



SUPERINTENDENT SEARCH



Columbia
PUBLIC SCHOOLS

HELPING SCHOOL BOARDS ENSURE ALL STUDENTS SUCCEED

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CPS Community Survey & Forum Feedback

- Survey responses collected December 2-29, 2024
 - 1,276 responses received
 - Included students, staff, parents, district residents, and others
 - Top expectations for the next Superintendent
 - Strong community involvement, collaboration, and building trust (690 mentions)
 - Ensuring teacher support, retention, and empowerment (654 mentions)
 - Focus on students, including academic success and student well-being (501 mentions)
 - Effective and visible leadership, including decision-making (470 mentions)

CPS Community Survey & Forum Feedback

- Most important professional skills and qualifications
 - Recruits, hires, supports, develops, and retains effective staff members (732)
 - Advocates publicly for school district needs and public education (675)
 - Fosters community for teachers and staff (672)
 - Effectively works with school administrators (548)
 - Promotes a community of care and support for students (521)
- Most important personal traits
 - Demonstrates ethics and integrity (772)
 - Is approachable, accessible, and welcoming (693)
 - Demonstrates collaborative leadership (637)

CPS Community Survey & Forum Feedback

- Five community forums held on January 8-9, 2025
 - Rock Bridge HS, Hickman, Battle, Douglass, and an online virtual sessions
 - 70 total participants
 - Most frequently mentioned expectations of candidates include
 - Authentic and ongoing engagement with all stakeholders, including parents and staff
 - Clear, honest, and open communication and consistent follow-through
 - Ensure all voices in the community are heard, especially underrepresented groups
 - Ability to demonstrate past successes in prior districts, especially with
 - Community engagement and development of internal and external relationships
 - Teacher, support staff, and administrator recruitment, development, and retention
 - Strong focus on student achievement, with equitable access to resources and support

CPS Candidate Summary

Missouri Applicants
10
45.45%

Out of State Applicants
12
54.55%

22
Completed
Applications

Doctorate Degree
20
90.91%

Superintendent Experience
13
59.09%

Next Steps

- **This Week**

- Review Survey and Forum Feedback with the Board
- Review all 22 applications
 - Narrow the field for Screening Interviews

- **Week of January 27**

- Hold Screening Interviews
 - Narrow the field for Finalist Interviews

- **Week of February 10**

- Hold Finalist Interviews
 - Select your next Superintendent– Just as Superintendents are getting their contract renewals!

*Thank
You*

FOR YOUR PARTNERSHIP!

