

*Stakeholder Input Report for*

*Cross County*

*Community*

*School District*

*Stromsburg, Nebraska*

*submitted by*



11725 Arbor St., Suite 220  
Phone: 888-375-4814/402-991-7031  
Email: [mail@macnjake.com](mailto:mail@macnjake.com)

Omaha, Nebraska 68144  
Fax: 402-991-7168  
Website: [www.macnjake.com](http://www.macnjake.com)

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**MCPHERSON *MJ* JACOBSON, LLC**

EXECUTIVE RECRUITMENT & DEVELOPMENT

11725 ARBOR STREET, SUITE 220 ♦ OMAHA, NEBRASKA 68144 ♦ 402-991-7031/888-375-4814  
FAX: 402-991-7168 ♦ EMAIL: [MAIL@MACNJAKE.COM](mailto:MAIL@MACNJAKE.COM) ♦ WEBSITE: [WWW.MACNJAKE.COM](http://WWW.MACNJAKE.COM)

## **Cross County Community School District Stromsburg, Nebraska District Stakeholders Report, October 2025**

### **Executive Summary**

On October 22<sup>nd</sup>, Consultant Mike Lucas conducted multiple in-person meetings to gather input regarding the selection of a new Superintendent of Schools for Cross County Community Schools. In addition, stakeholders who could not attend any of the sessions were able to submit their thoughts electronically via an online survey between October 22<sup>nd</sup>-30<sup>th</sup>.

Each group was asked to respond to the same four questions noted in bold below. Each group was provided a review of the selection process and given the opportunity to ask questions regarding the search process.

### **OVERALL THEMES from All In-Person Group Meetings:**

#### ***What are the good things about your community?***

- Very supportive of schools
- Great place to live and raise a family
- Young families are coming back
- Great churches and community activities
- Conservative values

***What are the good things about Cross County Community Schools?***

- Staff is talented and dedicated
- Board of Education
- Culture
- Lots of opportunities for kids

***What are the skills, characteristics, and traits you are looking for in the next superintendent?***

- Strong budget and finance skills
- Good listener and communicator
- Strong relationship builder
- Visible and involved in school and throughout communities

***What are the issues or hot topics the new superintendent should be aware of so they can get off to a great start?***

- Community is working to provide more daycare and available housing
- Next superintendent needs to be a good fit for rural conservative way of life

## **Stakeholder Group: Administrators & Counselors**

### ***1) Tell us the good things about your community.***

- Proud of our school and staff
- Supportive of all school programming
- Responsive to calls for help to assist students/staff and programs in need
- Desire to be involved and team with the school
- Beautiful communities full of nice people
- Active communities with festivals, events, small businesses, etc. that attract people here
- Public library is ramping back up
- Young families are coming back
- Improving daycare outlook through community action group
- Lots of thriving churches that work well with one another and the school
- Strong community values that have high expectations for education, behaviors, etc.

### ***2) Tell us the good things about Cross County Community Schools.***

- Admin team
- Strong and dedicated staff
- Great teacher leader initiatives through school improvement
- Talented educators
- High confidence level that we are providing what students need
- Robust course offerings for a school our size
- Support for the whole student....academics, fine arts, athletics, school-to-career, social-emotional, etc.
- Very strong Special Education department
- Collaborative and supportive culture
- Front office personnel are very positive
- Exemplary MTSS program with strong results to show for it
- Dedicated time for teachers to collaborate throughout the school
- Top notch Board of Education that is involved and engaged
- All in with Marzano High Reliability Schools

### ***3) What are the skills, characteristics, and traits you are looking for in the next superintendent?***

- Good communicator
- Honest
- Transparent
- Does the right things for kids with no personal agenda
- Visionary and strategic
- Innovative but also honors all of the effective things we have worked really hard to have in place
- Able to handle budget, finance, and legislative issues in an efficient and effective manner

- Trustworthy
- Continued support of the whole child, supports, and all of the programs we already have in place that are making a positive difference
- Sees the strengths in others
- Teambuilder
- Willing and able to be here for a while
- Strong relationship builder within the school and our communities
- Visible, accessible, and involved in the school and our communities
- Knowledge and appreciation of our agriculture-based, small rural communities
- Supportive of Professional Learning opportunities for staff

**4) *What are the issues or hot topics the new superintendent should be aware of so they can get off to a great start?***

- We have to strategically build trust with our conservative communities
- Sometimes available housing can be a challenge

**Stakeholder Group: Classified/Support Staff**

**1) *Tell us the good things about your community.***

- Very supportive of the school
- Active in our building
- Benedict and Stromsburg have come together very well over the years
- New pool, library, and businesses
- Young people are coming back to raise their kids here
- Lots of great churches
- Conservative

**2) *Tell us the good things about Cross County Community Schools.***

- Impressive facilities that are clean and well maintained
- Top notch staff across the board
- Staff retention
- Lots of mentoring for new staff that supports them and makes them want to stay
- Family atmosphere
- Very supportive
- Great kids with good behavior
- Administration gives you the tools and flexibility to do your job well
- We hire the right people and support them to do a good job
- Respectful place
- Board of Education recognizes and appreciates its employees
- Strong PBIS programming to support positive behavior of our kids
- We meet all of the needs of our kids....food, clothing, etc.
- Churches help us make sure all kids have what they need

