

Stakeholder Input Report for

***Corbett School
District
Corbett, Oregon***

submitted by



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MCPHERSON *MJ* JACOBSON, LLC

EXECUTIVE RECRUITMENT & DEVELOPMENT

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**Corbett School District
Corbett, Oregon
District Stakeholders Report, December 2025**

On December 9th and 10th, 2025 Dr. Douglas Nelson and Mr. Mike Scott conducted 7 sessions with different stakeholder groups associated with the Corbett School District to gather input regarding the selection of the new superintendent. Also, an online session was held on December 16. Included were 2 groups of community members (one being online), 5 employee groups and one group of high school students. Fifteen community members, 38 employees, and 8 high school students participated in the various groups for a total of 61 individuals.

Outlined below is an Executive Summary of the major themes expressed by the participants at these sessions. Following the Executive Summary is the input received from each of the groups in response to the three questions asked of each group. The final section of the report consists of responses by individuals who completed the online survey, which ran from December 10 to December 17, 2025. Sixteen individuals completed the survey. The top 10 themes for each question are reported first then followed by individual responses.

EXECUTIVE SUMMARY

COMPILATION OF ALL GROUPS

What are the good things about the community and school district?

- 4-day school/work week as a retention and attraction tool
- Mental health supports remain strong and valued
- Administration trusts teachers and treats them as professionals
- Curriculum choice and classroom agency for teachers
- AP for All program with differentiation and high expectations supported
- Student choice in credits and pathways at the high school level
- Block scheduling supports learning and reduces stress
- Positive environment with fewer behavioral issues and compliant students
- Strong community connection — close-knit, caring, and invested in kids' success

- Multi-age and place-based learning across elementary and middle school
- Project-based learning integrated into classrooms
- High collaboration and good relationships among staff, union, and administration
- Small district feel with traditions and strong roots in the community
- High graduation and college acceptance rates with distinction of Corbett diploma/AP Capstone distinction
- Teachers highly qualified and dedicated, fostering student success and inclusion
- Tax base is low
- Personal connection of staff with students - students are known - like a private school

What are the issues and challenges the new superintendent will face?

- The AP for All program puts a strain and is difficult for teachers, not a “magic bullet”
- As small school there are staffing issues - hard to cover roles, staff wear many hats
- Counselor reduction — grant loss cuts positions from 8 to 2
- Superintendent salary is a concern among staff
- Music program downsized and electives limited
- “One Corbett” unity challenge with differences across campuses, superintendent-led decisions
- Financial instability with lowest per-student funding, unpredictable paychecks, vendors unpaid
- Facilities problems such as leaks, deferred maintenance, need long-term plan
- Union–administration relationship needs to reflect that teachers are central to the mission
- There are SPED leadership gaps with programs for special education and 504 students lacking
- Student retention issues with high exit rates in grades 7–10 and loss of athletes to larger schools
- Tensions in the community with strong emotions and passion not always aligned with student needs
- Mental health support loss as grant ended and chatbot decision is costly and ineffective
- Budget challenges — bonds hard to pass, restrictions on outside students worsen funding woes
- Understanding the politics around "in-district versus out-of-district" when it comes to enrollment caps and passing bonds

What qualities and characteristics do you desire in the new superintendent?

- Is a collaborative and vision-building leader with no outside agenda, and who can unify the district around “One Corbett”
- Is a student-centered leader who puts students first in all decisions

- Has a deep understanding of Oregon funding, enrollment, and law including Special Education
- Has a strong backbone - is willing to make difficult personnel and policy decisions
- Has a clear and consistent structure for Special Education and 504 students
- Has strong financial savvy including budgeting oversight, transparency, creative solutions for small-district challenges
- Is an ethical leader with integrity who is accountable, honest, values-driven and does not utilize nepotism
- Is an effective communicator who is transparent, respectful, able to navigate conflict responds urgently
- Has instructional expertise with a focus on improvement, high-leverage strategies and SPED integration
- Has a community presence, is accessible to families and is visible at events — athletics, arts, activities, etc.
- Collaborates with the union to build trust, problem-solves with staff and who respects the CBAs
- Empowers a staff voice — trusts teachers, supports them, builds strong relationships
- Has experience and competence in a variety of ways - background as teacher/administrator, policy knowledge, facilities understanding
- Has ability to balance small-town politics while keeping focus on students and mission
- Is a visionary leader yet grounded by bringing creative new ideas, but who listens first and learns Corbett's story before acting
- Needs to understand the dichotomy of the politics around enrollment for out of district families
- Has the ability to bring people together

Name of Stakeholder Group: High School Licensed Staff

Date: December 9, 2025

Number: 16

What are the good things about the community and school district?

- 4-day school week
- Health care
- Admin that trusts teachers - treat you like professionals
- Allows us to choose curriculum
- Keep the agency in the classroom
- Let us meet the standard -
- The new version of AP for all is better - requires differentiation on the apt of the teacher
- Student can choose what credit they want to take
- Block scheduling
- Fewer behavioral issues compared to other districts
- Appreciate the ownership
- Opportunity to make a continuum for success from level to level

What are the issues and challenges the new superintendent will face?

- AP not a magic bullet - was manipulated back in the day
- AP - very difficult for teachers
- Small school - difficult to make staffing work
- Reducing counselors from 8 to 2 (grant going away)
- Superintendent salary is an issue with the staff
- Music downsized
- Keep working on the "one Corbett" idea - very clear which program or campus kids are coming from (they only know a certain group of kids - CAPS).
 - Difference in expectations from campus to campus
 - Superintendent making the choice, no principals making the choice
- Maintaining funding is difficult. There will be difficult financial decisions
- Paychecks are not the same from month to month.
 - Placement on the salary schedule seems to be random
- Vendors not getting paid
- Leaks and maintenance at the HS

What qualities and characteristics do you desire in the new superintendent?

