

Summary of Stakeholder Engagement Presentation to the Cedar Springs Board of Education, August 24, 2026

How was perception data gathered?

Online Survey-301 participants

Face-to-Face Meetings-24 participants

Phone Calls Emails

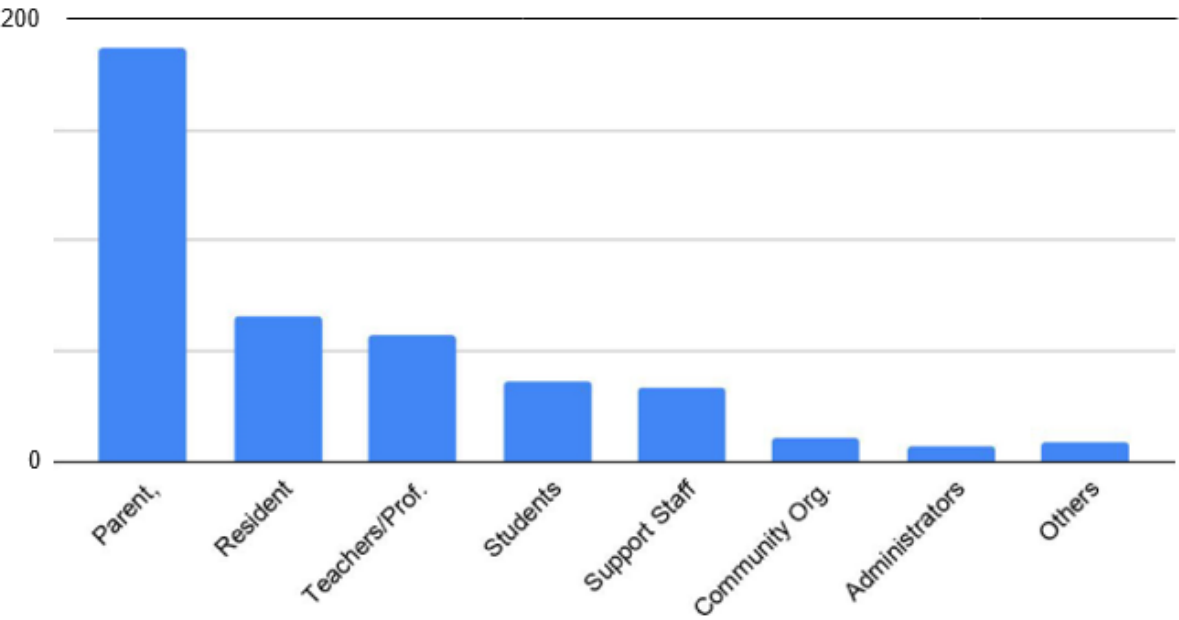
As you review this information, please remember the data reflects thoughts and perceptions.

Collection methods and results were not professionally normed or validated.

Regarding the online survey results, some questions allowed participants to choose more than one option.

An option may be seen as a strength or a challenge, depending on one's point of view.

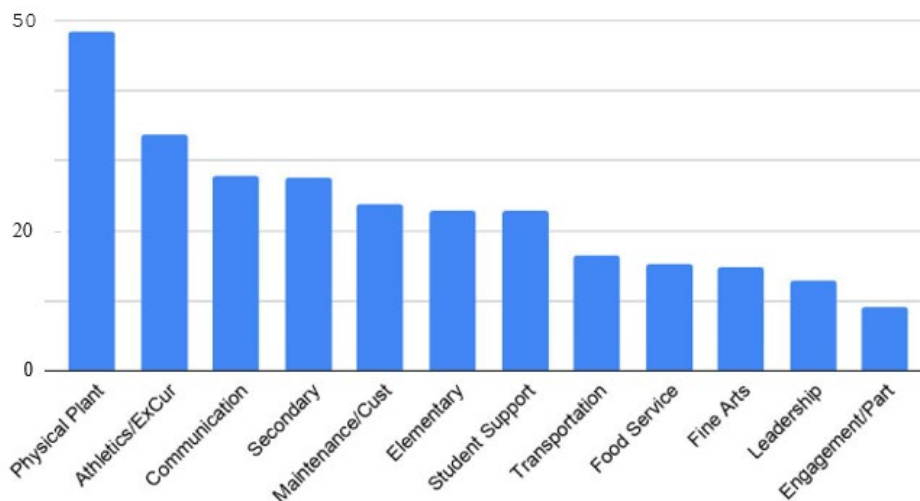
Who took the online survey? (totals)



