

Stakeholder Input Report for

**Webster City
Community Schools
Webster City, Iowa**

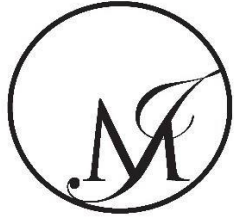
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Webster City/Stratford Community School District Webster City, Iowa Stakeholder Input Form

Executive Summary - 76

1. What are the greatest assets of the Greater Webster City/Stratford Community?

- Community is close knit – everyone knows everyone
- Supportive community
- Diversity - Embraces multiple cultures within the community
- Abundance of recreational options for all ages
- Safe Community
- Many Youth community activities
- Small locally owned businesses
- Community theater - for all ages
- Movie Theater
- A lot of Churches – they meet the diversity needs of community
- Great location, proximity to larger communities
- Multiple colleges close – ICCC campus here
- A lot of strong community organizations
- Fuller Hall – Recreational facilities
- Community library where all ages can be involved
- Strong generational ties and alumni staff
- Size of community and great to raise children here
- Parks looking to continuously update
- Local hospital that is new
- Daycares working on growing and/or rebuilding
- Community is welcoming and friendly
- Fundraisers are supported by the community
- Businesses are good with working with individuals with disabilities – Friends Forever program
- Pretty robust business district – opportunity for employment

2. What are the strengths/assets of the Webster City/Stratford Community School District?

- Rich staff that is knowledgeable and very willing to help kids and parents grow
- Good mixture of experience of staff – long serving can mentor new ones well on traditions and values
- A lot of opportunities for classes
- Centrally located in the conference
- School spirit – a lot of pride
- Career Academy at Eagle Grove and now in Fort Dodge through ICCC
- ICCC facility here in Webster City for classes
- Wide variety of extra-curricular activities
- Strong FFA Program
- Share other sports with other towns – Hockey, girls wrestling and others
- Coaches work with you so you can be in more than one activity at a time
- Good students and adult relationships in high school – Students feel like that have an adult they can go to if needed
- LINKS program – kids come to home games and sit together and do activities – good at getting Youth to events
- A lot of work to focus PD on the needs of the students – this is continuous
- PLC are in place and continually working on them to improve
- Great competition gym and auditorium
- Grant program – Webster City Schools Foundation Mini Grant – that support us a lot – based on innovation
- Fiscally responsible
- Seamless transportation – well-oiled machine
- School has a fulltime social worker and access to mental health services
- A good diversity within school population and are doing a good job of meeting their needs
- A strong alternative school

3. What characteristics are most important in the next superintendent of the Webster City/Stratford Community Schools?

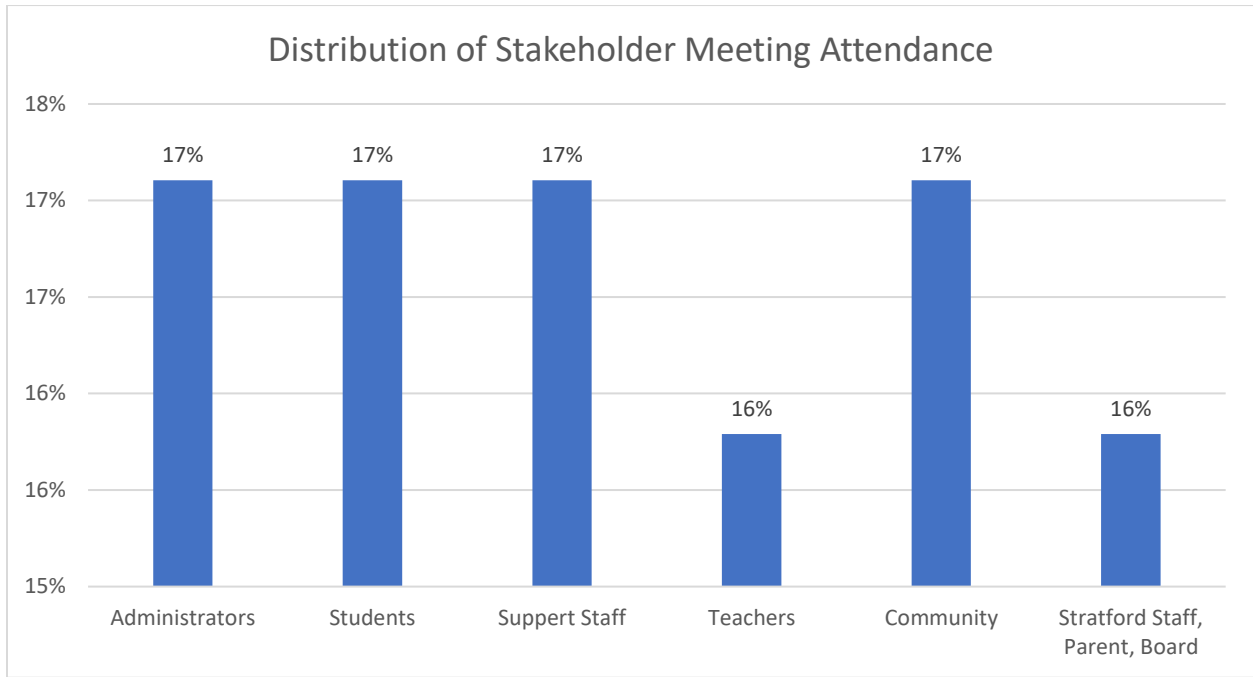
- Leader of leaders
- Active, engaged and visible in the school and community
- Open to ideas
- Promote our school and activities
- Knowledgeable and experienced in school finance
- Committed to ALL kids
- High level of integrity with solid core values
- Willing to make tough decisions and share why when appropriate
- Proven record of making tough decisions
- Experience as Superintendent
- Experience with building needs and bond issues
- Been through a sharing agreement would be valuable

- Taking the best information you get and making the best decision
- Planning on staying – longevity over 5 years
- Visionary - Make a plan for the long term – what needs to be accomplished
- Good partner with area legislators
- Data based decision making – put data together and be able to use
- Strong communicator – listening, verbal, and written
- Approachable and open-door policy
- Holds self and others accountable
- Transparent
- Humble and personable

4. What are the most significant district, community or state issues the selected person will face and need to deal with in order to be effective immediately?

