

**COLUMBUS MUNICIPAL SCHOOL DISTRICT**  
**STAKEHOLDER MEETINGS**  
**PARENTS AND COMMUNITY MEMBERS**  
**MARCH 20, 2018**

**N = 33 Attended Meeting**  
**N = 36 Online Survey**

**TOP THREE PRIORITIES FOR THE INCOMING SUPERINTENDENT:**

1. Building a bridge to get parents and community truly involved in the school district  
(Parents cannot be heard sitting at home)  
Get parent buy-in
2. Create a vision and articulate the vision  
Students should be the center of the vision
3. Recruit, retain, support, and appreciate teachers  
Why are teachers leaving for surrounding districts?  
Make employees feel valued and appreciated
4. Improve the image of the school district  
District is not as bad as it is portrayed in the media and the community

**MAJOR STRENGTHS OF THE SCHOOL DISTRICT:**

Community members from all sectors and backgrounds are willing to help  
Caring teachers and administrators  
Potential for change if all efforts are harnessed  
Sports programs

**CHARACTERISTICS OF THE NEXT SUPERINTENDENT:**

Is a "healer"  
Focuses on goals and mission  
Has the ability to listen and to "hear" what is being said  
Understands the urgency of refocusing the district  
Can repair the poor reputation and image (Example = Columbus Choir – few know about it)  
Possesses an "outward mindset" (focuses on others); builds a team; builds up others  
Is visible  
Is a seasoned educator; has hands-on experience in a classroom  
High morals  
Reinstates order and discipline  
Ability to develop partnership with institutions of higher learning  
Develops positive relationships with all stakeholder groups, including the media  
Can be a fixer/mender  
Is proactive rather than reactive  
Open-minded with a positive attitude  
People person  
Good motivator for staff and students  
Courage to lead and to make difficult decisions  
Humble

**DEFINITION OF SUCCESS OF THE SUPERINTENDENT AT THE END OF THE FIRST YEAR:**

School board holds superintendent accountable for established priorities

Board and superintendent identify five problems and have superintendent solve those

**AWARENESS FOR SEARCH CONSULTANTS:**

Urgency in finding the right candidate

Families leaving the district for Lowndes County Schools

Realtors not making Columbus a priority

Discipline process is not supported

District is in a holding pattern (D)

Lack of communication between school and community

**OTHER COMMENTS:**

Make selection of the superintendent an open process

Is there an internal applicant?