

Concordia Schools
Superintendent Search
Community Engagement Feedback
February 11, 2026

Missouri School Boards' Association

Aron Bennett and Linda Quinley



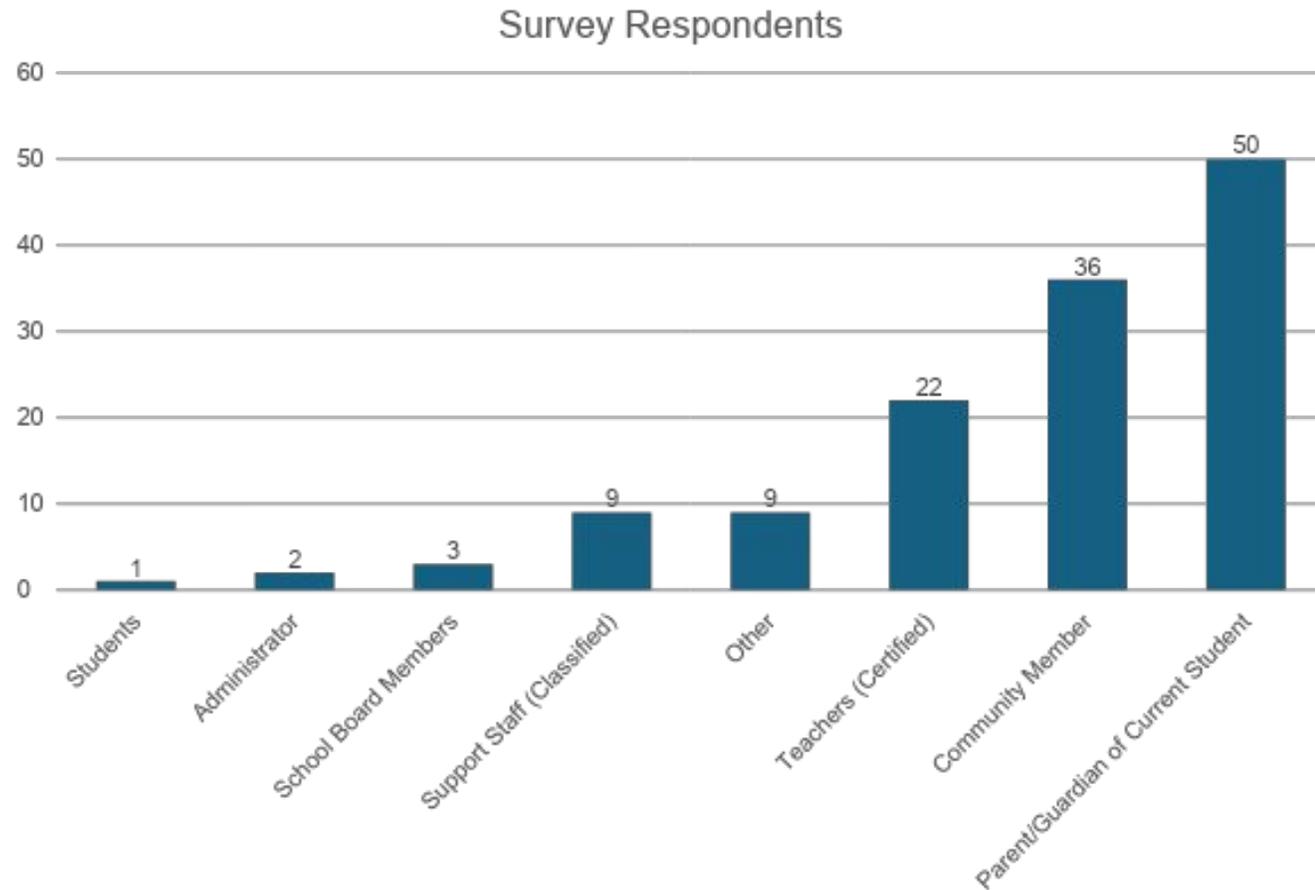
Objectives of the Community Engagement

Share key information about the **search process**

Gather feedback from varied stakeholders

Determine the key **desired qualifications and traits** for your next Superintendent

Survey Participation



97 Respondents who chose
each appropriate category



Strengths of the District

Dedicated
Student-Cen
tered **Staff**

Small Town
Feel with
**Community
Support**

Achievement
s in
**Activities
and
Athletics**

“Being a small town means that people know when students need support. We are doing so much to support our students in every way possible. We have strong community support.”