**3) *What are the skills, characteristics, and traits you are looking for in the next superintendent?***

- Strong budget and finance skills
- Relationship builder with students, staff, and community
- Gets to know the kids
- Willing and able to listen to all point of view
- Great communicator
- Approachable
- Visionary
- Bold, strategic leader
- Able to align goals with board and community values in mind
- Sees the importance of our SPED programming and necessary staff to make it effective
- Patience
- Supportive of all positions on staff
- Visible and involved in the communities

**4) *What are the issues or hot topics the new superintendent should be aware of so they can get off to a great start?***

- They have big shoes to fill
- Flexible and willing/able to do a wide variety of things....in a small school, you have to do things outside the normal job description from time to time
- Communities are looking to improve daycare offerings
- Do need some general fund dollars to help support school meal and nutrition program

**Stakeholder Group: 6<sup>th</sup> – 8<sup>th</sup> Grade Students**

**1) *Tell us the good things about your community.***

- Super close knit and supportive place to grow up
- People are welcoming
- Swedish Festival
- Everyone knows one another
- Different from a big town
- Very safe place to grow up

**2) *Tell us the good things about Cross County Community Schools.***

- Option in here because the teachers are good
- Teachers and staff are responsive and notice us and support us when needed
- Good at sports
- Lots of class offerings like Ag that other small schools don't
- Student input is listened to
- Lots of activities, clubs, and programs for kids to get involved here
- Quality education here with nice computers

- 3) *What are the skills, characteristics, and traits you are looking for in the next superintendent?*
- Interact with the students and teaching staff
  - Be a good communicator
  - Be organized and gets things done like bus schedules, sports schedules, etc.
  - Makes good decisions on snowy bad weather days
  - Pays attention to what's happening throughout the school
  - Wants to get to know kids' names
- 4) *What are the issues or hot topics the new superintendent should be aware of so they can get off to a great start?*
- Cell phone policy is good and should stay in place
  - We don't like when we have to combine on buses after school due to lack of drivers....we prefer when we have four buses but sometimes have to combine on three due to lack of drivers
  - We want to keep our assemblies and pep rallies because we enjoy them

#### **Stakeholder Group: 9<sup>th</sup>-12<sup>th</sup> Grade Students**

- 1) *Tell us the good things about your community.*
- We have a lot of community involvement and they support our school and fundraisers
  - Everyone is willing to help us
  - They provide lots of employment opportunities for us kids
  - A lot of people come back to live here to raise their families
  - Swedish Festival each summer
- 2) *Tell us the good things about Cross County Community Schools.*
- We have a really nice building and amenities
  - Good technology
  - Lots of opportunities for activities, classes, clubs, and sports
  - Lots of involved staff
  - Ag facility is a positive highlight for us
  - Teacher aide program for students to learn how to work with kids
  - SPED programming
  - Board of Education recognizes the importance of all staff
  - Mrs. Moody and counseling services
- 3) *What are the skills, characteristics, and traits you are looking for in the next superintendent?*
- Understand and appreciates the importance of agriculture in our community
  - Involved with students – not just sitting in office all day
  - Someone who listens and cares about our opinions
  - Supportive of our activities and events



**4) *What are the issues or hot topics the new superintendent should be aware of so they can get off to a great start?***

- Sometimes worry about empty and unstructured time at end of the day
- Sometimes seniors could use a little more support in not maxing out on classes available

**Stakeholder Group: 4<sup>th</sup> & 5<sup>th</sup> Grade Students**

**1) *Tell us the good things about your community.***

- Lots of community activities
- Trustworthy and not judgmental
- Supportive
- Easier to go hang out with people since we live in a small town
- Downtown Boo is fun around Halloween time
- People don't want to leave others out

**2) *Tell us the good things about Cross County Community Schools.***

- Lots of support of our teams – volleyball won conference championship last night
- Cougar Buddies program
- Lot of good and supportive sports coaches and good crowds
- Welcoming of new students
- PreK-12<sup>th</sup> grade all in one building so we can see friends from other grades
- Open Gym afterschool time for kids to play
- Cub Dens on first Friday of each month
- Student of the Month program
- Staff is nice and fun and gives you fist bumps sometimes
- Walk & Talk in the gym each morning before school begins
- We have buses
- Spirit Rally games
- Students have leadership jobs we get to do

**3) *What are the skills, characteristics, and traits you are looking for in the next superintendent?***

- To be a good listener to our ideas
- Ask us why we did something if it was wrong
- Sense of humor
- Strict but not too strict
- Energetic
- Show up to our sports and encourage us
- Visits our classrooms
- Likes to plan ahead and has good pep rallies
- Kind

**4) *What are the issues or hot topics the new superintendent should be aware of so they can get off to a great start?***

- We need to keep practicing lockdowns and staying safe
- Keep our school field trips
- Understands that we have different personalities
- We have some students with special needs that require extra help
- Know about our sports

**Stakeholder Group: Teachers**

**1) *Tell us the good things about your community.***

- Supportive
- Pride
- Safe
- Collaboration
- Invested in what happens here in our school
- Good businesses
- High expectations
- Clean and well-kept
- Conservative
- Ag based rural values

