

# STAKEHOLDER SURVEY REPORT

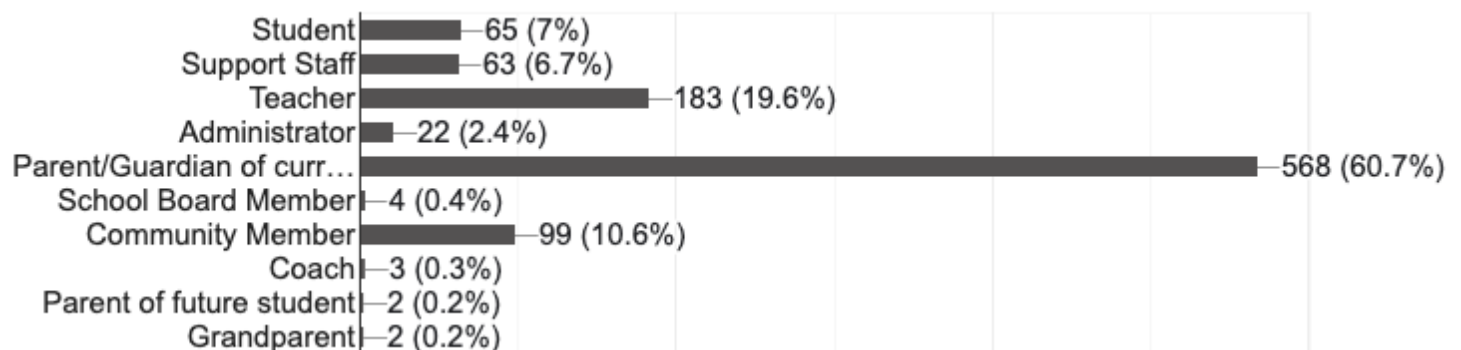
*Linn-Mar Community School District*



## Purpose of the Report

THIS REPORT IS INTENDED TO INFORM THE LINN-MAR COMMUNITY SCHOOL DISTRICT BOARD OF DIRECTORS ABOUT DESIRED QUALIFICATIONS STAKEHOLDERS HOPE TO HAVE IN THE NEXT SUPERINTENDENT.

The search team from Grundmeyer Leader Services recently conducted a stakeholder survey from January 26, 2023, to February 12, 2023. The survey resulted in 935 total responses from parents, teachers, community members, support staff, students, 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.



Grundmeyer Leader Services

TRENT GRUNDMEYER - ART SATHOFF



# Strengths for Linn-Mar CSD

- **CLEAR COMMUNICATION**
- **STRONG COMMUNITY SUPPORT**
- **FOCUS ON STUDENT ACHIEVEMENT**
- **STRONG SUPPORT FOR ALL EXTRA CURRICULARS**
- **CARING AND DEDICATED STAFF**
- **STRONG ADMINISTRATION**

Challenging students to their full potential and preparing them for their futures. We have strong athletic and fine arts programs as well.

Clear communication along with high achievement and academic opportunities.

Committed to educating all students and supporting athletic, music and many other interests of the kids.

Community, growth, adaptation/advancement in educational tools and solid extra curriculums.

Connection to the community and community resources; positive, collaborative work both within buildings and across the district

High achievement in academics and extra curriculums; a top-notch music department; Teachers and staff members who care about students and their families; Parents who are actively involved in their children's schools.

Inclusion, strong student support, high level academics, collaborative environment between staff

Strong and effective staff, academic success of students and the variety of programs offered.

Strong teachers and principals, good communication with families and community

The teachers really care about students understanding the materials and doing well in class.

Welcoming environment, strong education so kids are prepared for college or post education employment

Pride in Linn-Mar, inclusive environment, caring and hardworking staff, kids come first

## Superintendent Hiring Timeline:

**Jan. 26-Feb. 12**

**Jan 25-Feb 26**

**March 6**

**March 10**

**March 22**

**Stakeholder Survey open**

**Application period**

**Board reviews candidate pool**

**Board screens candidates**

**Formal interviews with finalists**

# Current Challenges for Linn-Mar CSD

- **STAFF RETENTION**
- **STUDENT POPULATION GROWTH**
- **COMMUNICATION WITH STAFF**
- **COMMUNICATION WITH FAMILIES**
- **INCREASED DIVERSITY OF STUDENT POPULATION**

Addressing diversity with hiring and students, competitive pay for associates, support with new curriculum needs  
Class sizes and lack of staff. Educators and school staff members are burnt out and overworked (everywhere in the US but we are seeing this at Linn-Mar especially with the amount of growth.) Elementary classes with one teacher to twenty+ 5 and 6 year olds is not great for staff OR students.

Communication from the school board. Getting out in front of problems with the community before they boil over. Listen to teachers more and support them more, have all board members support our public schools, continue to keep students safe.

Looking for consistency, minimal amount of parent programs/apps. Would like a one stop shop for all things school related.

Meeting the needs of an increasingly diverse student population. Effectively and consistently addressing increasing disciplinary issues. I would also like to see the district not cave in to the views of a small minority of community members on the issue of diversity policy. It is also disheartening to know that one of them is a sitting member of the board.