- Working on new vision and mission statements that will be approved this June
- Discussion of a new high school and other building needs
- Long-term sharing agreement with Stratford and other districts with staff – Operational Sharing
- Diverse student population
- There are two unions (teachers and support staff) and a non-bargaining group
- Literacy, Attendance, PLC, and MTSS system work are the main focus
- Working hard to get a quality TIER 1 instruction
- Elementary has two K -1 centers, two 2 – 4, and two 5 – 6 centers – multiple towns with attendance centers
- Preschool has community partners
- There is a daycare at one elementary
- Social economics – high FR/L populations
- There is a Transportation Director, Food Service Director, Maintenance Director, School Business Official, Superintendent Secretary, Athletic Director, Technology Director, Director of Teaching and Learning, Building 5 Principals and 2 Assistant Principals
- No Air-Conditioning in most buildings
- EL population is growing and needs must be addressed
- Reorganization with Northeast Hamilton is complete and still needs effort to make them feel more a part of the district

Stakeholder Group Responses



Word Cloud



1. What are the greatest assets of the Greater Webster City/Stratford Community?

- Strong community that supports our school
- District size
- Close enough to go anywhere –
- Multiple college close – ICCC campus here
- A lot of strong organization to be involved in and recreational – trails, river, golf, parks, swimming pool
- Places to take kids
- Fuller Hall – Recreational facilities
- Strong Churches
- Community library that all ages can be involved in
- Strong generational ties and alumni staff
- Size of community and to raise children here
- Daycare – futuristic planning
- Parks looking to continuously update
- Embrace multiple cultures within the community
- Local hospital that is new
- Strong employers – Van Diest, Prestige Farms, VanTech, John Deere, Custom Meats, Karl Chevy, Variety of dining (Best tenderloin in last decade)
- Strong community theater
- Youth activities available in the community

2. What are the strengths/assets of the Webster City/Stratford Community School District?

- Strong traditions
- Tradition rich strong athletics and activities – FFA, Arts
- Wide variety of Co-curricular and extra-curricular activities
- Middle School has a lot of extra activities
- Dual enrollment opportunities
- Learning trades is a possibility
- Free meal in the summers
- Rich staff that is knowledgeable and very willing to help kids and parents grow
- Good mixture of experience of staff – long serving can mentor new ones well on traditions and values
- A lot of work to focus PD on the needs of the students – this is continuous
- Access to technology for students and staff
- PLC are in place and continually working on them to improve
- Working getting older students involved in the youth programs, working together with our youth– reading to 2nd graders
- Great competition gym and auditorium

- Staff enjoys working with staff at Webster City – not a lot of turnover, find a connection they stay here
- Grant program – Webster City Schools Foundation Mini Grant – that support us a lot – based on innovation
- Fiscally responsible
- Leaders in the conference on size and leadership abilities
- Seamless transportation – well oiled machine
- School has a fulltime social worker and access to mental health services
- A good diversity within school population and are doing a good job of meeting their needs
- A strong alternative school
- Belong to a career academy
- Broadcasting – student TV production
- FFA birthing center for animals – there is a link
- Student run greenhouse in the district

3. What characteristics are most important in the next superintendent of the Webster City/Stratford Community Schools?

- Knowledgeable in school finance
- Visible in the community – meet the business owners
- Supportive of students and staff
- Committed to ALL kids
- High level of integrity with solid core values
- Willing to make tough decisions and share why when appropriate
- Proven record of making tough decisions
- Experience as Superintendent
- Experience with building needs and bond issues
- Been through a sharing agreement would be valuable
- Taking the best information you get and making the best decision
- Courage to make tough decision when necessary
- Planning on staying – longevity over 5 years
- Visionary – be able to listen along with this
- Make a plan for the long term – what needs to be accomplished
- Lead the administrators to attain the vision – leader of leaders
- Proven record of these things of doing a quality job of these things
- Understanding the culture and resources that come with the district -sustainable – Manage what’s available to the district and live within our means
- Experience with working with building and grounds
- Good partner with area legislators
- Data based decision making – put data together and be able to use
- Strong communicator – orally and written

4. What are the most significant district, community or state issues the selected person will face and need to deal with in order to be effective immediately?

- Discussion of a new high school and other building needs
- There are building needs – (need to develop a plan). A lot of moving parts
- Sharing agreement with Stratford and other districts with staff – Operational Sharing
- Diverse student population
- ISEA and Superintendent work collaborative together – for teachers and support staff
- There are two unions (teachers and support staff) and a non-bargaining group
- Work closely with the AEA system
- Been a very good partner with legislators – need t
- Literacy, Attendance, PLC, and MTSS system work are the main focus
- Working hard to get a quality TIER 1 instruction
- Elementary has two K -1 centers, two 2 – 4, and two 5 – 6 centers – multiple towns with attendance centers
- Preschool has community partners
- There is a daycare at one elementary
- Social economics – high FR/L populations
- There is a Transportation Director, Food Service Director, Maintenance Director, School Business Official, Superintendent Secretary, Athletic Director, Technology Director, Director of Teaching and Learning, Building 5 Principals and 2 Assistant Principals

Name of Stakeholder Group: Students

Number of Participants: 13

1. What are the greatest assets of the Greater Webster City/Stratford Community?

- Everything pretty close together – easy to find
- Community is close knit – everyone knows everyone
- Supportive community
- Be able to find your group – diversity
- Swimming pool and skate park, soccer field, new park, Junkfeast, county fair, lots of parks, dog park, outdoor ice rink, softball fields
- Fort Dodge is close, and highway 20 makes things accessible – 45 minutes to Ames
- Safe Community
- Fuller Hall – Recreation Center – especially middle school students
- Youth activities
- Fire Cadet opportunity
- Food Drive
- Two golf courses
- Event Center at Briggs Woods
- Lake – fishing and swimming
- Biking Trails
- Small locally owned businesses
- Race Track
- Community theater - for all ages
- Movie Theater
- A lot of Churches – they meet the diversity needs of community
- 3 nursery homes
- A good place to live and settle down
- Daycare (2)
- Dance Studio
- Farmer’s Market
- Community Activities – Girls night out
- Looking a reopening Elks Club – Currently renovating for community center
- Car Dealership and Maintenance garage

2. What are the strengths/assets of the Webster City/Stratford Community School District?

- Buildings are close together
- A lot of opportunities for classes
- Centrally located in the conference
- School spirit – a lot of pride
- Service-learning projects – planting trees
- A new high school coming
- Dual credit classes

