

SUPERINTENDENT SEARCH

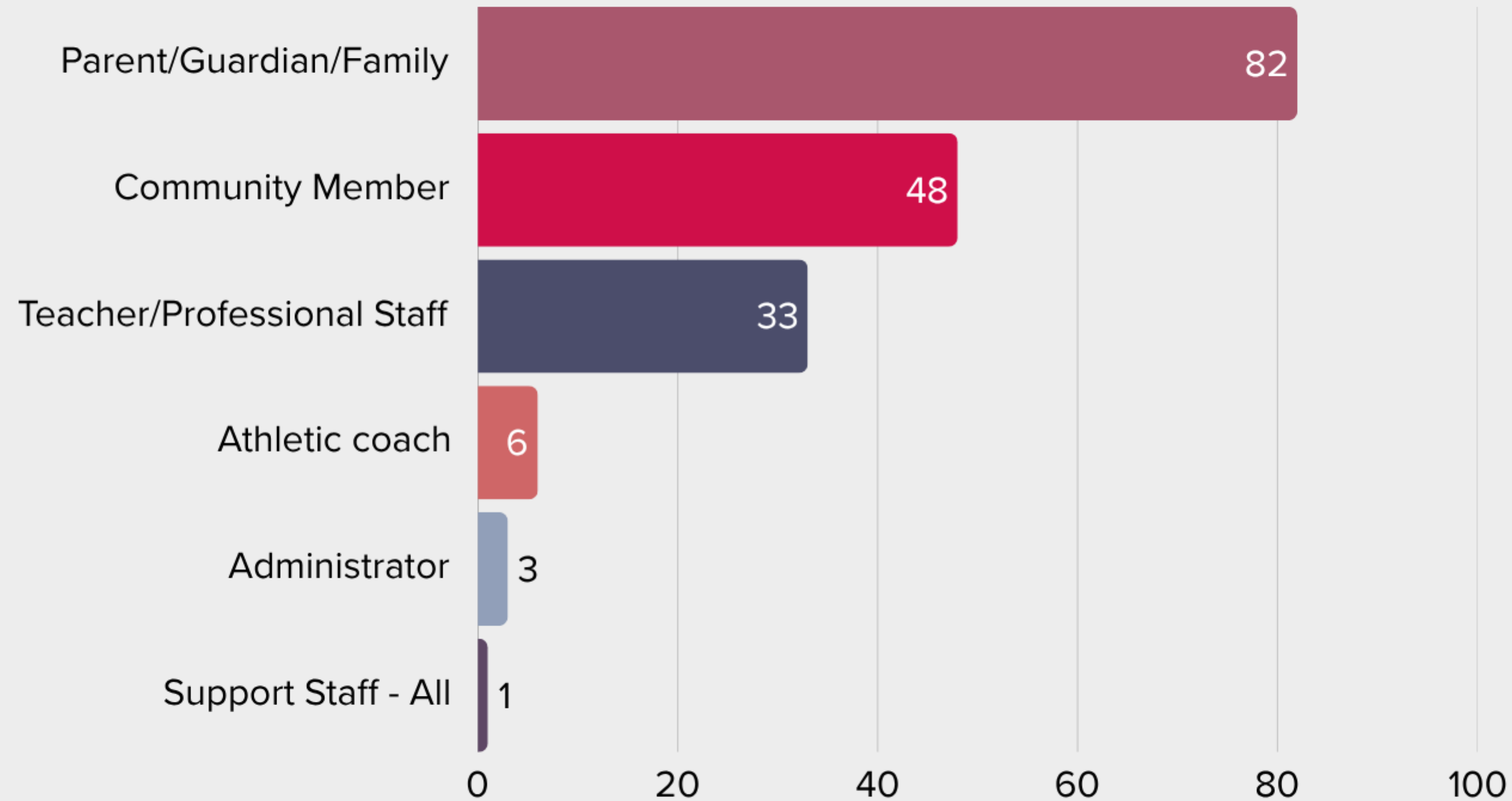
COMMUNITY SURVEY RESULTS

NORTHEAST BRADFORD
SCHOOL DISTRICT 2026



Survey Respondents

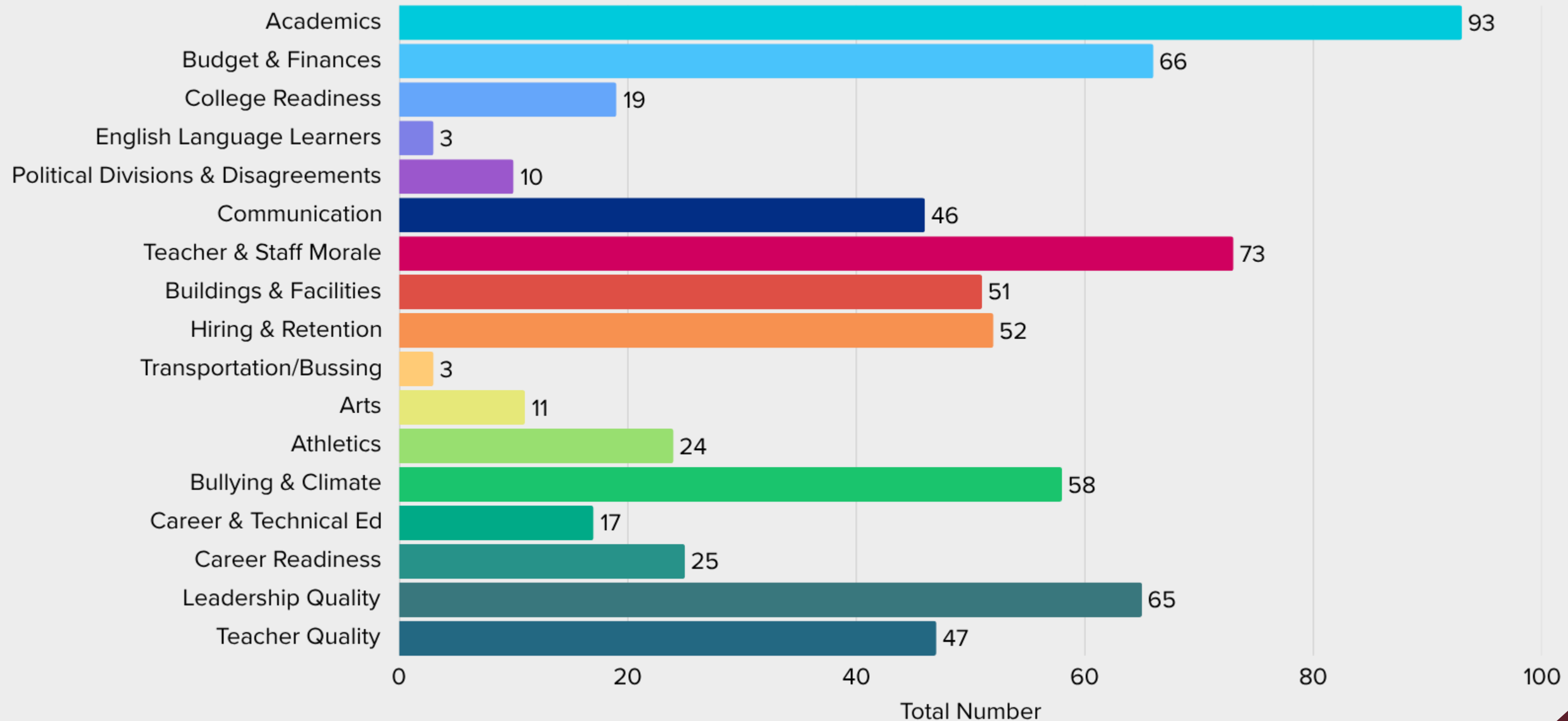
180 Total Responses

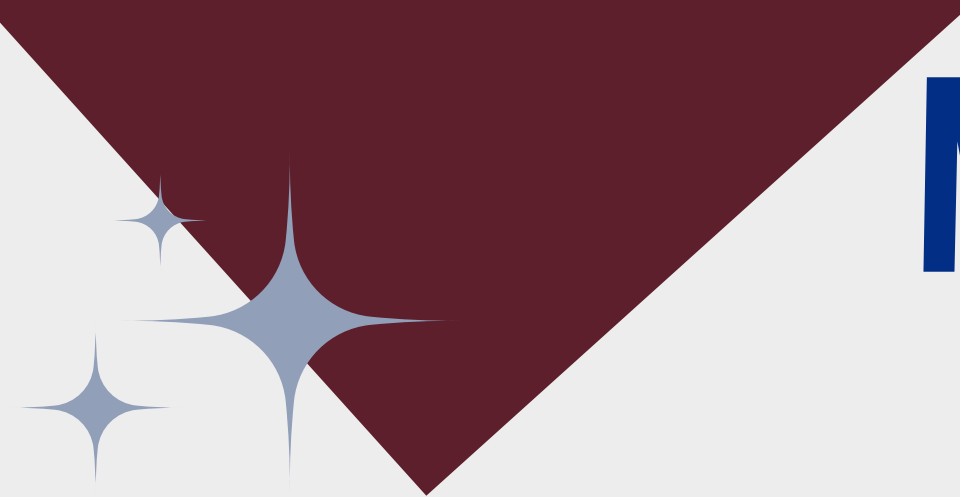