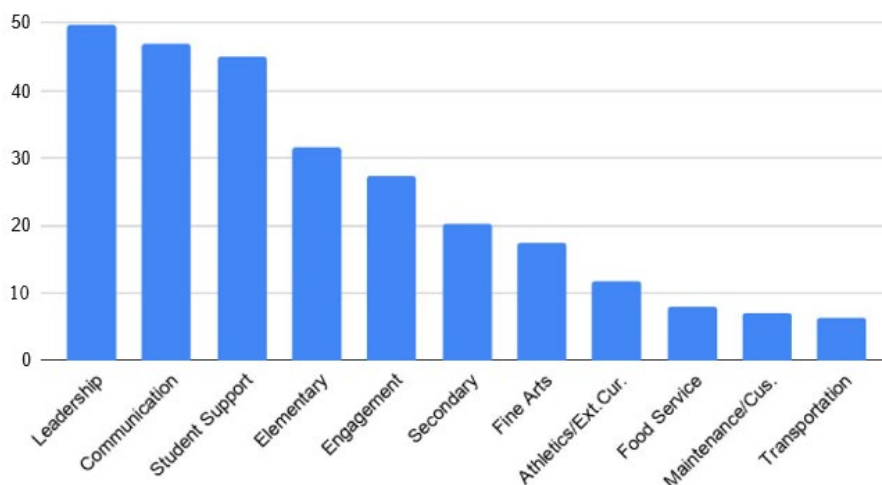
STRENGTHS, IMPROVEMENTS AND CHALLENGES (OPTIONS)

- Physical Plant
- Communication
- Elementary Education Program
- Secondary Education Program
- Student Support Systems
- Fine Arts
- Leadership
- Athletics and Extracurricular Activities
- Maintenance and Custodial
- Food Service
- Transportation
- Community Engagement and Partnerships

Strengths (Percentage)



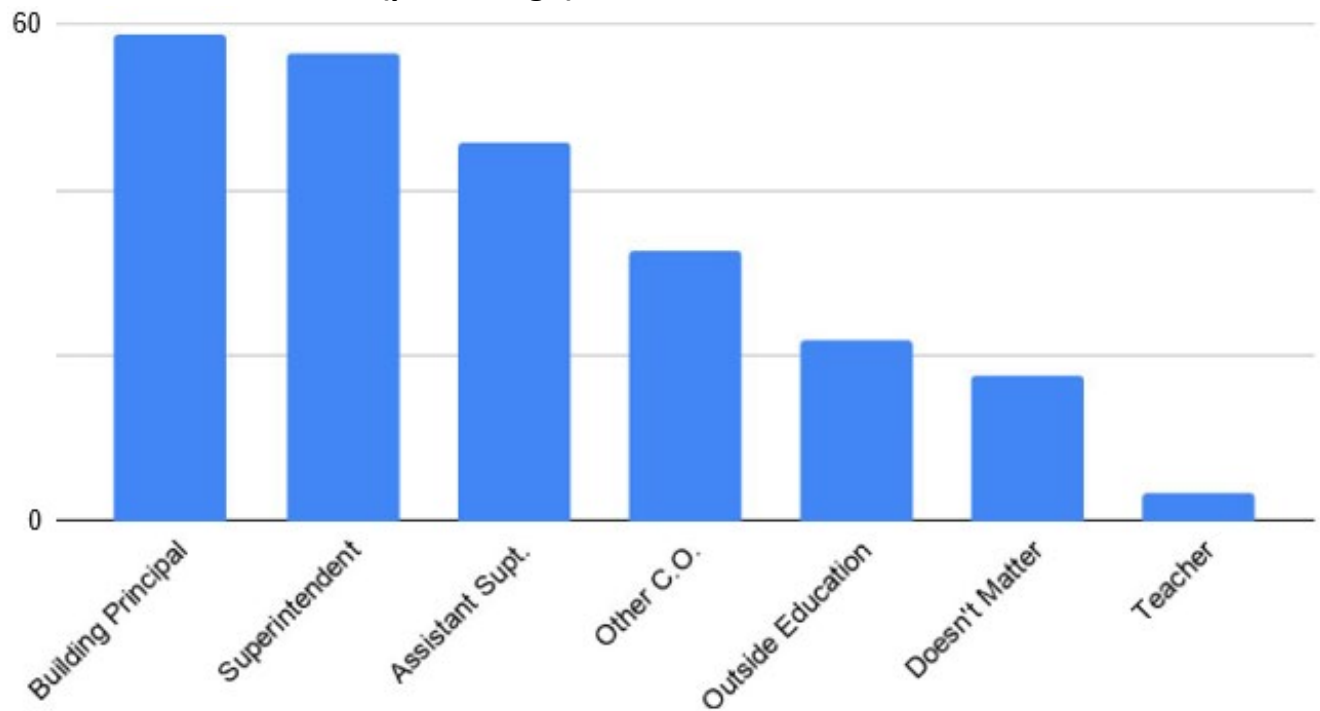
Needed Improvements and Challenges (Percentage)



