

STAKEHOLDER SURVEY REPORT

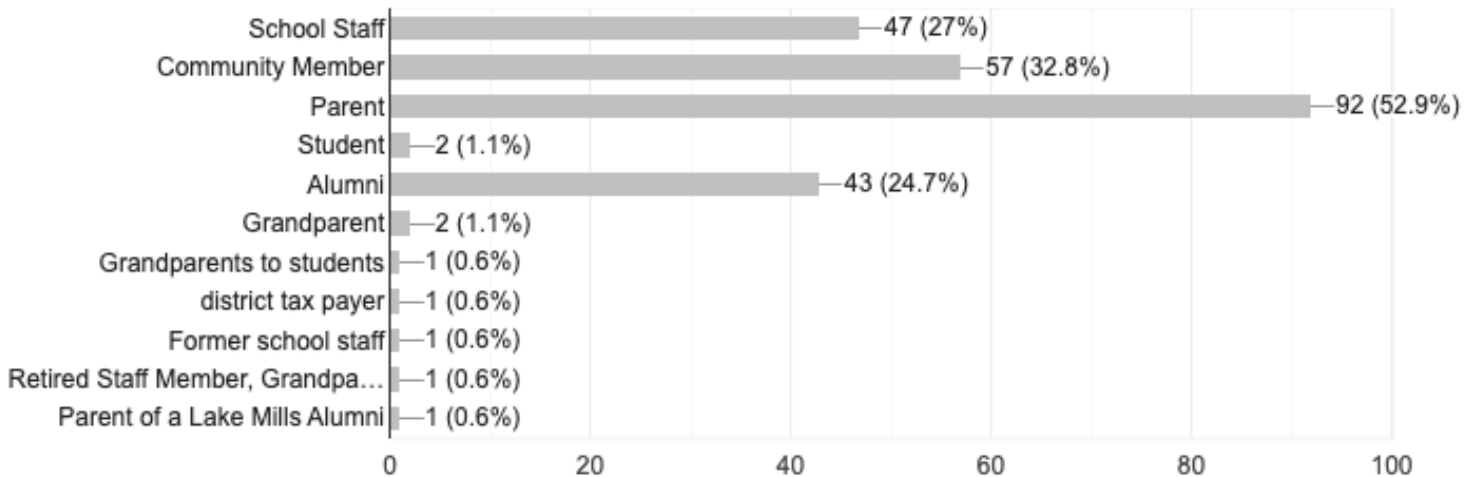
Lake Mills Community School District



Purpose of the Report

THE REPORT IS INTENDED TO INFORM THE LAKE MILLS CSD BOARD OF EDUCATION 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 February 25 to March 20, 2022. The survey resulted in 175 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.



Strength Areas for Lake Mills CSD

- **ALL STUDENTS IN ONE BUILDING**
- **SKILLED & CARING FACULTY/STAFF**
- **STRONG COMMUNITY SUPPORT**
- **STRONG ACADEMICS AND ATHLETICS**
- **CLOSELY KNIT COMMUNITY WITH SMALL-TOWN FEEL**

Our professional development, our K-12 building, communication, opportunities to grow as a professional, quality teachers and support staff.

Students feel connections with staff, students feel welcome here, students are prepared for college or other experiences outside of high school.

Wonderful teachers who go above and beyond for the students, small class sizes, good structure throughout the day

One building for our students which can keep expenses down some. School is older but well taken care of with nice athletic facilities. The arts have adequate resources and have quality programs.

The culture is wonderful and healthy for the students. The admin staff holds the students accountable.

Adaptability to student needs, family engagement, community engagement, and district growth

The district is always looking to innovate and improve. It has specifically added more opportunities for diversity and specialized instruction in recent years, including improved ELL resources.

Community Involvement and Support, Fine Arts, Athletics, Formative Assessment Instructional Process, Positive Relationships

Small close community, great school spirit, high academic expectations, open communication, hard workers, caring and compassionate people

Stakeholder survey open

Feb. 25–March 20

Application period

Feb. 25 - March 20

Board reviews candidate pool

March 24

Semifinalist interviews with the Board

March 31

Formal interviews with finalists

April 12

Current Challenges for Lake Mills CSD

- **STAFF RETENTION**
- **COMMUNICATION AND TRANSPARENCY**
- **LACK OF EMOTIONAL SUPPORT FOR STAFF AND STUDENTS**
- **WORKFORCE DEVELOPMENT**
- **MENTAL HEALTH RESOURCES**
- **BULLYING & STUDENT BEHAVIOR**

Advancing technology and support for students to have access outside of school hours or for online learning when needed or optional for those families that need it

Staffing shortages, being innovative and creative with how to help all students

Transparency and communication of our superintendent; continued funding for programs

Mental health of students and staff, Consistent & transparent communication, Superintendent visibility & decision-making

A challenge for LMCS is keeping graduates local. There isn't much workforce development that keeps qualified graduates in the area, aside from students who go on to teach or coach. Additionally, the school should put more emphasis on financial education in the secondary school, so that young alumni graduate with the intelligence to begin their journeys on positive financial notes.