*Note: Respondents
could select all
categories that apply*

Immediate Concerns

Choose up to 4 immediate concerns that the new superintendent should be prepared to address





Most Pressing Concern

School Culture, Morale, & Leadership

Student Discipline, Bullying, & Behavior

Declining Enrollment & Student Retention

Academic Quality, Curriculum, and Student Opportunities

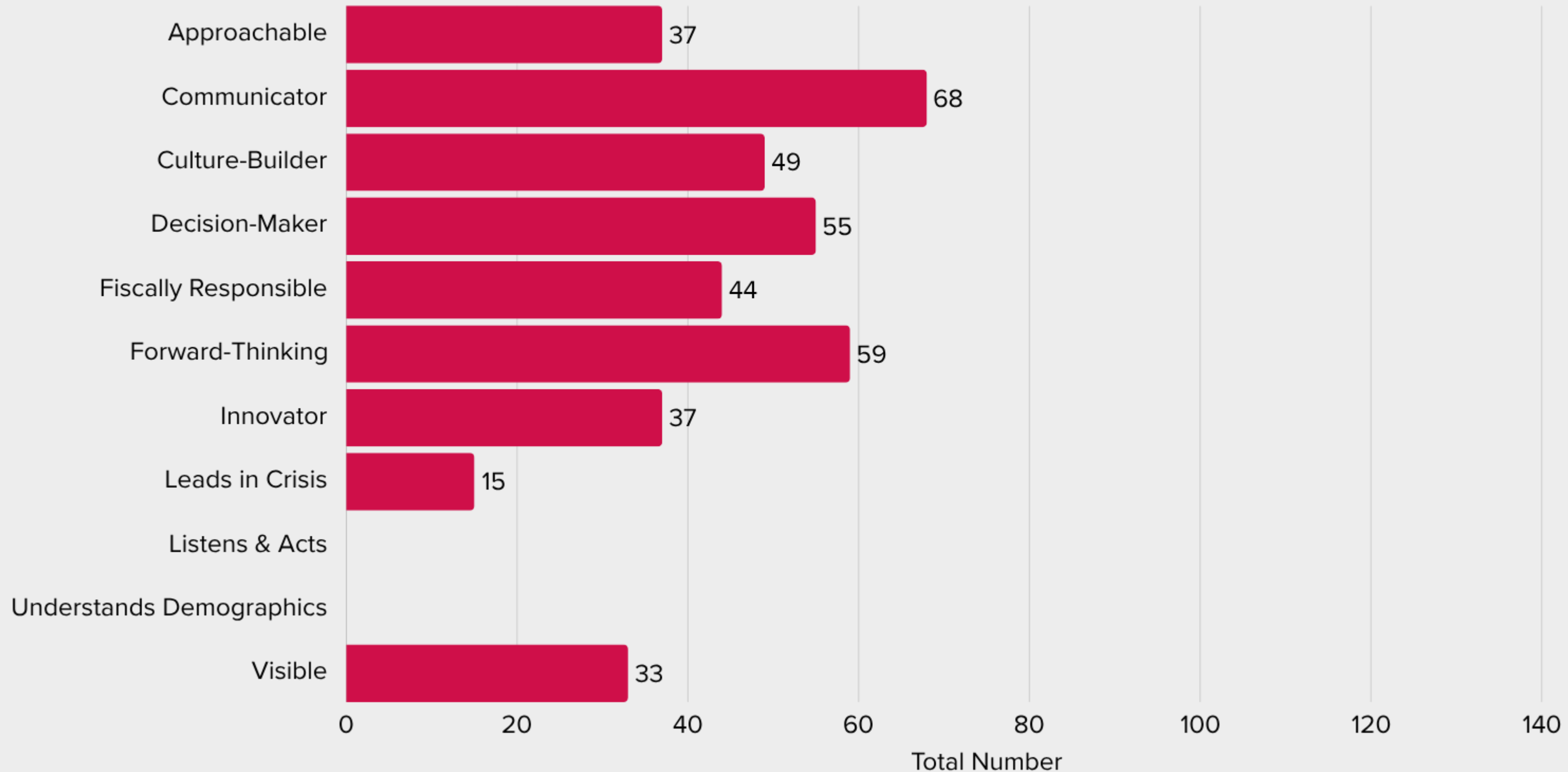
Communication, Transparency, and Community Trust