- High School good with helping with younger students – ex. - reading to elementary students
- Career Academy at Eagle Grove and now in Fort Dodge through ICCC
- Private Catholic School K – 6
- ICCC facility here in Webster City for classes
- A good amount of extra-curricular activities – Music, Art, Band, Sports, Lego-league, rocketry Club – got to go to Kansas City, Jazz Band, Speech
- High school is pretty accepting
- Strong FFA Program
- Weight room it is humble
- Nice High School Gym
- New AD – Good about not having a line between Arts and Sports
- Share other sports with other towns – Hockey, girls wrestling and others
- Coaches work with you so you can be in more than one activity at a time
- Good students and adult relationships in high school – Students feel like that have an adult they can go to if needed
- LINKS program – kids come to home games and sit together and do activities – good at getting Youth to events
- Great NHS Program
- FCCLA program
- Transportation is good – a bus with get you to ICCC in Webster City

3. What characteristics are most important in the next superintendent of the Webster City/Stratford Community Schools?

- Strong Leader
- Involved in the School
- Want student to superintendent relations strong – Want to see in the school
- Open to ideas
- Take initiative with decisions
- Pretty Straight forward with decision making
- Promote our school and activities
- Active in the activities – visible
- Upbeat and pride in the school
- Care about the school and change things for the better
- Help give everyone the best opportunity
- Ask students to present at School Board Meetings
- Listen to student perspectives
- Helping improve all activities not just sports
- Bring in new ideas

4. What are the most significant district, community or state issues the selected person will face and need to deal with in order to be effective immediately?

- New High School is needed
- Working on new vision and mission statements that will be approved this June
- We want a Superintendent to see the strategic planning fulfilled
- No Air-Conditioning at the High School
- Parents can sometimes be passionate, so can some kids
- Lack of diversity of student groups – Administration not being supportive
- No straight forward way of creating new activities and clubs
- Lack of consistency for discipline for all students
- Racial concerns - remarks or racially sensitive things – address and acknowledge these issues so they are addressed – bullying in this area happens – system wide addressing this issue

Name of Stakeholder Group: Support Staff

Number of Participants: 13

1. What are the greatest assets of the Greater Webster City/Stratford Community?

- Can find out about anything in 10 minutes
- Good activities – great movie theater, swimming pool, rec center, camping river, trails system
- NE Hamilton is close knit community
- Public Library a lot of activities for different age groups
- Wide Variety of churches
- Daycares working on growing and/or rebuilding
- Diversity is growing in our community – community is welcoming and kind
- Community is welcoming and friendly
- Fundraisers are supported by the community
- Businesses are good with working with individuals with disabilities – Friends Forever program

2. What are the strengths/assets of the Webster City/Stratford Community School District?

- Teachers are super welcoming to our students of diversity and ELL students – spreading by word of mouth that the staff cares
- Staff all work together to help the student learn the best
- Very inclusive with all students – not self-contained
- Activities that students can join are endless – open to do anything – allowed to make friends and connections – kids aren't cut from activities
- FFA students do a good job and Greenhouse
- FFA is really involved in the school and community (Free meal around Christmas)
- Ability to take dual credit classes with community colleges
- Building staff is an asset – people are always willing to help
- Impressed with the discipline at the lower elementary level

- Bus Drivers are phenomenal – Transportation is a challenge at Northeast
- Bussing is well oiled machine after two weeks

3. What characteristics are most important in the next superintendent of the Webster City/Stratford Community Schools?

- Being visible to parents and students – people should know who you are
- Be more involved in the community
- Value every part and positions in the district
- Approachable
- Open door policy
- Not using us as a step stone – move up
- Invest in the school district and community – be a part of the community and school
- Follow up on communication – Good communication and listening
- Willingness to part of the school and community – see them at businesses, library, community events – soak it all in
- Be normal – greet all
- Level headedness on confrontation – ability to handle conflict – don't pass the buck
- Hold people account – self and others (staff and student)
- Being aware of principals/administration and their performance for evaluations
- Being involved with staff – listen to input of all staff
- Personality is needed
- Communication between all the buildings so everyone knows what is going on
- Visibility within all buildings

4. What are the most significant district, community or state issues the selected person will face and need to deal with in order to be effective immediately?

- Better communication
- All staff feel under-valued
- Staffing needs at some of the buildings – especially at NE
- Incongruency in buildings within the elementary levels – size, grade levels, staffing needs
- Northeast needs to feel part of the district
- More support staff is needed – people shortage – a lot of kids need extra support – Every department is hurting with employees
- Support Staff wages need to be looked at or make them feel more valued as individuals
- Interactions and a thank you would go a long way
- Need more classes to meet the needs of students – maybe different levels of math –
- Make sure kids are understanding the content and not pushing them forward
- Facilities updates – High School

- Air Conditioning is needed in kitchen
- Consistency for all buildings – rules, guidelines, and expectations similar
- Sharing with another district – they have a new principal and secretary this year

Name of Stakeholder Group: Teachers

Number of Participants: 12

1. What are the greatest assets of the Greater Webster City/Stratford Community?

- Diversity
- Size of Community – not too big not too small – close knit
- Centrally located – highway 20 and interstate 35
- Community is supportive
- Opportunities for involvement – Rotary, Kiwanis
- Community theater
- Farmer's Market revitalized
- Public Library
- New Hospital
- Community Outreach – Upper Des Moines Op
- Local Churches – Food pantries
- Fuller Hall – Rec Center – offer programs for all ages
- Swimming Pool
- Community is multi-generational
- People move back for its values –
- Political diversity
- Families and community members do a good job of supporting the school and our youth
- More opportunities than smaller areas – big enough community for many opportunities
- Parks have been updated
- Soccer mini pitch
- 2 Golf Courses
- River and its activities
- Recreational opportunities – Trail, fishing, hunting, River
- Quality public works
- Community rallies for those who are in need – helping
- Proximity to Ames, Des Moines, Cedar Falls, Iowa City– college events, and shopping

2. What are the strengths/assets of the Webster City/Stratford Community School District?

- Dedicated teachers
- Rich staff – many veterans
- Buildings offer many different opportunities
- Well educated staff – Masters Degrees
- Some of the buildings are in great shape

- Class size is good for most part
- Opportunities for our students at all levels
- Dual credit classes and connection with ICCC
- Cohesive staff with all buildings and PLC work
- PLC time and vertical discussions
- Continually progressing – figuring out would is new and they are working on it as well
- Always helping students trying to get better – this will help community grow
- Student teacher agreements – ISU, UNI and BVU
- High Schoolers can go to Eagle Grove in AM for Academy
- Alternative School
- High graduation rate
- Overall student attendance is good – Alternative School helps with this
- Two students graduated with AA degree and high school degree at same time
- Done a lot of for students with no English coming in – providing support
- New teacher coming gets a lot of support – mentoring