Providing teachers with support when they need it. Keeping the professional development goals of the staff in line to the current needs of the students. Ask more input from teachers on what they need PD in mandating what they should do. Show teachers respect for their own professional goals.

K-12 Collective Culture/Climate, Hiring Quality Teachers in the near future (due to people moving closer to home or retiring), Programs/scheduling to meet the needs of all students (both high and low achievers), Enrollment

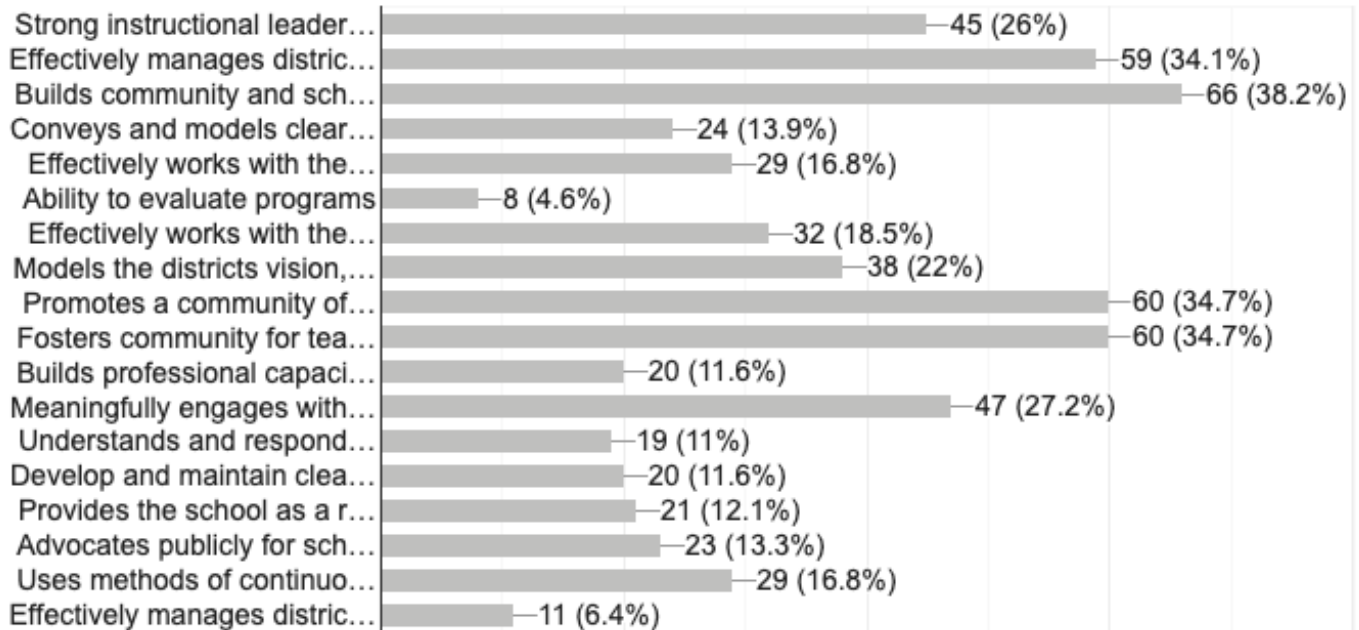
Not enough social emotional support for students and at times staff. SEL is what drives student achievement and it would be beneficial if our youngest learners had access to a guidance counselor more than 2 quarters out of the school year.

Being able to think outside the box, being a district that other schools look too for ideas and leadership is a challenge, I think.

About the Lake Mills Community School District

The public school system has been an important part of the Lake Mills, Scarville, and Joice communities from their beginnings. The Lake Mills Community School is one campus that houses the elementary, middle, and high school students. The district prides itself in providing students with exciting learning opportunities that expand their connection to others locally and across the nation. Students benefit from small class sizes, one-to-one access to technology, and faculty members who are focused on growth.

