

*Stakeholder Input Report for*

***Center Point-Urbana  
Community School  
Districts  
Center Point, Iowa***

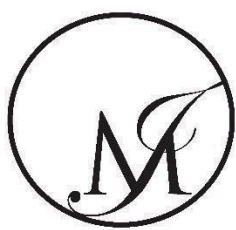
*submitted by*



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)

November 2025



**MCPHERSON 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)

**Center Point-Urbana Community School District  
Cener Point, Iowa  
District Stakeholders Report, November 2025**

**Executive Summary - Focus Groups**

On November 3, 2025, consultant Stephen Murley conducted meetings with district stakeholders representing multiple groups connected to the Cener Point-Urbana Community School District to gather input regarding the selection of the new superintendent. The consultants received input from 67 individuals during the meetings. In addition, between October 24 and November 4, 2025 an electronic portal was open to gather input from district stakeholders. The consultants received input from 97 individuals through the portal.

Outlined below is an Executive Summary of the major themes expressed by all participants. *These themes are NOT in order of importance.* Following the Executive Summary is a compilation of all the input received in response to the four questions asked.

*Tell us the good things about your school district:*

- **Unified CPU Community:** Center Point and Urbana function as a cohesive whole, with shared activities, traditions, and youth programs that connect both towns.
- **Strong Small-Town Identity:** CPU is a close-knit community where families know one another and take pride in supporting the schools.
- **Supportive and Caring Culture:** Neighbors help each other in times of need, fostering a sense of belonging and mutual support.
- **Safe and Family-Friendly Environment:** Residents consistently describe the community as safe, welcoming, and an excellent place to raise children.
- **Active Community Involvement:** Parents, alumni, and residents are deeply engaged in school events, activities, and volunteer opportunities.
- **High Community Pride in Schools:** Strong turnout for extracurriculars, arts, and school events reflects deep community investment in student success.
- **Strong Partnership Between Community and Schools:** Residents recognize the schools as central to community identity and consistently support district initiatives.
- **Growing and Well-Maintained Community Infrastructure:** The towns invest in parks, libraries, local businesses, and gathering spaces.
- **Abundant Youth and Recreation Programs:** Strong park systems, sports leagues, youth organizations, and outdoor activities enrich family life.

- **Access to Regional Amenities:** Families enjoy small-town living with quick access to Cedar Rapids, Waterloo, Cedar Falls, and Iowa City.

*Tell us the good things about your community:*

- **Strong Community Support:** The school district benefits from engaged parents and a community that celebrates student achievement.
- **Positive and Welcoming School Climate:** Families and staff highlight a culture of respect, connection, and care across all buildings.
- **Positive Student Culture:** Students are described as respectful, motivated, and focused on learning.
- **Dedicated and Supportive Staff:** Teachers and support personnel show strong commitment to students and often remain with the district long-term.
- **Dedicated Administrative Team:** Leaders bring a mix of experience and new energy to the district.
- **High Academic Expectations:** Teachers maintain strong instructional standards and use data to guide classroom practice.
- **Exceptional Extracurricular and Co-Curricular Opportunities:** CPU's arts, athletics, speech, and activities programs are standout strengths.
- **Balanced Emphasis on Academics, Arts, and Athletics:** Students are encouraged to explore multiple interests and find success in diverse areas.
- **Clear Focus on Continuous Improvement:** Staff members are committed to strengthening instruction, supporting students, and improving outcomes across the district.
- **Strong Special Education and Student Supports:** The district is known for inclusive practices and individualized support.

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

- **Community-Connected and Long-Term Focused:** CPU needs a leader who will invest fully in the community and provide stable, long-range leadership.
- **Skilled Board Partner:** Effective governance requires clarity, diplomacy, and maintaining a productive working relationship with all board members.
- **Highly Visible and Approachable Leader:** Presence in classrooms, activities, and community events is essential to building trust and relationships.
- **Exceptional Communicator:** Stakeholders need clear, consistent, and transparent communication, especially during transitions or change.
- **Collaborative Relationship Builder:** The leader must listen well, engage others respectfully, and work across groups to strengthen unity.
- **Supportive Developer of Administrators:** The superintendent must coach, mentor, and provide structure for newer building leaders.
- **Ethical, Steady, and Trustworthy:** Integrity, fairness, and follow-through are essential to rebuild and sustain staff trust.
- **Resilient and Forward-Thinking:** CPU requires someone who balances respect for tradition with openness to innovation and the ability to lead change thoughtfully.
- **Strong Instructional and Academic Leadership:** A deep understanding of teaching, learning, curriculum, and assessment is essential.

- **Expertise in Iowa School Finance:** The superintendent must be able to navigate declining enrollment, budget pressures, and long-term financial planning.

*What are the issues the new superintendent should be aware of to be able to “hit the ground running”?*

- **Board–Superintendent Governance:** Recent board turnover and strong viewpoints require diplomacy and clear communication with the board.
- **Long-Term Stability and Direction:** Staff and families want consistent leadership after several years of transition and administrative turnover.
- **Districtwide Alignment:** Consistency in communication, expectations, programs, and processes across four buildings remains a priority.
- **High Expectations for Visibility:** The community expects a superintendent who is present, accessible, and actively engaged in both towns.
- **Communication in a Small-Community Environment:** Information spreads quickly, requiring proactive, transparent, and accurate communication.
- **Need to Rebuild Staff Trust:** Staff confidence in district leadership has been strained and must be intentionally strengthened.
- **Support for New Administrators:** Several building leaders are relatively new and will require coaching, alignment, and clear expectations.
- **Financial Pressures and Enrollment Trends:** Declining enrollment and tightening budgets require immediate leadership attention.
- **Major Facilities and Bond Projects:** Construction and facility upgrades will demand close oversight, planning, and communication.
- **Operational Demands Across Departments:** Transportation, nutrition services, safety, and maintenance all require evaluation and ongoing leadership.

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

High achieving  
80% proficiency in ELA and math  
Academically high expectations  
Tradition of excellence  
In the classroom  
On the court  
In fine arts  
Community involvement  
Very high parental involvement  
Especially from people who don't have students in school  
Participation in extracurriculars is high  
A lot of staff have been here a long time  
Retention is high  
Veteran teachers stay here to retire  
Athletics and fine arts are supported through financial contributions  
Lots of renovations  
Students are outstanding  
Kids are great  
Need to be here to see them  
Discipline issues are small/minimal  
Students are really trusting of adults  
Very compliant  
Great group of principals  
Very dedicated staff to kids and schools  
Special education services are very strong  
Very inclusive environment  
Scores are really high in the state's SDI  
People come here for special education services  
Unified Champions Day  
HS is only 15 years old  
Just passed another bond  
Staff and kids "take care of their stuff"  
New ag program and FFA chapter  
New greenhouse donated by the community  
New tech program 8 years ago  
Career engagement and workplace learning are growing  
Kirkwood regional center option  
Love the community support  
Lots of parents and non-parents are there for the kids at extracurriculars  
kids graduated  
We were really involved  
Appreciate the role that the school has in the community  
The district does an amazing job of being a representative of the family  
Especially meeting the students  
My kids are still connected to the friends from high school  
Kids have come back to the community and are either teaching or working here  
The community is very proud of our schools  
Been here 30 years. Love it here

The mascot thing is a great example of community spirit  
District is innovative  
Schools are being asked to do more with less  
We are figuring out how to do that  
The garden club and FFA are great examples  
The new math classes at the high school are another example, like geometry and construction  
We don't "sit" on things  
We are always looking for things, especially academically  
We did Project Lead the Way  
Tried out advisory at the MS  
Lost it and then brought it back after reinventing it  
Been out 6 years and things are already different than when I was here  
Added girls wrestling  
Added swimming  
Now have MS soccer  
We just don't sit around doing the same old  
The last football game was pouring all game  
And it was packed  
Kids were there cheering the athletes on  
So many examples of that kind of support  
Kids were involved in lots of activities  
Everyone, including the admin, supported him in making that work  
Student won an award that required letters of rec, and they were personal from the admin  
Test scores here are high  
Our students do really well  
Lots of great staff  
Supportive strong staff  
Good communicators  
Small town feel  
Important to keep that  
Strong academics  
High-quality standards  
Grading practices are standards-based  
Very strong test scores  
Kids come in with strong skills  
Comes from a strong family base  
Staff are good at reaching all kids where they are at  
Staff and community are invested in the best interests of kids  
People are good at setting aside the noise and seeing what is best for kids  
We chose to come over here  
We open-enrolled as early as pre-K  
We decided to do so because of the staff  
We offer a lot of opportunities, including sports, arts, and FFA  
Lots of things outside of the classroom  
Small town with exceptional opportunities  
Staff live here  
Kids see teachers in the community and want to see each other  
Teachers are invested in the community because they are residents  
Go beyond just teaching

Great partnerships with the community  
Strong leadership team of teachers  
Working with all learners, including those who may be struggling learners  
The teachers are all in  
Things are very inclusive here  
These are our students  
You can see this reflected in the students  
We show up really well for each other  
We come to extracurriculars to support each other  
Community and school  
I like the smaller environment  
Like knowing everyone  
Super personable  
The teacher knows you  
You know the other students  
They know what you participate in  
Really enjoy the staff  
Teachers and staff are easily accessible  
I like the opportunities of being in high school  
Like taking classes at Kirkwood  
Like being able to do job shadows  
The principal is open to student feedback  
We get to have a voice  
We have a laid-back atmosphere  
Not undue pressure  
Feel safe here at school  
Students teach others with respect  
Everyone can find a group  
The groups all get along  
Lots of flexibility for seniors  
We don't have to have a full schedule  
You are allowed to have open blocks  
They give you a lot of independence  
You can be involved in multiple extracurriculars  
Advisors and coaches respect that you are in multiple activities  
We are a close-knit community  
We work well between the buildings  
We try to do what we can to help w  
We are good at supporting each other  
A lot of people stay a long time  
Went to school here  
Kids went to school here  
And now I work here  
My family and I moved here for the district  
We were in a bigger district  
Want to make sure that people are still moving her for that reason  
We are just big enough to be considered a medium-sized school  
But we still have a small school feeling  
The staff don't view it as just a job  
Excited to be here to make a difference  
We care

There is a family-first feeling  
They want you to take care of yourself  
We are a caring community  
Community support  
And the students support the community  
Example of supporting Whitey' birthday  
Kids are always out doing things for the community  
Like when the storm came through, the sports teams got together to help clean up  
Kids put all the flags up at the cemetery for Memorial Day  
Safety for students and schools  
We have lots of new additions or others underway  
Always trying to improve the buildings  
Physical shape of the buildings  
The quality of education is outstanding  
What our kids get is amazing  
We need to make sure that it stays that way  
We have the possibility to do great things  
Teachers and staff care about students as people  
We have awesome kids  
Our problems that we have are really small, and we know it  
Kids are good at mutual accountability  
Students are supportive, polite  
Very close-knit  
Very different than a larger district  
Teachers' perspective on wanting what is best for all kids  
Strong fine arts  
Never taught anywhere else  
Colleagues from other places say that everyone here is willing to do all that needs to be done  
Our focus is more on education than on behavior  
High involvement in all extracurriculars  
Our kids are good  
The connection that HS kids with primary kids  
The opportunities for kids to be in different buildings  
We want to keep the small, tight-knit feeling  
Small things for families, like food drives and coat drives  
It is all-encompassing  
Focus on the whole child  
The families are very involved, and if you need something, they step up  
The students are also willing to step up  
They are overwhelmingly kind and respectful  
Lots of PD opportunities  
Beginning growth opportunities for a team  
Admin supports these  
With the exception of the last three years, retention has been high  
Some of that has been retirement or life circumstances, not bad experiences with the district  
It would be nice to get back to retirement as our primary reason for leaving  
It is ok to have different opinions  
I am here because I love the people that I work with  
The ability to bounce ideas off my teammates



Like to hang out with each other outside of school  
Consider my co-workers as my friends  
We are all very loyal to each other