**2) *Tell us the good things about Cross County Community Schools.***

- Talented and dedicated staff
- Feels like home being all in one building
- Great facilities
- Small class size
- Community involvement
- Safe
- Wide variety of activities
- We look out for one another
- Strong relationships
- High expectations
- Welcoming culture
- Growth mindset
- Inclusive
- Lots of ways for kids to get involved and many do
- Lots of academic offerings for a school this size

**3) *What are the skills, characteristics, and traits you are looking for in the next superintendent?***

- Personable
- Not afraid to be involved in the community
- Presence during the school day....out and about talking to kids and staff

- Supportive but not a micromanager
- Backbone that is willing and able to make tough decisions and stand behind them
- No personal agenda
- Strong values and conviction
- Financially responsible
- Level headed with common sense
- Clear and concise
- Willing to follow through
- Strong believer of professional development
- Personal integrity
- Lifelong learner
- Family oriented

**4) *What are the issues or hot topics the new superintendent should be aware of so they can get off to a great start?***

- Working on more housing and daycare for our community
- We host a lot of activities compared to other schools our size and need to make sure we can keep getting enough people to work all of these events
- Community really stands behind their conservative values

**Stakeholder Group: Community & Parent Forum (5 in attendance)**

**1) *Tell us the good things about your community.***

- Feels like a big family most of the time
- Culture of people caring about kids, families, and one another
- Great place to raise kids
- Good location
- Always something going on – not a boring place – something to do
- Community ownership and pride is evident

**2) *Tell us the good things about Cross County Community Schools.***

- One building so kids of all ages can interact and support one another
- All staff really cares about kids – everyone on the same page
- On top of issues and proactive communication about issues
- Good communication
- Grace and kindness of staff
- Lots of opportunities for students across the board like robotics, activities, clubs, and more
- Inclusive culture where students with and without special needs are all together

**3) *What are the skills, characteristics, and traits you are looking for in the next superintendent?***

- Honesty
- Transparent
- Continuous learner

- Willing and able to come in and learn our system and culture and not be in a hurry to change things
- Humble, hungry, and smart
- Good listener
- Invested in the community
- Open communicator
- Outgoing and personable

**4) *What are the issues or hot topics the new superintendent should be aware of so they can get off to a great start?***

- Understand your audience and the culture and expectations of our community
- Know about all of the other resources and organizations that are available to help the school meet its needs
- Emphasize the importance of life skills and basic skills needed after high school
- Will need to collaborate and potentially be open to opportunities with neighboring school districts only if it beneficial to our long term success

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

Answered: 39 Skipped: 0

#	RESPONSES	DATE
1	Supportive family-like community High focus on growing our town- not farming out to bigger towns- and we've kept alot of our "needs" alive and well.	10/30/2025 9:04 PM
2	Community has strong moral Christian values we care deeply about our children and good education for sll	10/29/2025 7:18 PM
3	Our community is often to referred to as "Mayberry". Beautiful small town with a lot of good people.	10/29/2025 11:36 AM
4	Lots of great stores in town, supportive of the school,	10/28/2025 8:10 AM
5	Strong, conservative, family values Rural, agricultural area with thriving local businesses Local churches and businesses are very supportive of the school	10/27/2025 9:17 AM
6	close knit, community is supportive, helpful, growing and has a great future	10/24/2025 1:43 PM
7	Some are good Christian families.	10/23/2025 4:42 PM
8	Faith based community, strong traditional family values, hard working.	10/23/2025 12:40 PM
9	Our community feels like a big family. People are there for one another and show up for each other. There is a lot of community pride and people take ownership in making it a great place to live. There is also a very strong legacy of faith which lends itself to people generally treating one another well and loving their neighbor.	10/23/2025 11:26 AM
10	Stromsburg is a big family in my opinion! It is also community that is very accepting! Stromsburg is small town living that also is very active and growing!	10/23/2025 7:56 AM
11	quiet friendly family based community	10/23/2025 6:56 AM
12	Community and school pride. New stromsburg legacy foundation recently established to better our community and the needs of our youth.	10/22/2025 9:33 PM
13	Relationship oriented, supportive, involved, clean & safe	10/22/2025 4:18 PM
14	-Prideful -Safe -Small -Conservative	10/22/2025 3:43 PM
15	The community rallies around the school athletics and that is great	10/22/2025 3:16 PM
16	Small but mighty!	10/22/2025 3:00 PM
17	We have 2 very wonderful communities. While each community is unique, they both have a feeling of connection, care, and respect.	10/22/2025 2:29 PM
18	Benedict is a small community that keeps to itself.	10/22/2025 1:48 PM
19	Strong involvement, support from Local businesses. Made of people with strong moral character. Faith based	10/22/2025 1:22 PM
20	Faith is very important to use and we feel respected and valued as community members who did not grow up here. I don't feel it is a clique-based community and do not sense any judgemental attitudes from other community members.	10/22/2025 12:44 PM
21	Stromsburg has a good economic background and infrastructure set in place already daycare is available with three different options. Housing market in Stromsburg is tight but very strong also with quality housing.	10/22/2025 12:28 PM
22	I am new to the community, but it was apparent almost immediately that this is a community that deeply cares about the people in it. From the beginning of my time here people have been	10/22/2025 10:53 AM