- No individual / outside vision. Build a plan collaboratively. If we want to have "one Corbett, we may not always agree."
- Kids first

- Somebody that understands the enrollment
- Understands Oregon Funding
- Works to understand community first
- Understands the legal requirements
- Understands the role of CBAs
- Willing to step in and do what is needed
- Need to wear a lot of hats
- Backbone - willing to make the changes necessary (personnel issues, etc.)
- Clear structure with students with special needs, 504s, etc. - Need consistency throughout the district. Have a core foundation.
- Willing to make difficult decisions

Name of Stakeholder Group: *Administrators*

Date: December 9, 2025

Number: 4

What are the good things about the community and school district?

- 4-day work week
- Fairly compliant students (different environment)
 - Close knit community - can't hide from each other
- Play space, project based - maintain this
- Expectations are high with support to get there
- AP for all (more appropriate now).
- Grading at K-8 has been successful (growth based vs. grades)
- Good working relationships

What are the issues and challenges the new superintendent will face?

- Get back to the positive relationship between admin and union
 - Be mindful that teachers are the heart of the work
- Financial instability
- Admin Team
- SPED Director is a concern
- Teacher leadership with pay - stipends

What qualities and characteristics do you desire in the new superintendent?

- SPED knowledge / understanding of legal issues with SPED
- Financial background
- Collaborative with the administrators
- Need to see the human side of them (teach a class)
- Involved in the community

- Ability to form a vision that people are excited about.
- Somebody who will listen first
- Somebody that trusts the staff that they have
- Experience with facilities

Name of Stakeholder Group: *Community Group*

Date: December 9, 2025

Number: 9

What are the good things about the community and school district?

- Want to experience a lifestyle - strong community - diverse population
- Size of the schools
- Feels safe
- Retention of teachers
- Mental health and behavioral health options are good (don't let this go away)
- Community is a big draw
- Bond was passed - keep momentum going
- Parent participation is high
- Know the families and their kids
- Kids are known
- 4-day week
- Multi age grouping at the elementary level
- Place based - aspirational
- Pathways at the HS level
- Student relationships are long lasting
- Quality staff

What are the issues and challenges the new superintendent will face?

- Bonds are difficult to pass
- Financial Challenges- 2nd lowest funding per student in Oregon
- Rebuilding trust with the community
 - Comply with mandatory reporting requirements
- Big deferred maintenance program
 - 5-10 year plan on how to maintain facilities
 - Comprehensive plan
- Policies need to be updated

What qualities and characteristics do you desire in the new superintendent?

- Savvy funding / budgeting - oversight
- Values driven leader (not situational values)

- Transparency (not sweep things under the rug)
- Experience with policy and next steps
 - Has been a teacher and / or administrator
- Quicker action - more urgency
- Good communicator
- Instructional improvement needs to happen
- Understands high leverage strategies - current on
- Integrity and competency around the duties of the superintendent
- Knows the protocols
- Uncompromising ethical leadership
- Comfortable with public accountability
- Nepotism cannot drive decisions and accountability - policies and laws are not optional
- Navigate small town politics without falling into it
- Ability to navigate conflict and have difficult conversations
- Experience and influence over behavior / disciplinary issues
- Gives staff power and voice, support them - ability to build great relationships with staff
- Prone toward action
- Visible with and in the community - unifier of school community and broader community
- Strong leader of others (admin team) - history of completing and outcomes

Name of Stakeholder Group: *District Office*

Date: December 10, 2025

Number: 3

What are the good things about the community and school district?

- Caring community
- School is the center of the community - must remain the center - no community without the schools
- Maintain small district feel (ie. 4th of July Celebration)
- Strong roots in the community
- Environment is positive (behavior is better, no violence)
- We know what are kids are doing
- Place base learning - gorge
- 4 day school week
- Unique (not a city feel)
- More laid back, less stress

- Access to ESD services - good service - resources available
- Care about kids / invested in their success
- Post secondary program 18-21 is going well

What are the issues and challenges the new superintendent will face?

- Funding doesn't come with the small district feel
- Is a 4 day week good for the kids?
- Facilities knowledge
- Facilities - need updated and maintained
- Caring for additional square footage
- Student retention (exit rate from 7-10 grade are high). sports, lack of elective options
- More credits required for Corbett diploma
- Building administration - this is their first admin job
- Incomplete MTSS
- Sharing staff
- Need clarity in roles and responsibilities
- Community can have strong feelings
- Lack of support staff / District staff is lean

What qualities and characteristics do you desire in the new superintendent?

- Somebody that understands that we are a K-12 district.
- Experienced in administration
- Understanding of the law
- Creativity to navigate systems, ODE, etc.
- Values unity - not silos
- Will be consistent with the team -
- Holds people accountable
- Understands Oregon K-12 budgeting (all factors)
- Overview / elevate financial transparency with admin team
- New ideas - perspective from outside of Corbett - but, gets a lay of the land before acting
- Ability to analyze systems and make necessary changes without overreacting
- Personally organized and efficient
- Sense of humor - - ability to create a positive climate - positive reinforcer
- Ability to have difficult conversations
- Confidential
- Understand what is necessary for students to belong
- Visibility - activities, athletics, arts
- A new lens is needed
- Instructional expertise - and understanding on how SPED meshes with

- Respectful of staff and community

Name of Stakeholder Group: CAPS and MS

Date: December 10, 2025

Number: 9

What are the good things about the community and school district?