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

Proximity to big cities, such as Waterloo, Cedar Rapids, and Iowa City  
People want their kids to have the small-town feel  
Great place to raise a family  
It is the perfect size  
Competitive for extracurriculars  
Kids all know each other  
Families all know each other  
You can still get Instacart delivered here 😊  
Schools are a unifying part of the community  
Not a lot of transiency  
Very positive in open enrollment  
Most of the surrounding communities send students here  
The community wants things to get better  
Lots of willingness to move things forward  
Community supports school, AND schools support the community  
Coming from western Iowa, we are so close to Cedar Falls and Iowa City  
Highways make it quick to get anywhere  
Very inclusive  
They are our kids  
We want to best for all of our kids  
It can be challenging, but our staff are there for every kid  
Example of an immigrant family  
The teacher was ready, willing and able to jump in  
Community is used to families and kids moving in and out  
Our kids like having new kids in their classes  
It is kind of a theme for us  
Our nicest classes of kids have students with significant special education needs  
Our community really focuses on empathy  
Our kids take other kids under their wings  
I moved here because of CPU treated a kid who was at the shelter school  
Small town atmosphere  
But if you need big city amenities, it is easy to get access to those  
Friendly community  
It is a small community  
But it is a bedroom community  
The school is the center that brings everyone together  
The mission statement says it all ... in a small friendly small town atmosphere  
We get more open enrollment in  
Reflects community  
The partnership with Kirkwood  
Businesses and community members want good things for schools  
Recent \$40k donation anonymously  
Geographical proximity to two major meteor areas  
If we are forward-thinking, we have a lot of resources to tap into

If there is a leader who can figure out how to tap into it, we are perfectly placed for that  
Safe community  
Benefits of a small-town atmosphere  
You know people  
Lots of youth activities  
Both school and parks and rec activities  
Lots of things for kids to do  
Lots of trusted adults  
Community steps up to help  
The recent storm was an example  
Out helping just randomly  
Rel Iowa nice  
The best of both worlds here  
Nostalgia feeling  
Can get the best small town world, but expose them to a bigger world  
Our intention is to keep us as a small town feel  
We are good with our community as we are  
I know everyone in the community  
Relatively safe town  
Lots of job opportunities  
Cedar Rapids is so close  
Lots of community places like parks and rec spaces  
Everyone knows each other  
Short distances to get places  
Has a good reputation  
An all-around reputation  
When you think of our schools, you think good things  
Room to grow  
Our mascot is really cool  
Lots of culture and variety  
Everything from farming to retail  
Parents are willing to be involved and help with things  
We are proud of each other's achievements  
All sporting events and extracurriculars  
All of the activities are in Center Point, and living in Urbana is a challenge  
Release time is a challenge for traffic  
For preschoolers, the afternoon kids miss out on more time than the morning kids  
Lots of the same reasons that make us a good school  
The communities work well together  
Close to Cedar Rapids  
Lots of access to amenities  
Feel safe  
Lots of the families who are here know each other generational  
A lot of history  
The neighborhoods are really tight-knit  
Dentists' and doctors' offices here in town  
Coffee shop - great  
Lots of amenities you might not find in a smaller town  
Making progress  
Good mayor and city council  
Focused on improvements

Newer development is starting  
Urbana is growing  
Clean communities  
Not big enough to have sketchy areas  
Great parks  
Amazing libraries  
Bike trail runs through here  
Dog park  
Emergency services are good  
Good support with county law enforcement  
Have an SRO  
Good churches  
The community is supportive of kids in need - clothes, shoes, food  
Ex: holiday gift trees  
Thanksgiving food boxes  
We are both teachers here  
Our family is 45 minutes away  
Reminds us of home  
We love it here  
We want our kids to go to school here  
Strong community support  
Went to school here and really wanted to move home  
Love seeing the students outside of school in things like sports or in town  
Recognizing that they are more than students  
The students like to see you outside of school  
Halloween was awesome  
You go to sporting events, and the kids all think you are there to see them  
An example of a student coming to help out a staff member when they thought they were in trouble  
The derecho was a mess  
High school kids showed up to help people who were not family members  
Lost our home in the flood of '08  
Students showed up to help out  
Staff showed up to  
Community is great at showing up for events  
They come for arts, activities,  
Logistically close to major cities, but keep the small-town feel  
We like the small-town feel  
They show up for celebrations  
Everyone is there  
The town does have things like groceries and coffee, and food trucks  
We can count on our neighbors

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

Visible  
Being there for students and families  
Past supts have succeeded or failed based on visibility  
Very important to the community

The community is very involved  
Wants to know the supt is involved  
Need a strong financial skill set  
Need to be able to manage the budget  
Need to be able to run bonds  
Need to be able to negotiate declining enrollment  
Some big budget moves with personnel on the horizon  
Knowledge of construction would be a plus  
Ability to work with the school board  
The school board is very involved  
Someone who can set a clear vision, get feedback, and get support to get to execution  
Not a micro manager  
need stability  
Need someone who is not looking for a springboard  
Have had some turnover and have had a change lately  
We've got a great team of directors  
Need support, but not a micromanager  
Need to ask questions and want to know about what is going on  
Needs to know when to stay out of the way  
Sense of humor  
Incredible group of central office leaders  
Need someone who is going to join in and be a part of the leadership team  
Collaborate and hold accountable  
Need to have fun  
Trust in the admin team  
Need to be involved, and they need to trust the leaders  
Then, being able to make a decision for the entire district  
Support the admin when those are made  
And then sticking with them  
Being able to weigh the opinions of all stakeholders  
Not being politically expedient  
Not going to just one or two people  
Care about the people, even when they disagree with them  
Pushed the admin team  
Tough conversations are good, but have to be based on trust  
Reflecting on the supts they have worked with who were supportive  
Sometimes you just have to be a listener and supportive when times are tough  
These people cared about you as an administrator and a leader  
Not treating people differently  
All their pieces are here  
We need a culture of respect  
Need to make sure that they are right up front and straightforward  
Finance background  
Forward thinking  
Need to be a good communicator  
Need to be good in small groups and large groups  
Visible  
Willing to be out shaking hands  
Not here to be the ceo of the school  
Need to make a habit of being out there and visible for extracurriculars  
If you don't do that, you won't get the trust and support

Need to focus on sports and athletics  
Principals are great at showing up  
Need to make sure the new supt is there  
Can't feel like an event  
Need to live in the community  
Need to want to be a part of the community  
Being a commuter here would not work  
Have tried that and it doesn't work  
Need to have someone who is invested here  
Need to be active outside of school activities as well  
Visibility needs to extend to community functions  
People actually need to know who the person is  
Coming back to finances ... it is going to be a necessity  
Need to know the Iowa school finance structure  
Enough to be able to "challenge" the SBO  
Not knowing finances is going to be a problem here  
Strong leadership and confidence  
The person needs to be able to work with the board and lead them  
Needs to be strong enough to help board members manage boundaries and roles  
Need to be able to work with them as a team  
Help them to understand their role  
Needs to foster a supportive environment  
We all live with people who work in the district, and we know when things are going well or not  
I want someone who can foster a vision of where we want to be  
I want to see what's next for education in the future  
Be active and visible  
Small town feel  
Build your connections  
Action connected to the responsible  
Need to be able to trust and empower their team  
I know we want to mitigate risk  
But we are too focused on risk mitigation and minimizing risk  
Then we are not focusing on growth as an option  
We need some creative focus  
We need to look at the size of our admin team  
Supportive of teachers and support staff  
Needs to be aware of the challenges in public education  
Need to help staff do their job with the time and space necessary  
Give them space to teach  
Being a people person  
Calling people by name  
Being visible at sporting events  
Be dedicated and involved  
Introduce themselves  
Be at community events  
Want my kids to recognize the  
Clear, consistent, concise communication  
Relationship balance  
But not a people pleaser!  
Want to get to know the people you are making decision for

Can't stay behind a desk, have to be careful to balance the need to be everywhere  
Needs to be open to students' opinions  
Someone who is willing to be visible at extracurricular  
Someone who wants to be involved in the community  
Needs to be a good communicator  
needs to be able to bring people together  
Should be visible in the hallways  
Have an open mind about why things are happening  
Be able to share that with the community  
Needs to be outgoing  
Needs to be a normal human being  
Be focused on changes for the better  
Don't be afraid to make changes  
Someone who values parental involvement  
Active  
Need to know who they are  
No hiding behind closed doors  
Approachable  
Warm  
Welcoming  
The buck stops here  
Take responsibility  
Want my kids to know who that person is  
I knew that person when I was a student  
Don't want my kids to not know  
Integrity  
Common sense  
Puts kids first  
Supports the staff  
Supports the teachers  
Building unity  
Visits the classrooms  
Strong financial background  
Create the budget and understand it  
Need to be a problem solver with the budget  
Someone with experience  
Who knows what a supt needs to be involved with  
Needs to listen to staff and parents  
Needs to know what our policies are and is willing to follow them  
Someone who is committed to staying  
Tried for a couple of years  
Family involvement  
Want someone who is here for the right reasons  
Not using our district to advance their own career  
Been here 7 years  
Things are different now  
Want to get back there  
Communication  
Don't be shy  
Clarity - good or bad  
Enjoy what they are doing

Genuinely care about students and staff  
Fiscal responsibility  
Declining enrollment will create a big budget issue  
How to figure out how to reduce the budget  
Recognize that we need a balanced budget at home!  
Be personable  
Need to be accessible  
Visible  
Approachable  
Model servant leadership'good communicator  
Organized  
Genuine  
Have a vision  
Be willing to take us there  
Be an active participant  
Transparent  
Trustworthy  
Students first  
Jack of all trades  
Experience doing this work  
Financially sound  
Firm but fair  
Balance between knowledge  
Vision will be important due to the facilities work  
Honesty  
Open-minded  
Not set in their ways  
Bring people along  
Need to learn about what has been done  
Respect for the past  
We have taken the time to get to this point  
Know what we have tried that hasn't worked  
Courage of conviction  
Backbone  
Willingness to learn  
Be willing to admit what they don't know  
Model what you expect  
Initiatives that are relevant  
Need to be able to refine and redirect  
Ensuring there is alignment vertically  
Understand the value of CPU  
Visible in the community, not just the district visibility  
Learn people's names  
Need to celebrate what is happening in each building  
Need to share that with all schools and staff  
Confident in your own beliefs  
Need to be consistent  
Courage of your convictions  
It is ok to disagree  
Need to see themselves as an educator - staff and community  
Working together

Sense of humor  
Being able to share their own personal story  
Family oriented

**4. What are the issues the new superintendent should be aware of to be able to “hit the ground running?” (This information is shared with the final candidates.)**

Strength is community involvement  
But it is a focal point that you need to be involved on both ends  
Some are overinvolved  
Small-town kind of mindset  
While everything revolves around the school, it makes things high-stakes  
Finances will need to be front and center  
Need to be up front with the leadership team  
There are some residual trust issues with the leadership team  
Need to make sure that the leader doesn't undermine the team  
Fundraising - families are supportive, but not a big business base to support  
Close enough to the major cities that the businesses are not here  
The tax base is weak  
School is the largest employer  
Teacher salaries are not high because of that  
The community does not want the business base  
Very Christian-based community  
Very active in their faith and promoting their faith  
Conservative district financially and socially  
Need to ask questions and be ready to listen  
Really need to find things out and figure out what needs to stay the same and what needs to improve  
Need to be able to manage the board relations  
Make sure that they are ready to help  
When kids open enroll out, do we gather that data  
It would be good for us to know that  
Declining enrollment  
Impacting finances  
Unspent balance declining  
One of the challenges is finding affordable housing  
There is not much in the middle range for families  
Center Point has not added a new subdivision in the recent past  
Open enrollment is positive, but not enough  
Knowing that the unspent balance is declining and is going to be a problem  
There is a bond passed, and we need to be ready to go\  
Use the website more than we do  
Know that we have a Twitter and Facebook presence  
Need to combat rumors  
People who are not connected don't know what they should  
How do we keep people whose kids have graduated connected to the schools  
Need a mindset that the staff are the enemy  
They need to be viewed as extremely important partners  
Need to give them a vision to lean into  
Has not been present recently