PREVIOUS POSITIONS HELD (OPTIONS)

- K-12 superintendent
- Assistant superintendent
- Building principal
- Other Central Office
- Leadership position outside of K-12 education
- Leadership position does not matter-skillset does
- Teacher

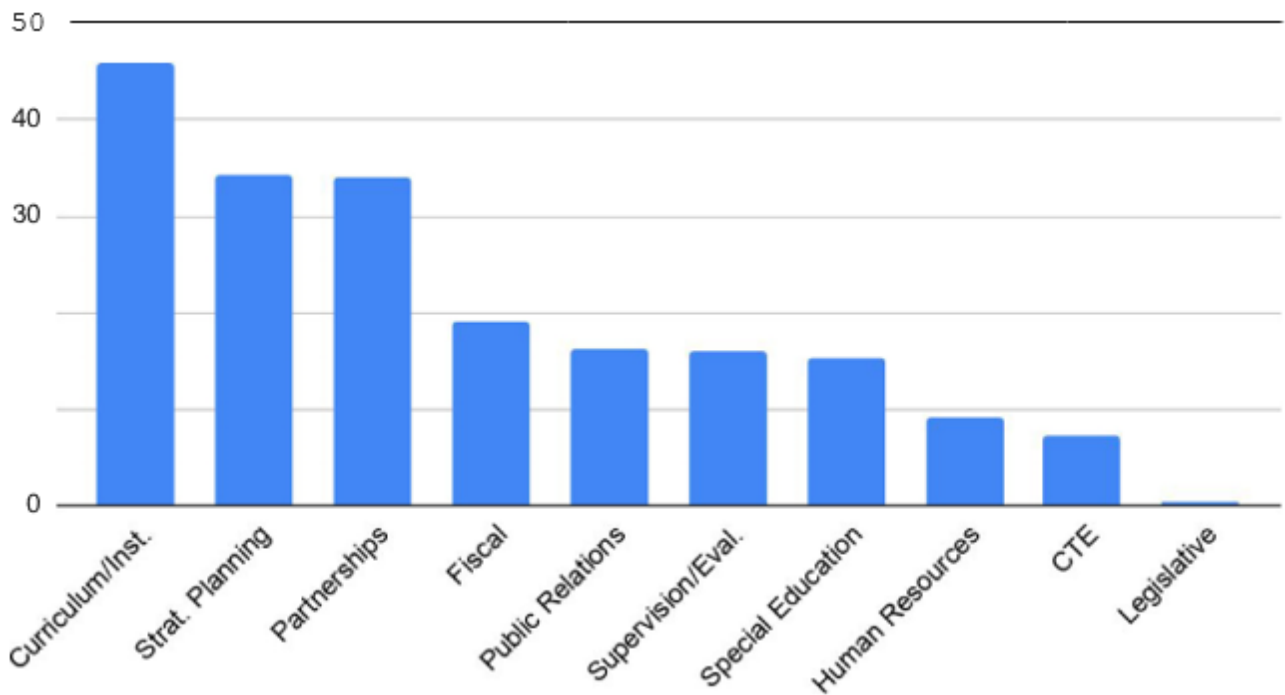
Previous Positions Held (percentage)



AREAS OF EXPERTISE (OPTIONS)

- Strategic Planning
- Building Partnerships
- Supervision and Evaluation
- Legislative
- Fiscal, Budgeting
- Curriculum and Instruction
- Human Resources, contract administration
- Public Relations
- Special Education
- Career and Technical Education