- 4-day week - strong retention and attraction tool
- Not corporate - small feel
- Accessibility to everybody (including supt), comes to staff meetings.
- Superintendent has a relationship with the staff
- Freedom to teach in a way that we want - staff has the ability to be dynamic
- Feels trusted to make professional decisions
- Highly integrated - 2 teachers teach all subjects - project based and driven - this requires high degree of autonomy in order to make this work
- Multiage is a huge positive
- K-6 is place based
- Charter is a model that works for staff
- Teachers are the greatest strength - highly qualified
- AP for all
- Ability to accommodate the needs of all kids
- High level of collaboration
- Project based learning - MS
- Passion of the community - good in the community
- 8th grade trip to Mexico, also overnight field trips - need to preserve these

What are the issues and challenges the new superintendent will face?

- Small school means that you wear many different hats
- Sometimes the passion of the community is not aligned for the good of kids
- Lose students at HS due to lack of electives and activities
- Kids that transfer in during the later grades have had challenges at their last school
- Special education and kids on 504s are not being served and the programs are lacking in leadership. "SPED has got to be fixed and it starts with the leadership"
- Student safety needs to be a priority - adults need to be held accountable for this.
- Business office needs to be predictable. There have been issues around paying social security, not being paid the same each month, health benefits are not accurate. MUST have systems in place. Employee performance must be dealt with.
- Perception that district staff is being treated better than the rest of the staff
- Administrators are out frequently in meetings (can this happen on Fridays?)

What qualities and characteristics do you desire in the new superintendent?

- Presence in the community
- Accessibility is important
- Ability to wear multiple hats
- Understanding of unions
- Understanding of Oregon law
- Ability to have difficult conversations and hold people accountable
- Ability to build positive relationships with unions.
- Prioritize collaboration with staff - invite staff to assist in solving problems
- High integrity, honesty
- Humble
- Need to be more inward facing
- Shouldn't be working harder than the superintendent.
- Student centered decision making
- Willing to make difficult decisions
- Address behavioral issues - stand in the gap for victims

Name of Stakeholder Group: *Elementary Certified*

Date: December 9 2025

Number: 6

1. What are the good things about the community and school district?

- Multi age
- High expectations - AP For All - students encourage to/pushed into it- students rise to meet the expectations - all AP scholars - leg up going to college
- Thematic learning - place based learning
- Classrooms a priority - previous financial crisis clarified that students and classrooms are most important - classroom matters and teachers get supported
- Dedicated teachers even in difficult times - teachers very connected to core mission
- Passion - trying to lift students up - where the 4 pillars came from
- Great elementary principal who teaches a math class and has a great relationship with union - former union president so has good perspective
- Relationship with the union is great with board
- High regard for staff - teacher is treated as a professional using own teaching skills and not be guided by curriculum guide - tremendous respect for each other
- Able to teach to students needs and therefore trusted to do job
- Very connected teaching staff

2. What are the issues and challenges the new superintendent will face?

- Learning curve need to connect to values and perspectives needed to be successful creating some insecurity since COVID
- With budget issues have the priorities been lost by some leadership
- Since COVID things seem disconnected - not a good connection with current superintendent - lack of visibility
- Budget challenge
- Decision making needs from the Corbett perspective not from the standard district perspective
- Needs to understand the dynamics of Corbett - unique leadership
- High social-emotional needs - development is often stunted
- Lost a mental health grant - big deal
- Chatbot used as a mental health counselor - costly and decision made in a vacuum

What qualities and characteristics do you desire in the new superintendent?

- Willing to take part and be connected to Corbett core mission
- Need educator with a vision who is passionate about being in Corbett
- Needs to understand and be connected to Corbett Story
- Share the passion with teachers - make the paradigm shift from standard to Corbett
- Sees self as a teacher first
- Want a problem-solving approach with union
- Needs to be creative in running district and solving budget issues
- Understand the perspectives on the ground
- Will trust the staff
- Take time to work with hardest kids
- A collaborative approach which listens in decision making

Name of Stakeholder Group: Student Leadership

Date: December 10, 2025

Number: 8

What are the good things about the community and school district?

- Tight knit community - staff really knows students
- Welcoming to new students
- Low number of students so teachers know students and students able to get extra help
- Teachers want students to succeed
- Academically a good school
- Corbett diploma sets CHS students apart - AP Capstone and AP for All
- 5th of July Parade
- Corbett thought of fondly by those in the Metro area - good reputation

- Has a high graduation rate and acceptance rate at colleges
- Students get extra help from teachers
- Everybody knows everybody but ...
- Student leadership at high school brings people together to have fun
- Lots of potential for student opportunities and for teachers
- Students want to learn and are academically driven
- High demand for out of district students to be enrolled
- Lots of sporting events bring people together
- Teachers want to be in Corbett
- Teachers are accepting no matter the students back ground - still values inclusion
- Supports for students whose primary language is not English

What are the issues and challenges the new superintendent will face?

- Restriction of outside students leading to money woes
- Lack of resources is limiting opportunities - up to date science facilities for example
- Corbett parents can be difficult to work with especially athletically
- Lack of funding - college counselor being released
- Principal is working multiple jobs - lots more responsibilities
- Concern with close knit community not wanting to increase enrollment even though it means more money
- Lots of Corbett athletes transferred to larger schools - more exposure and opportunity
- Budget is core to issues and challenges
- Strong emotions about the program to know

What qualities and characteristics do you desire in the new superintendent?