Refer to staff ... not teachers  
We all have a part to play  
We have had a lot of retirements  
There are a lot of new people  
How do we keep those people here so we are not a revolving door  
It might be tough to be a place to cut your teeth here  
Maybe good to have someone who has some supt experience  
Example ... can we find a Matt Campbell?  
Can we find someone for whom this is not just a job  
We need passion and drive  
We need someone with high integrity  
We need them to be all in  
The district supports the students ... we need the superintendent to support the students  
We have declining enrollment  
We need to recognize that we may need to make some hard decisions  
We need to be fiscally responsible  
If we hire someone with ties to the community, that could be a problem  
Have to be willing to have a pragmatic lens  
Have to have a vision for where we are and where we are going  
Need to be responsible  
There are some tough decisions that need to be made  
Then you wind up with unnecessary division among board members and leaders, and staff  
Concerned that you wind up pitting groups against each other  
Need to be a bridge-building option  
We need a leader who is strong and decisive  
They need to be a relationship builder  
It will come down to relationships  
So you need the ability to make the tough decisions  
We have seen division really apparent these past 4 years  
Got a question from outside the district about the astonishing list of the number of senior leadership positions in the district  
Cringe about hearing that we want to be a destination district when we have this churn  
Need to understand our tax base which is small  
Need to be able to be creative with the budget  
We need to make better decisions  
With a mostly residential tax base without industry, we do not have a great opportunity to grow our revenue  
We can't afford a lot of things  
But when we show that our leadership is in the right place, doing the right thing, we can leverage community financial support  
We have lost trust in the leadership team  
We need someone with vision who is forward-thinking  
We need someone who can build relationships  
We need to develop a culture of respect  
We need to focus on the story of the district and the things we like  
Our support raising should not always be about skiing for money  
Sometimes, we may need support for creative funding options like grants  
We could get people to donate their time and talents  
We need to look beyond the traditional classroom setting

How can we get partnerships that provide support  
We are running like a 1A, and we are a 3A  
If your leaders are not behaving like leaders, then that ripples into every other facet of the organization  
Worry about getting someone with too many local ties  
Need someone with professional accountability with their team  
Need empathy and accountability  
Need to be able to have hard conversations  
Balance assertiveness  
A silver lining with the turnover is that the new people in the role are ready to get to work.  
And work as a team  
Can't just be one person  
Administrators need to be coached in a supportive manner  
Would like to see an experienced superintendent  
Or someone with an experience set that sets them up for success  
There needs to be rigor behind their experiences  
Worry that if their experience is in a resource-rich environment, they may struggle here  
They may think they can delegate to someone we don't have  
We do need someone with financial experience  
Can't learn the financial world on the fly  
We want someone who is invested in our community  
If they have a family would be great for them to live here  
We need to be aware that we have a reputation, and that we have had some leadership turnover in the past 5 years  
We need to present ourselves from an asset base and stay away from the deficit-based conversation  
We need to promote new and fresh content where it is appropriate  
Respect the past, but be forward-focused  
Need to be able to build a team  
Not someone who thinks they know it all  
They need to believe in collective efficacy  
We have a unique opportunity because of all the new leaders  
Relationship with the school board will be incredibly important  
Need to help school board members stay in their role  
Need to help them keep from overstepping  
It goes back to trust  
Needs to keep a wide variety of experiences in the staff  
We've had a lot of admin changes  
It would be nice to see consistency  
We have a new bond coming in  
Personally, I think our choir department needs some help  
Would like to see some changes in the middle school  
Things like inclusiveness and behavior  
The middle schedule could use some attention  
How things are dealt with at the middle school  
Teachers way they are preparing you for HS in MS, but not really  
Some punishments are too strict for what happens, and some overlook what happens  
Sometimes the whole class is punished for one kid's behavior  
Seems like some kids are multiple offenders, and the punishment is not working  
Maybe looking at block 5, not all students are in favor of it

Know that the HS principal is trying to improve it  
MS - if you are in band and choir, you don't get pride time  
Been divided between athletic and music boosters  
People at MS are not always treating each other well  
Some friend groups don't get along  
Staff have the opportunity to build more culture with the kids  
Don't know if everybody is going to be their friend  
You can't make everyone happy  
We had a lot of valued staff leave  
We got some great replacements  
But losing those veterans was a pain point  
They will be compared whether they want to or not  
Because of the turnover, staff will take time to warm up  
It will take time to build trust  
Because we are a small school, we hold a stereotype that we don't have a growth mindset  
But we have to have that mindset because of the turnover  
We feel like we have to be defensive  
We know if they are successful, we will be successful  
If something happens, it will be around town before you know it  
Be careful who you talk to ... they may be related to someone  
Listen more and talk less to get started  
Wait to offer an opinion  
Seek out the people who have been here for a long time  
If they come up with an idea, stand by it  
Make sure you have all the facts  
Then stand by what you believe in  
Stay on course with what you believe  
Remember that we have 4 buildings  
We need to find more ways to bring them together  
We feel like we are on an island  
Need to support all staff, including support, teachers, and admin  
There is deferred maintenance in our buildings  
The building principals have gone through a lot of leadership models  
New supt needs to have a leadership model that is built with the principals  
Help the building principals feel successful  
There is a lack of trust  
There is some PTSD  
May be a bit standoffish at first  
Need to earn trust  
We have a mess  
Lots of people have left  
It has been really disruptive  
Don't want a used car salesman  
Lots of people don't trust anyone  
Don't feel valued  
Need to be sure that staff's voice is heard  
Have a higher turnover rate of teachers  
Lots of reasons  
Budgeting will be a huge problem  
Keep putting lipstick on a pig

Declining enrollment is a challenge  
Need to put things in place so that it is not seen as a teacher issue  
Understand the reasons  
Need to understand the role of demographics  
Need to be able to build strong relationships in the community  
How do we get donors and support  
Need to be able to advocate for the schools to the community  
Need to work with the city  
Fundraisers might burn out community members  
There have been issues with the chain of command  
It would be good to clarify that  
Need clear guidelines on the chain of command/ communication  
Clarity is not just a 1-2 year problem  
It has been growing for a few years  
When you come to visit a room, we need to know that it is for a good reason  
Need relationship building  
We want consistency  
We need an ear to listen  
We need to know that your voice will be heard  
No favoritism  
We give our students a lot of opportunities to learn and engage  
We should give our teachers the same opportunities  
We are hopeful for the future  
We see fining a new supt as a huge step in the right direction to getting things back to the way they used to be, or from the way things used to be, and grow off of that  
There is a lot to work with here  
17th year in education  
This has been my best year  
Most laid back

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

Answered: 90 Skipped: 7

#	RESPONSES	DATE
1	Even with occasional adversity, people and voters stand up for the kids.	11/4/2025 1:29 AM
2	We have a small-town atmosphere where people care about each other and the schools are truly the heart of the community. Families are involved, supportive, and take pride in student success. There's a strong partnership between the district, city governments, and local organizations. Our community rallies around activities — concerts, games, and fundraisers are well attended. It's a growing, safe, family-oriented area with a strong sense of tradition and pride.	11/3/2025 10:18 PM
3	Small somewhat rural, decent parent involvement	11/3/2025 9:46 PM
4	We have lots of businesses that are always willing to support our groups and organizations.	11/3/2025 9:09 PM
5	Urbana is a great town to live in. We have loved having the intermediate building in our town. The recent addition of a public library is giving students more access to reading materials all year round.	11/3/2025 7:45 PM
6	The Lions and American Legion club truly want to make the best for this community. They are not appreciated enough.	11/3/2025 6:23 PM
7	Supportive, engaged, caring	11/3/2025 3:08 PM
8	People move here for the 'small town' feel. We have a grocery store, doctors, and many small businesses. The city promotes many activities for youth. We are small town, but have easy access to big cities.	11/3/2025 2:45 PM
9	Very supportive, willing to help when needed or asked	11/3/2025 2:19 PM
10	Always a helping hand in time of need.	11/3/2025 2:09 PM
11	We are a good, close-knit community that despite our differences will come together to support our own. With having two towns in one school community, the citizens of both towns support each other and work together to solve issues and support those in need.	11/3/2025 2:03 PM
12	Close relationship between school and community, excellent learning opportunities. Inclusive philosophy throughout.	11/3/2025 1:17 PM
13	Our community is very involved and supportive. They genuinely want what's best for students, though sometimes our definitions of "best" may differ.	11/3/2025 1:10 PM
14	The community is involved. They know one another.	11/3/2025 12:57 PM
15	Competitive academically. We have great students overall and a very supportive staff.	11/3/2025 12:27 PM
16	Small, everyone watches out for each other	11/3/2025 12:27 PM
17	Small town community easily assessable within minutes of Cedar Rapids and Waterloo/Cedar Falls.	11/3/2025 12:21 PM
18	The community has always stepped up for a good cause, whether it's to improve the schools or the communities.	11/3/2025 11:36 AM
19	We have a positive and helpful culture. If someone is in need, the community steps up. The community is also quite supportive of our school, arts events, athletics, and clubs. Even if they don't have children in these things anymore, many people still show up to encourage our students.	11/3/2025 9:58 AM
20	- very 'family' feel	11/3/2025 9:53 AM

21	The community wants to support the school. We have A LOT of great families that are willing to get involved and help out.	11/3/2025 9:47 AM
22	Both communities have a reputation for supporting the school- either with bond issues or community volunteers.	11/2/2025 7:25 PM
23	The communities are very supportive of the schools. In the past 30 years we have passed Bond referendums for a new primary building, new high school, updates to current intermediate and middle school buildings, and now more updates along with auditorium and athletic fields.	11/2/2025 6:11 PM
24	Close nit community wanting the school to be successful	11/2/2025 5:26 PM
25	The feeling of being a big family is wonderful. The commities from both towns are so supportive of our school and the kids.	11/2/2025 12:15 PM
26	Sports, Community Parks, PTO, and community working together	10/29/2025 11:04 AM
27	A caring community that is involved with the school and encouraging of growth in the district.	10/28/2025 1:49 PM
28	Positive safe atmosphere. Everyone always willing to help each other	10/28/2025 12:32 PM
29	We are small enough to know each other and are willing to help each other in any way we can	10/28/2025 10:36 AM
30	The community is helpful and willing to step up and help those in need. Small town feel, close to larger cities for amenities	10/28/2025 8:49 AM
31	Great families, families are supportive and involved, strong community engagement	10/28/2025 8:06 AM
32	During times of needs the community comes together to support one another.	10/28/2025 5:21 AM
33	Supportive, invested in the growth and improvements of our school district, hard working, neighborly	10/27/2025 6:57 PM
34	Very helpful when things go wrong or need extra help. Always willing to lend a hand	10/27/2025 6:29 PM
35	The community is deeply supportive of the schools, staff, and students, offering an ideal environment to live and raise a family — combining small-town values with access to big-city amenities.	10/27/2025 12:33 PM
36	This community is very supportive - having a superintendent who welcomes the community and is flexible with the changing needs of the community will be a great fit.	10/27/2025 11:58 AM
37	Small, friendly, close knit	10/27/2025 10:07 AM
38	Small town, close knit community	10/27/2025 9:37 AM
39	People are friendly and helpful to one another. We do common-sense things here, focusing on what is best for the majority, as opposed to being driven by the loudest opinion of the few. We raise respectful, thoughtful kids who want good things for their friends and classmates.	10/27/2025 8:54 AM
40	Our school is a close-knit community built on the support and collaboration of parents, staff, and students.	10/27/2025 7:54 AM
41	Quiet Communities Great Public Libraries Parks & Walking Trail Supportive & Neighborly Little crime	10/26/2025 9:24 PM
42	Community supports the school Small town feel Nature trail Coffee shops in both towns Medical clinics in both towns Close to Cedar Rapids, Iowa City, and Waterloo/Cedar Falls	10/26/2025 5:11 PM
43	I don't live in this community but, I like that people look out for each other and support each other when needed. Its a small town but, not too small town.	10/26/2025 3:13 PM
44	Even though we are two communities, we are still small communities. We don't want to be the large community where class sizes get to large. The two communities have a lot of small town pride.	10/26/2025 1:43 PM
45	Our community helps each other out when needed. Supporting fundraisers for people experiencing loss.	10/25/2025 6:43 PM
46	Parents support the school.	10/25/2025 4:14 PM
47	People in the community care about each other and care about doing what is right in all	10/25/2025 3:47 PM