3. What characteristics are most important in the next superintendent of the Webster City/Stratford Community Schools?

- Approachable
- Personable
- Present
- Transparent vision – take staff input
- Knowledgeable
- Open-minded
- Seek and Value staff input
- School Finance Knowledge
- Accountability for self and others
- High Standards for all
- Consistent
- Visible in buildings and community
- Someone who wants to community minded
- Not a stepping stone
- Fostering unity and pride within the school and community
- Willing to work with teachers’ union openly – open to suggestions – open, honest and collaborative
- Proven experience and overcoming challenges
- Walk the Talk
- Competitive Athletics
- Strong Arts

4. What are the most significant district, community or state issues the selected person will face and need to deal with in order to be effective immediately?

- Building a new high school
- Can't put everything else aside to build the new high school
- Declining enrollment
- Need New Comer Program for EL students for their success
- No plans for EL students coming in
- Need more man power, staff
- EL population is growing and our staff isn't growing in same rate
- Keeping support staff – pay (they do get insurance)
- Alternative School need more staff – waiting list to get in, this is need that is growing for the district
- Maybe an alternative school for middle school
- SEL needs
- Technology needs updated for teachers and staff general, infrastructure
- Taxes are really high
- Need for translators and increase their pay
- Look at permanent substitute

Name of Stakeholder Group: Community

Number of Participants: 13

1. What are the greatest assets of the Greater Webster City/Stratford Community?

- Pretty robust business district – opportunity for employment
- Great place to raise a family – small town
- Good recreation area – Golf, Fuller Hall, Swimming pool
- Great Library
- Being on Highway 20 – proximity for easy access to a lot of things –
- Friendly community – you know people and they know you
- People care here
- More diverse
- Good place to raise a family it has Hospital, clinics, grocery stores
- Options for schools – Webster City K – 6 Catholic School, Stratford

2. What are the strengths/assets of the Webster City/Stratford Community School District?

- Good facilities and grounds for athletics
- District invested in facilities
- A lot of good teachers who care
- A lot of opportunities for students – extra and co-curricular for all ages
- Dual credit options for our kids
- Relationship with ICCC
- Alternative School (Hamilton High) is good
- Well run bus system
- Teachers stay because they care – it's their passion

3. What characteristics are most important in the next superintendent of the Webster City/Stratford Community Schools?

- Invested in the community – wants to know their neighbors
- Be visible in the school – know your faculty, staff, and students
- Humble
- Personable
- Someone who is pumped up for Webster City
- More visible and seen in all buildings – get into all buildings so you know what is going on
- Open-minded about how teachers feel about things
- Visit with staff and seek their input
- A good listener and come up with ideas
- Help make decisions to help the schools
- Develop culture – visibility, relationships,
- Good at managing facilities
- Finance responsibility and knowledgeable on finances
- Strategic planning process
- Evaluating barriers for staffing – housing, child care, employment for spouse
- This isn't last hurrah – energy for district – committed to the district long term
- Integrity – walk the talk

4. What are the most significant district, community or state issues the selected person will face and need to deal with in order to be effective immediately?

- Potential of New High School
- Facilities need to be looked at and grade level alignment
- What's the future of education and its impact on Webster City District and area
- Access to Textbooks – need for quality instructional materials
- Developing culture and support staff with accountability
- Building trust with consistency and support of decisions
- Access to childcare/daycare is challenging
- Preschool needs
- Employment locally that corresponds with working schedules
- Finding quality staff
- Barrier between Webster City and Northeast – need to bridge the gap
- Getting consistent curriculum for all elementary buildings
- Work to do to make it feel like one district instead of two

Name of Stakeholder Group: Stratford Staff, Parent, Board Number of Participants: 12

1. What are the greatest assets of the Greater Webster City/Stratford Community?

- We are family, very close relationships, everyone is friendly and we communicate well
- All local businesses are very supportive.
- Community wants the school to succeed., and keep the trajectory going up
- We have everything here that we need, groceries, gas stations, and many things
- Lions club, development group. Stratford Stride (community group)
- Close to other larger communities, great location
- ‘Stratford on the Loose’ festival, music and more
- Local winery with many events and activities
- Fitness center
- Everyone knows everyone
- Welcoming small-town feel
- Swimming pool
- Auction house
- Not enough houses
- Active 4-h clubs, library clubs, crafts, events
- Tire shop picks up cars
- Safe community
- Everyone knows everyone and looks out for all
- Community Facebook page
- Ambulance service and fire department in town
- Snowmobile club
- If you want to be involved, you can find something to do in Stratford
- People mind their own business
- Importance of Stratford as a school for our community
- A lot of good, hardworking people
- Agriculture is the dominant industry, with significant representation also in healthcare, education, and other vocations
- Rich history of community

2. What are the strengths/assets of the Webster City/Stratford Community School District?

- Family atmosphere
- Working together
- Staff and school board
- Supt has had meetings to be a part of district
- Good class size
- Experience teachers who want to keep learning and push things for student learning
- Multi-age classes
- Staff is very flexible

- Visionary
- Co-teaching, everything is done in the classroom, full inclusion, differentiation
- Teachers wear a lot of hats, so need new superintendent to understand things are done as needed in small school
- A day care is connected to school, supports local families for all ages, staying current and making changes to help (enrollment incubator)
- After school program on site
- Five day a week four-year-old pre-school for five hours a day
- Center of the community/heartbeat of the community
- A lot of home school students/families, many of them are open enrolled in and most are dual enrolled
- Very flexible and proactive for changes based on students first
- Smallness is viewed as an advantage
- Staff longevity is good
- We have all of the special classes
- Kids are practicing instruments by fourth grade
- Some sports activities for kids are supported here.
- Students feel very safe at school, go to school moms
- Students support students
- High school kids often come back to visit
- Academic excellence over diversity training
- Great facilities and assets
- A community that wants to be involved
- Good relationship with Webster City staff and administration

3. What characteristics are most important in the next superintendent of the Webster City/Stratford Community Schools?

- We are our own district and plan to stay this way, we are Stratford
- Communication is critical
- Strong and creative financially
- Support for day care and that it is part of the school and keep it going strong
- Want them to feel welcome here
- Be seen in school and community
- Have an open mind about things
- Value people who are here every day
- Support staff – teachers, support staff
- Give new principal time needed to help him grow, be available when needed
- Don't like a lot of red tape
- Help in transition from Stratford to WC MS
- Coordinate both districts to avoid conflicts, ie concerts
- Strong leadership skills
- Ability to have tough conversations
- Honest, fun, supportive, caring, put kids first

- Concise board meetings
- Leadership
- Someone who is decisive
- Attention to detail, yet not get lost in the weeds
- Looking for continuity and longevity
- Be accountable for your actions/inactions and decisions
- Advocate for your educators
- Establish relationships with community leaders

4. What are the most significant district, community or state issues the selected person will face and need to deal with in order to be effective immediately?

