

# STAKEHOLDER SURVEY REPORT

*Roland-Story Community School District*



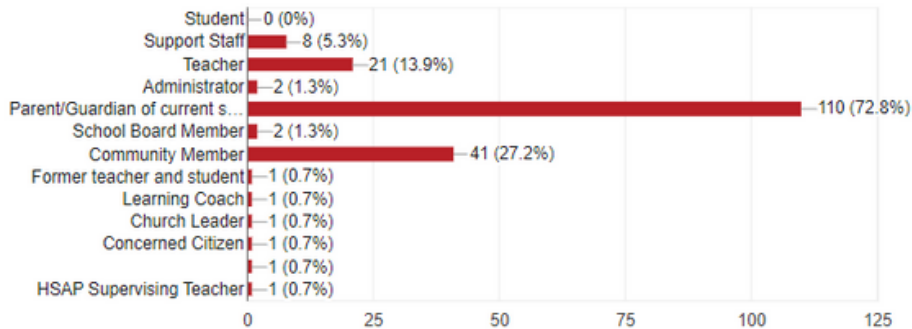
## Purpose of the Report

THIS REPORT IS INTENDED TO INFORM THE ROLAND-STORY BOARD OF EDUCATION ABOUT THE DESIRED QUALIFICATIONS STAKEHOLDERS HOPE TO HAVE IN THE NEXT SUPERINTENDENT.

The search team from Grundmeyer Leader Services recently conducted a stakeholder survey from October 3-14, 2024. The survey resulted in 151 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.

Please identify which group best fits your affiliation with the school district.  
(Check all that apply)

151 responses



# Strengths for Roland-Story

- **STRONG SENSE OF COMMUNITY AND FAMILY ATMOSPHERE**
- **DEDICATED AND HIGH-QUALITY STAFF**
- **EXCELLENCE IN ACADEMIC AND EXTRACURRICULAR OPPORTUNITIES**
- **SUPPORTIVE LEADERSHIP WITH CLEAR GOALS**

“We have a family atmosphere as a staff with the administration that values the individual. I believe that valuing the individual will lead to success in the classroom and in athletic arenas.”

“We have a great community support for our school.”

“Roland-Story is a strong academic district that takes educating our students seriously. That value starts with our communities and is reflected through the schools. The staff has a strong culture and we work together well. We embody what it means to be a professional learning community in my opinion.”

“The teachers and staff at RSCSD are a dedicated group of professionals who bring a wealth of knowledge and experience to their roles. With a shared passion for helping students succeed, they go above and beyond to create a supportive and nurturing learning environment. Each member of the team is committed to continuous growth and development, staying current with the latest research in education and best practices in teaching. They work collaboratively to ensure that every student receives the individualized support they need to reach their full potential.”

“My kids are in elementary and middle school and the teachers have been wonderful. The atmosphere in those buildings is great.”

“So many strengths! It is a school where kids have the opportunity to do it ALL - from sports to the arts to the freedom to explore specific interests! We're also fortunate to be situated in a great community, and school size is perfect - not too big, not too small.”

“Opportunity to experience variety of activities and academic choice.”

“We strive for well-balanced educational opportunities in academics, fine arts, and sports.”

“Strong academics district-wide, strong athletics and fine arts participation. Great teachers.”

“Roland-Story is a high-achieving school district in all areas (education, fine arts, athletics). We have high standards of who we are, and I would love to see that continue.”

“The administration and teachers consistently exceed the expectations of parents, going above and beyond in their dedication and commitment.”

“The current administration at the middle and high school are amazing with teacher and student engagement from what appears to be a strengths-based/positive approach. As a parent, I value their approach to interactions.”

“We have clearly defined goals that have created a wonderful culture.”

# Current Challenges for Roland-Story

- **IMPROVING COMMUNICATIONS AND TRANSPARENCY**
- **FACILITIES AND RESOURCES**
- **ADDRESSING STUDENT BEHAVIORS**
- **SUPPORT FOR EMPLOYEES**

“More transparency, immediate notification if something happens at school involving my child.”

“Better communication between the district and major stakeholders like parents and community members.”