- Cares about sports and willing to work with coaches
- Priority is students and their best interests -
- Knows how to work with parents and listens to students first
- Adept and creative with school finances
- Likes and supports athletics
- Creative with new ideas
- Gets to know Corbett and the Corbett way before initialing any change
- Appreciates teachers and helps with the process of recognizing
- Appreciates inclusion
- Do what is right and not try to please certain people - looks at the whole not just at an angry group
- Ability to work with entire community and school community
- Able to gain trust or community

- Understands the "little" things are the big things - traffic patterns, morning meetings, etc.
- Visible at athletic and other student events
- Puts students and school needs above personal needs - important part of building trust
- Be honest and transparent
- Needs to put whole self into the position

Name of Stakeholder Group: Zoom On-line

Date: December 16, 2025

Number: 6 Parents

What are the good things about the community and school district?

- Well known and prestigious - ranked 8th
- Small close-knit community - look out for each other
- Have a good experience
- A Christian community
- Safety for children
- Want children to be in school
- Build on relationship
- Believe in teachers and staff - collaborate
- Do things different - why in Corbett - not like all other districts
- Good sense of mental and help families through difficulties
- Parents will hear if things happening
- Looping model at the elementary and middle school
- Strong core but not necessarily a wide variety
- Personal connection with staff of students - all kids are known - like a private school
- Focus is on the students' scholastic education in all areas
- Staff focused on well-being of kids
- At high school not just the academic focus but all the other opportunities for a college prep and future education opportunity
- Found dearest friends in the community even though a resident of Portland
- All community about and care for all the students
- How small and intimate it is - feeling comfortable about knowing about students
- College readiness - academic counselor this year was great - got lots of information to parents - got students ready for next steps after high school - all the details needed to be addressed - parents have the support
- Focus on continuing improvement
- Tax base is low
- Families that are from out of district elevates the discussion in the classroom and bring a new perspective which is healthy - teachers integrate multiple voices skillfully

What are the issues and challenges the new superintendent will face?

- Small community - sometimes remember their professionalism and boundaries - role is to be there for students and not the community members
- Intimacy can be amazing and challenging
- Sometimes new people haven't been listened to - need to bring more people together to have difficult conversations
- Board needs to continue to frame their orientation that they are here for the students now
- See a more balanced budget département - music, sports are important and need support - budget is a challenge
- Facilities need to be updated - need to find a way to improve facilities -way behind; even though poor facilities because students are safe and is small
- Drastically underfunded -2nd least funded district per pupil - not rural enough to get rural school funding -
- Confidential and administrative staff salaries have gone up more than for teacher
- Furlough hit classified hardest
- Layoff mid-year
- Loss of college counselor mid-year
- Needs to understand the specialness of the community and how is functions and the dynamic of demographic (in district and out of district) and how the charter works regarding admissions and total enrollment - need to understand the "us versus them" potential divide which is not normal but can happen and become very intense
- Do things different and do so for a reason and need to understand the why
- Dichotomy comes up when voting on a bond - is it a small minority that wants to keep school district small?
- Flavor of smallness will not be lost if enrollment increases
- Keeping enrollment from out of district has had a negative impact
- Having the out of district families keeps the district strong

What qualities and characteristics do you desire in the new superintendent?

- Be the CFO and be on top of finances - well versed in finances
- Need to know how schools are funded in school
- Creative in way to earn money for district
- Able to wear a lot of hats
- Willing to dig and hand on - help build shelves, on moving day helping move boxes
- Wants to be part of a small town
- Transparency in communication - what type of communicator they are
- Trustworthiness, honesty, person of integrity, selflessness and Christian values - person of service
- Believes in the teachers and that are mazing and worthy and doing a god job - shows it and doesn't just say -supporting teacher sis supporting students

- Needs to bring people together
- Needs to understand the dichotomy of the politics around enrollment of out of district families

SUMMARY OF SURVEY RESPONSES - TOP 10 THEMES

Question 1: Tell us the good things about your schools and community.

- Teacher and staff dedication
 - Teachers go beyond academics: coaching, arts, sports, and multi-role support despite lean staffing.
 - Strong investment in student success and well-being.
- Small community connections
 - Families, staff, and students know each other personally.
 - Creates comfort, ownership, and accountability in schools.
- Parent and family involvement
 - Active parent networks, volunteering in classrooms, and strong partnerships with teachers.
 - Families deeply care about student safety and education.
- Safe and supportive environment
 - Lower incidence of violence compared to other schools.
 - Trauma-informed approaches and mental health support for students.
- Strong extracurricular culture
 - High participation in athletics, arts, and AP opportunities.
 - Sports and activities are central to community pride.
- Quality education and innovation
 - Small class sizes, multi-age classrooms, and project-based learning.
 - District nimbleness allows creative solutions to funding challenges.
- Positive school board leadership
 - Newly elected board strongly supports teachers and students.
 - Focus on updating policy, fiscal responsibility, and long-term vision.
- Welcoming and inclusive community
 - Support for diverse families and special needs students.
 - Strong communication between staff and parents about goals and progress.
- Longstanding faculty and staff stability
 - Experienced teachers and psychologists provide continuity.
 - Staff collaboration strengthens the learning environment.
- School as the heart of Corbett
 - Campus is the community hub, largest employer, and gathering place.
 - Reflects the lifestyle of living near nature while connected to the city.

Question 2 : What issues and challenges should the superintendent be aware of as he/she comes into the district?