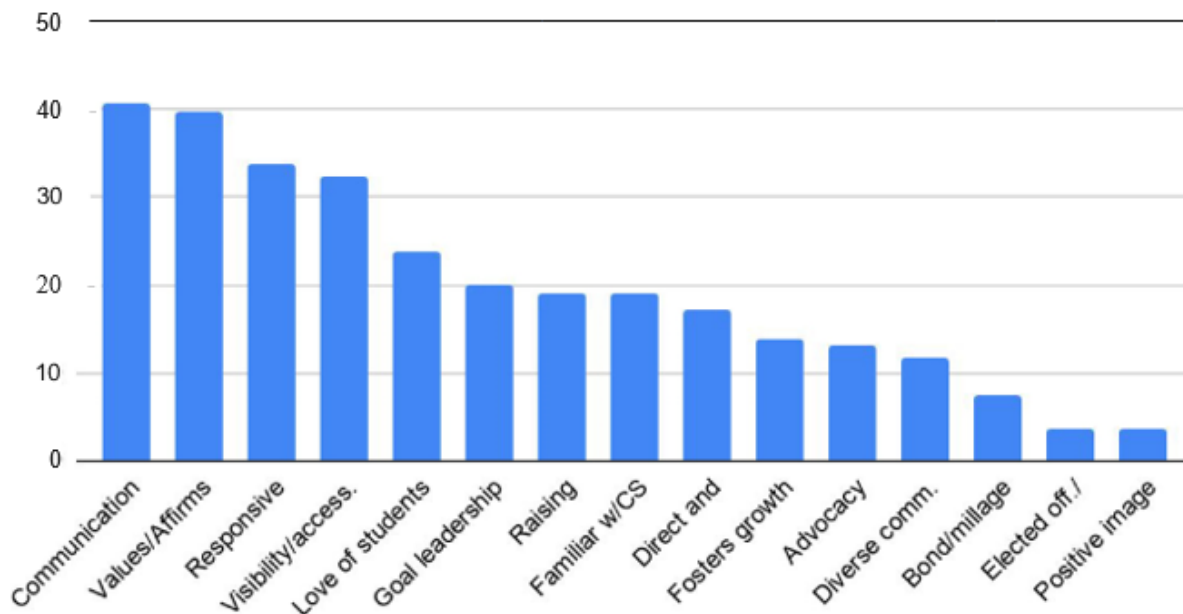
Areas of Expertise (percentage)



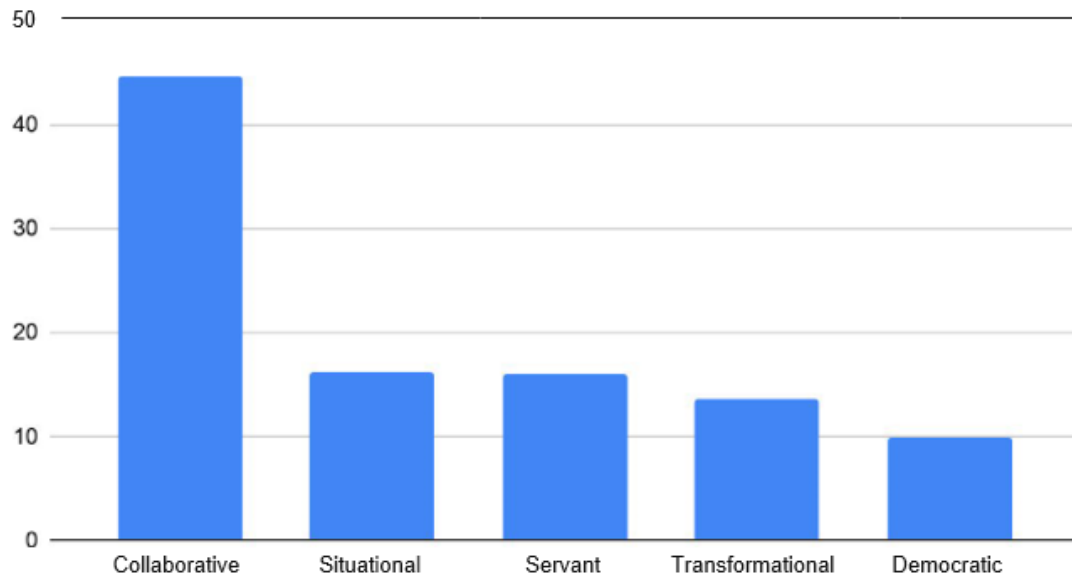
SPECIFIC EXPERIENCES AND SKILL AREAS (OPTIONS)

- Strong communication skills
- Recognizes, affirms, values staff members
- Responsive
- Visibility and accessibility to parents/community
- Demonstrated overarching love of students
- Ability to effectively lead district leadership toward common goals
- Past track record of success in raising student achievement
- Highly familiar with Cedar Springs Public Schools
- Ability to effectively direct and manage district leadership
- Fosters professional growth of staff
- Advocacy for public education
- Successful experience working with diverse communities
- Experience with bond/millage elections
- Ability to work with elected officials and partners outside of the school district
- Portrays strong, positive image as "face of the organization"

Specific Skills and Experiences (percentage)



Desired Leadership Style (percentage)