The Perception of Some Respondents

- “One of the most significant challenges a new superintendent could face would be unifying the district’s teachers, administration, school board, and community under a shared vision and sense of trust.
- “We cannot continue to lose children to the homeschooling community at the rate we have been.”
- “School staff bullying kids and kids bullying other kids and no action in any course to stop it.”

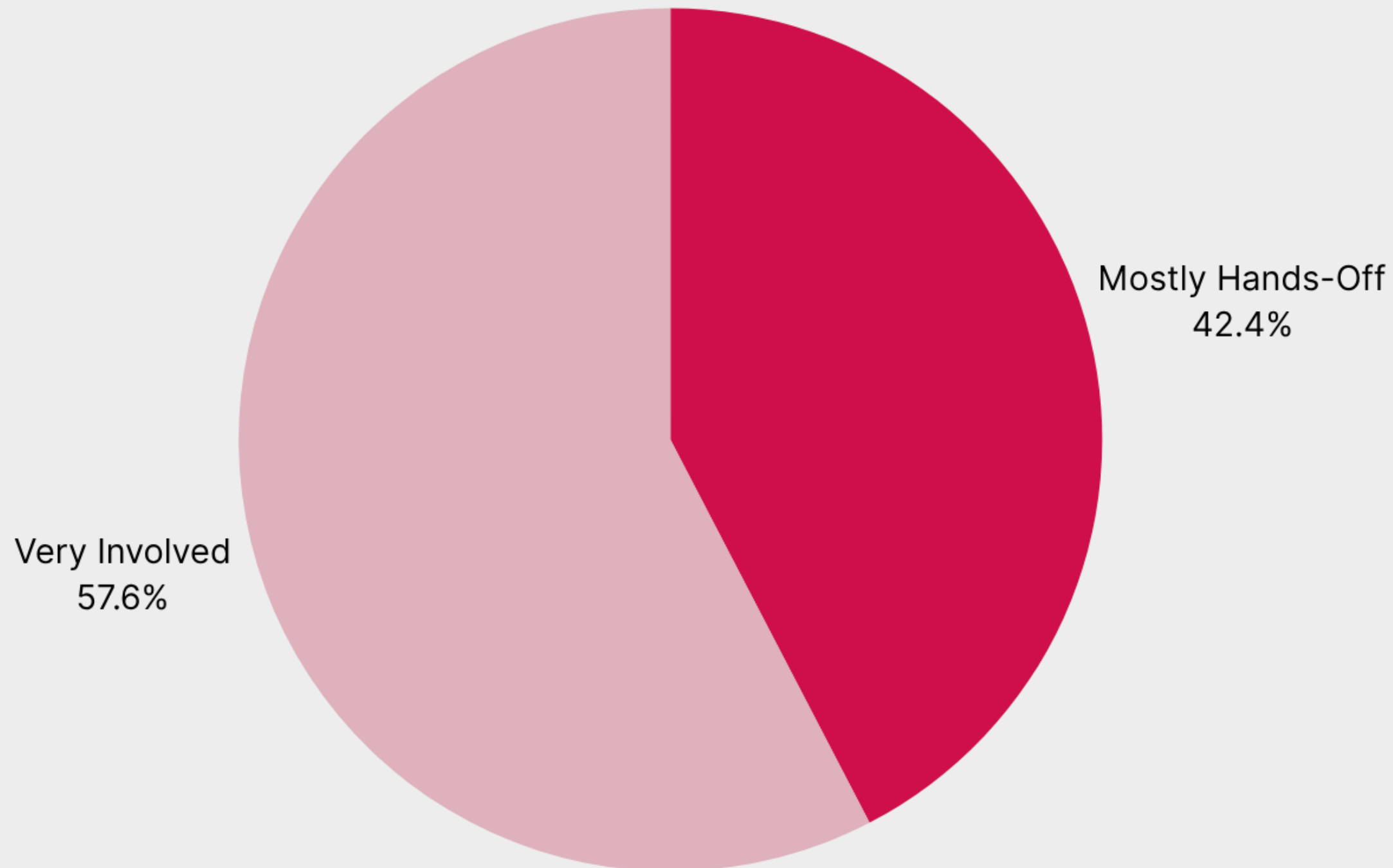
Characteristics

Choose up to 3 characteristics that you would like the new superintendent to have