	very welcoming to me. I truly feel like I am welcomed and appreciated here in the Stromsburg/ Cross County community.	
23	Stromsburg is a clean community with lots of community pride. Many young families have moved back to Stromsburg because of the nice, family friendly environment.	10/22/2025 10:45 AM
24	I love the pride each of our communities have in their heritage, preserving old traditions to educate the youth as well as to create new experiences to maintain a vibrant community.	10/22/2025 10:06 AM
25	There is a great collaborative spirit and people really care about each other.	10/21/2025 10:27 PM
26	Supports our school system. It's a great place to raise a family, and school to attend.	10/21/2025 9:59 PM
27	There is a great collaborative spirit and people really care about each other.	10/21/2025 9:15 PM
28	We have active church communities, and businesses. Many of our alumni have moved back to raise their families here. It is a safe place for families. Our communities are active and involved with the school and it's many activities.	10/21/2025 7:57 PM
29	We have safe neighborhoods, kids ride bikes and play in the park, families take walks with the dog in the streets. We have a lot of church involvement. Some folks visit and liken us to Mayberry. The grocery store and the coffee shop are like the heart of the community where neighbors visit. We pull together when someone needs a hand. We have awesome local medical staff and hospital and fire/emt. We feel safe and connected in this special rural town. We have many homeschool families locally and we have a very positive public school compared to most.	10/21/2025 7:34 PM
30	People support the local school and sports teams.	10/21/2025 4:49 PM
31	Small towns, friendly people.	10/21/2025 4:20 PM
32	We are community many do not want to leave. Most leave for job opportunities elsewhere and when they come back to visit they always wish they could move back. This is a leading indicator of how well our communities are doing! A school district is a direct reflection of a community. A district like Cross County is the result of a thriving community!	10/21/2025 3:33 PM
33	Genuine community. Meaning people honestly care for one another (for the most part) and watch out for each other and each other children. Small town but wonderful grocery store, coffee house, other shops and hardware store, along with strong churches.	10/21/2025 3:23 PM
34	Stromsburg is growing & in more ways than one. People make a point to come back here after they have left to raise a family & get that small town feel. The support is there & the next superintendent has to realize that if they want things to go over smoothly here.	10/21/2025 3:16 PM
35	Stromsburg is a vibrant, rural community in the heart of east central Nebraska. Only 20 minutes from the York I-80 interchange and 45 minutes from shopping in Grand Island, the location is ideal for small town living. However, you don't need to leave town to shop! Stromsburg has a coffee shop, restaurants, apparel and home goods stores and one of the best locally owned grocery stores in the area. Community members are very supportive of their school, both in attendance at events and with monetary and in kind donations. You won't find a better rural community in the state of Nebraska.	10/21/2025 2:55 PM
36	Beautiful, small town proud, support local, proud of our school, supportive	10/21/2025 2:41 PM
37	Great people.very friendly	10/21/2025 2:22 PM
38	The community is very supportive in their businesses and their overall needs. For example... The community heard the need for daycare and acted quickly!	10/21/2025 2:19 PM
39	Strong beliefs in keeping businesses within our community. Family-oriented Faith based We are proud of our clean and safe town.	10/21/2025 2:09 PM

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

Answered: 37   Skipped: 2

#	RESPONSES	DATE
1	Pk-12 in 1 building; the involvement between ages is unique and beneficial! Elementary staff *can't speak for ms/hs yet* who truly care for the kids. Interacting with them day to day- ive seen our principal and custodial staff sitting and interacting during lunch- its amazing.	10/30/2025 9:04 PM
2	Appreciate students and family's supporting our students and staff to help all be best can be	10/29/2025 7:18 PM
3	We have great administration, High quality staff and good students. I used to work as a para at our school and can attest to the great staff at Cross County	10/29/2025 11:36 AM
4	Beautiful facilities, small class sizes, positive and inviting environment	10/28/2025 8:10 AM
5	Very knowledgable, supportive school board We are a family! Building houses 3 year old preschool through 12th grade Students of different ages often work together Older students have opportunities to teach and do projects with elementary students Certified Marzano High Reliability School Levels 1, 2, and 3 Highly qualified staff Support staff are amazing! Many opportunities for students in addition to a strong athletic program - Ag, FFA, FCA, FCCLA, FBLA, Robotics, Quiz Bowl, Choir, Band, Art, One-Act, Speech and Drama, Woodworking, Construction, Welding, Cougar Buddies, etc. Fantastic Counseling/Guidance Program Opportunities for students to receive services from an LMHP at school High expectations for citizenship and academics Structured MTSS Process in place at all grade levels	10/27/2025 9:17 AM
6	very supportive teachers, teachers are doing great things for kids, needs of students are acknowledged and supported.	10/24/2025 1:43 PM
7	School board with professing believers, teacher retention, community involvement.	10/23/2025 12:40 PM
8	We are fairly new to Cross County Schools, but from what we've seen so far, the teachers and administration genuinely love and care for the well-being and success of their students. They love what they do, they are passionate about their students succeeding not only an academics but in life, and they make it fun doing so. The communication from administration and teachers so far has been really great, and I've been so impressed with the opportunities that my child has had being at Cross County.	10/23/2025 11:26 AM
9	First off is the facilities. K-12 under one roof is the best! Current administration is constantly having HS interact with grade school! IT is great. I have had kids on both ends of that. The new superintendent needs to support all activities at CC. We have a lot to offer, and it is important that they are active in sports, band, speech, robotics etc. IT is what makes our school unique and great at the same time.	10/23/2025 7:56 AM
10	very friendly and helpful staff that leaves no kid behind and classes are just the right size for everyone to feel involved and cared for	10/23/2025 6:56 AM
11	Newer prek-12 school building is an amazing facility with top notch teachers and staff.	10/22/2025 9:33 PM
12	Feels like home, value relationships, high expectations for staff and students, great facilities, lots of opportunities, K-12 building	10/22/2025 4:18 PM
13	-Small class sizes -Safe -Awesome staff	10/22/2025 3:43 PM
14	Everyone is helpful and they make students feel comfortable. The facility is always clean. The whole school works together in this Pk-12 grade school. You'll see high schoolers giving elementary students high fives.	10/22/2025 3:00 PM
15	We are like one big family. It's great to see the older students having opportunities to work with or do activities with the younger students.	10/22/2025 2:29 PM
16	Cross County is known to take bullying more seriously than surrounding schools. They also	10/22/2025 1:48 PM