- Lack of state funding
- Fund public schools – not vouchers
- Need to be available to show up and answer question.
- Declining enrollment
- Covid caused issues, behavioral issues still a concern
- Learning time lost during covid
- More support in building
- Behavioral issues within classrooms
- Availability of quality applicants for open positions
- Invested in school safety, including a secure building, rely on community without a local police force, even though the sheriff lives in town
- Large homeschool group – important to successfully continue for dual enrollment and adequate communication

*Survey Monkey Results for
Webster City Community Schools
January 2023*

*(NOTE—these responses have not been edited,
they are printed as entered by the stakeholders)*

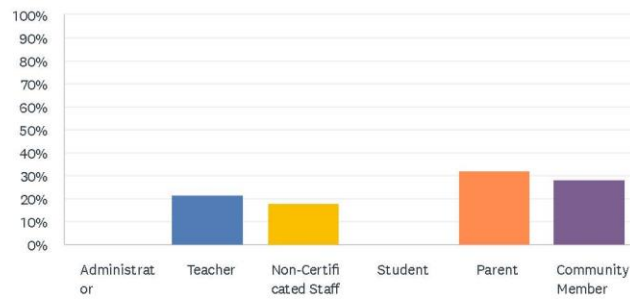
28 English Responses

Stakeholder Input Form--Webster City Community Schools, IA

SurveyMonkey

Q5 Please indicate the stakeholder group you represent:

Answered: 28 Skipped: 0



ANSWER CHOICES	RESPONSES
Administrator	0.00% 0
Teacher	21.43% 6
Non-Certificated Staff	17.86% 5
Student	0.00% 0
Parent	32.14% 9
Community Member	28.57% 8
TOTAL	28

Q1 Tell us the good things about your community. (This information is used to help us recruit quality candidates.)

Also recreational opportunities offer theater good people many growth families safe
small racing community supportive great close
support lot Webster City parks events diversity

Q2 Tell us the good things about your schools. (This information is used to help us recruit quality candidates.)

willing love help support good education staff opportunities
students buildings school provide teachers committed kids offer

Q3 What issues should the superintendent be aware of as he/she comes into the district?
(This information is shared with the final candidates.)

enforced big parents try S away lack also issue level work hard feel brought
district High School students rules school morale
need way staff may buildings really teachers days best
everything community changes middle school expectations students policies many

Q4 What skills, qualities or characteristics should the new superintendent possess to be successful here? (This information is used as we screen potential candidates.)

person needs need someone position students staff feelings approachable students
strong involved parent willing kids see someone needs able staff
part community make district buildings work leader
schools size people communication school district know best
staff students teachers also want superintendent next superintendent learn

Community Members

Tell us the good things about your community. (This information is used to help us recruit quality candidates.)

- good community support for athletics, not so much others
- Webster City is a welcoming community with many amenities - maybe not in the retail areas, but the recreational opportunities, Community Theatre, Movie Theatre, Kendall Young Library and Chamber Events offer up things to keep a person busy. Being the county seat is also a plus with the Hamilton County Fair being offered each July and the Hamilton County Speedway hosting racing events throughout the summer.
- Webster City is a place where the residents feel comfortable and safe. The recreational opportunities offered are numerous and most necessities for everyday living can be found without leaving town. Community is supportive of events and growth, striving to make Webster City appealing to newcomers.
- It has some diversity. It has a beautiful library with a great variety of services for the community. The chamber is working hard to provide activities for the families in the community. There is a beginning of new businesses trying to get started and stay successful.
- Friendly
- This community is very resilient and committed to doing what is best for the community. The diversity, though a small community, is great, even more so than some of the larger communities in the surrounding areas.
- There are many members of our community who want it to succeed. We are fortunate to have quite a few young families in our community - growth!

Tell us the good things about your schools. (This information is used to help us recruit quality candidates.)

- mostly friendly staff
- The Webster City Schools has continued to offer a curriculum that prepares students for their future. Taking advantage of dual credit courses through ICCC is an asset and having the Alternative School as an option for those who struggle in the normal school setting shows how the district cares about every student. Extra curricular activities are not limited to athletics, but the options are endless for every student if they choose to be involved.
- It's been a few years since my kids were in school, but both graduated from Webster City. They went on to college and have been successful in their careers, receiving a good knowledge base from their high school classes and the dual credit courses offered through ICCC. There are multiple opportunities for students to participate in extra curricular activities from being a student athlete to competing in speech competitions or being a member of the Rocket Club that has been very successful the past couple years. Veteran staff intermingled with young staff can make for a good balance of instruction.
- They are striving for excellence in education. The teachers are excellent and work for the students.
- Staff cares

- There are a lot of teachers who are very committed to providing the best possible education to the students who attend. They are also committed to helping the students grow in areas to help them as people and not just in academics.
- Teachers and staff are very committed to do the best for their students.

What issues should the superintendent be aware of as he/she comes into the district? (This information is shared with the final candidates.)