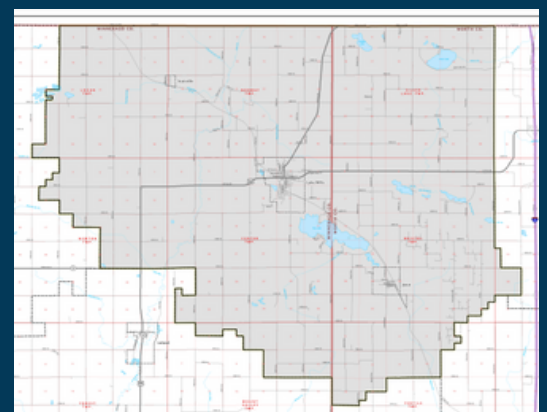
Key Qualifications Defined



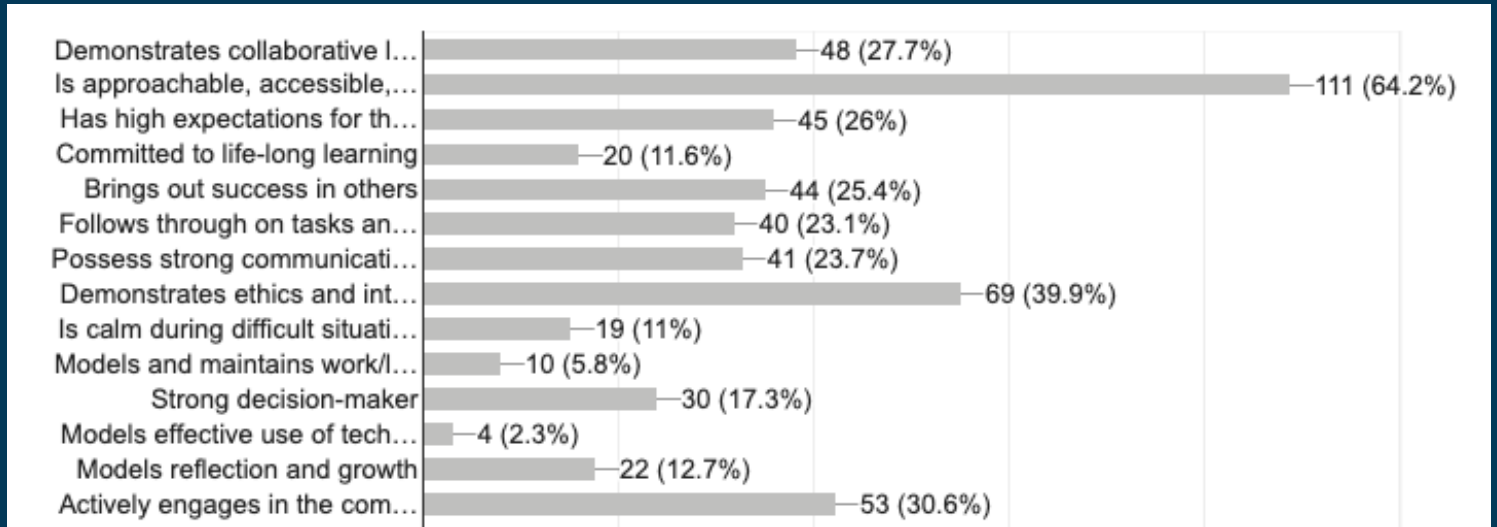
STAKEHOLDERS PROVIDED INPUT ON THE TOP QUALIFICATIONS THEY HOPE TO HAVE IN THE NEXT SUPERINTENDENT, INCLUDING:

- Builds community and school relations (38%)
- Promotes a community of care & support for students (35%)
- Fosters community for teachers and staff (34%)
- Effectively manages district resources (28%)
- Meaningfully engages with families & community members (27%)
- Strong instructional leader (26%)
- Models the district's vision, mission, and core values (22%)
- Effectively works with school administrators (19%)
- Effectively works with the school board (17%)

Lake Mills CSD is a rural public school district based in Lake Mills, Iowa. Lake Mills Elementary serves grades Preschool-5; Lake Mills Middle School serves grades 6-8; and Lake Mills High School serves grades 9-12.



Key Personal Traits Defined



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

- Is approachable, accessible, and welcoming (64%)
- Demonstrates ethics and integrity (40%)
- Actively engages in the community (31%)
- Demonstrates collaborative leadership (28%)
- Has high expectations for themselves and others (26%)
- Brings out success in others (25%)
- Possesses strong communication skills (24%)
- Follows through on tasks and responsibilities (23%)
- Strong decision maker (17%)
- Models reflection and growth (13%)
- Committed to lifelong learning (12%)
- Is calm during difficult situations (11%)

Advice for the Next Lake Mills Superintendent

We have a great school, great faculty and support people, we need to keep looking at ways to upgrade/improve our facilities and continue to offer the highest quality of education/school experience to our students that we can. How can we attract families to our town/school to keep our enrollment steady or improving.

LMCS has a great staff; take time to become acquainted with them, the students and community stakeholders. Listen to their concerns, ideas and comments. Work collaboratively to strengthen LMCS.
"The Strength of the Bulldog is in the Pack"

To be engaged and open to learning the positives of the school/community prior to looking at changes. The end goal should be too built off of past successes for continuous improvement for our students.

Just do you job right and make the staff and the people you serve proud. Everyone in LM is proud to be a member of community or from Lake Mills. Community support and love is important in the community.

LMCS and the Lake Mills Community is a great place to call home. The community has great pride and ownership in LMCS. Become integrated into the community, build relationships and be a strong leader who is approachable and willing to have hard discussions.

Come here to make it your home, not a pit stop location. Fully engulf yourself in our school culture and climate and become a bulldog through and through with your leadership, passion, honesty, and direction for our future.

Continue the traditions that have made our school great while improving in meaningful ways and resisting unproductive initiatives around social justice

Do not be afraid to make changes, but make them with an open mind, listen to all sides and reflect on the success of the changes.

Be a leader. Be reflective. Model excellence and balance. Be vulnerably and action oriented. Ask great questions and listen to staff concerns. Find and implement solutions to help our students and staff move forward

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 Dave Versteeg (641-780-0001),