- **Lean staffing and budget constraints**
 - Teachers and staff must take on multiple roles due to limited resources.
 - Funding challenges impact sustainability of programs.
- **Leadership and superintendent concerns**
 - Desire for transparent, proven, visionary leadership with fiscal responsibility.
 - Past issues with school board leadership created mistrust.
- **Maintaining school reputation and desirability**
 - Community notes the school “used to be highly desirable” and wants to regain that status.
 - Concerns about declining perception compared to past years.
- **Safety and student support needs**
 - While violence is lower than other schools, ongoing attention to mental health, trauma-informed practices, and special needs support is critical.
 - Families want assurance that safety remains a top priority.
- **Funding and resource limitations**
 - Creative solutions like 4-day weeks and multi-age classrooms are used, but funding remains a core issue.
 - Need for sustainable financial planning.
- **Balancing tradition with innovation**
 - Strong support for place-based and project-based learning, but also calls for “back to basics” education.
 - Tension between innovative approaches and traditional expectations.
- **Community and parent involvement consistency**
 - While parent involvement is strong at the grade school level, sustaining engagement across all grades is a challenge.
 - Reliance on volunteers may not be equally distributed.
- **Board and policy stability**
 - Current board is seen as positive, but past instability raises concerns about long-term governance.
 - Need to ensure continuity of supportive leadership.
- **Staff retention and workload**
 - Longstanding teachers are valued, but lean staffing risks burnout.
 - Recruiting and retaining quality educators is a challenge.
- **Equity and inclusion across diverse needs**
 - Special needs students receive strong support, but ensuring equity for all backgrounds and neighborhoods remains important.
 - Balancing resources across diverse student populations.

Question 3 : What skills, qualities or characteristics should the new superintendent possess to be successful here?

- **Integrity, honesty, and transparency**
 - Absolute commitment to truth, accountability, and clear communication with staff, parents, and community.
 - No hidden agendas or political games.
- **Collaborative and approachable leadership**
 - Works closely with teachers, staff, and administrators.
 - Builds trust through listening, openness to ideas, and being part of the community.
- **Strong decision-making and courage**
 - Willing to make tough calls, even if unpopular.
 - Balances decisiveness with humility to admit mistakes and correct course.
- **Budget and fiscal expertise**
 - Skilled at managing limited resources and navigating Oregon's complex school funding system.
 - Ensures financial stability and responsible planning.
- **Commitment to academic rigor and educational excellence**
 - Raises standards across all grades.
 - Supports innovative approaches like multi-age classrooms, AP coursework, and project-based learning.
- **Experience and proven success in small districts**
 - Track record of effective leadership in comparable settings.
 - Understands the unique challenges of rural schools.
- **Equity and inclusivity**
 - Advocates for all students, including special needs, minority, LGBTQ+, and transfer students.
 - Builds a welcoming, progressive, and inclusive culture.
- **Visionary and innovative mindset**
 - Creative problem-solver who can chart a strategic course for the next 5–10 years.
 - Finds opportunities in challenges and embraces innovation.
- **Strong communication skills**
 - Relatable, clear, and timely in sharing information.
 - Engages effectively with students, parents, and the wider community.
- **Passion for education and community**
 - Loves learning, teaching, and the arts (music, theater).
 - Dedicated to Corbett's values, lifestyle, and long-term success.

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

Answered: 16 Skipped: 0

#	RESPONSES	DATE
1	Corbett's teachers and staff are invested in student success and their involvement goes beyond the classroom to coaching, helping with extracurricular arts activities, and showing up for sports games. With lean staffing and budget, staff/teachers support each other and serve multiple roles. The small community means people know and look out for each other, and the small schools with multi-age classrooms create strong connections and feeling of comfort and ownership among students.	12/17/2025 12:17 AM
2	Small community, involved parents, families that care.	12/16/2025 6:12 PM
3	Seems to be a lower incidence of violence/physical fights than other schools. People know each other. Community is involved in school. AP opportunities are high. Athletics and other activity involvement high.	12/16/2025 4:17 PM
4	Close-knit, cares deeply about sports, It used to be a highly desirable school, and we can still gain that back	12/16/2025 3:13 PM
5	We have a strong network of parent involvement in the grade school, and a wonderful partnership with our hard working teachers and staff. We believe the students safety and education are always the priority with teachers, and we want to support them as a community.	12/16/2025 2:25 PM
6	Quality of education, staff, class sizes and small-town feel.	12/16/2025 2:18 PM
7	Great new school board. After years of being led by an anti-education school board chair, and extremely conservative "christian" men, who openly disparaged teachers and openly asked "why would we want kids to know what's going on?" - a full new wave of board directors was voted in, who strongly support teachers, students, and are interested in engaging in updating policy. We have at least 4 years, or more, of strong, positive school board ahead. Creative solutions to low funding. 4 day week. Multi age classrooms. Etc. Parents who are pretty involved and care a lot. About half come from surrounding area and choose to commute and bring kids to Corbett. That's a lot of buy in. School campus is the heart and soul of Corbett. Biggest thing going, biggest employer, where people meet their neighbors. Gorgeous area, great lifestyle near wild mountains AND a great city.	12/16/2025 1:12 AM
8	The school I'm not familiar with it's so long since my children graduated but the community is a good cohesive responsible one, a pleasure to live here.	12/14/2025 5:43 PM
9	Access to teachers and ability to participate in classrooms as volunteers. Some Longstanding teachers and faculty.	12/11/2025 9:29 AM
10	There are great teachers in this amazing community. I would like to see a superintendent who has a proven track record of success (real examples), transparent, honest, authentic, focused on back to the basis education, has a clear vision with a realistic plan, and understands fiscal responsibility.	12/10/2025 11:57 PM
11	I work as the school psychologist at CAPS, CMS and CHS I appreciate the sense of the community to help and support students and families.	12/10/2025 5:07 PM
12	Corbett's smallness allows the district be more nimble and innovative. In the last few years there has been massive improvement at the High School in terms of professionalism and standards for students.	12/10/2025 1:33 PM
13	Dedicated families from diverse neighborhoods and backgrounds.	12/10/2025 11:51 AM
14	Corbett community is very welcoming, and supportive to special needs students. There is a lot of support for students, and great communication with parents about goals and needs. My special needs son has been learning amazing amounts and we see the growth every week. The amount of support staff is such a refreshing thing to see and I believe that makes	12/10/2025 11:37 AM

teachers jobs easier which makes the entire learning environment a success for the average student and the students that need a little more support.