- have a nice competition gym that kids cant use during school hours
- It's obvious, with the meetings and discussions recently, that the High School building needs remodeled or replaced, which means a bond issue would be coming to a vote of the community in the near future. Staff morale has been lacking, so implementing new ideas to work on building morale could be something to address. Working to bring the District together as a "whole", from a shared district to a merged district in a positive way so Admin, Staff and Students feel as one entity. Being more visible at events/activities as the Superintendent of the School District would be a welcome sight.
- Over the past couple years, it appears that teacher morale has been declining. This can be blamed on the COVID pandemic to an extent, but not sure anything is being done to address which leads to turnover and less incentive to work hard and be the best educator for the students. Discussions have begun on what to do with the High School building - major renovation or build new? This will need to continue to be a priority both fiscally and in a positive approach to serve the students in the best way possible. Having all district buildings in Webster City and Blairsburg working together as a whole, not separate, with curriculum, activities and events may bring a more unified feeling for the district.
- Truancy can be an issue because the schools have no county legal support. There is a problem with gen ed teachers implementing legally required varied levels of teaching and testing for all students including spec. Ed. There is nothing in their evaluations to encourage them to implement this requirement in their daily lessons. Time for teachers to collaborate daily, especially with SPED teachers. Really learn how to really coteach, not just throw two teachers together and say that is coteaching. Not...
- There is some distrust within the community as far as transparency and truthfulness goes with information that is shared with parents, the community, and staff. And it may take awhile to build that trust back but it is doable. I hear people say there is a big bullying issue here in Webster City but having worked in another community prior to Webster City I would say that while it is an issue it is not more of an issue than what I see in other places.
- The NEH elementary school seems to be overlooked. They need to really push to get some basic educational staff and tools.

What skills, qualities or characteristics should the new superintendent possess to be successful here? (This information is used as we screen potential candidates.)

- be more than a friend to students, need to discipline them. graduate students when they deserve to, not to get rid of them. do something about attendance for students and staff
- Being passionate and enthusiastic about education and their career - the desire to work hard and continue to learn. Having worked through the levels of the system - being a Teacher, Principal and continuing their education to enable to lead a school provides them with the different tasks and challenges at each level. No matter the years of experience, the person hired as Supt will need to learn specific details, proceedings, situations and finances of the WC Community School District. Willing to learn and grow can reap benefits for the staff, students and district. Knowledge of the community, school district and surrounding area would show a vested interest from the applicant in wanting to be a part of leading the school district to continued success. Willing to relocate and bring a new family to town is always a plus as well. Being able to prioritize, have difficult conversations, make decisions, resolve conflict, be innovative while staying positive, productive and professional are all qualities needed in this position.
- Would like to see someone who would move here and be a vested part of our community. Would be great to have a younger administrator, maybe even with a family, that isn't looking for a district to finish out their career and retire. Must be a visionary and forward thinking in possible different funding streams or opportunities. Exhibit good leadership and be a good listener prior to making decisions. Enthusiastic about their position and a desire to be present not just at the Admin building but have occasional presence throughout all district buildings. Someone with a desire to always do what's best for the district and what's best for kids and is passionate about being a school leader.
- Listen and learn. Great leaders help others be successful. Organized. Don't micromanage. Use money wisely. Help your board be proactive. 7 Habits of Highly Effective People.
- Able to make decisions and consider all involved parent, student, teacher, and support staff. Value all staff the district employees
- Transparency; understanding the community (realizing that the size of a community does change the dynamics); supportive of early childhood education; good and consistent (not only ongoing but also that all staff are getting a consistent message rather than people hearing different things) communication; approachable;
- To be supportive of the teaching staff. To recognize all schools in the district. To get out of the administration building more and see whats really going on with the schools.

Non-Certificated Staff

Tell us the good things about your community. (This information is used to help us recruit quality candidates.)

- Small town feel, located close to bigger cities
- New business opening, safe with minimal crime. Good housing.
- Friendly people who are Iowa nice. Very diverse We have a great Rec. Center. As well a 2 nice golf courses. Low crime rates in the area. Community theater as well as a nice movie theater. Weekly racing if you're a race fan. Many Choices of Churches to attend. Some nice City and County Parks Rivers and Lakes to fish in nearby.
- Nice location, close to big cities without being a big city, has a number of great rural communities as well if that is appealing, great trails and parks
- Community support is amazing, parental support is great for about 80% of students in district. The community supports the kids events.

Tell us the good things about your schools. (This information is used to help us recruit quality candidates.)

- Teachers care about their students.
- Over all, good staff who are willing to do their best to help and educate the students. Adequate buildings, even thou there is talk of building a new HS. Class sizes are good. School board does their job and is approachable.
- We have good kids. We have a very nice satellite facility in Blairsburg. We have a very dedicated staff certified and non certified. Good community support for our schools.
- We have a number of dedicated employees that care about students and the community

What issues should the superintendent be aware of as he/she comes into the district? (This information is shared with the final candidates.)

- Sub shortages. My school has maybe 2 subs total, and we have no subs for Paras. If a Para is gone, we do our best to cover, but that means part of our job isn't able to be done.
- There is lack of discipline at the Middle School level. The students move onto the HS and are hit with a dose of reality. Plus there is no consistency. Why do some students get a slap on the hand and others get worse for the same wrong doing? Cell phones at the MS level need to be addressed with students and parents. There is way too much texting and calling during school hours. A new policy needs to be placed and enforced. The lack of respect is a problem also. Why is a student allowed to treat a teacher/staff person disrespectfully either verbally or through actions and there is no action taken to support the staff? Our goal is to teach the students and send them into the world, in hopes they can be productive people in society. There are too many children that are moved onto the next grade, even thou they have failed every class. I realize we live in a new world these days, but is it really that different when it comes to basic learning and expectations of the students and parents? The parents/students need to have a good understanding of the rules and policies so when a problem arrises it can be addressed as it should be!! The game both parents and students play today is: "It's always someone else's fault." Make the rules

clear from the start!! Communication is also lacking within the district, keep staff and school board, "in the loop." Seems like the best candidates for job openings are freq. not the person hired. Having a hiring committee is great, but that group needs to be screened if they are related or "best friends" of the person being considered for the opening. It frequently restricts a good applicant from applying, as they already know who is going to be chosen.

- School spirit from the top is important has not been a priority with the current administration. High school needs updates. Also the press box for our football stadium is the poorest of any of the schools we play. We don't even have press box in either our softball or baseball facilities.
- There is a lack of comradery
- Communication NEEDS to be key!! Issues that are brought to them NEED to be addressed, as most likely chain of command has already been done. Also, take support staff into consideration!! They are just as hard working as teachers and admin.

What skills, qualities or characteristics should the new superintendent possess to be successful here? (This information is used as we screen potential candidates.)

