

## 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)

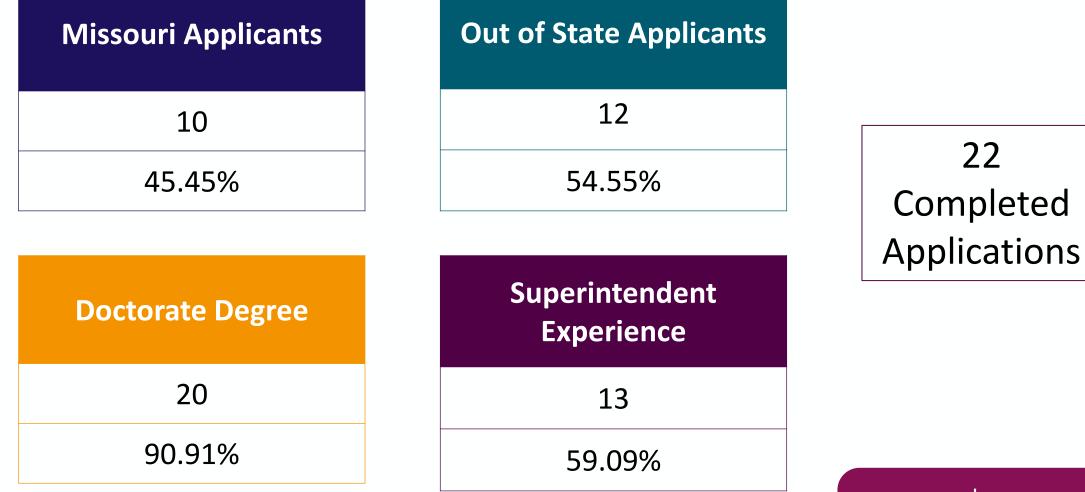
## **CPS Community Survey & Forum Feedback**

- 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**



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#### 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!

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