15	The district has a great mental illness and trauma informed approach to help support families and students from all walks of life. The school staffs are amazing and so is the PTA.	12/10/2025 11:35 AM
16	Place Based Education. Project Based Learning. Allowing teachers to have creative control in creating intellectually standards based curriculum.	12/10/2025 11:31 AM

Q2 What issues and challenges should the superintendent be aware of as he/she comes into the district? (This information is shared with the final candidates.)

Answered: 16 Skipped: 0

#	RESPONSES	DATE
1	Creating a sustainable budget, while providing sufficient staffing and maintaining district facilities is a top challenge for the district. All facilities with the exception of the new Middle School are aging and have significant repair needs. The district has also had a range of crises, from budget shortfalls to student threats, and across superintendents the communication has fallen short and left parents and students frustrated. Improving the school community's confidence in the administration and creating a positive image for the district are challenges and opportunities for the new superintendent.	12/17/2025 12:17 AM
2	Communication seems disorganized and last minute. We need someone who is capable and can manage schedules and financials. Someone who will push for academic rigor.	12/16/2025 6:12 PM
3	Racism, sexism, and homophobia are problems. Vaping and drug use prevalent.	12/16/2025 4:17 PM
4	They need to know to address anything potentially criminal right away. They need to provide as much transparency as possible because we the public, actually, the parents and guardians, have been hurt deeply by the hiring of a poor accountant who nearly put us into bankruptcy to millions of dollars, which has never happened before, there's also a pedophile that lives by the school and our superintendent did not address that well, in fact, I wrote an email to him and he never wrote back, they live on My Lane two houses away, also, the high school principal did not address a social media situation quickly and now is in hot water for it. Our next superintendent needs to be friendly and social, while also balancing the books, hiring and letting go the right staff, really forming strong networks with the current staff because they are jaded now, they have been hurt deeply all the way to their pocketbooks. They would defend our kids lives. I have no doubt about it. Our current superintendent is leaving with a severance package, approximately several hundred thousand dollars so that pinches us tons. We have teachers that were let go, that the kids really liked, we have teachers that have mandatory vacation days, and drops in pay. He or she needs to be out or about with the staff and students and parents, listening and then acting with transparency. Also the last superintendent gave himself a raise. It would really shine in the eyes of the community if the next superintendent hired takes a bit of a pay cut and says it's to make up for the downfall.	12/16/2025 3:13 PM
5	There are a group of "good ol' boys" in Corbett, who care more about athletics and "keeping Corbett small." But that is not the majority of the Corbett community. They can be the loudest and tend to bully leadership into making choices that are not in the interest of student education and safety. Please listen to the greater community. Many of us have lived here more than 30 years and want to show that bringing in students to help numbers is great with us as long as there is backing from teachers who know what class size is sustainable an to educate in.	12/16/2025 2:25 PM
6	That Corbett is losing that small-town feel as out of area special interests have infiltrated the school board election process and politicized it similar to larger districts. Can and is leading to polarization between resident and out of district students & families.	12/16/2025 2:18 PM
7	Some divisive attitudes about education. Newer residents generally embrace school as a place for learning, opportunity. Some older generations also do, but may see school more as a social/sports focused experience and are less interested in college for their kids etc. This dynamic produces tension. The kids that attend from out of district bring funding, and the district can't operate without them. But some in Corbett would treat them as less than equal in terms of having a voice. Others seek to fully include the 'out of district' families. BOND BOND BOND BOND BOND. Complex history with bonds. Several were defeated. Small one was passed. But it took a lot of finesse and getting the conservative element to buy in. Why they'd want to have a great school in their community- who knows? Learning and upward mobility? Helping kids be safe and have great facilities? God forbid! Anyway- one finally passed to build	12/16/2025 1:12 AM

the new middle school (or remodel an existing site). We need more. Deferred maintenance. Maybe a new building for one of the campuses? A track? Performing arts space?