- Hard working, compassionate, caring
- Need to understand the size of WC and not run our schools like the "big" city. We are not Ames!! This person needs to have experience in that position and a strong personality to deal with the many issues that come up. Years of experience would be great. This person needs to be seen at the schools, make visits frequently. See what is really happening with the students and staff. This is a very important piece of our school district and I want to see the best!! This person needs to be committed to our community, we currently have staff in admin. positions that do not live in our school district and I feel they are not totally committed to WC Comm Schools and/or our community.
- Someone who supports all extra curricular activities and is visible at sporting events, as well as ,music, band. Some one who lives in the community and gets involved in the community
- A person who is a strong leader and makes educated decisions by asking the people involved for input and stands behind the decision.
- Be able to work with all diversity of people. Be patient and be willing to work with ALL staff. Be prepared to deal with a lot of behavioral issues.

Parents

Tell us the good things about your community. (This information is used to help us recruit quality candidates.)

- Fantastic families
- It is a small community but not too small. We offer many outdoor recreational opportunities.
- Small town feel with large opportunities for growth. We are a close community. I feel there are lots of citizens in Webster City who take pride. Not only in our community but how they can be of service to our community and fellow citizens. We are close to neighboring cities. It makes a short trip for some good family fun or to get necessities that are not otherwise available here.
- Safe
- Small, close knit, a lot of young families
- We have Fuller Hall, a wonderful gift to Webster City. Also the Kendall Young Library. There are updated parks, plus the trails. Many churches to choose from. Also the community theater to be involved in.
- It's small enough that everyone knows everyone but not too small. There's some diversity and the community is very supportive of the youth.

Tell us the good things about your schools. (This information is used to help us recruit quality candidates.)

- Please stop using the word "stakeholder" it's offensive Our schools are full of teachers and staff who go above and beyond for their students
- Elementary staff care about students and are extremely hard working to provide a great educational experience for kids.
- The staff. My kids attend NEH and I love the staff there. They are kind, compassionate and caring. They also communicate well.
- N/A
- Quality elementary schools
- I understand that we have an excellent special education program with quality educators.

What issues should the superintendent be aware of as he/she comes into the district? (This information is shared with the final candidates.)

- Good Leadership in education is needed at schools. We need someone to get everyone moving in the same direction instead of on their own paths
- There has been a lack of vision in this district. There are also structural concerns that need to be addressed in our schools as well as use of spaces within our schools.
- The biggest issue I feel our district faces is lack of accountability and authority. I want to be transparent; we are considering moving districts. From WC to South Hamilton. This is one of the reasons why. There are a lot of things in our district that are getting out of control. Cell phones, dress code, vaping... to name a few. I've spoken with staff directly

who have stated “nothing is done about it”. I’ve witnessed students entering the school in very inappropriate clothing. This is how the discussion was brought up with said faculty member. I feel as though there are fine lines that the administration does not want to cross. I’ve read the school policies. Policies have been put in place, but no one acts on them. It’s a lack of accountability and authority. Nothing more. Nothing less. I cannot shelter my kids from everything. I’m aware that even transferring districts won’t eliminate these things. However, I want to feel confident that, whether it be my child or someone else’s, that when school policy is broken, consequences are put in place. There’s very much a laissez afire attitude within our district. It’s start from top and slowly, but surely, works it’s way down. When these things occur and nothing gets done about it, it takes away from opportunity to learn and grow as a student.

- Lots of bullying between students, extracurricular activities heavily focused on athletics, low tolerance for alternative lifestyles, minimal help for neurodivergent students (unless delayed), no support below the HS level for advanced students, middle school especially bad for the above items
- Lack of consistency in the middle school
- Something needs to be done re: Alternative School. Is it really necessary? Does the district receive additional funds having alternative school?! It didn’t benefit a family member in the least. Just slid by to barely graduate. No structure, shorter school days, total waste of time. Kids get used to it and don’t try to improve or excel, just slide by. 38 students in alt. school this year is ridiculous. Alternative school doesn’t help one’s morale. Calling it “Hamilton High” doesn’t change the stigma of being in alt. school. Cell phones in all schools need to be put away during the school day, including all staff. Per HS students-Sleeping in class if your work is done is ok! NOT. Also, dress code needs to be adhered to. Let everyone play in sports, not just the “best” players. Why suit up if you don’t get to play. Not everyone is on traveling teams or can go to camps.
- Bullying is horrible in this community.

What skills, qualities or characteristics should the new superintendent possess to be successful here? (This information is used as we screen potential candidates.)

- Needs to be connector of people and have contacts through the state to help attract talented educators and administrators to our wonderful district
- We need someone who supports strong discipline policy, who is not afraid to have open and honest conversations with parents. Need someone who believes in the core values of a strong education centered around math, science and reading.
- To be successful here a candidate needs to be an effective leader with a vision. The person needs to be approachable and one who will listen to community and staff concerns.
- The two most important characteristics that I value as a parent: 1. Integrity 2. Self-awareness I want a superintendent that acts on honest, moral, and ethical principles. I want him or her to be consistent with those principles. I also want our superintendent to be aware of his or her strengths & weaknesses. I want them to know what to delegate and where to delegate. I also do not want a superintendent to act on or be influenced by feelings. Be aware that someone (staff or student) can make you feel a certain way; however, if you’re acting on solid integrity, those feelings don’t matter. I

don't care how someone makes you feel. If policies are broken, there should be consequences. Staff or student. I also want a superintendent that is involved. This helps if they have kids in the district. We missed a great opportunity with a candidate a few years ago. With very little open communication. Instead she created auto reply emails and did not accept phone calls. I know this, because I called. I didn't call right away, either. I read the policy for disciplinary action for an employee and knew how I needed to follow through. Once I felt nothing was being done, I reached out. Only to receive a rude answer from a secretary. I imagine she was not be rude out of spite but because she was told not transfer calls. It starts at the top. I understand the capacity of the job can be a lot, especially with a district our size; however, that doesn't mean you shut yourself off to the district. Act with integrity and teach the rest of your administrative staff to do the same. Lastly, where there's investment, there's heart. We need someone to truly be invested in our students, staff, AND community. Not just a stepping stone to retirement.

- Willing to change "status quo", willing to listen to alternative viewpoints, motivational
- Approachable, eager to grow and try new things, be accountable and hold others accountable
- Fairness, dedication to the district and students. Longevity so we aren't having to hire again in the near future.

Teachers

Tell us the good things about your community. (This information is used to help us recruit quality candidates.)

- Location of town, size of people in community
- Smaller community, many supportive families. Fuller Hall is a great community center. We have some groups really trying to do some great improvements for WC.
- Smaller community with a lot of great people who help each other out.
- We are a diverse community - strength lies in diversity!
- We are family oriented and support is always a number one priority. Support with students, families, and staff.