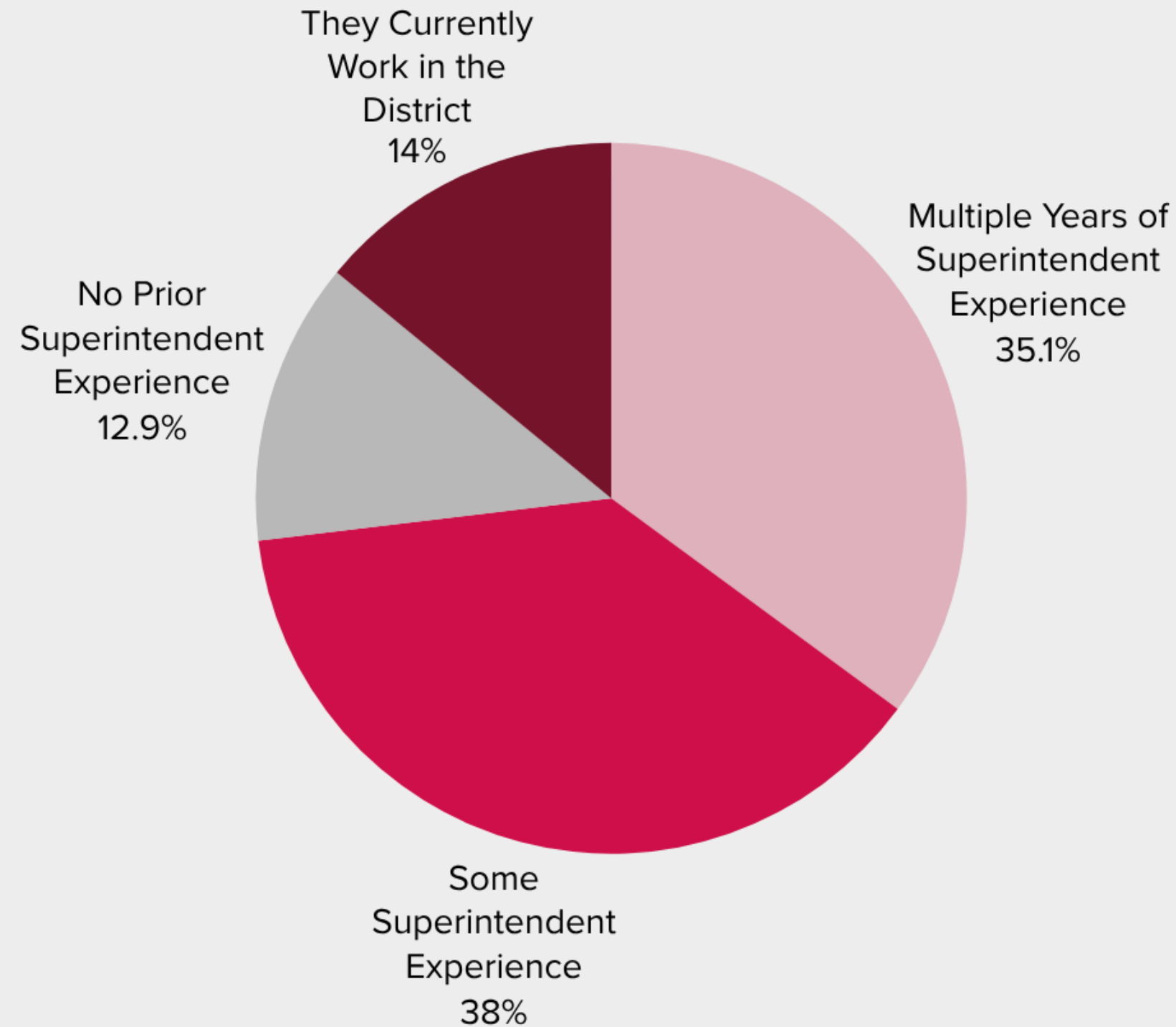
Involvement

What level of involvement do you want from the new superintendent?