TRENDS FROM COMMENTS FROM THE ONLINE SURVEY AND FACE-TO-FACE MEETINGS, PHONE CALLS, AND EMAILS

STRENGTHS

- Universally, Cedar Springs is viewed as a great district that provides outstanding opportunities for students.
- District leadership has implemented many new initiatives and programs over the past few years.
- The district is noted for exemplary Advanced Placement passing rates, success in Early/Middle College classes, Career and Technical Education, athletics, fine arts, and clubs.
- Elementary students are showing a year's growth annually in reading.
- Facilities are upgraded, modern, and provide great "curb appeal."
- All buildings are located on a centralized campus.
- The school is the center of the community.
- The district has done a great job of hiring highly-qualified employees in challenging times.
- District staff possess a great deal of knowledge in bond elections and campaigns.
- Faculty and staff are deeply invested in the success of learners.
- The District Office is staffed with highly-skilled professionals.
- The community is unique and evolving with a changing demographic.
- The community is full of pride for the district and generally very supportive of the district.
- The district's financial outlook is very strong.
- A Homeschool/virtual option is available.
- New housing in the area provides an opportunity to connect new families to the school.
- The district has a community, hometown "feel" where relationships are valued.
- Historically, the Board and the CSEA have enjoyed multi-year contracts.
- The culture of Cedar Springs Public Schools is very welcoming to new students.
- The work being done to instill Professional Learning Communities provides a great opportunity for a collaborative approach to improving student achievement and fostering professional growth.
- Student safety protocols are in place to protect children.
- Curriculum is being aligned vertically and horizontally.

NEEDED IMPROVEMENTS, CHALLENGES, AND CONCERNS

- Clarifying the roles of District Office administrators and providing more consistent communication.
- Improving transparency.
- 5 open Board seats in this election cycle provides a degree of uncertainty.
- The CSEA contract expires at the end of 2026-27.
- The district may need to pursue another bond within a few years.
- Elementary student test scores in reading, while improving, still leave many less than proficient.
- Keeping the upgraded facilities in tip-top shape.
- Declining enrollment.
- Significant turnover in the principal ranks.
- Some employees feel they are not listened to; conversely others feel that employees are listened to but may be frustrated because they don't get the answer they seek.
- Building trust.
- Making employees feel valued and empowered.
- Fostering substantive conversations to enhance mutual understanding.
- Communicating the status of the district's vision and strategic plan.
- Resistance to change.
- Higher than average number of special education students.
- Teacher turnover, hiring and retaining excellent staff.
- Student bullying.
- Meeting the new state requirements regarding reading and teaching students with dyslexia.
- Changing demographics, ensuring that every child gets what he/she needs.
- Libraries in the district are not staffed.
- Many would like to see a higher emphasis on fine arts programs.

PROFILE OF THE IDEAL CANDIDATE FOR THE POSITION OF SUPERINTENDENT OF CEDAR SPRINGS PUBLIC SCHOOLS

OVERVIEW

The Superintendent of Cedar Springs Public Schools shall be a strong, empowering leader who will collaborate with the Board of Education, faculty, administrators, staff, parents, and community to enhance the district's educational programs in order to provide world-class learning opportunities for students.

QUALIFICATIONS

- Minimum of a Master's degree in Educational Administration or other appropriate graduate degree.
- Must possess administrative certification in the State of Michigan.
- Minimum of 3 years of district-level experience as a superintendent, assistant superintendent, or other central office administrator is preferred.
- Candidates with other significant administrative experience such as building principals will be considered.
- Classroom teaching experience is required.
- A working knowledge of district office functions, including school finance, is essential.
- Must be knowledgeable regarding the latest educational laws and mandates, i.e. reading instruction and teaching students with dyslexia.

PROFESSIONAL SKILLS AND EXPERIENCES

- Facilitation and/or implementation of strategic plans.
- Bond election and/or construction experience.
- Track record of raising student achievement.
- Exemplary communication and public relations skills.
- Building partnerships and developing strong relationships.
- Skilled in union negotiations and contract administration.
- Engaging in deep conversations to build understanding and develop culture
- Systems-oriented.
- Held positions of varying responsibility and experience at different levels in education.
- Team builder, utilizes strengths-based approach to develop synergy.
- Models self-accountability and holds others accountable to promote growth.
- Ability to analyze data strategically and implement corresponding strategies.
- Has handled tough situations and made difficult decisions.
- Worked with diverse populations.

PERSONAL ATTRIBUTES

- Kids first
- Humble
- Trustworthy and transparent
- Visible, present
- Unifier
- Approachable
- Listens first
- Able to accept criticism
- Willing to learn and admit mistakes
- Positive, upbeat
- Service-oriented
- Sense of humor

Questions?

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