	situations. They also like to have fun and encourage each other during difficult times.	
48	strong school support	10/25/2025 1:52 PM
49	Many educators, caring community, wants to be proud of our school again	10/25/2025 10:50 AM
50	Tight-knit, conservative-leaning community. Active churches and youth groups.	10/24/2025 9:27 PM
51	We are supportive of our students. We are friendly.	10/24/2025 4:43 PM
52	Extremely loyal citizens who strongly support our school district; many are 2nd or 3rd generation coming back to raise their own children. Limited businesses but run ethically and with the interests of our community in mind. We are people who support each other.	10/24/2025 4:36 PM
53	Tight knit family oriented towns. Full of community Pride and organizations that help the community and support our school.	10/24/2025 4:24 PM
54	Center Point and Urbana are about 6 miles apart. There is a nature trail that runs between the two for biking or walking/running. We are close to the city of Cedar Rapids and with Interstate 380 it makes it a 15-20 minute drive. There are libraries, gas stations, grocery stores and food establishments in each town.	10/24/2025 4:18 PM
55	We have a very involved community. It is a typical small town where most people come to settle down and stay.	10/24/2025 1:52 PM
56	One of the best things about our community is how much people care about each other and take responsibility for their neighbors. We have a strong sense of faith, family, and hard work that really defines who we are. People here value personal freedom, but we also believe in lending a hand when someone needs help — whether that's through church groups, local charities, or just good old-fashioned neighborliness. There's a real pride in keeping our community safe, clean, and respectful, and people go out of their way to support local businesses and veterans. It's a place where traditional values still matter, and that gives our community a strong foundation and a real sense of belonging.	10/24/2025 1:41 PM
57	Strong sense of pride in the community, helpful and caring citizens.	10/24/2025 1:39 PM
58	Community members look out for each other. The school and community have a strong relationship. The community is very supportive of the school system. The community is safe and looking to grow to meet citizens' needs.	10/24/2025 1:27 PM
59	Center Point is one of the few areas that has great community support. Local businesses in the area always help with school supply drives, teacher wish lists, donates or discounts items for PTO/Teacher Appreciation. It's a wonderfully supportive community.	10/24/2025 1:21 PM
60	I think everyone looks out for one another.	10/24/2025 1:10 PM
61	Center Point-Urbana is a welcoming, family-centered community where people show up for one another. Whether it's at the ball fields, a Friday night game, or a local fundraiser, there's a strong sense of pride and connection. Many families have deep roots here, and new families quickly feel part of something special. We're big enough to offer opportunity and small enough to know each other by name. It's a safe, supportive place to raise kids - with a genuine "small-town heart" that values relationships, hard work, and community spirit.	10/24/2025 1:04 PM
62	Tremendous community support throughout the district.	10/24/2025 12:47 PM
63	This community is incredibly supportive of our students and the district. There were many times when I attended events at another district where the number of CPU supporters equaled or surpassed the home team. The community is also very generous.	10/24/2025 12:43 PM
64	We need to return to our small town roots and have someone that the community knows and trust.	10/24/2025 12:40 PM
65	This is a wholesome bedroom community with largely traditional values and lifestyles. People often choose this community because of the strong ties with families. We embrace the ways of the future while treasuring the strength of the past.	10/24/2025 12:37 PM
66	Small town.	10/24/2025 12:33 PM
67	Small Iowa community that's like a family. Doing what they can to help shape the future.	10/24/2025 12:31 PM
68	Supportive families who want what's best for their kids so they are willing to support school	10/24/2025 12:13 PM

	initiatives	
69	Our community is tight knit and very supportive. The school is the center and people really rally behind the schools, our teachers and our students.	10/24/2025 12:03 PM
70	Very supportive families who are committed to having a great school. High standards academically and behaviorally.	10/24/2025 11:39 AM
71	The CPU community is very welcoming and supportive of the school.	10/24/2025 11:12 AM
72	A community that there for each other. We support our CPU Students	10/24/2025 11:08 AM
73	It is a tight knit community where everyone cares about the school and care about others. Parents are very involved, student success is a high priority	10/24/2025 10:58 AM
74	This community is very supportive of our teachers and schools. The overwhelming majority of students and families are respectful, kind and considerate. The community of students and families is what has kept me here for 30 years.	10/24/2025 10:40 AM
75	Small town people helping people when needed without hesitation. Community events bringing people together.	10/24/2025 10:33 AM
76	Parents care deeply about their kids, their education, and their activities. Our students, in general, have excellent character and behavior. Community members and staff value education and it shows. Center Point and Urbana have small, close knit communities that look out for and care about each other.	10/24/2025 10:21 AM
77	Having it be a small, yet growing community, there is an aura that everyone gives off that can only be described as some of the best neighbors you've ever had. People take care of each other, the community gets excited when new things happen around town, and people here not only seem to know everyone, but they remember you and always greet you with a smile and by your name!	10/24/2025 9:46 AM
78	Having been born and raised here, it's great to see families who've moved away, come back to their roots here in CP. It's a friendly little town and slowly growing to offer some of the things that used to be only found in Cedar Rapids. Supporting local businesses is something I've always found CP to do well at.	10/24/2025 9:46 AM
79	Small town atmosphere. The "everyone knows everyone" feel.	10/24/2025 9:27 AM
80	It is a caring community and school district.	10/24/2025 9:25 AM
81	We chose CPU because we wanted a small town atmosphere but close to the big city. It is close to both Cedar Rapids, Waterloo/Cedar Falls, and not too far from Iowa City. I live in Urbana and my neighbors are so wonderful and treat us like family. We have great libraries in both towns and wonderful local businesses for many things.	10/24/2025 9:08 AM
82	- Tight knit - Supportive - Small town atmosphere	10/24/2025 8:58 AM
83	Growing community with a small town atmosphere. Youth sports are provided by the city/school to encourage involvement of all ages.	10/24/2025 8:44 AM
84	It is close-knit. I feel like most would jump at the opportunity to help out.	10/24/2025 8:43 AM
85	Center Point and Urbana are hands on communities when it comes to their children's and grandchildren's education. This is helpful in maintaining support for classrooms and activities.	10/24/2025 8:31 AM
86	Friendly, helpful, close-knit, located close to CR	10/24/2025 8:30 AM
87	Support, academics, activities, athletics, many people have multiple roles within this district, parent, community, staff, coach....	10/24/2025 8:16 AM
88	The community strives on open communication and a strong base in the school district that does what's best for children. The community support is truly unmatched!	10/24/2025 8:14 AM
89	Very caring community. Small, close.	10/24/2025 8:07 AM
90	The community gets involved and are typically very hands-on.	10/24/2025 8:06 AM



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

Answered: 88 Skipped: 9

#	RESPONSES	DATE
1	With a child having a food allergy, asthma, ADHD, anxiety, etc..... the amount of support available and people in his tribe is overwhelming!	11/4/2025 1:29 AM
2	Dedicated teachers and staff who genuinely care about students. Strong academics, extracurriculars, fine arts, and athletics. Supportive families and high student participation in activities. A safe, positive learning environment with a strong sense of school pride. Our schools maintain high expectations but also feel personal — students are known by name. Recent facility improvements and long-term planning demonstrate community investment in education.	11/3/2025 10:18 PM
3	Pretty good academics, fairly new structures, recent bond issue passed. Not too big.	11/3/2025 9:46 PM
4	We have a lot of great teachers, students, and parents. We have people who want to do great things to grow our school and facilities.	11/3/2025 9:09 PM
5	We love that the school reaches out to the community to help support families in need at the holidays for food and Christmas gift donations.	11/3/2025 7:45 PM
6	Overall the education is really good. The teachers work hard.	11/3/2025 6:23 PM
7	Kids support each other at events	11/3/2025 5:57 PM
8	Quality Staff and new facilities	11/3/2025 3:08 PM
9	Many students are involved in a variety of activities. Teachers put students first. There is good parental support. Teachers are friends outside of school.	11/3/2025 2:45 PM
10	The students and the co-workers. Feels more like a family, you have support when needed.	11/3/2025 2:19 PM
11	Continues to look for ways to improve.	11/3/2025 2:09 PM
12	Our school is a family. Each building has their own family like atmosphere but when students at one level succeed, we all cheer.	11/3/2025 2:03 PM
13	Great kids, families, and community support!	11/3/2025 1:17 PM
14	Our school is hardworking and dedicated. We want all students to succeed and learn at high levels. Our teachers and coaches are passionate professionals who are truly here for the collective good.	11/3/2025 1:10 PM
15	Parents are involved, and not just at their child's school, but at whatever school is requesting support. I love that all schools have 1 mascot... that is connected and the pride starts in the elementary school and grows as they do. The pride is more than just having the coolest mascot, it is about the community created by that 1 mascot.	11/3/2025 12:57 PM
16	Kids are treated equally, and students, for the most part, enjoy coming to school. We have a very safe environment where students can learn.	11/3/2025 12:27 PM
17	Teachers really care about their students. Safety is really important from elementary to high school age.	11/3/2025 12:27 PM
18	Teachers, academics, fine arts programs Opportunities for students to participate in several activities and try new things	11/3/2025 12:21 PM
19	Our school consists of a lot of hard working parents and that want to see their kids succeed. Many moved here from Cedar Rapids to get out of the city and larger school districts. Many of them grow up in a different small community in Iowa and have transplanted here.	11/3/2025 11:36 AM
20	Our high school has been acknowledged as high-performing this year, and other schools have	11/3/2025 9:58 AM

received similar accolades. The staff works hard to ensure best possible practices for students. We get along, encourage each other, and provide ongoing professional development that is relevant and timely.

21	- we do what's best for kids - data drives instruction	11/3/2025 9:53 AM
22	The administrators, teachers, and staff care. They do everything they can to ensure students have a positive experience at school.	11/3/2025 9:47 AM
23	Really can't speak to this	11/2/2025 7:25 PM
24	We have great students and a dedicated staff. We have and are continuing to improve our facilities.	11/2/2025 6:11 PM
25	Great teachers and school system	11/2/2025 5:26 PM
26	We have caring staff that want to see the kids flourish and prepare them for their future.	11/2/2025 12:15 PM
27	The teachers are amazing. They care about their students in and out of school. Our teachers and staff go the extra mile to make sure their students know they care about them and want them to succeed.	10/29/2025 11:04 AM
28	Highly motivated and attentive staff members.	10/28/2025 1:49 PM
29	A lot of great quality teachers. They listen to parents and students and really take the feedback seriously	10/28/2025 12:32 PM
30	There is a great opportunity for students to explore or become e involved as many group and teams as they would like.	10/28/2025 10:36 AM
31	teachers help each other and have each other's backs, staff is student-centered, strong collaborative relationships. high expectations for students, equity and inclusion	10/28/2025 8:06 AM
32	Caring and Dedicated teachers, extracurricular opportunities, strong academics, Supportive families, incredible students	10/27/2025 6:57 PM
33	Take pride in the learning environment for the kids. Preach about culture of the district and always making it as inclusive as possible	10/27/2025 6:29 PM
34	The district has a long-standing tradition of excellence, marked by high academic standards, strong athletics and activities programs, and abundant opportunities for student participation and leadership.	10/27/2025 12:33 PM
35	The great thing about CP-U is that the staff supports each other thoroughly. We have wonderful facilities and our general student body is very respectful.	10/27/2025 11:58 AM
36	Schools are very welcoming, teachers are great, communication is great.	10/27/2025 10:07 AM
37	Common Sense, focused on student education, many families choose this school for the focus on education vs current cultural topics that go against family values	10/27/2025 9:37 AM
38	Academic scores are high and represent the quality teaching that takes place. Teachers collaborate with one another to ensure that students receive the best possible learning experience.	10/27/2025 8:54 AM
39	We all work well together as a staff.	10/27/2025 7:54 AM
40	Bond Issue Passed Longevity of Staff Quality Band Program Quality General Music and choral program K-8 PTO Music Boosters Athletic Boosters CPU Foundation Best Mascot	10/26/2025 9:24 PM
41	Consistently scoring well on state tests Blue Ribbon High School in 2018 Not afraid to start new programs, such as FFA and The Leader in Me. Support for extracurriculars, even when records are not the best.	10/26/2025 5:11 PM
42	We are often working on new ways to do things and staying up to date on our practices. We are working on next practice not just best practice.	10/26/2025 3:13 PM
43	The staff is always working for what is best for the students. We have a lot of staff members who are invested in the district and have been here for a long time.	10/26/2025 1:43 PM
44	We have a strong PTO and parent and events to support staff bonding.	10/25/2025 6:43 PM