	show a genuine interest in my child's education, not just filling their statistics.	
17	Welcoming. Wide variety of class/extracurricular offerings. I feel like the faculty is a tight knit group that makes learning fun and exciting. They work hard, care about the kids and want to make sure all students have the resources needed to be successful.	10/22/2025 1:22 PM
18	School atmosphere is very family oriented. We love that we feel very welcomed. My 3rd grader has been saying since 1st grade that Cross County is a "kindness school" and has explained how much they value togetherness. He loved the Cougar Buddy Program, for example.	10/22/2025 12:44 PM
19	Newer facilities that have been kept up.	10/22/2025 12:28 PM
20	This is my first year teaching, but after doing some practicum hours at schools like Lincoln East and Lincoln Southwest as well as my student teaching in Sutton, I can say without a doubt that this school is extraordinary. The level of support that us teachers receive in all aspects of the job is amazing, and it absolutely is not like this everywhere. My transition to starting teaching at this school was very smooth and the staff and administration went out of their way to make sure that I was supported and prepared.	10/22/2025 10:53 AM
21	Our school has not been infiltrated with a liberal agenda that includes teaching inappropriate topics that should not be taught in public schools. We have a strong school board that wants what's best for students and staff.	10/22/2025 10:45 AM
22	The staff works together so well here at Cross County. The culture is one of support and unity. Everyone helps and supports each other.	10/22/2025 10:06 AM
23	We have so many awesome programs going for our kids. The teachers are committed to excellence.	10/21/2025 10:27 PM
24	Great facility, great community support, great kids, and a good community of people.	10/21/2025 9:59 PM
25	We have so many awesome programs going for our kids. The teachers are committed to excellence.	10/21/2025 9:15 PM
26	Our teaching staff and non certified staff are highly qualified and respected. We have a positive culture with a family atmosphere. Staff know how much they are appreciated. The bar is set high for teachers, staff, and students. We are so proud of our campus and our students. We have GREAT kids and families!	10/21/2025 7:57 PM
27	We have a positive, caring, supportive culture at Cross County. Kids are encouraged to find their niche in extra curriculums. Teachers are happy to help kids succeed by offering times outside of class even to help (high school experience) Youth find the help they need to figure out there future whether getting into workforce, trade school or university. We celebrate kids and staff, we encourage team spirit and family connection. Very supportive environment and we have some of the best financial management compared to many schools.	10/21/2025 7:34 PM
28	Plenty of classes are offered.	10/21/2025 4:49 PM
29	That they allow kids to pray before school starts and let FCA be in the school.	10/21/2025 4:20 PM
30	Our school has a reputation of academic excellence and provides a positive learning environment for our students, staff and community. [REDACTED] has set this standard of excellence and I expect his successor to take it to another level!	10/21/2025 3:33 PM
31	Cross County teachers are truly high class. High percentage of masters degree educators who aren't just looking for a step up, but continue to better themselves to better serve their students. Conservative values and opportunities for every student to excel both in academics and activities	10/21/2025 3:23 PM
32	Cross County succeeds in more than one way. Whether it is athletically, academically or just even when it comes to community support. People in this community want to be involved in this school even when their kids have graduated or their kids aren't in school yet.	10/21/2025 3:16 PM
33	Cross County is in a great location, with a building that is less than 20 years old. It is has been well maintained and updated over the years. The teaching staff and administration have longevity and take great care of the students. Students excel academically, as well as in activities and athletics.	10/21/2025 2:55 PM
34	Proud, heritage, nice facilities, caring, welcoming, talented teachers, amazing students, supportive families	10/21/2025 2:41 PM



35	Good teachers,amazing office staff	10/21/2025 2:22 PM
36	Cross County feels like home. Everyone is welcoming, super helpful, and caring. All employees truly care about the kids and want the kids to be successful.	10/21/2025 2:19 PM
37	Community based We are proud of our school and community. We have high standards for students and staff. Relationships are KEY! We have a lot to offer for both academics and athletics.	10/21/2025 2:09 PM