Tell us the good things about your schools. (This information is used to help us recruit quality candidates.)

- Strong class sizes and growing enrollment
- A lot of great staff who care about the students. Amazing support by staff for kids who may need some extra help at home (always willing to donate to kids who may need items they don't have at home).
- We have a lot of great staff who are great with students and willing to do what needs done to help the students.
- Our buildings offer different opportunities for our families! The NEH building is geared to families wanting a smaller school experience for students from preschool - 6th grade. When consolidation occurred, the VISION for the NEH building was to continue to provide this atmosphere and create this unique space for students to thrive. Loyalty, school pride, and student growth is inspired in this setting!
- Everyone is willing to help/support everyone. We love being small because it gives us the opportunity to teach our students one to one, and to give the love and guidance needed. Teachers are trusted to do their job and what is best for their students, micro-managing is not a focus (which is much appreciated).

What issues should the superintendent be aware of as he/she comes into the district? (This information is shared with the final candidates.)

- -The City does not currently operate with the school in mind and vice versa. All entities are working without the other one in mind. -Our school does not have a large amount of participants. The youth programs need to be improved to help funnel our youth into the programs on the middle/high schools. We need to be working together to keep our youth active and participating in activities and off the streets. -
- -No rules/expectations are followed at the Middle School. Kids get away with everything with no discipline, no consistency to enforcing any rules/expectations. There are a few students who wander the halls the majority of the day and do not complete any work, yet no punishment is ever given. Many students are rude and disrespectful (cussing, yelling, throwing things) to staff and there is no punishment for this behavior. They may sit in the office for a few minutes then return to class. The few circumstances where a student

is given an In school suspension, they are sat in a back room where they can just sleep and play on their ipad. Majority of the time office staff are asked to watch them. How is this a punishment? How do we expect to help these kids become successful and functioning members of society when they are never expected to follow a rule or have consistent expectations? These students then get to the High School where rules and expectations are followed and they fail. I feel the problem begins with the "minor" offenses never being addressed and escalates into the major offenses. -Numerous students at the MS fail all classes and do not complete a single assignment yet move on to the next grade. I realize this is not just at WC, but changes need to be made to hold these students to any form of accountability. This does not help them succeed in adult life and isn't that ultimately the goal of school? -We need administration that are committed to the schools and the community as a whole. -WC is a small rural community, we are not Ames or another big district. Do not try to change everything about a rural community to fit a large community school district. -Pleasant View has had a turnover of administration the past couple years with many hard changes to a LOT of different aspects. The staff could really use some support from the superintendent. -Staff as a whole do not feel their school administration are committed to WCCSD or WC community as a whole. Administrators don't live in the community, how are they dedicated to the district and town if they don't even live in the community?

- There is a lack of accountability upon students at the middle school level. No clear/set rules, school rules are not consistently enforced (behavior especially). These students struggle when they reach HS where the rules are consistent and enforced as they have gotten away with so much throughout MS.
- The idea of the overused buzz word "equity" across all buildings is short sighted and restrictive. We should recognize and celebrate the differences we are able to provide to our students and their families. Respect should be inclusive to all our buildings and their teachers. The attitude of seeing some buildings and their staff as "less than" is a top-down mentality and is promoting a festering division that has a negative impact on the district. Many families feel this as well and know they have options on where they choose to educate their children. This is a very real issue.
- There is an extreme substitute shortage and this makes it hard for teachers to feel comfortable taking the needed time off. This can in turn affect their mental and physical health.

What skills, qualities or characteristics should the new superintendent possess to be successful here? (This information is used as we screen potential candidates.)

- Special education knowledge
- - our next superintendent should have conservative views. -our next superintendent should be required to live and work in the community -our next superintendent should be networked around the entire state to bring and recruit administration and teachers into our community to stay -our next superintendent needs to be a voice and leader in the WC community. Involved in community activities -our next superintendent needs to raise the bar for our administration and teachers. We are currently in a stand still environment where everyone is just working. We have no "go getters" who are willing to go the extra

mile to help improve and spear head our programs to create community and a stream line of improvements for the kids in our communities.

- COMMUNICATION- this is huge, please communicate with staff. Show up to the buildings unannounced at different times of the day to see what is happening, Stay at the buildings for some time to see what is happening. Be a part of the schools, be seen, be approachable, listen to what staff are telling you. Be committed to Webster City community as a whole.
- Must be able to listen to what staff is saying, they are the ones in front of students and see it all. Realize WC is not Ames or another big community, it is a small community.
- Open-mindedness Progressive attitude Transparency with district-wide issues Leadership skills that do not alienate a certain group of teachers
- The new superintendent should be empathetic towards all and have positive communication skills. I believe they should always have the teachers interest in mind, and use their knowledge and opinions as a resource.

Survey Monkey Results for Webster City Community Schools

January 2023

*(NOTE—these responses have not been edited,
they are printed as entered by the stakeholders)*

1 Spanish Response

Parents/Padre

Tell us the good things about your community. (This information is used to help us recruit quality candidates.)

Cuéntenos las cosas buenas de tu comunidad. (Esta información se utiliza para ayudarnos a reclutar candidatos de calidad).

- En mi comunidad hasta ahorita esta muy bien tranquilo y la gente muy amable
- In my community so far it is very calm and the people are very friendly.

Tell us the good things about your schools. (This information is used to help us recruit quality candidates.)

Cuéntenos las cosas buenas de sus escuelas. (Esta información se utiliza para ayudarnos a reclutar candidatos de calidad).

- Es una escuela muy organizada y responsable estoy muy contenta de que mi hijo asista en esa escuela las maestras son de lo mejor
- It is a very organized and responsible school. I am very happy that my son attends that school. The teachers are the best.

What issues should the superintendent be aware of as he/she comes into the district? (This information is shared with the final candidates.)

¿Qué problemas debe tener en cuenta el superintendente cuando ingresa al distrito? (Esta información se comparte con los candidatos finales).

- Escuchar los problemas de la gente
- Listen to people's problems

What skills, qualities or characteristics should the new superintendent possess to be successful here? (This information is used as we screen potential candidates.)

¿Qué habilidades, cualidades o características debe poseer el nuevo superintendente para tener éxito aquí? (Esta información se utiliza tal como evaluamos candidatos potenciales).

- Ser amable ser atento con la gente que lo juegue escuchar sus problemas
- Be kind be attentive to the people who play it listen to their problems