45	Kids are great! Polite and sweet.	10/25/2025 4:14 PM
46	The schools have dedicated teachers, staff, and administrators who care about students, who are willing to constantly grow in their craft, and who love what they do. Students and their families are kind, supportive, and willing to learn.	10/25/2025 3:47 PM
47	community support parent first approach for staff	10/25/2025 1:52 PM
48	High quality education provided, caring families	10/25/2025 10:50 AM
49	Teachers that care, academic excellence is a priority.	10/24/2025 9:27 PM
50	The staff cares about their students. The staff tends to "go the extra mile".	10/24/2025 4:43 PM
51	Strong teaching and support staff who have long and loyal ties to CPU. We aim for success in all areas--academically and extra-curricularly. We are excited about new facilities in the passed bond issue.	10/24/2025 4:36 PM
52	Teachers that actually care about their students. They need support from administration. They put students first.	10/24/2025 4:24 PM
53	I have lived here all my life and the school has always been respected and has high standards throughout the area. we are a caring community with upstanding citizens who value education and the success of our students.	10/24/2025 4:18 PM
54	Teachers and admins are professionals. They all do what is best for students.	10/24/2025 1:52 PM
55	One of the best things about our schools is that many teachers still focus on strong values and real education. I believe a number of our teachers and staff work hard to make sure students learn responsibility, respect, and good citizenship — not just academics. Parents are involved and have a real say in what goes on, and that helps keep our schools accountable and connected to the community. We take pride in teaching the basics — reading, writing, math, and history — and preparing students to think for themselves and work hard. There's also a lot of support for our sports teams, FFA, and other programs that teach teamwork and leadership. Overall, our schools reflect the values of our community: faith, family, hard work, and pride in doing your best.	10/24/2025 1:41 PM
56	Amazing teachers!	10/24/2025 1:39 PM
57	Teachers and staff put students first. Teachers have high expectations of students and care about their students. Test scores are high. Close to 100% graduation rate each year. CPU offers a great variety of classes, clubs, and organizations for students. High participation rate in extracurricular activities. Newer high school and primary school. Many updates at middle and intermediate schools. Staff is highly qualified and continues to stay up to date on professional development and recent research. Low turnover rate for staff. High open enrollment based on strong test scores and curriculum, highly qualified teachers, and a safe environment.	10/24/2025 1:27 PM
58	There are some really great teachers and great administration. They teach inclusivity and positivity at an early age, and then integrate into the culture of the school. My brother has a disability and just graduated last year. He has made some really amazing friends in the general student population and have been so caring throughout the years.	10/24/2025 1:21 PM
59	I think our kids are very nice and well behaved.	10/24/2025 1:10 PM
60	Our schools are truly the heart of this community. The teachers and staff care deeply about students - not just their grades, but their growth and well-being. CPU offers strong academic programs, a wide variety of extracurriculars, and countless opportunities for kids to get involved and find where they belong. There's a tradition of excellence, school pride, and community support that makes CPU special. Families appreciate that teachers go the extra mile and that the district is committed to helping every student succeed.	10/24/2025 1:04 PM
61	There is high participation and involvement by staff and students. Staff members have a genuine interest in what is best for students.	10/24/2025 12:47 PM
62	The teachers are amazing. I personally know many of them who donate time and other resources to make sure that the students have the best education possible	10/24/2025 12:43 PM
63	School district with opportunity to grow. And return to what it was for years. A small town, tight knit district.	10/24/2025 12:40 PM

64	There are a lot of boomerang students supporting this school. Meaning that many students will leave for a short time but realize how amazing the school and community are and find their way back to raise their families in this area and in this district. When I attend events as a parent there are many many other parents that I attended school with them or their siblings.	10/24/2025 12:37 PM
65	Covering up situations when it might make someone with a certain name look bad	10/24/2025 12:33 PM
66	Teachers care about their students and do what is necessary to support them in their academic journey and life after high school.	10/24/2025 12:31 PM
67	Committed staff who are trying to implement best practices, stay relevant and current.	10/24/2025 12:13 PM
68	We have many hard-working, effective, caring teachers. Our students are great and are for the most part, very respectful. We have some very good leadership and have really started to have great systems in place.	10/24/2025 12:03 PM
69	We have very high state test scores. We are very welcoming and supportive by admin and teachers around the district.	10/24/2025 11:12 AM
70	We as a staff are supportive to our coworkers. We are a team a team that can support each other and help when needed.	10/24/2025 11:08 AM
71	Students are above average academically. High retention rate for staff. Staff really care about student success and building positive relationships with families, we also just passed a bond to get updates throughout the school district.	10/24/2025 10:58 AM
72	Our district has historically been among the first to move toward newly recognized best practices. We would rather lead than be dragged along later. The majority of our staff is willing to "do the work" necessary for student success.	10/24/2025 10:40 AM
73	Teachers put students first. Many teachers get involved in the community as well to keep a family feel. Currently keeping class sizes small to ensure adequate learning environments for all students.	10/24/2025 10:33 AM
74	The educators of CPU are invested in excellence and the students they work for. Those that are committed to success will find collaborative thought partners in each building. The community is actively involved and supportive of our schools. Our ISASP scores and school performance profile scores show we have a strong educational foundation for our students.	10/24/2025 10:21 AM
75	Much like the community, the school district is a reflection of the values of the community. Students and staff alike show mutual respect for one another, and many staff view this as much more than a job to get by - being a valued member of the community by helping shape the minds of the future is a wonderful thing, and having staff that seek out the best in their students and lift them up to heights the students didn't believe attainable is something absolutely admirable about this district!	10/24/2025 9:46 AM
76	Our school is ever changing, as does education overall. Kids are involved and parents as well. New organizations are forming and old ones that sort of died out are slowly coming back. It's always a good day to show your Pointer Pride.	10/24/2025 9:46 AM
77	Long term employees are loyal as are the long term families in this community.	10/24/2025 9:27 AM
78	People genuinely care about staff and students. Staff community is strong. Fine Arts have a reputation of superior quality and set a high standard for programs state-wide.	10/24/2025 9:25 AM
79	Our schools are amazing at creating a welcoming atmosphere for both staff and students. I have enjoyed working here the last three years with my amazing middle school staff and have four boys in the district who have really enjoyed their teachers over the years.	10/24/2025 9:08 AM
80	- High-achieving students and staff - Supportive families - Loyal staff	10/24/2025 8:58 AM
81	Families support teachers and other families. Teachers truly want to put kids first. Staff supports the whole student and builds positive relationships with families.	10/24/2025 8:44 AM
82	Same as the community. Feels more like a big family here rather than a school. We have great schools, great students, and great staff.	10/24/2025 8:43 AM
83	CPU admin and educators work to improve communication vertically and horizontally across the district and with our community.	10/24/2025 8:31 AM

84	kids have great pride in their school. Good team building activities to participate in. Teachers genuinely like their jobs and enjoy teaching. All staff take pride in their building/school	10/24/2025 8:30 AM
85	Students are awesome, they are nearly universally respectful, and responsible. The students seem to enjoy school, even as they complain about being at school.	10/24/2025 8:16 AM
86	The staff offer a variety of teaching styles and leadership profiles which has qualities of reaching every student. Educating the whole child is a focus in the schools to ensure we have a productive citizen leaving our buildings.	10/24/2025 8:14 AM
87	Very caring school district students, staff, and teachers.	10/24/2025 8:07 AM
88	Staff really try to help each other when needed. Everyone tries to make people feel welcome.	10/24/2025 8:06 AM

### 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: 88 Skipped: 9

#	RESPONSES	DATE
1	Declining enrollment	11/4/2025 7:23 AM
2	Just division in Urbana, but again... Enough people show up for the kids- new library, park, etc.	11/4/2025 1:29 AM
3	Managing the next phase of facility construction and bond projects. Balancing growth and enrollment shifts between buildings. Recruiting and retaining quality teachers and support staff in a competitive market. Maintaining transparency and trust with staff, parents, and patrons during transitions. Keeping a clear financial picture as project costs and funding pressures evolve. Strengthening communication and consistency across all grade levels.	11/3/2025 10:18 PM
4	Revolving door of administration lately. Behavior disruptive students impacting others learning. Can be small town clicky, sometimes get the parental big fish in a small pond affect.	11/3/2025 9:46 PM
5	Over the last five years, it feels as if our district has become very divided and worked harder to find ways to disagree with one another versus find things to celebrate. We criticize teachers and coaches online and in the community instead of supporting them or having a conversation with them or simply respecting them and their decision. We need to find someone who is going to keep those people in check and look for ways to bring us all together. We have aging facilities or facilities that aren't keeping up with area schools, but we are limited in funding. We need to get creative and find ways to stretch our budget. We need to do a better job bringing the community businesses into the school to create partnerships.	11/3/2025 9:09 PM
6	As a resident of Urbana, I think there is a feeling at times that Center Point families carry more influence in district matters. We love having the intermediate in our town, but the transportation of students to Urbana for the other 10 years does place a significant burden on families in Urbana. There needs to be another bus stop in the Richland Heights neighborhood for kids that are walking more than a mile to the school bus everyday. Secondly, we appreciated the taking out of tracking for math in the middle school, but it was brought back this year. With the option for block scheduling at the HS, there is not a need to fast track students to Algebra I in 8th grade. Students can "double-up" their freshman year if they wanted. I worry about the messages we send to students when we track students starting in Grade 6.	11/3/2025 7:45 PM
7	This is a typical small town. I have grown up in a small town all my life. Everyone is nice and will come together when needed. But, it is very difficult for someone outside the groups to feel like they fit in. It is also very difficult for their kids to succeed in sports because there is a very clear subconscious bias towards certain families or kids. If your kid is not in those cliques, then it is extremely difficult to get real play time. Lastly, the school does very little for the advanced students. They are typically left unchallenged until they can take college courses. They could be so much farther if given opportunities, especially in middle school. Kids used to be able to take HS algebra but I have heard that may be or has gone away. Now kids cannot get as far in math in hS because they now have to take a HS math course they didn't have to take before. We do so much for those that struggle. But little to nothing for those that excel.	11/3/2025 6:23 PM
8	Some in the community want to keep the district small, instead of grow.	11/3/2025 5:57 PM
9	There has been a lot of administration changes in the last few of years. There is a disconnect between the current admin and the teachers and schoolboard. The previous superintendent tried to bridge this gap, but members of the school board had personal issues with him and so did some current admin. Also, many teachers have left, not just due to retirement, but because they are seeking a place with less paperwork, no standards based grading, and more administration support.	11/3/2025 2:45 PM
10	Declining enrollment, not based on open enrollment in or out. Budget issues due to fewer students.	11/3/2025 2:19 PM
11	There is a lot of entitlement in this community. Folks that feel they are better than others and	11/3/2025 2:09 PM



