowl, drama teams, etc	
37	Friendly attitude, open door policy, professional but easy to approach and talk to	2/12/2025 3:11 PM
38	Heart, compassion, trustworthiness, the ability to work with students and parents who are below the poverty line and who are facing a multitude of obstacles - drug use, broken homes, poverty, abuse, etc.	2/12/2025 2:53 PM

Q5 Please indicate the stakeholder group you represent:

Answered: 38 Skipped: 0



ANSWER CHOICES	RESPONSES
Administrator	0.00% 0
Teacher	36.84% 14
Classified Staff	10.53% 4
Student	7.89% 3
Parent	36.84% 14
Community Member	7.89% 3
TOTAL	38