8	He should be aware that the district is tired of problems resulting from poor decisions made by past holders of the position.	12/14/2025 5:43 PM
9	Discipline is lacking. School can be set in its ways and inflexible. Lack of fiscal responsibility. Growing class sizes. Nepotism in some faculty and sports.	12/11/2025 9:29 AM
10	Elementary school recess seems very aggressive and not adequately supervised. My child has suffered many injuries and very little has been done to address the problem and has not been properly solved. Sometimes I think I need to pull my child out of the school for their safety.	12/10/2025 11:57 PM
11	1.) Lack of MTSS (Multi-tiered Systems of Support). This is how students receive support for academic or social-emotional needs. Corbett does not consistently collect data in order to examine academic progress or mental health needs. This is occurring with more consistency at the grade school, but this is not happening at CAPS or CMS. The new superintendent will need to be very experienced in MTSS and creating systems. We also do not have consistent school or district wide expectations i.e. Be Responsible, Be Respectful Be Safe. 2.) Lack of Instructional Framework: Instructional practices in Corbett are not grounded in instructional framework. For example a 3rd grader at CAPS is not receiving the same level of instruction as a student at the Grade School. Professional Learning Communities (PLCs) are not happening and there is no guidance in regards to how this should look like. The new superintendent will need to also create a classroom walkthrough tool 3.) Administrator Mentorship: Currently there is a lack of administrator mentorship and targeted guidance for specific emergency situations that arise. We have at least 2 administrators with 2 years or less of experience. 3.) Revision of Student Handbook: The current student handbook does not cover harassment or specific behaviors that need to be considered for disciplinary action. There is no clear disciplinary ladder or rubric with clear explanation of what needs to happen. We have had serious incidences involving racist language and AI generated images of students. This is not covered in detail in our handbook. 4.) Fidelity Implementation Assessment (FIA) for each of our schools. A (FIA) would help us review each of the resources within schools including the human capital and how that contributes to the success of our students. Based on observations of our schools we do not have consistent practices. 5.) Lack of District Wide Data Collection We have no way of tracking how our elementary students are performing or ways to track attendance. Corbett SD has an issue with attendance 6.) Coordination of Special Education Process & Procedures The new superintendent would have to be aware and support our special education students and families. 7.) Equity Corbett has not centered the needs of Students of Color or addressed racism. Students, Families and Educators of Color are invisible in Corbett. We also haven't centered Multilingual students.	12/10/2025 5:07 PM
12	* This community has a deeply unserious faction that has impossibly contradictory beliefs about how things should work. Particular when it comes to money issues. They never want to pay taxes, but they do want schools to do everything. * Our office screws up paychecks, doesn't follow up on requests and likes to go on vactaion in early September just as the most important stuff happens. They also have a hard time paying vendors without late notices. This is a major reason why the district nearly crashed and burned in late 2024 *Our HS building leaks like sieve, has no ventilation in summer and regularly has plumbing disasters. * Our SPED system is a rudderless mess. The individual teachers and staff are generally great, but out IEP/504 Process is often driven by an administrator who just wants to make things go away as opposed to being legitimate about what a kid needs. This will need real attention before it blows up in people's faces.	12/10/2025 1:33 PM
13	serving different communities from local Corbett families to diverse neighborhoods outside the district. Budget deficits. The need for racial and economic equality and accountability when it is not.	12/10/2025 11:51 AM
14	Our current superintendent has done an amazing job keeping parents updated on what happens at the school and what was discussed during meetings. I have seen no real issues with the current grouping of administration and staff. The school seems like a very well oiled machine. I am hoping whoever takes over can continue that level of care for the schools.	12/10/2025 11:37 AM
15	Safety is a top priority of a majority of the parents.	12/10/2025 11:35 AM
16	Staff has been here for many years and are knowledgeable and professional. Happiness of teachers needs to be maintained and fostered. Happy teacher = happy class = happy kids. We	12/10/2025 11:31 AM

need a firm safety protocol. Staff and students are being hit by kids with behavior needs that we cannot meet. Violence in the classroom and on the playground should be a hard NO. Students and staff need to be safe at school. There should be a safety plan in place so that students who are violent don't harm teachers/staff/students. This is the biggest issue in our building at the grade school . It is affecting moral. The teachers who have been doing the job for 15+ years are even burning out from it. It is not sustainable. Staff is not as happy and positive with their work because of this. They are not able to teach their classrooms anymore. Students are not able to access their learning when we are in constant crisis.

Q3 What skills, qualities or characteristics should the new superintendent possess to be successful here? (This information is used as we screen potential candidates.)