	don't need to volunteer and take their turn.	
12	The last couple of superintendents that we have endured have sent our district backwards with their own agendas and it has not been great for our community. It has caused some of our most amazing staff to seek other opportunities in other districts or in other professions outside of teaching. We need a strong leader that has the community, district, students, and staffs best interest at heart.	11/3/2025 2:03 PM
13	Our financial standing, strong community pride, Committed staff,	11/3/2025 1:17 PM
14	Our community has the best intentions, but sometimes those good intentions can become misguided—especially on social media. I truly believe that clear and direct communication is an important part of the solution to this issue. Our teachers are dedicated and passionate about their subjects and grade levels. However, this passion can sometimes make it difficult to see beyond their immediate area of focus. We need a leader who can take the issues and concerns presented and make decisions that are best for the school as a whole. Again, clear and direct communication will be key in supporting that goal.	11/3/2025 1:10 PM
15	I am not aware of any...	11/3/2025 12:57 PM
16	It seems, in the past, favoritism has been shown towards certain individuals. This could be staff, supportive staff, or directors. There has been confusion on how/why certain people are being chosen for interview committees when hiring someone new for a position. There hasn't seemed to be much clarity/transparency on that issue. It also seems like we, as a district, are always welcoming input from stakeholders, but we don't seem to listen or use that input.	11/3/2025 12:27 PM
17	We need better facilities, we need fix certain athletics areas like the baseball field, how about more space for a wrestling? I get that we can't fix everything at once but we need to invest back into our facilities to entice students to go out for sports, as well as create a more inviting school. When your stuff looks athletic facilities look terrible it does not make people want to come here. I know it is not only about sports but sports a HUGE part of students and parents lives no matter what the sport is. What grants are out there that our school could apply for?	11/3/2025 12:27 PM
18	Most district our size have an auditorium already. Our Middle School is in desperate need of updates or remodel. Facility updates that are needed at each building. The new Sup, along with the finance committee must maximize our PPEL funds for building updates. If property tax reform is passed by the governor, it's going to make money even tighter within the district. The money of the GO bond will become harder to fund.	11/3/2025 12:21 PM
19	[REDACTED]	11/3/2025 12:11 PM
20	He'll need to work hard to build trust with the community and listen to parents and teachers.	11/3/2025 11:36 AM
21	This community is tight-knit. Plan to be visible and get to know people.	11/3/2025 9:58 AM
22	- distrust of the former supt	11/3/2025 9:53 AM
23	This position is one that hasn't been trusted in the past couple of years. There has been a clear divide within the district as those who were "buddies" with the last superintendent and those who weren't. Was very boys club-like. There needs to be some healing among the entire staff, and some difficult changes that need to be made to help improve our district. Staffing and responsibilities really need to be looked as many positions seem to not keep busy or skirt their responsibilities.	11/3/2025 9:47 AM
24	Even though the communities joined to form a school district, each town is a separate entity, in different counties. Center Point has three attendance centers while Urbana just has one. There are not many opportunities for the Urbana building to bring the public in - originally the Urbana building was the middle school and with that held sporting events and musical concerts, it's almost like we don't have a school in town. As a person who graduated from Urbana I find this sad, there is not any sign, other than on the building, to even identify the district.	11/2/2025 7:25 PM
25	Trust needs to be restored in our leadership. We need a leader who is not only capable of doing the work it takes to lead the district, but can build trustworthy relationships.	11/2/2025 6:11 PM
26	School is falling behind in extra curricular activities and does not have the proper venues or support to be successful	11/2/2025 5:26 PM

27	We have to build the trust back after the havoc wreaked by the last two superintendents. Good people left because of him.	11/2/2025 12:15 PM
28	Favoritism amongst staff and school board	10/28/2025 10:39 PM
29	The need for improved facilities and improvement in all buildings as well as sports and music facilities.	10/28/2025 1:49 PM
30	There has been a great deal of turnover with the faculty and teacher over the past few years. A sense of stability would be desired.	10/28/2025 10:36 AM
31	Our school district has been through some difficult years and our community seems divided. We need to bring everyone back together. In recent years, we've had protests over reducing a class size, a staff member paid out a large amount of money, and multiple principals quitting.	10/28/2025 8:49 AM
32	Haven't had strong and supportive leadership in the past, favoritism has been present in the district, admin focused more on the negative and what staff was doing wrong (trying to get staff in trouble) than the positives, CPU used to be a district that everyone wanted to be a part of and was respected the last few years this hasn't been the case	10/28/2025 8:06 AM
33	A vision for the district- financial, grounds/facilities, student improvements, communication with families and stakeholders, quality teaching staff	10/27/2025 6:57 PM
34	None that I'm aware of	10/27/2025 6:29 PM
35	The district is currently improving its facilities while managing declining enrollment. The new superintendent will need to develop both short- and long-term plans that maintain strong opportunities for students and staff while ensuring financial stability and balance.	10/27/2025 12:33 PM
36	We have had a lot of turnover in the district. Some people who have been here for a long time (community members and staff alike) seem to not love abrupt change. I think if a new superintendent comes to CP-U, they should have a period of time to get used to the staff and community before initiating significant changes.	10/27/2025 11:58 AM
37	That there has been a lot of changes in the past few years due to lack of leadership and trust within the leadership.	10/27/2025 10:07 AM
38	I think a high focus on strong curriculum that reflects accurate, unbiased content while promoting critical thinking. We still have opportunities to improve in this area. Please focus on Social Studies Curriculum 3-12th grade. Believe there is opportunity to improve accuracy, promoting American unity (vs division) and patriotism.	10/27/2025 9:37 AM
39	Enrollment out is taking place with some students due to sports. And they're not leaving to find schools that make more trips to the state tournament. They're leaving because of the culture being created inside individual sports. With a new AD on board, this can hopefully be addressed; volleyball will be tricky with husband/wife pairing.	10/27/2025 8:54 AM
40	N/a	10/27/2025 7:54 AM
41	Many facilities are out of date and/or inadequate Little opportunity to host events due to inadequate facilities Little diversity Choral music program is declining at the high school level	10/26/2025 9:24 PM
42	I am sure the changes that the state wants to make to property taxes will cause issues for schools. Facility needs Helping find staff, especially in areas that are difficult to hire	10/26/2025 5:11 PM
43	People want to have fun while they educate children and not be scared of the people in the district offices. [REDACTED] has brought a little happiness and breath of fresh air back to the district.	10/26/2025 3:13 PM
44	We have administrators who are not consistently present in their buildings and students and staff don't see them on a regular basis. There are administrators that can't make decisions on their own and are afraid of confrontation with students and parents so they are not backing up their staff members.	10/26/2025 1:43 PM
45	I'm not currently sure how to answer this question	10/25/2025 6:43 PM
46	Trust the staff ...they are hard working and dedicated.	10/25/2025 4:14 PM
47	culture in buildings still needs improvement among staff	10/25/2025 1:52 PM
48	Culture needs to improve, dropping enrollment when we used to be growing, finances	10/25/2025 10:50 AM



49	The community is a little unsure about the administration right now since we were "burned" by some things that happened before.	10/24/2025 4:43 PM
50	School staff needs transparency and strong communication after several years without. Staff needs to be able to trust and respect our new superintendent. We have a declining student population and no large businesses to help with our tax base.	10/24/2025 4:36 PM
51	The community likes to see the Superintendent invested in the school by making himself visible to the students, staff and community. Attend school functions.	10/24/2025 4:24 PM
52	We have high standards. We expect the best. We have had a tough 5-6 years and need to heal from it. We lost many individuals who gave their all to keep CPU Nation great. We learn from where we have been and need to grow back to a the great caring community that we know we can be.	10/24/2025 4:18 PM
53	People are still recovering from a few really bad years with the previous superintendent. It is going to take a lot of relationship building to build trust with everyone.	10/24/2025 1:52 PM
54	We want this to be a small town rural Iowa feel and we want it to stay that way. We cannot bring every child through our school system equally, without limiting the potential of others.	10/24/2025 1:41 PM
55	There is a history of biased and politically driven members of the school board who favor certain families in the community. There is also way too much religious affiliation with the Anchor Bible church. There needs to remain separation of state and church. There is also a history of teacher afraid to voice concerns because they are afraid of relatiation	10/24/2025 1:39 PM
56	There were issues with trust, honesty, and respect with the last superintendent. The past superintendent did not want teachers communicating with the school board. Hiring practices in the past were not always fair and communication between the superintendent and staff was strained. The past superintendent was not invested in the school or community and his family made it known they would not stay here very long. The past superintendent did not hold himself accountable and blamed others for issues. Because of all of these issues, it makes it difficult for staff to trust the superintendent.	10/24/2025 1:27 PM
57	It is one of the top schools in the area and really a destination district. Although there is community support, there are still challenges any school faces in this economy and political landscape in regards to funding and staffing.	10/24/2025 1:21 PM
58	They should be aware of the turnover that we have had recently with our administration.	10/24/2025 1:10 PM
59	In recent years, the district has experienced a notable amount of turnover in key administrative roles, which naturally creates concern among parents, staff, and students. Stability in leadership is important for maintaining trust, consistency, and direction. My hope is that we can retain strong, experienced leaders who in turn help us keep the outstanding teachers and support staff that make CPU what it is. Families want to see long-term commitment to staff support, communication, and morale, so that our district remains a place where great educators want to stay and grow.	10/24/2025 1:04 PM
60	It will be important to build back trust within the staff and community. The previous superintendent destroyed much of the trust that had been built up in the district. There was a focus on finding the negative as opposed to focusing on the good things that were happening across the district.	10/24/2025 12:47 PM
61	The declining enrollment would probably be the first issue that needs addressed. Related to that would be the lack of growth in the community, especially Center Point which hasn't added a major development in some time. Finding affordable housing in the communities is difficult.	10/24/2025 12:43 PM
62	Several staff members are believed to have been placed into roles they were not qualified for. And the interview process was not honored correctly, pervious superintendent ignored the interview groups input. Previous superintendent also reprimanded staff members that spoke out against his actions.	10/24/2025 12:40 PM
63	Not being transparent	10/24/2025 12:33 PM
64	We care about eachother as a family and when someone tries to negatively disrupt it the community will do what it takes to make it positive again.	10/24/2025 12:31 PM
65	There has been a lot of outside noise in recent years. Will need to be able to block out some of the noise and focus on the job.	10/24/2025 12:27 PM

66	I do not believe all buildings at the school receive the same level of consideration, infrastructure is lacking in places. Would love to see increases in student involvement in extra curriculums and connections that engage them. Attitudes of "here's how we've always done it" seem to get in our way sometimes. Currently feel like we're riding our old reputation of being a quality district without the substance to back it up. Very image driven.	10/24/2025 12:13 PM
67	Our district has been quite divided in the past 5ish years. Politics have become quite the point of contention in all aspects. There are some educators who choose to not follow protocols or respect what the admin ask them to do. There have been a lot of things swept under the rug and they've finally begun to be taken care of as leadership has changed.	10/24/2025 12:03 PM
68	Recent bond issue. Turnover of central office.	10/24/2025 11:39 AM
69	Culture in our district has been not very great over the last 5-6 years. We having trying to work on it, but as a district it is not super great.	10/24/2025 11:12 AM
70	we need a canidate who will help make our school even better, updates to middle school. Support Staff pay increase ( what our Letter says we work hard to support staff , students) and insurance included.	10/24/2025 11:08 AM
71	There has been times that there has been some bad culture throughtout the buildings, this was caused when as a district we made a move to becoming PLC schools and buy in was mixed. Some felt that their teaching efficacy was not able to be used as they were forced to teach straight from the curriculum (This has gotten a lot better though)! Another area that we need help with is how to handle students with behaviors and what is the protocol for that. There is not a lot of behaviors in the district, but the ones that we do have tend to just get pushed along and they don't get the support that they really need. There have been some students that transfer out in high school because they feel our sports programs are not the best, which in return lowers our student enrollment. If we can put more focus to sports/fine arts, I feel that will make our school an even more attractive location for families.	10/24/2025 10:58 AM
72	Most building level administrators are new to the profession or new to the district.	10/24/2025 10:40 AM
73	Athletic programs are lacking immensely. We know the success of athletics and arts brings money into a district. We need to highly look into this. Numbers continue to decline in participation at an alarming rate. No accountability for coaches/directors (evaluation process? success criteria? etc.?) In buildings, ensuring culture is taken care of with staff. Still a very big issue. Being visible in all buildings so everyone (students and staff) knows who they are.	10/24/2025 10:33 AM
74	We have good test scores. Now it's time to go from good to great with innovation and continued collaboration. We need a superintendent that supports and encourages us so we can close the door on fear and power tactics. They are ineffective in creating positive, lasting change. If you are looking for a district to disappear behind your desk, embrace the educational status quo, and not embrace change and excellence, this is not the district for you. We need a positive service leader.	10/24/2025 10:21 AM
75	There will be a lot of people that will tell them that the golden age of CPU was years ago, and that we are trying our hardest to get back to that point of being a destination school. Our district as a whole knows that it is absolutely attainable again, and we have the staff here to prove it. We need someone who is going to help lead us back into that golden age - someone who is going to look out for the good of the district, staff and students alike.	10/24/2025 9:46 AM
76	In my time with CPU, I've learned or gotten the feeling that the parents of CPU students always want to be 'in the know' of what's going on as it relates to school business or hiring of staff. In today's world, that's a lot to take on and can be very overwhelming. Being present with staff and students so they know who you are and you take the time to get to know who they are, not just knowing the difference between if they are staff or a student. It's noticed if you say one thing and your actions are something different - like saying your door is always open, when in reality it is always closed.	10/24/2025 9:46 AM
77	Providing the best education/example for the students is no longer a underlying, core motivation. We have lost that as a culture. Somehow requiring students to press on, working towards a standard has become too much work. Employees have developed cliques. Backbiting has become a problem. Some employees are allowed to pick and choose the tasks on their job description that they are willing to complete.	10/24/2025 9:27 AM
78	Funding. No tax dollars coming into the community since we live so close to Cedar Rapids.	10/24/2025 9:25 AM

