

COLUMBUS MUNICIPAL SCHOOL DISTRICT
STAKEHOLDER MEETING
TEACHERS AND OTHER STAFF
March 21, 2018

N = 110+ Attended Meeting
N = 18 Online Survey

TOP THREE PRIORITIES FOR THE INCOMING SUPERINTENDENT:

1. Restore the morale of the employees
 - Retention of teachers; mentorship program for new teachers
 - Formal mechanisms for appreciating/valuing the teachers
 - Heal broken relationships
 - Revisit length of the school day schedule
 - Implement teacher training and best practices
 - Stimulate a passion for teaching
2. Address student discipline
 - Look at following through with procedures and policy
 - Should be fair and consistent across district
3. Communicate with and keep teachers informed
 - Regular communication
 - Foster an attitude of success
4. Restore the public image of the district
 - Restore the trust of the community in the district
5. Evaluate the curriculum and programs in place in the district
 - Explore reducing class size
 - Review the load of the special education teachers

MAJOR STRENGTHS OF THE SCHOOL DISTRICT:

Caring teachers and staff willing to provide direction for a new beginning
Teachers will provide support for improving the district
Student and teacher diversity
Variety of subjects offered
Strong arts programs

CHARACTERISTICS OF THE NEXT SUPERINTENDENT:

Approachable
Visible
Personable
Cheerleader for teachers
Has been an educator (has not forgotten what it was like to be a teacher)
Can form a connection with students (future citizens are in our walls)
Can form a relationship with the community; is a liaison between the district and the community
Addresses challenges of low performing students (interventions)
Honest and transparent; has integrity; strong morals and personal value system
Focuses on developing people

Experienced in making difficult decisions (has backbone)
Represents the district in a professional way
Dynamic/energetic
Restores integrity to the “systems” in the district
Track record of careful oversight of funds
Can communicate a clear vision and mission (how to turn the district around)
Committed to and is a part of the community
Listens to and is responsive to teachers

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

Development of a formal recognition plan
Review of the curriculum and programs within the district
Plan for recruitment, retention, training of quality staff
Happy, motivated teachers and students
Improved employee morale
Improved student achievement
Improved student behavior
Develops a plan for parent involvement
Focuses on customer service

AWARENESS FOR SEARCH CONSULTANTS:

Demographics of city/district
Economics of city
Limited district resources
Teacher morale
Limited success with leaders from out-of-state

OTHER COMMENTS:

Hold teachers and administrators accountable for making use of instructional time
Have final applicants to make presentations to stakeholders
Lack of consistency in all areas in the school district