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

Answered: 32 Skipped: 7

#	RESPONSES	DATE
1	When you learn about a questionable situation. Make sure you truly address it and do not determine it is nothing without complete investigation. Do not sweep things under the rug. And involve and support child parents and students.	10/29/2025 7:18 PM
2	All of our board members attend the same church. They maybe overly conservative. I appreciate that for the most part, but is all of our board members thinking the same way and not getting pushed to think differently about the school as a whole?	10/29/2025 11:36 AM
3	Housing and daycare	10/28/2025 8:10 AM
4	Lack of housing and daycare to draw in new families Road construction on Highway 81 will likely be a lengthy process	10/27/2025 9:17 AM
5	lots of hard work has been done to develop our standards. Lunch program needs revamped. Many students do not enjoy lunch, or eat much of what is served in elementary. We are a PK-12 building, but I often feel that the desire from administration for us to all do the same things is unrealistic and does not cater to the needs of all students	10/24/2025 1:43 PM
6	1. The farmers cannot afford another property tax increase! 2. No more expansion or adding more activities and programs. We cannot afford the taxes. Have a backbone and learn to cut! We do not need all of the extra curricular activities.	10/23/2025 4:42 PM
7	Our past superintendent has been loved and respected because of his open communication, traditional values, and willingness to talk with community members.	10/23/2025 12:40 PM
8	This is not directed at any person in particular, merely a general observation that I think there can be a tendency to slack off on discipline and behavioral standards for students in the spirit of grace, or in fear of how it might go over with the students or their parents. While we want to be a safe place for students and meet them with grace, understanding, and kindness, we should also be holding students to the highest standard in order to help prepare them for launch. This goes for things like dress code, poor behavior, the list goes on. We want to make sure that we are creating a safe and loving environment for students, while not relaxing or disregarding expectations that will cause them to rise to the occasion and become the best version of themselves.	10/23/2025 11:26 AM
9	I think the biggest issue for the new superintendent is to understand that this is not a "rebuild" job. The school has been under great leadership and continues to thrive! We are not against new ideas, but the new superintendent needs to understand the situation he/she is walking into. Also, important that our candidates understand their "audience" We are not Bell West or Millard North. We are in rural Nebraska. Very important that we find someone that aligns with our school board and our values as a whole with our community.	10/23/2025 7:56 AM
10	the future road construction on hwy 81 in front of the school. and how it will effect the traffic during the before and after school rushes	10/23/2025 6:56 AM
11	Keeping both communities in the loop of school activities. Housing shortage- it's hard for our teachers to find affordable housing. Important for our teachers to live in district so they can support locally.	10/22/2025 9:33 PM
12	Limitations of daycare and housing opportunities	10/22/2025 4:18 PM
13	Not all athletics were treated with the same respect. This is not acceptable. Some of the coaches extending down to junior high are not polite not fair and don't seem to care about The children as they constantly get yelled at and in one case threatened that again is completely unacceptable	10/22/2025 3:16 PM
14	Kiddos come from all walks of life.	10/22/2025 3:00 PM

15	My one concern is where is the superintendent getting his feedback for the principal evaluations. Other than a teacher going directly to the superintendent about concerns, there's nothing that teachers or support staff are filling out. In my opinion, a high-quality principal evaluation should reflect both performance data and stakeholder perspectives.	10/22/2025 2:29 PM
16	Recently/currently, athletes have been permitted to come to school while having Hand, Foot and Mouth Disease. This is not safe for the other students whether they are athletes or not.	10/22/2025 1:48 PM
17	None that I am aware of.	10/22/2025 12:44 PM
18	None that comes to mind	10/22/2025 12:28 PM
19	I really don't have a ton of input on potential issues, being brand new to the school and district. The most obvious one that I can recall is just the basic "small-town" rhetoric, regarding how word travels in a small town and the new Superintendent should expect to receive criticism. You can't please everyone, and I am confident that a Superintendent candidate probably already know that!	10/22/2025 10:53 AM
20	That our school hosts other schools and activities regularly.	10/22/2025 10:06 AM
21	N/A	10/21/2025 9:59 PM
22	The office staff rocks! We've have had such great leadership from Brent and are sad to see him retire. We are so fortunate and grateful. Know he is a tough act to follow with a long list of accomplishments.	10/21/2025 7:57 PM
23	We are predominately conservative bunch. There is big opinion about policies when they lean left of center.	10/21/2025 7:34 PM
24	Certain programs are given higher priority than others.	10/21/2025 4:49 PM
25	Some kids get transferred here because they can't get along with others at another school.	10/21/2025 4:20 PM
26	The lack of childcare in the community. This is an issue that our current superintendent has voiced major support for. Our candidates should be willing to provide the same support as [REDACTED] [REDACTED] It would have a positive impact on not only our school system but our entire community!	10/21/2025 3:33 PM
27	I don't know if I consider this an issue but who ever comes in next is going to have some big shoes to fill. Good thing is this school is already on the right track. The question is can the next person keep is rolling on those tracks?	10/21/2025 3:16 PM
28	Many schools in the area are dealing with enrollment numbers that seem to be lower than years's past. What does that mean for the future of Cross County? Will another school want to merge into ours?	10/21/2025 2:55 PM
29	I'm not sure this counts, but it might be important to note that the community as a whole is pretty conservative	10/21/2025 2:41 PM
30	The only issue i see is some of the coachs with kids.all kids should have equal opportunity for sports. Shouldn't matter who your parents are or how much money. and I think coaches should learn to control their temper and not put students down or bully them.	10/21/2025 2:22 PM
31	Cross County takes on a lot of different things and sometimes it's hard to keep track of, especially for someone new to the district or new to teaching (but also someone that has been here for awhile - sometimes it's too much and I wish we could just teach).	10/21/2025 2:19 PM
32	No school is perfect, but I honestly can not think of any major issues that we are currently facing.	10/21/2025 2:09 PM