79	Urbana has had some town issues with Mayor, police and such but nothing to do with the school. We don't have local police so we will have to deal with both Linn and Benton counties for those services.	10/24/2025 9:08 AM
80	Previously toxic culture in the last 5 years. However, is improving the 2025-2026 school year. Last administration left staff feeling like they had to constantly be looking over their shoulder. We want to be held accountable but do not want to feel like our admin. is out to get us. Due to the small town atmosphere and loyal community there are some deep wounds from previous administration.	10/24/2025 8:58 AM
81	In past administration there was a lack of support to staff making staff feel that they were not valued.	10/24/2025 8:44 AM
82	Not to micromanage. Have an open ear. Not "my way or the highway" mentality. Be people focused.	10/24/2025 8:43 AM
83	Declining enrollment and funding may be our biggest obstacles.	10/24/2025 8:31 AM
84	No tax base - struggle for every dollar we have. Need a famous person to make a large monetary donation to the district so we can update ALL facilities and have buildings/grounds we can be proud of and show off	10/24/2025 8:30 AM
85	There is a very large construction project underway, and it doesn't seem like the adults of the competing interests, activities (music) and athletics, are willing to compromise. This is nothing that I have actual first hand knowledge about, just hearing it from different community members. It feels/sounds like everyone is worried about being left out so no one really wants to compromise. Finding the Win/Win could be a challenge.	10/24/2025 8:16 AM
86	We have hired a lot of new to the profession leaders and had a lot of leadership turnover. A solid mission supporting servant leadership would ensure emotional safety of staff in all buildings which is currently not there.	10/24/2025 8:14 AM
87	Lack of funds. We are unfortunately a very poor district financially. This really has a negative impact on our growing list of needs. The community, while it does "care" - this does not translate in the financial ability to do very much with our limited means. Yes, we are very close to Cedar Rapids, but Cedar Rapids and Marion do not pay our tax bills, which fund our schools.	10/24/2025 8:07 AM
88	Change can be difficult for anyone, but smaller communities need transition time for changes to be accepted.	10/24/2025 8:06 AM

## 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: 95 Skipped: 2

#	RESPONSES	DATE
1	We need a strong leader who cares about our community, district, staff, and students, but can make tough decisions. Our community is nostalgic about the "good old days" but we need someone who understands current policy and will move us forward to make a strong district now and for the future.	11/4/2025 7:23 AM
2	Intentional persistence and commitment to providing the best schools for our children.	11/4/2025 1:29 AM
3	Approachable, visible, and community-minded. Strong communicator and listener who builds relationships and trust. Financially knowledgeable, detail-oriented, and transparent. Able to lead collaborative teams and empower administrators and teachers. A strategic thinker who balances vision with day-to-day management. Committed to students first — with empathy, integrity, and fairness.	11/3/2025 10:18 PM
4	Good discipline, strong focus on academics, focus on school safety.	11/3/2025 9:46 PM
5	Strong leadership skills, good communicator, willing to take on difficult jobs that have been overlooked or avoided in the past- ie:difficult parents who complain about coaches and teachers very vocally, teachers who are not meeting district expectations, etc.	11/3/2025 9:09 PM
6	Focus on equitable instructional practices for all students Someone who is visible in the community	11/3/2025 7:45 PM
7	NOT from this community in the past. They need to come in with a fresh perspective, very good communicator, and excellent in school finance.	11/3/2025 6:23 PM
8	Financially responsible; listens to all stakeholders; longevity and dedication to the community	11/3/2025 5:57 PM
9	COMMUNICATIVE AND COLLABORATIVE	11/3/2025 3:08 PM
10	The superintendent should be visible in all buildings, needs to use great financial skills, and be able to lead through a construction process. Some of the most important characteristics are putting students first, supporting teachers, communication, and holding administration accountable. family ties to the area would be a benefit.	11/3/2025 2:45 PM
11	Experience as a superintendent, not just an assistant, or having personal connections. Someone willing to invest in the school, staff, students, and community	11/3/2025 2:19 PM
12	Good Business skills, good people skills, ability to deal with conflict. Need to have common sense.	11/3/2025 2:09 PM
13	Be representative of what CPU stands for. Do not have your own agenda to use against those you disagree with in our community/district. Be open to change and growth throughout the district and community as a whole and be supportive above all.	11/3/2025 2:03 PM
14	Integrity, experience, enjoys kids, works well with people!	11/3/2025 1:17 PM
15	We want a leader who sees teachers as people—who recognizes our dedication and passion. We want to feel confident that when we bring our most important concerns forward, they will make thoughtful decisions with the people affected in mind. We need someone we can trust, without having to second-guess their leadership, because we know they are considering all factors. Most importantly, we want a leader who understands that our focus is, and always will be, on the children we teach.	11/3/2025 1:10 PM
16	They should not lead from the top down. A good leader, leads by listening from the bottom up. While change is always going to happen with new management, change is lead by first	11/3/2025 12:57 PM

following. Listening. And those that make the loudest noise are not the only ones that need to be heard.

17	Personable and not intimidating. Trustworthy. What is being said has to be seen. Innovative. I feel like we have been at a stand still with many things. How can we make this district as progressive as possible, where we are competing with neighboring districts from a facilities and technology standpoint.	11/3/2025 12:27 PM
18	- Someone who cares about our students, who takes time know them -Someone who invest back into our schools. -Someone who isn't afraid to get their hands dirty and find solutions to the problems our facilities have. ie: old, outdated, more space needed, etc. -Someone who is good to our teachers and finds ways to improve retention.	11/3/2025 12:27 PM
19	Transparent, have the best interest of student, staff, community stakeholders in mind while making financial decisions that will effect the future of CPU school district.	11/3/2025 12:21 PM
20	Transparency, trustworthy. Maybe has experience with dealing with the school district bonds and how to successfully implement them.	11/3/2025 11:36 AM
21	We need someone who is budget-wise, builds relationships, communicates well, and transparent with practices.	11/3/2025 9:58 AM
22	- integrity - what will they do in difficult situations?	11/3/2025 9:53 AM
23	Open, honest, and trustworthy. Get things done and make hard decisions.	11/3/2025 9:47 AM
24	Communication - both with staff and the community. Knowledgeable about school finances. Proven success running a school	11/2/2025 7:25 PM
25	Strong financial knowledge, and just as strong relationship building skills.	11/2/2025 6:11 PM
26	Would like them to push for more funds and updates to be done with the athletic facilities. The school district is way behind when it comes to the facilities by a lot and needs to be focused on	11/2/2025 5:26 PM
27	They need to be caring, kind, ethical and moral. We need someone who is present and visible and who have strong financial backgrounds.	11/2/2025 12:15 PM
28	Willing to say no to people Willing to make necessary changes Openmindness Approachable Inspiring Leadership Abilities Not Micromanaging, but still keeping tabs on buildings	10/29/2025 11:04 AM
29	Parents need to be heard their opinions matter Dependable Calling off school super late is hard to arrange daycare	10/28/2025 10:39 PM
30	A new superintendent for this community needs to be experienced. Previously hiring administration without experience has proven to not be successful for this community. A good financial background is much needed as the school is going to need many improvements.	10/28/2025 1:49 PM
31	I would LOVE to see a superintendent that is a CPU alumni. I know there have been several candidates interested in past positions (both principal and superintendent) that were alumni and would be great candidates. It would be great to see them in those positions! I don't love getting a stranger to the community. While I know it's sometimes nice to have fresh eyes, it feels impersonal and feels like a revolving door of strangers. There are ALOT of parents in the community who are alumni of CPU, and I think having alumni in these roles would be great and very well received by parents!	10/28/2025 12:32 PM
32	The ability to listen to all sides of a situation I cludnh those you may not agree with and be willing to work with others in a spirit of compromise	10/28/2025 10:36 AM
33	Communication, transparency, compassion, willing to do represent change	10/28/2025 8:49 AM
34	approachable and visible, respectful communicator, supportive leader, trustworthy and transparent, collaborative, student-centered, positive and encouraging	10/28/2025 8:06 AM
35	A candidate who has superintendent experience with all aspects of the job, than an assistant superintendent who has only done segments of the position. Strong in financial knowledge and great communicator.	10/27/2025 6:57 PM
36	Calm Great listener and communicator Ability to understand where people are coming from Never judging anyone Kindness and want to go around to talk to people and kids in the buildings	10/27/2025 6:29 PM

37	The new superintendent should be honest and transparent, with strong communication skills to effectively engage with the community. They should be able to work collaboratively with the school board, provide clear leadership for administrators, and demonstrate a visionary mindset to guide the district forward.	10/27/2025 12:33 PM
38	A successful new superintendent would be patient, caring, diligent, thoughtful of tradition, and optimistic about the future!	10/27/2025 11:58 AM
39	Visible in the community and schools. A good listener, a strong leader and very understanding of what our schools have been through the last few years.	10/27/2025 10:07 AM
40	Active visible engagement by attending school events so that parents and students feel comfortable engaging with superintendent. Active listening to parents and students. Strong focus on curriculum, and preparing students for life beyond high school. Desire to promote American unity and patriotism.	10/27/2025 9:37 AM
41	Level-headed. Ability to stare down poor-informed inputs and maintain composure by making data-driven decisions for the good of the district.	10/27/2025 8:54 AM
42	Great leadership skills and showing a presence to staff.	10/27/2025 7:54 AM
43	Ability to put students first while maintaining a balance budget Be visible/Approachable Leader Trustworthy	10/26/2025 9:24 PM
44	Supportive, knowledgeable, with a sense of humor, and wants to be visible. Superintendents who have been successful in our communities, going back to the 1970s, have had their lives revolve around the school. They can't be at all activities, but they are at most. If this doesn't happen, the chances of success are lower. If you go to an activity, it should feel like a habit. If there is a game or a concert, you should not ask yourself if you are going.	10/26/2025 5:11 PM
45	Open, visible, caring, clear communicator, willing to listen, not policing everyday tasks but still having authority	10/26/2025 3:13 PM
46	experience, personable, open minded, student first mind set, positive mindset for our district, willing to take charge but not micro manage	10/26/2025 1:43 PM
47	The superintendent needs to be decisive and have a no nonsense attitude. Organized, good listening and communication skills,	10/25/2025 6:43 PM
48	Confidence, empathy, open minded, forward thinking.	10/25/2025 4:14 PM
49	A candidate should be kind and personable, but also able to create a vision for propelling the district forward by listening well and being present in all buildings, as well as in the community. Financial stability and a long-term plans for enrollment are important. Ensuring that the district recruits and maintains quality staff is also important. Students, staff, and the community should all feel comfortable talking to the candidate, and the candidate's presence should be regularly seen and welcomed in all schools.	10/25/2025 3:47 PM
50	parent first approach for staff (allowing staff to find coverage and be at any of their children's events) strong communication fairness policy plays NO favorites	10/25/2025 1:52 PM
51	Personable, trustworthy, good financial background, forward thinking, innovative	10/25/2025 10:50 AM
52	Questions to ask: What is your philosophy on education, and how do you believe schools should prepare students for life beyond academics? How do you view the role of a superintendent in fostering a culture of respect, discipline, and moral character among students and staff? What books or resources have most influenced your views on leadership and education? In your experience, how have personal values impacted your professional decisions in education? How do you plan to ensure curriculum reflects accurate, unbiased content while promoting critical thinking over ideological agendas? How would you handle parental concerns about controversial topics in sex education or gender identity policies? How do you view the teaching of science, including debates on origins of life or environmental issues? What is your view on parental rights regarding curriculum opt-outs, school notifications, and access to student records? • How do you plan to engage the community in supporting education, including roles for local organizations, businesses, and faith groups? • How important is it for schools to promote American unity and patriotism, and how would you implement that?	10/24/2025 9:27 PM
53	Be willing to listen to staff (they know the students best). Be willing to listen to students and	10/24/2025 4:43 PM



parents. Support all students. Be seen at school/community events. Have experience dealing with the issues facing schools.