Communication internally and externally needs to be improved district-wide

Our demographic changes have provided great opportunities for understanding and interaction but has also led to challenges. Our teaching staff does not necessarily reflect our changing student population. How do we all work, learn, and function together when differences exist in many forms within our student and community population? Overcrowded high school, need more large group performance spaces, distrust between parents and admin, burnt out teachers, large class sizes at HS, mismatch of values, purpose and expectations between parents and school board/admin, lack of consequences for behavior issues, lenient policies for behavior issues, lack of listening to teacher input, admin ignoring teacher burn out and teacher input. The community doesn't realize that Linn-Mar is a large school district; the community still thinks Linn-Mar is a small school district.

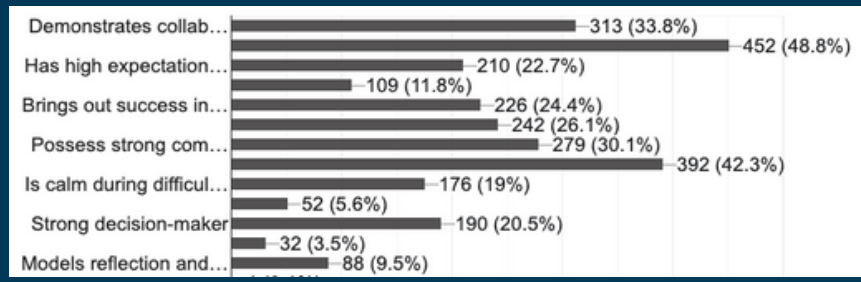
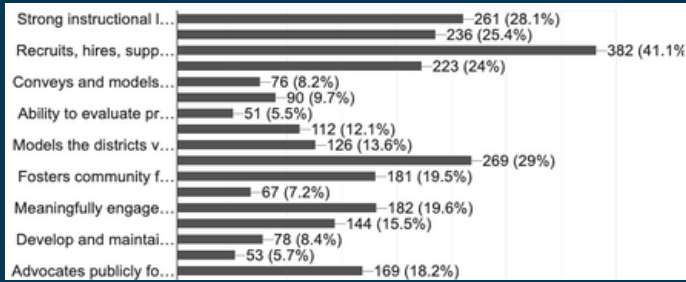
Communication, facilities, Funding, competitive pay for all staff to recruit and retain quality employees

Staffing & general pay for associates within Student Support programs - when shortages occur, Support Teacher (sped teacher) ends up covering/filling in therefore not able to see other students - continuous domino effect.

## About the Linn-Mar Community School District

The Linn-Mar Community School District is a public school district in Linn County, Iowa. It features seven elementary schools, two intermediate schools, two junior high schools, and one senior high school.

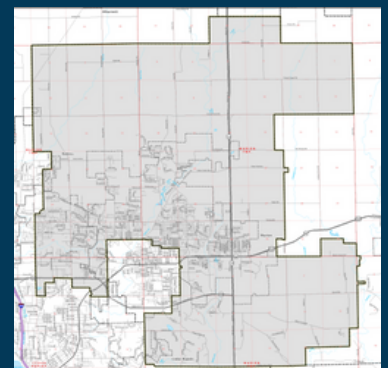
# Desired Skills & Qualifications



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

- Recruits, hires, supports, develops and retains effective staff
- Has high expectations for themselves and others
- Promotes a community of care and support for students
- Demonstrates ethics and integrity
- Strong instructional leader
- Demonstrates collaborative leadership
- Effectively manages district resources
- Possesses strong communication skills
- Builds community and school relations
- Brings out success in others
- Meaningfully engages with families and community
- Follows through on tasks and responsibilities
- Fosters community for teachers and staff

The Linn-Mar district includes the northern part of Marion, Iowa, an area in Cedar Rapids, part of Robins, and rural areas in the county. The district serves about 7,700 students.



# Advice for the Next Linn-Mar CSD Superintendent

A person who is open and honest with the Linn-Mar community. There are many challenges in this community at times. Stand up for what you believe is the best interest of the students and staff.

Be available, be seen, get to know staff, visit classrooms, and increase salaries for student support associates.

Be present, you can't make everyone happy but do what is right for the staff, kids, and education.

It is your responsibility to manage to the success of this district. Therefore, you must be able to manage all individuals and look at what policies and decisions for the district are what is best for the district, the system, and the consensus of the majority of the people involved.

Need for all round development and anchored community engagement for kids in a digital world. Balance of Technology and educational skills.

Please listen to and consider what is best for teachers. We are the ones in the classrooms every day, making Linn-Mar a place where students and families want to be. We are hired to do what is best for students, families, and the community. Listen to us.

Spend quality time in each school, not just on "fun" days, but random days. Do this to see the success in each school as well as the challenges so you best know how to support us. Spend time talking to teachers and staff to build relationships.

Value your leadership team and their talents. Improvements take time, and should be focused on achieving goals of the District's strategic plan. Get to know the leaders in the community, they support the district.

Our community needs to have confidence that public education in the Linn-Mar School District is the best educational choice for students in our area. Proclaim that message loud and clear.

Inspire students and teachers, by example, to reach their potential.

**Build strong community relationships to help get the right people to run and sit on our school board. Find a way to overcome staff burn out. Make sure those who work under and around you work as a cohesive team to help promote and support your visions and goals.**

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 consultant Dr. Trent Grundmeyer at 515-205-9987 or [tgrundmeyer@gmail.com](mailto:tgrundmeyer@gmail.com)