

STAKEHOLDER SURVEY REPORT

Hampton-Dumont Community Schools



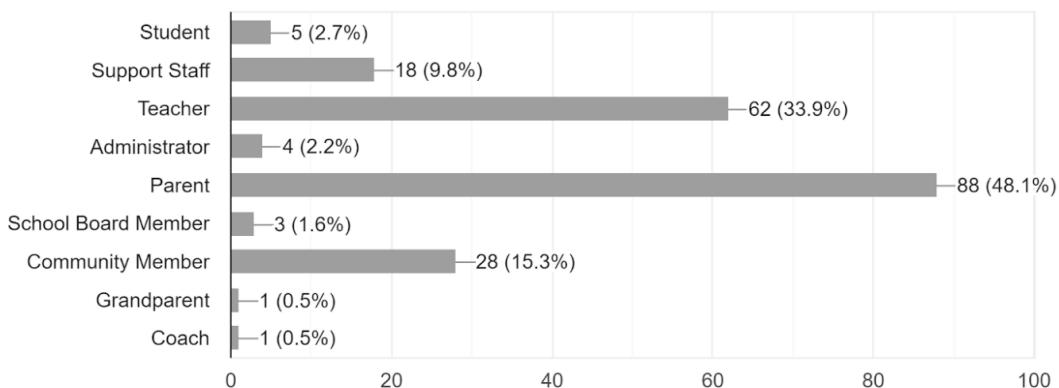
HAMPTON-DUMONT
COMMUNITY SCHOOL DISTRICT

Purpose of the Report

THE REPORT IS INTENDED TO INFORM THE HAMPTON-DUMONT SCHOOL BOARD ABOUT DESIRED QUALIFICATIONS STAKEHOLDERS HOPE TO HAVE IN THE NEXT DISTRICT SUPERINTENDENT.

The search team from Grundmeyer Leader Services recently conducted a stakeholder survey from October 27 -November 7th. The survey resulted in 183 total responses from parents, teachers, community members, support staff and others. The feedback from the survey report will be used to guide the hiring process to ensure the next superintendent is a good fit for the district and community.

183 responses



Grundmeyer Leader Services

DR. TRENT GRUNDMAYER – ROGER WILCOX



Strength Areas for Hampton-Dumont CSD

- **CARING FACULTY AND STAFF**
- **COMMUNITY SUPPORT**
- **COURSE OFFERINGS**
- **DIVERSITY OF STUDENT BODY**
- **UPDATING CURRENT FACILITIES**
- **ACADEMICS, FINE ARTS, SPORTS PROGRAMS**

The H-D school district has an amazing group of students preschool through 12th grade with a diverse range of talents. These talents go beyond the field or court and are life long skills such as speech, drama, mock trial and creative thinking. Not only are individuals and groups of students talented, but their diversity and diverse talents lead to an exceptional experience in school with relationships and experiences with other cultures and customs.

The strengths of the Hampton-Dumont Community School district lies within the students themselves. The connection that students and staff have allows our students to reach their full potential. The staff members that believe in our mission statement and in the community are a major strength of the community.

I believe that Hampton-Dumont has an excellent education system, and also has strengths in athletics and fine arts at all grade levels. I also think that the schools have done a good job of using multiple communication systems to get information to parents and community members.

Strengths for the district include a staff that cares and puts student needs first, continuing to update facilities and providing a variety of programs, being financially savvy, and having good community support.

Our staff because they truly care about the overall success for students. Not just academic but social-emotional health as well.

Oct. 29-Nov. 7
Oct. 27-Nov. 28
Week of Jan. 10
Week of Jan. 17
Week of Jan. 24

Stakeholder Survey
Application Period
Review Candidate Pool
Screen Candidates
Formal Interviews

Current challenges for Hampton-Dumont CSD

- **TEACHER AND STAFF RETENTION**
- **COMMUNICATION (NOTE THIS WAS ALSO MENTIONED AS A STRENGTH FROM PREVIOUS STAKEHOLDERS)**
- **SPORTING AND PERFORMANCE VENUES NEED UPDATING/REPLACEMENT**
- **ADDRESSING THE NEEDS OF LOW SES FAMILIES AND STUDENTS**
- **VISIBLE AND INVOLVED TEACHERS AND ADMINISTRATORS**

One area of improvement within the H-D schools is communication. Communication at the district level down as well as communication from the district to the families and community. Oftentimes the community is not informed of what is going on within the district as a whole. The staff is not always able to communicate with families and the staff isn't always aware of what is going on.

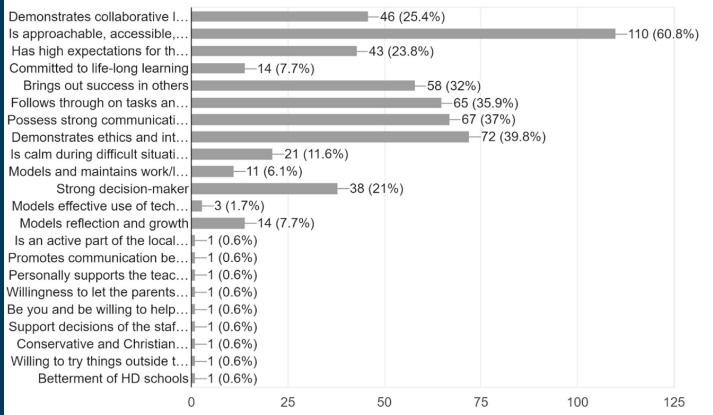
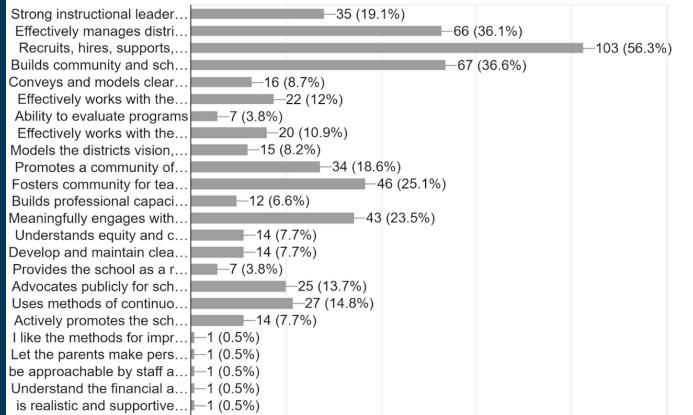
I think teacher retention and involvement in our community needs to improve. I think we have a lot of teachers who commute and our dollars need to stay local. We also need teachers to be involved in our community through volunteer work, churches, local groups and causes, etc. I would also like to see more fairness in athletics/activities... I think H-D will always have challenges of managing the budget vs. enrollment numbers. I think transparency with regard to spending is very important for taxpayers in our district.