54	Experience as an assistant supt or superintendent. Open to new ideas. A strong communicator. A mind for finance. A love for small town Iowa. A family man or woman. An educator at heart, not forgetting that kids come first.	10/24/2025 4:36 PM
55	Easy to approach. Talks with you and not AT you. Involved with students and school activities. Supports staff.	10/24/2025 4:24 PM
56	Communicates well - works well with administration, staff, and community - doesn't pass the buck - organized - visual - creates a positive atmosphere	10/24/2025 4:18 PM
57	Approachable, professional, ready to make decisions, not afraid to take accountability for decisions that are made.	10/24/2025 1:52 PM
58	We want things to be ran more old school/conservative. We live in rural small town Iowa for a reason. We don't want big city liberal ideals in our community. I want my kids to learn merit based work ethics, reading, writing, science and critical thinking. I don't want want my kid to miss potential, just because we are putting too much focus and funding on kids with lesser mental capacity or behavioral problems. The reality is, that many of those kids will never be at the ability level of even the average student. I want a superintendent who will value those things!	10/24/2025 1:41 PM
59	Honesty, integrity, transparency, good communication, kindness and compassion. Willingness to hear comments and concerns with an open mind instead of instilling fear in staff.	10/24/2025 1:39 PM
60	Ability to put students and staff first ahead of finances. Honest and transparent communication with staff, families, and the community. Strong understanding of the district and individual building's goals. Ability to lead by example by showing respect, honesty, and caring about staff, students, and families. Being invested in the school and community, not just here as a stepping stone for a future job. Strong collaboration skills to connect with staff, students, families, and the school board. Innovative problem-solving. Fiscal responsibility and accountability. Ability to make thoughtful, data-informed decisions. Strong understanding of the PK-12 curriculum. Approachable and empathetic personality.	10/24/2025 1:27 PM
61	Positive, willing to participate, support teachers and paras, be willing to listen and take feedback from teachers, educators, administrators, parents. If this person gives the staff the tools they need, the staff can take care of the kids and if the kids are taken care of, there are better outcomes for the community.	10/24/2025 1:21 PM
62	I think they should be willing to talk to the people and give them a say on what goes on. I think they should put the students first, and always have that mindset that they want the students to get better over anything else.	10/24/2025 1:10 PM
63	The next superintendent should be approachable, visible in the community, and genuinely invested in building strong relationships with staff, parents, and students. They should be an excellent communicator who listens well, values transparency, and leads with both confidence and humility. Someone who understands the importance of stability, especially after recent changes, and who can build a culture of trust, collaboration, and respect. CPU needs a leader who will celebrate our strengths, address challenges head-on, and foster a shared sense of pride and purpose across the district.	10/24/2025 1:04 PM
64	A Godly man with high morals	10/24/2025 12:56 PM
65	A person who values people and focuses on building positive relationships with students, staff, and community members.	10/24/2025 12:47 PM
66	I would like to see an experienced superintendent who has a vision of where he wants the district to be. The individual needs to have exceptional communications skills, be personable, and be a team builder. The individual also needs to understand the finances due to the declining enrollment issue.	10/24/2025 12:43 PM
67	Trust, openness	10/24/2025 12:40 PM
68	I would love to have a leader who promotes quality over quantity in most scenarios. We want our students to have quality education, the families to have quality values upheld, and for teachers to have a quality employment.	10/24/2025 12:37 PM

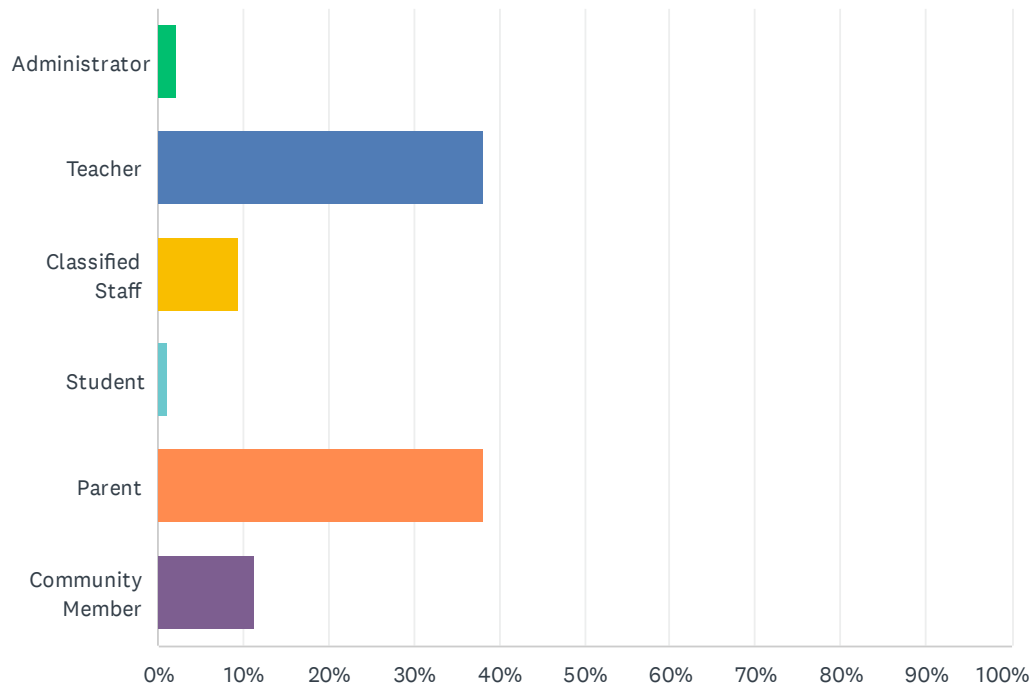
69	Able to see through the [REDACTED] and be strong enough to stand up for what is for the best interest of the school.	10/24/2025 12:33 PM
70	Someone who actually takes the time to get to know their staff and students. Do what they say, has transparency, truly cares about our future and the wellbeing of staff & students	10/24/2025 12:31 PM
71	Make sure they are a legal us citizen, and that their college education is verified.	10/24/2025 12:29 PM
72	Process-driven, mentor/grow abilities of newer administration, able to hold staff accountable, and willing to be the face of the district.	10/24/2025 12:27 PM
73	Transparency, collaboratively-natured (not top-down), skills in balancing staff protection/support with family partnerships Accountability (both of themselves and of all staff) Handling issues with grace Rebuilding trust	10/24/2025 12:13 PM
74	I look for a leader who is logical, cares about the staff and students, understands our positions as educators and values that. I am also looking for someone who has clear vision, clear communication and does not bring politics into our classrooms. I also hope for someone who continues to put systems into place so we can be a well oiled machine and we know exactly who to go to for what. Lastly, I truly hope for someone who has our backs, who we can go to and feel supported.	10/24/2025 12:03 PM
75	Effective communicator and motivator. Collaborative and supportive.	10/24/2025 11:39 AM
76	We want to see a superintendent who holds people accountable for their actions. We want a superintendent who is willing to build on our goals we have set. As superintendent we want someone who is VERY present in schools. This was one quality we loved about [REDACTED] is the students getting to interact with him. We also want a superintendent who is very supportive of teachers and staff members. Consistently checking in with how teachers are doing. We want someone who will continue with our already great success of PLC. We also want someone who is very transparent and communicates often with the district.	10/24/2025 11:12 AM
77	willing an able to take on what we as a school district needs to help support our staff in making our schools the best help our students be the best they can be.	10/24/2025 11:08 AM
78	Someone that you can have a conversation with and does not feel that they are more important than others. Level headed. Looking at how we can make this district even more attractive spot for families to move their families to.	10/24/2025 10:58 AM
79	The superintendent should be personable, willing to work productively and professionally with CPUEA, and exhibit strong leadership skills. Someone with experience as a district superintendent (likely in a smaller district) seems pretty paramount. District supers are accustomed to running the whole show, not just a segment such as finance or curriculum. This is what we need to move forward.	10/24/2025 10:40 AM
80	Approachable, Firm in their beliefs (not wish/washy telling people what they want to hear), Student first mindset, someone who is willing to continue to bridge any gap between school and community, involved, understanding.	10/24/2025 10:33 AM
81	Optimistic yet realistic, intelligent, sense of humor, strong collaborative and communication skills, the strength and motivation to do what is right even when it's hard, and a strong work ethic.	10/24/2025 10:21 AM
82	Unlike big city schools or districts, our district is not purely transactional or all-business. While yes, there are times where these things need to be prevalent in how we operate, we are looking for someone who is going to be akin to a warm fire on a nice fall day - welcoming, warm, and able to help calm the storm that may be raging.	10/24/2025 9:46 AM
83	Honesty and integrity. Transparency with staff. Good communication about all things, even at a high level as to what things may be coming or changing. Focus on the team and what the team (all of our CPU staff) do on a daily basis, not just a small group. Show praise and appreciation genuinely, not just for show and not to show how he/she was involved. Be real and be present.	10/24/2025 9:46 AM
84	The candidate should show maturity, the ability to accurately access reality, and also believe in fiscal responsibility. Someone who wants the best for the school and is resistant the charismatic personalities of those who are not doing their best for the school.	10/24/2025 9:27 AM
85	Build relationships. Be visible daily and ask staff and students about what matters.	10/24/2025 9:25 AM



86	Listen to the teachers and other staff and their ideas and concerns. Let them have a voice as they are in the trenches. Be available and come visit each classroom just to say hi, see how things are going, and also attend other activities. Being seen in the community is huge and being open to seeing and talking to community members or staff is key to success for the district. I would also recommend talking to students and listening to them on positives and negatives and see if there are things that may help improve those issues. I truly enjoy seeing the superintendent when they visit our school, went to 6th Grade Camp Out, and attending meetings and other events.	10/24/2025 9:08 AM
87	- Encouraging - Engaging - Motivated - Empathetic - Possess integrity - Realistic - Honest	10/24/2025 8:58 AM
88	Personable, supportive, approachable, confident, visible, knowledgeable, ability to move our district back to being a place that families want to send their children too.	10/24/2025 8:44 AM
89	Be able to listen. Be able to be approachable. Do not scare staff away, rather make it so people do want to be here.	10/24/2025 8:43 AM
90	Our superintendent needs to be decisive, a good listener, have an open mindset and make him/herself visible to teachers, parents and students.	10/24/2025 8:31 AM
91	Friendly, money conscious, team player/builder,	10/24/2025 8:30 AM
92	Student/Teacher advocate Responsive to the community Bridge builder Desire to be visible in the district, not just in the office	10/24/2025 8:16 AM
93	Servant leadership Open communication [REDACTED] Model what is preached Visible Always learning	10/24/2025 8:14 AM
94	They must be personable. They must be seen. They will not be respected if they hide in their office and treat us like we operate in an uncaring district of 100,000 students instead of a district of 1500 students.	10/24/2025 8:07 AM
95	Honest, Empathetic, Enthusiastic, Caring, Charismatic, Firm but Fair... Not a Micromanager, but supportive when needed, Transparent as possible... Sees that our community is made up of many families and put the human before the job.	10/24/2025 8:06 AM

## Q5 Please indicate the stakeholder group you represent:

Answered: 97 Skipped: 0



ANSWER CHOICES	RESPONSES	
Administrator	2.06%	2
Teacher	38.14%	37
Classified Staff	9.28%	9
Student	1.03%	1
Parent	38.14%	37
Community Member	11.34%	11
TOTAL		97