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

Answered: 39 Skipped: 0

#	RESPONSES	DATE
1	Able to interact with all ages- [REDACTED] stands in the commons in the morning fist bumping all who walk by- it's meaningful to the kids. Also someone who's down to earth- my kid connected with [REDACTED] over fishing stories!	10/30/2025 9:04 PM
2	Committed Christian. Honesty trustworthy good morals. Good budget skills. Good leader Good listener.	10/29/2025 7:18 PM
3	Strong leader, knowledgeable, confident in doing the yearly school budget, Good character, love children of all ages and types.	10/29/2025 11:36 AM
4	Honest, good with budgeting, willing to step in wherever they are needed and help, core values	10/28/2025 8:10 AM
5	Strong conservative, family values Strong leader Builds and values relationships with students of all ages Knowledgeable of curriculum, financially sound decision maker, supportive of special education students and high ability learners Approachable Works as a team with staff Values staff input Staff meetings kept to a minimum - email when email will suffice Values and financially supports professional development opportunities for staff in their areas of expertise Visible to staff and students during the school day Willing to be in the trenches with staff and students Willing to assist staff with behavioral needs Values academic achievement and activity achievement as much as athletic achievement Confidence with responding to community/parent questions while always protecting and supporting staff	10/27/2025 9:17 AM
6	Needs ideas on how to improve the lunch program and the food we choose to serve in our school building. Needs ideas on how to sustain unity, while also playing to the strengths and needs of each section of our school. (What is necessary for improvement in the elementary, may not be true for the middle and high school areas)	10/24/2025 1:43 PM
7	Very skilled with money management. Must be able to find ways to be more efficient and cut waste. Must be willing to work for less. All superintendents are making entirely too much. It is insane. There should only be one for the entire county. You should be looking to share with the other schools in the county.	10/23/2025 4:42 PM
8	Traditional values, intentional communicator, strong ability to manage finances/tax resources.	10/23/2025 12:40 PM
9	Honesty Integrity Humble/teachable Emphasis on the family and parental involvement in their child's education Conservative values I would love to see a candidate who has a strong faith in the Lord Outgoing Joyful Personable and engaging	10/23/2025 11:26 AM
10	Honesty-Our current super has always been upfront and honest. We have Never had any surprises where he says one thing and something else happens. I also appreciate that Brent always put the school first. He never gave into parents or peer pressure. He was a constant professional from day one. In today's educational world it is very easy for admin to give in. We need a Super with some thick skin and a backbone. Too many area superintendents that we hear about that don't have control over their teachers, students, or parents. This cannot creep in the door at CC. Essentially can not let the inmates run the asylum!!! The new superintendent must live here, they must be involved in the community, they must be outgoing. If they don't it will never work. Deep down I hope we find someone that wants to establish roots in this community, and this is not a steppingstone to another class A or B job 3 years down the road.	10/23/2025 7:56 AM
11	Leadership, counseling, delegation, open mindset, flexibility, constructive team builder	10/23/2025 6:56 AM
12	Involvement in community. Good leadership has allowed school to be in good financial shape. Need to continue on the right path. Support all activities equally.	10/22/2025 9:33 PM