“Transparency in how funds are spent and more diverse/wider community involvement in picked/appointed boards and committees. Most committee members are hand-picked and only represent a small portion of the school district.”

“There is a lack of transparency from leadership that has been concerning in my time in this district. We need to have confidence as a community that those in power are looking out for the good of the district rather than their own self-interests and preserving their power. Leadership isn't about ego, but about service.”

“Facilities- I teach at the high school and we have definite room for improvement- Space is small, no natural light, overcrowding, etc.”

“Classrooms/buildings are in need of updating.”

“Install a working HVAC system in the entire high school including the kitchen area which was supposed to be part of the bond a couple years ago.”

“Clear-cut policies on disciplinary action are needed so that regardless of the student, the consequences for actions are clear.”

“Handling bad behavior more uniformly and strictly.”

“Personal experience shows the response to bullying concerns are very passive, would love to see more proactive responses from teachers and administration. Teachers should be empowered to deal with students that are physically assaulting other students and staff, or routinely disrupting class.”

“We need to pay our support staff and subs what they are worth so we can keep them.”

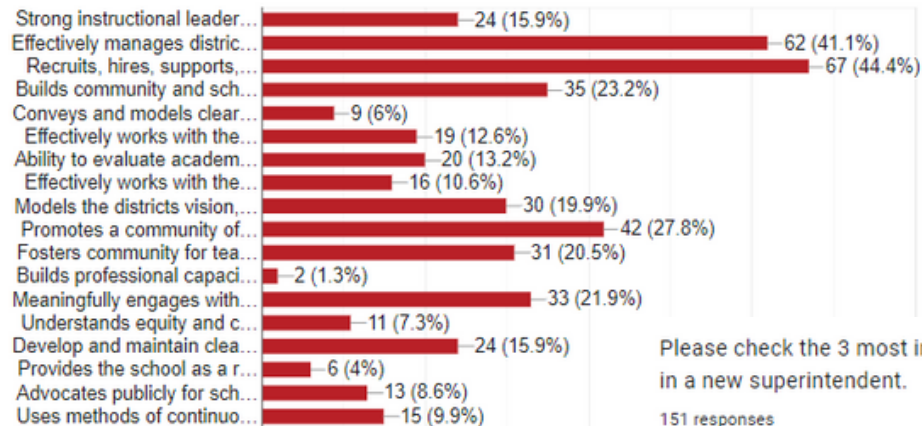
“In order to ensure the success and effectiveness of paraprofessionals within our school district, it is imperative to provide them with professional development opportunities that facilitate continuous learning and growth. They are rarely offered the opportunity to learn alongside us. I know many of them would appreciate the option to engage in more professional development.”

“Improving teacher work-life balance is key to retention. Teachers need more support in maintaining a healthy work-life balance. Simplifying administrative tasks, strengthening collaborative teams, and offering more flexibility can help reduce burnout and make teaching here more sustainable. When we take care of our teachers, they are better able to support our students.”

# Desired Skills & Qualifications

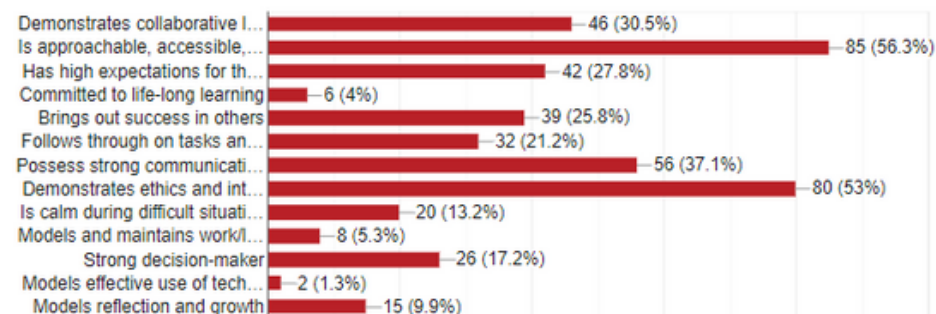
Please check the 3 most important **professional** skills and qualifications you hope to have in a new superintendent.

