



HUMAN CAPITAL ENTERPRISES
REDEFINING HUMAN RESOURCES LEADERSHIP

Culver School District Superintendent Search Stakeholder Engagement

Executive Summary

In all, fifty-six stakeholders- students, parents, Culver School District employees, and community members- participated in 1:1 interviews, focus groups, or completed the on-line survey. Those participants were asked about Culver School District's strengths, challenges, and personal and professional qualities, attributes, skills, and experiences desired in Culver's next superintendent of schools. This input shaped the development of the Next Superintendent Criteria which will be adopted by the Culver School District Board of Education at the March 12, 2026, special Board meeting.

The data contained herein was obtained from input received by Human Capital Enterprises consultants Steve Webb, Ed.D. and Hank Harris. It is important to emphasize that the delineations below are not a scientific sampling, nor should they necessarily be viewed as representing a majority opinion. Items are included if, in the consultants' judgment, they warranted the Board's attention. There is no ranking of importance intended.

Strengths

1. Strong Community and School Culture

The Culver School District is widely viewed as a tight-knit, value-centered, community where schools serve as the hub of local life. Families, staff, and students share a strong sense of belonging and connection.

Stakeholders emphasized that students are known personally by staff, creating an environment where relationships and support are central to the educational experience.

2. Dedicated and Caring Staff

Participants consistently praised the district's highly committed teachers and staff. Educators were described as deeply invested in student success and were willing to go beyond their formal responsibilities to support students academically and personally.

Staff collaboration, professionalism, and long-term commitment to the district were frequently highlighted.

3. Student-Centered Culture

Stakeholders repeatedly emphasized that Culver maintains a “students first” mindset. Staff work collaboratively to ensure students receive personalized support and meaningful opportunities for success.

Staff, parents, and students shared examples of students receiving individualized attention, academic support, recognition, and encouragement.

4. Strong Programs and Postsecondary Opportunities

Despite being a small district, Culver provides a variety of academic programming and career pathways, including:

- Career and Technical Education programs
- Agriculture and FFA opportunities
- Dual credit and college partnerships
- College-level coursework in high school

These programs help students prepare for both college and careers.

5. Fiscal Responsibility and Resourcefulness

Participants noted the district’s history of responsible financial management, including conservative budgeting practices, clean audits, and sound fund balance reserves.

Stakeholders appreciate the district’s ability to maximize limited resources while maintaining strong programming and student outcomes.

6. Flexibility and Responsiveness

The district’s small size allows it to adapt quickly to challenges and new opportunities. Participants described Culver as a district that can pivot quickly, solve problems collaboratively, and respond effectively to student needs.

Examples included creative problem-solving during COVID-19 and the district’s ability to implement new programs and academic supports more quickly than larger systems.

Challenges and Opportunities

1. Rebuild Trust and Strengthen Organizational Culture

Stakeholders consistently emphasized the need to restore trust across the district. Recent leadership challenges have contributed to divisions among staff, administrators, and the broader community.

The next superintendent will need to prioritize rebuilding relationships by demonstrating transparency, professionalism, and consistent communication. Listening to staff and community perspectives, fostering collaboration, and creating a culture of respect and shared purpose will be essential in restoring confidence in district leadership.

2. Strengthen Financial Stewardship and Long-Term Budget Planning

Financial stability is a significant concern for many stakeholders. Declining enrollment, inflationary pressures, and state funding limitations create ongoing fiscal challenges for the district.

The next superintendent will need to provide clear, transparent budget leadership. Priorities include long-range financial planning, responsible resource allocation, and ensuring that district spending aligns with student needs and district priorities. Maintaining high-quality educational programs while managing fiscal constraints will require thoughtful planning and disciplined financial management.

3. Establish Clear Expectations and Accountability Systems

Many respondents noted the need for clearer expectations and stronger accountability across the district. Stakeholders indicated that leadership systems would benefit from greater clarity regarding roles, responsibilities, and performance expectations.

The next superintendent will be expected to strengthen district systems by establishing clear goals, measurable performance indicators, and consistent implementation of policies and procedures. Ensuring that performance evaluations, professional standards, policies and procedures, and organizational practices are implemented consistently will support a culture of accountability and continuous improvement.

4. Empower, Support, and Develop School Leadership

Building administrators play a critical role in the success of the district. Stakeholders emphasized the importance of supporting principals through mentorship, coaching, and professional development.

The next superintendent should work to strengthen collaboration between district leadership and building administrators while empowering principals to make informed decisions at the school level. Clear expectations, leadership development, and ongoing support will help build strong leadership teams across the district.

5. Maintain a Strong Focus on Improving Student Learning

Stakeholders consistently emphasized the importance of maintaining a student-centered focus in all district decisions. Respondents highlighted opportunities to strengthen academic programs, particularly in reading and mathematics, while also expanding hands-on learning opportunities.

Many participants expressed interest in expanding Career and Technical Education (CTE) programs and strengthening partnerships with local businesses and community colleges to support career pathways and workforce development.

Maintaining diverse course offerings—including electives, arts programs, and technical programs—while supporting special education services and student intervention programs will remain important priorities.

6. Plan Strategically for Enrollment and Facilities Needs

Stakeholders also noted the importance of preparing for potential enrollment changes in the coming years. While recent trends show declining enrollment, new housing developments may lead to future growth.

This possibility highlights the need for strategic planning related to facilities capacity, classroom space, and long-term infrastructure needs. The upcoming sunset of the district's capital bond may also create opportunities to evaluate future facility improvements.

Effective long-term planning, including financial forecasting, facilities planning, and technology infrastructure—will be essential in preparing the district for future needs.