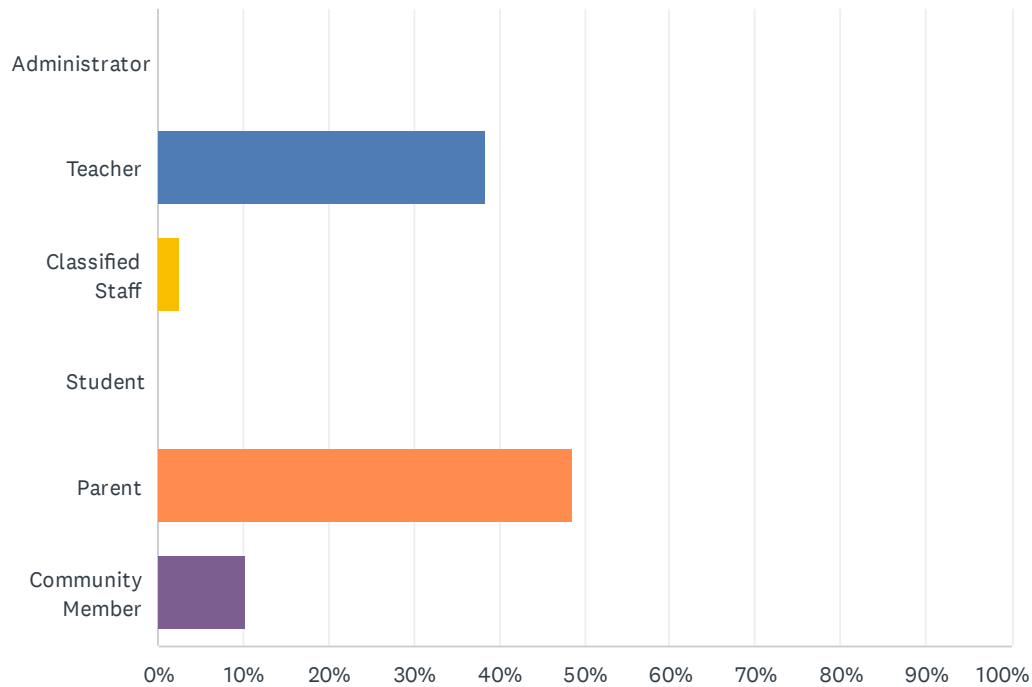
13	Personable, good listener, lifelong learner, active around the school and seen on campus, backbone when making decisions...not afraid to anger others, financially responsible, active in the community, family oriented	10/22/2025 4:18 PM
14	-Willing to come in and not try to change everything about our school -Leader -Get involved with students (not just sit in the office)	10/22/2025 3:43 PM
15	Polite, assertive, fair, knowledgeable	10/22/2025 3:16 PM
16	They need to be a strong willed person. We don't want someone that backs down because a parent doesn't agree. It needs to take the correct action and discussion. They also shouldn't be too intimidating. We want children to be able to come up to any administration/teacher and feel welcome but have respect as well.	10/22/2025 3:00 PM
17	Financial smarts, a leader, supportive, going to have your back, wants to know their staff	10/22/2025 2:29 PM
18	Personable. Realistic. It would be beneficial if they have experience or success lowering bullying in other schools.	10/22/2025 1:48 PM
19	Approachable, unwavering in decision making, budget conscious. Visible in the community.	10/22/2025 1:22 PM
20	Openness to community, sharing of faith and positive attitudes.	10/22/2025 12:44 PM
21	In my opinion a qualified candidate should have a background in administration a background in teaching, and it would be very helpful for Even experience in child psychology. A qualified candidate should also be honest and fair to everybody not just a few or tell people what they wanna hear to make them happy. Candidate should also be very good with financial planning and execution of said plans.	10/22/2025 12:28 PM
22	The new Superintendent needs to be someone who can make connections with people. First impressions are huge, so being able to hop into this community and make a positive impact on people immediately would be a huge bonus. Additionally, simply being someone who keeps the kids best interest at the heart of their decisions, as well as the best interest of the district (school and staff members). Be someone that people LOVE to work for.	10/22/2025 10:53 AM
23	A good superintendent would be trustworthy, have strong integrity and a high moral compass. They need to be able to communicate well with the community, school board, and staff.	10/22/2025 10:45 AM
24	The new superintendent should exemplify self service, support, the ability to listen, problem solving, knowledge of the arts and how participation enhances learning and life.	10/22/2025 10:06 AM
25	Able to understand multiple points of view, conflict resolution, very personable and good conversationalist, strong knowledge of Marzano instructional framework, strong commitment (financial and with attitude) towards student CTSO, fine art, and robotics programs	10/21/2025 10:27 PM
26	Great communicator that is a collaborative leader.	10/21/2025 9:59 PM
27	Able to understand multiple points of view, conflict resolution, very personable and good conversationalist, strong knowledge of Marzano instructional framework, strong commitment (financial and with attitude) towards student CTSO, fine art, and robotics programs	10/21/2025 9:15 PM
28	Charisma and investment with staff and community. True vision on the future of the district and our priorities. Patience in making changes all at once. Responsible stewardship with great communication to our patrons and school board. Engage with students daily. Get out of your office and be visible in the community and our building.	10/21/2025 7:57 PM
29	People person, good with school finance, hire wisely, open door policy, good character and trustworthy values, honest, solid character, community minded and active	10/21/2025 7:34 PM
30	Need to have strong financial skills and be able to handle a complex budget.	10/21/2025 4:50 PM
31	Be open to all sports not just football and basketball. Be open to wrestling and growing supporting the program. Be open to new ideas such as a new sport starting.	10/21/2025 4:20 PM
32	Admirable and someone of high character. This person should have high levels of integrity, compassion, courage and accountability.	10/21/2025 3:33 PM
33	Conservative values. Strong desire to not just sit in their office but to be present in the entire facility and community	10/21/2025 3:23 PM
34	They have to want to be "A Cougar". They have to want to be here & committed to this	10/21/2025 3:16 PM

community for a while. They need to not be on the back nine of their golf game but also not be just teeing off. Also a person who values & understand what being in a small town means is a super plus in the end always.

35	The superintendent needs to be leader and a promoter for the school. They need to be budget minded and conservative on spending. They need to be involved both in the school and in the community. They need to care about the well-being of students.	10/21/2025 2:55 PM
36	Looks for opportunities to grow, understands that teachers are humans, good communicator, approachable, dependable, wants to be involved in the community, honest, understands family life, treats staff with respect and regards their expertise, understands/has a background in agriculture, can see and understand multiple perspectives, can see through small town politics and even small school drama	10/21/2025 2:41 PM
37	Good with kids,an honest person.dont keep things from parents.treat all sports equally	10/21/2025 2:22 PM
38	I would love to see someone that is flexible, listens, cares, and leads by example. Continues to make Cross County feel like home.	10/21/2025 2:19 PM
39	Be able to form relationships with students, staff and community. Be involved in school and community. Know how to manage the budget.	10/21/2025 2:09 PM

## Q5 Please indicate the stakeholder group you represent:

Answered: 39 Skipped: 0



ANSWER CHOICES	RESPONSES	
Administrator	0.00%	0
Teacher	38.46%	15
Classified Staff	2.56%	1
Student	0.00%	0
Parent	48.72%	19
Community Member	10.26%	4
<b>TOTAL</b>		<b>39</b>