Experience Level

What is the ideal past experience for the new superintendent?



What Would You Like the New Superintendent to Know About the District?

Small Town, Rural, Family Culture

“We are a small district and very close.”

Communication, Visibility, and Relationship-Building Are Essential

“The Parents will support you if you listen to their concerns...”

Staff Support, Morale, and Leadership Concerns Need Attention

“Teachers don't feel supported...”

“We have some of the best people - students and staff who work hard, even when it isn't done "out loud.”

Declining Enrollment and Program Offerings Are Major Concerns

“We will be out of business if we don't get students back.”

See Complete List



Student Well-Being, Accountability, and School Climate Must Improve

“Bullying is not taken seriously...”

What Would You Like the School Board to Know About Hiring the New Superintendent?

Hire an Experienced, Strong, and Decisive Leader

“Must be a leader, not a yes man/woman.”

Understand and Respect the Rural Community Culture

Do NOT hire anyone that does not value our small rural community way of life...”

Prioritize Transparency, Communication, and Collaboration

“No one is above answering questions and being transparent.”

Support Staff, Improve Morale, and Address Leadership Concerns

“Treat us as professionals and ask our advice.”

See Complete List



Address Enrollment Decline, Academics, and Student Opportunities

“We need to address the reason people are cyberschooling/homeschooling...”

Representative Teacher Responses: The Single Most Pressing Problem Facing the New Superintendent

Staff Morale, Trust, and Leadership Culture

Concerns about low morale, lack of trust, micromanagement, and ineffective leadership were among the most common responses.

Student Discipline, Behavior, and Accountability

Many teachers expressed frustration with inconsistent discipline practices and a lack of accountability for student behavior.

Academic Rigor, Curriculum, and Student Achievement

Staff emphasized stronger academics, curriculum alignment, reading instruction, and increased expectations for students.

Teacher Support, Retention, and Professional Voice

Respondents highlighted the importance of listening to teachers, supporting staff, and retaining experienced educators.

Enrollment, Community Confidence, and District Sustainability

Many comments reflected concern about making the district more attractive to families and maintaining long-term stability.

Facilities, Operations, and School Environment

Staff identified aging facilities and building conditions as concerns impacting pride, morale, and the student experience.

Additional Info

Community Survey

Summary of Results

- Summarized the results of the Community Survey

Executive Summary

Northeast Bradford School District Superintendent Search Community Survey

As part of the Northeast Bradford School District superintendent search process, a community survey was conducted to gather input from stakeholders regarding the district's strengths, challenges, priorities, and desired leadership characteristics for the next superintendent. The survey generated 180 responses representing parents, community members, teachers, coaches, administrators, and support staff.

Overall, responses reflected a community that cares deeply about the district, values its rural identity and traditions, and wants strong, stable leadership capable of restoring trust, improving morale, and positioning the district for long-term success. While many respondents described Northeast Bradford as a close-knit, family-oriented community with dedicated teachers and supportive families, there was also consistent concern regarding leadership effectiveness, communication, student behavior, declining enrollment, and overall district culture.

The most frequently identified immediate concerns included academics, teacher and staff morale, leadership quality, bullying and school climate, hiring and retention, and buildings and facilities. Respondents also expressed concern regarding district sustainability as enrollment continues to decline due to homeschooling, cyber school enrollment, and competition from neighboring educational options.

Several overarching themes consistently emerged throughout the survey responses:

School Culture, Morale, and Leadership

The most common concern involved school culture, staff morale, leadership effectiveness, and organizational trust. Respondents frequently referenced low morale, inconsistent leadership, lack of accountability, micromanagement, and strained relationships between administration, staff, and the community. Many stakeholders expressed a desire for a superintendent who is visible, approachable, decisive, collaborative, and willing to address difficult issues directly rather than avoiding conflict.

Communication, Transparency, and Trust

Stakeholders repeatedly emphasized the need for transparent communication, stronger collaboration, and improved relationships among the school board, administration, staff, students, and families. Respondents expressed a strong desire to feel heard and respected, with many comments emphasizing that community trust must be rebuilt through openness, responsiveness, and authentic engagement.

Student Discipline, Bullying, and Accountability

Student behavior, discipline, bullying, and school climate were recurring concerns across all stakeholder groups. Many respondents described inconsistent discipline practices and expressed frustration with the lack of accountability for disruptive behaviors. Concerns also