151 responses



Please check the 3 most important **personal** traits or qualities you hope to have in a new superintendent.

151 responses



PLEASE CHECK THE THREE MOST IMPORTANT QUALIFICATIONS YOU BELIEVE A NEW SUPERINTENDENT SHOULD HAVE:

- Is approachable, accessible, and welcoming (56.3%)
- Demonstrates ethics and integrity (53.0%)
- Recruits, hires, supports, develops, and retains effective staff members (44.4%)
- Effectively manages district resources (41.1%)
- Possess strong communication skills (37.1%)
- Demonstrates collaborative leadership (30.5%)
- Promotes a community of care and support for students (27.8%)
- Has high expectations for themselves and others (27.8%)
- Brings out success in others (25.8%)
- Builds community and school relations (23.2%)

# Desired Skills & Qualifications

EMPLOYEES (STAFF, TEACHERS, ADMINISTRATORS) PROVIDED INPUT ON THE TOP PROFESSIONAL SKILLS, QUALIFICATIONS, AND PERSONAL TRAITS THEY HOPE TO HAVE IN THE NEXT SUPERINTENDENT, INCLUDING:

- Is approachable, accessible, welcoming
- Recruits, hires, supports, develops, and retains effective staff members
- Effectively manages district resources
- Fosters community for teachers and staff
- Demonstrates collaborative leadership
- Has high expectations for themselves and others
- Demonstrates ethics and integrity
- Promotes a community of care and support for students

PARENTS/COMMUNITY MEMBERS PROVIDED INPUT ON THE TOP PROFESSIONAL SKILLS, QUALIFICATIONS, AND PERSONAL TRAITS THEY HOPE TO HAVE IN THE NEXT SUPERINTENDENT, INCLUDING:

- Demonstrates ethics and integrity
- Is approachable, accessible, welcoming
- Recruits, hires, supports, develops, and retains effective staff members
- Effectively manages district resources
- Demonstrates collaborative leadership
- Models the district's vision and mission

Roland-Story is a high achieving school district in all areas (education, fine arts, athletics). We have high standards of who we are and I would love to see that continue.

# Advice for the Next Superintendent

“Stay focused on the students and maintain a stable environment for the students.”

“Transparency. Be an open book as much as you can be.”

“Be personable. Be approachable. Manage at a high level and let others do their job. Don't be afraid to speak up when someone isn't.”

“Get to know your staff early on and be in each building on a regular basis. We want to see you and know that you see us, too.”

“Be collaborative. Make strong decisions based on all the facts you can gather and stand by those decisions, but be empathetic to community concerns and in how you explain your decisions.”

“Help find good people for our district, help create an environment they want to be a part of and help them to do the best they can for our students.”

“Be the expert in your field; lean on the community to build trust and support to advocate the areas you are an expert in.”

“Keep pushing our district to be the best it can. R-S is a great district, let's just keep pushing forward.”

“Get to know your teachers, students, staff, and parents. Fostering goodwill with personal interactions will be invaluable.”

“Find a way to blend the vision of long-time tradition of excellence and a vision for the next 20 years and the changing landscape of rural schools.”

“Embrace tradition because this community is very strong in tradition and keep that in mind as you mesh tradition with change.”

“Join community groups and promote community groups to staff as the school is one of the largest employers in our towns. Fostering community groups outside of the school is beneficial to everyone.”

“Build a vision with the school board then understand the need to communicate and build relationship with the staff, students, parents, and community. Each of these is critical for a successful R-S.”

**“Please lead our district as former superintendents have: with strength, dedication, honesty, and great leadership, and continue to lead Roland-Story to be the strong district we have been in previous years. And good luck, you have wonderful staff to carry out our core values.”**

For more information about the position itself or the hiring timeline, please visit the GLS website at [www.grundmeyerleadersearch.com](http://www.grundmeyerleadersearch.com) or contact search consultants Trent Grundmeyer ([tgrundmeyer@gmail.com](mailto:tgrundmeyer@gmail.com)) or Roger Wilcox ([waverlywilcox5@gmail.com](mailto:waverlywilcox5@gmail.com)).