



Midview Local Schools Superintendent Search

Stakeholder Survey Summary

Purpose: As part of the superintendent search process, stakeholders were surveyed to gather input on the qualities, priorities, and leadership characteristics most important for the next superintendent. The following themes reflect consistent feedback across responses.

Desired Leadership Qualities

- People-centered leader who values staff, builds relationships/empowers, and prioritizes a positive culture
- Strong communicator who is transparent, approachable, and visible across the district
- Balanced decision-maker who demonstrates both empathy and fiscal responsibility
- Forward-thinking leader who is adaptable and open to innovation
- Courageous and accountable, willing to make difficult decisions when necessary

Top Priorities for the Next Superintendent

- Continue to support and retain staff, with a focus on morale and workplace culture
- Ensure financial stability through responsible planning and decision-making
- Maintain and build upon current momentum within the district
- Keep open/transparent lines of communication; meaningful engagement with staff, families, and the community
- Plan for enrollment growth and develop a clear, community-supported plan for a new high school

Strengths to Preserve

- Strong commitment to doing what is best for students
- Recognizing/appreciating staff; positive progress in morale and organizational culture
- Strong academics and well-rounded student opportunities, including arts, extracurricular programs, STEM, CTE, and electives
- Communication, transparency, and keeping stakeholders informed
- Community pride, family atmosphere





Key Challenges to Address

- Ongoing concerns related to staff burnout and feeling undervalued
- Repairing and rebuilding trust with the community and staff
- Facilities planning, including upcoming building/athletic projects and growing enrollment/overcrowding
- Financial pressures and long-term sustainability: communicating financial priorities clearly and transparently to the community
- Addressing evolving student needs, including behavior (discipline vs. accountability) and engagement
- Adequate staffing and meeting the diverse needs of students (special education)