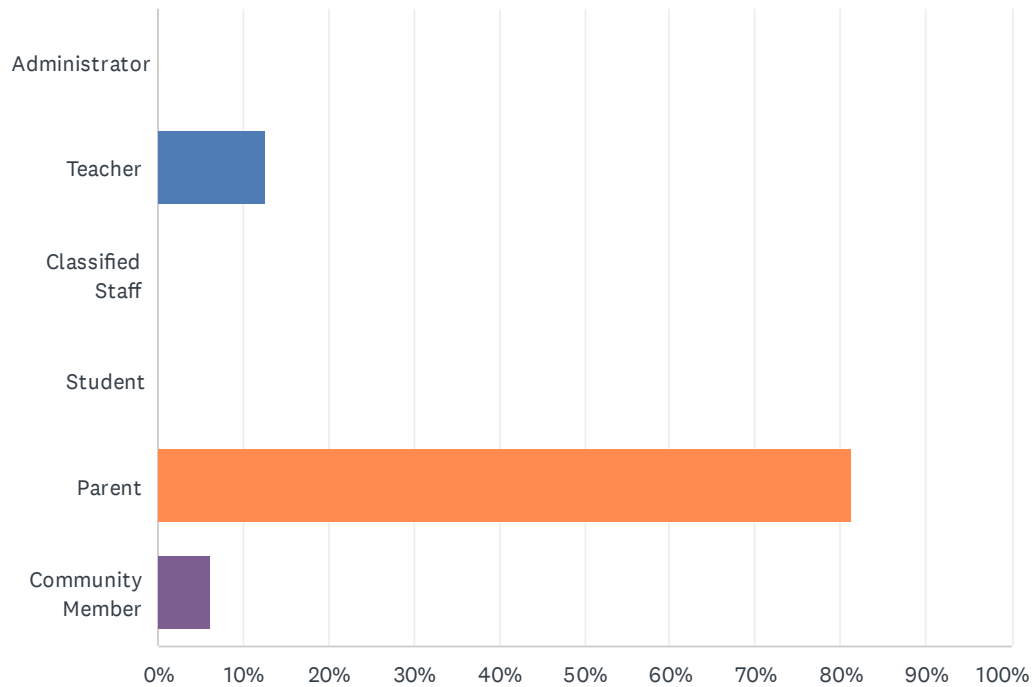
Answered: 16 Skipped: 0

#	RESPONSES	DATE
1	I think the superintendent needs to be both highly collaborative with staff, and a strong decision-maker and leader, while at the same time being able to admit when they're wrong and correct course. They need to be a good listener that's open to ideas, a creative thinker and problem-solver, highly resourceful, and adept at school budgeting with limited resources. The superintendent should have experience and proven success with small districts.	12/17/2025 12:17 AM
2	Caring, wants to be involved, will communicate with parents and families. Transparent and honest. NO AGENDAS. NO POLITICS. Someone who will make our district the best that it can be, not just get by with the bare minimum. What new ideas do they have? How good are they at solving problems? And again, academic rigor. We need to maintain high academic standards and not get lazy. Across all grades. Expect the best from our students. That's why families came here.	12/16/2025 6:12 PM
3	Transparency and honesty. Good communication skills with students, parents, community. Relatability	12/16/2025 4:17 PM
4	They need to be mindful, transparent, you need to do many many reference checks, they need to actually love people and books and education. Ideally they should love Oregon so they can stay for 10 years, so hire somebody that likes to ski!	12/16/2025 3:13 PM
5	Empathetic, ethical, collaborative, community service oriented, open to new ideas	12/16/2025 2:25 PM
6	The ability to receive input from a variety of different sources - some with conflicting points of view - and chart a course for the district that maintains the qualities of question 1 while operating in a difficult political and financial environment.	12/16/2025 2:18 PM
7	1. Integrity and Courage- absolute commitment to honesty, transparency, following policy and law, and sticking to the vision. Not swaying in the wind saying what they think any particular group wants to hear. Doing the hard things even if it is feared to be unpopular. Our [REDACTED] testified on behalf of convicted child sex offenders, and [REDACTED] did not call for his resignation, even as one of the victims of that offender is now a district parent and strongly advocated for consequences. Outrageous! We need a leader with integrity and courage! 2. Budget prowess. Our district is in a financial hole. The previous board drove us into the ditch, and the [REDACTED] had NO IDEA because he doesn't know how to follow the budget details. The CFO was not tracking and so we got caught in a crisis. We need a Superintendent who has real budget skill and knows how to find funding in Oregon's byzantine funding setup. 3. Really understand education. Relate to teachers AND to kids. Visit classes. Teach a class? Support the work teachers do. Embrace the multi-age classroom, the AP coursework, the 4 day week, the ways that Corbett has found to thrive. 4. Innovation & Vision. We are one of the worst funded districts in Oregon. We need innovation and creative leadership to get the most we can out of every opportunity. We need someone who can embrace what we do well but help set the course for a strategic plan for the next 5-10 years. 5. Communication. Truly know how to get the word out, share info in various ways, and to share what is important in a timely manner. 6. Approachable. part of the community. Friendly and inclusive. 7. Commitment to inclusive culture, whether students are new to area, transfer from out of district, minority, LGBTQ+, you name it... we need an inclusive leader, even if a % of the community here is deeply rooted in bigotry and misogyny (and that is a real thing in rural Oregon). But those old tired ways of thinking should not be what a Superintendent feels needs accommodation. 8. A sense of humor never hurt anyone. 9. Someone who may be willing to rethink some of what feels like a bit of nepotism in some of the district personnel.... or at least who can institute some meaningful feedback, professional development, and evaluation. 10. Loves the arts. Music! Theater! More of this please.	12/16/2025 1:12 AM

8	Preferably a proven track record with comparable sized district. people skills obviously.	12/14/2025 5:43 PM
9	Experience raising academic rigor. Making most out of budget constraints. Not a wind sock blowing in the winds of politics and ideology. Transparent communication.	12/11/2025 9:29 AM
10	More transparency on steps being taken when dealing with difficult and violent student behavior affecting other students.	12/10/2025 11:57 PM
11	1.) Leadership We need someone who will NOT be afraid of pushing building administrators to shift their practices. We need someone who is able to ask admin hard questions and help them grow. 2.) Initiative We need a leader with the ability to start the work and take initiation with a plan 3.) Intelligence/ Knowledge We need a leader with the knowledge of understanding systems and knowing how to implement practices 4.) Listener/ Kind We need a leader who will make time to speak with students, parents, and educators about their needs. 5.) Accountability We need a leader who will follow through with concerns and take responsibility when something has occurred 6.) Fiscal Intelligence/ Responsibility We need a leader that understands how money works within a small district and how to budget. 7.) Experienced We need a leader who has PREVIOUS experience as a superintendent. Not someone who has never been working in a larger system 8.) Responsive We need a responsive leader to address concerns and incidences 9.) Visionary We need a leader who is visionary and can guide Corbett SD into the future 10.) Equity Focused We need a leader who will guide and center administrators and educators in equity.	12/10/2025 5:07 PM
12	Understands Oregon Finances and how we fund schools in this state. Be willing to follow the law and contract. Without going into detail, this has been an issue for a while in this district. Please, for the love of all that is good and holy, don't come storming in with the latest and greatest hairball that academia just coughed up based on some meta-meta-meta-analysis that has no validity in the real universe.	12/10/2025 1:33 PM
13	Racially progressive. Dedicated and responsible. Empathetic. Willing to stand up for all students of all backgrounds and to put them and their education above all else.	12/10/2025 11:51 AM
14	Background in education, working as a teacher so they understand teachers concerns and needs. Someone who really wants the best for all the staff and students, who will look to the group for ideas and solutions.	12/10/2025 11:37 AM
15	Transparent, trustworthy, honest, a person of integrity, Christian, punctual, personable, loyal, selfless	12/10/2025 11:35 AM
16	A passion for place based. A passion for learning. Good with money and budget. Committed to our safety and committed to teachers.	12/10/2025 11:31 AM

Q4 Please indicate the stakeholder group you represent:

Answered: 16 Skipped: 0



ANSWER CHOICES	RESPONSES	
Administrator	0.00%	0
Teacher	12.50%	2
Classified Staff	0.00%	0
Student	0.00%	0
Parent	81.25%	13
Community Member	6.25%	1
TOTAL		16