The school belongs to the local community so they have a huge stake in the direction the school is moving. Having a superintendent that is able to communicate with community members and be visible in the community not only helps promote our school but also makes the community members feel more comfortable in approaching him or her with concerns.

Students have changed over the last 30 years and instruction needs to follow suit. Keep high expectations for everyone, but make sure we are focusing our energy on what really matters. We need to make sure we are not giving up on any student.

Hampton-Dumont History

Hampton-Dumont Community School District, located in north central Iowa, is comprised of approximately 1110 students in grades Pre-K through 12, drawing from the communities of Hampton, Dumont, Aredale, Bradford, Hansell, Coulter, Alexander and Latimer. In 1989 the districts of Hampton and Dumont established a sharing agreement and beginning with the 1995-96 school year, officially became the Hampton-Dumont Community School District. Currently Hampton-Dumont has a Whole Grade Sharing agreement with CAL Community School District, in which students in grades 7-12 from CAL attend at Hampton-Dumont.

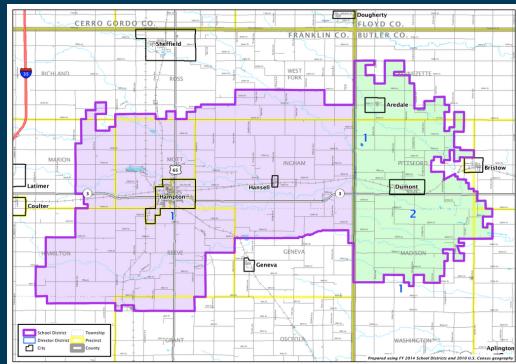


Key Qualifications Defined

STAKEHOLDERS PROVIDED INPUT ON THE TOP QUALIFICATIONS THEY HOPE TO HAVE IN THE NEXT SUPERINTENDENT INCLUDING:

- Is approachable, accessible, and welcoming (61%)
- Recruits, hires, supports, develops, and retains effective staff members. (56%)
- Demonstrates ethics and integrity (40%)
- Possesses strong communication skills (37%)
- Builds school and community relations (37%)
- Effectively manages district resources (36%)
- Follows through on tasks and responsibilities (36%)
- Brings out success in others (32%)

Hampton-Dumont students are housed in four buildings, all located in Hampton. North Side Elementary houses our Early Childhood program, including Preschool, Pre-Kindergarten, Early Childhood Special Education, and Kindergarten. Grades 1-4 attend South Side Elementary, while 5-8 graders are housed at Hampton-Dumont Middle School. Our high school is home to students in grades 9-12.



Advice for new H-D Superintendent...

I believe the new superintendent will need to be welcoming and approachable as he/she gets to know not only the staff and students but also the community. The superintendent is the leader of the school and sets the tone for the role of ethics and integrity. They must also actively work on reflection and growth as each day is a new day for possibilities. As long as you are doing your best that day and have the best interest of students in mind, you can learn and grow from it!

We need a leader who has strong leadership skills. They are welcoming and understanding, however will have a backbone when they feel something is not right. Will adhere to moral standards and instill those standards in the students by engaging with them and demanding respect. They need to be a promoter of education and how important learning is for a lifetime. I feel it's important they try and give every student the feeling that they are cared for and that regardless of the students circumstances, that they can rise up and be more.

I think our current superintendent has been good with budget management, but I would like to see someone who works with the community more and also builds relationships with private businesses. I think all of the traits that were listed are important for our candidate to possess and I hope we can find someone who is strong in many of those areas.

I would like to see more community involvement and overall appearance of the next superintendent. Approachable, accessible and welcoming will be key to that. Of course follow through and responsibility is a must have for a district leader. In times of uncertainty such as we have now, strong communication is a must have - be willing to share information, good or bad, including goals and directions.

We need someone who will represent our district at a state level. The challenges we face need to be heard by state legislators. The lack of state support for rural schools facing the diversity issues we have needs to be heard. It is hurting the chances of success for our students in other areas. Our participation numbers are very low and we need a person to bring a bridge between the school and the community. We need to be able to compete with other school districts to attract students and people to our community.

The superintendent needs to be able to take care of the business side of the district as well as show support to his/her employees, student body and community with integrity.

This is a big job and it will require a person that is ethically sound, can communicate and is willing to work as a team. We need a leader and a leader needs people willing to follow in order for our school to be successful.



"A superintendent has to be above all else a great leader and example for every staff and student to follow."

For more information about the position itself or the hiring timeline please visit the GLS website at www.grundmeyerleadersearch.com or contact search consultants Dr. Trent Grundmeyer (515-205-9987), tgrundmeyer@gmail.com or Roger Wilcox (319-429-5537), waverlywilcox5@gmail.com.