Challenges of the District

**Staff Support,
Retention and
Morale**

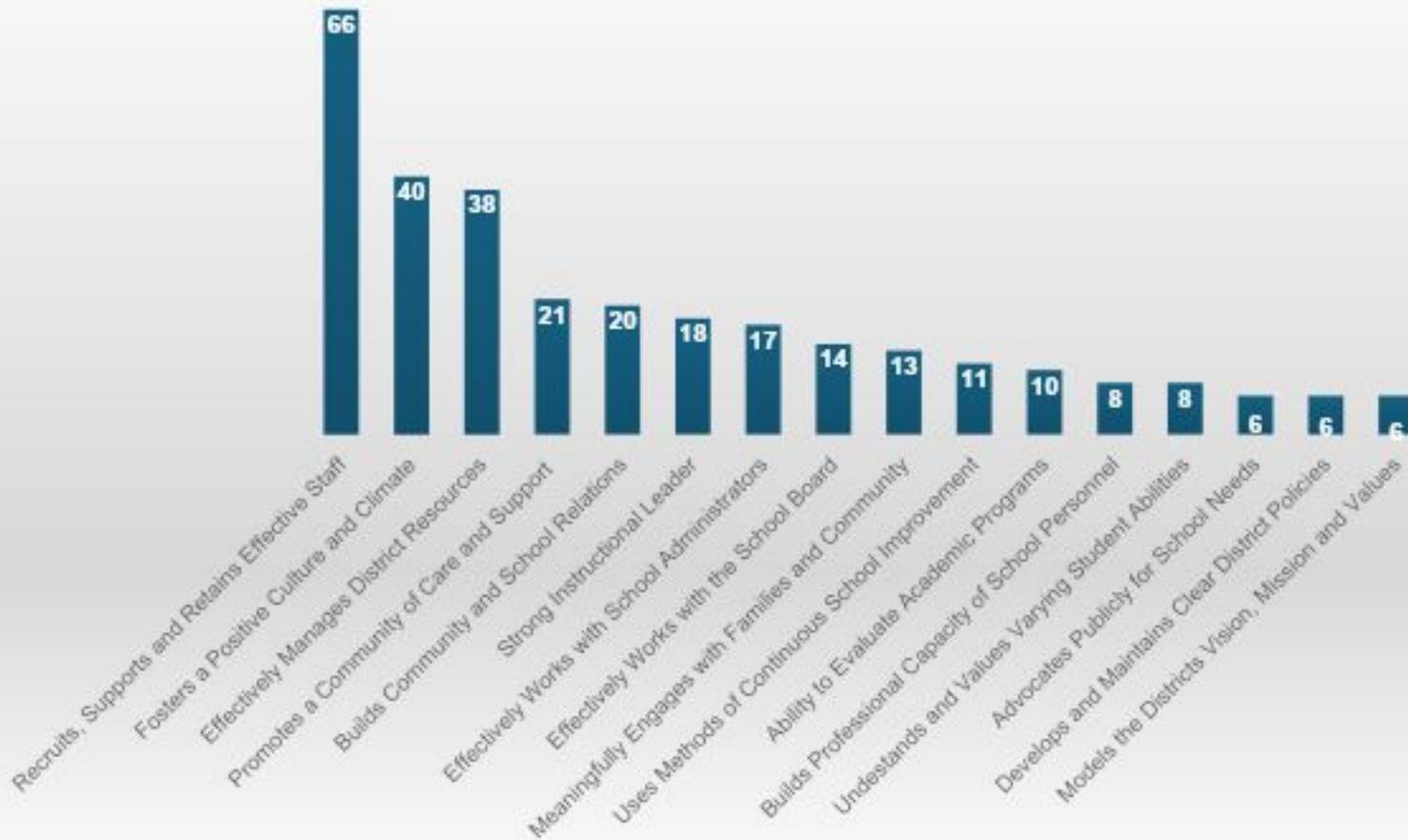
**Leadership,
Accountability
and Culture**

**Communication
and
Strengthening
Relationships**

“We need to prioritize retaining our strong teachers and ensuring they feel supported and valued. We should be intentional and thoughtful in our hiring practices, focusing on finding the right fit rather than simply filling vacancies.”

Desired Professional Skills/Qualifications

Professional Traits
Top 16

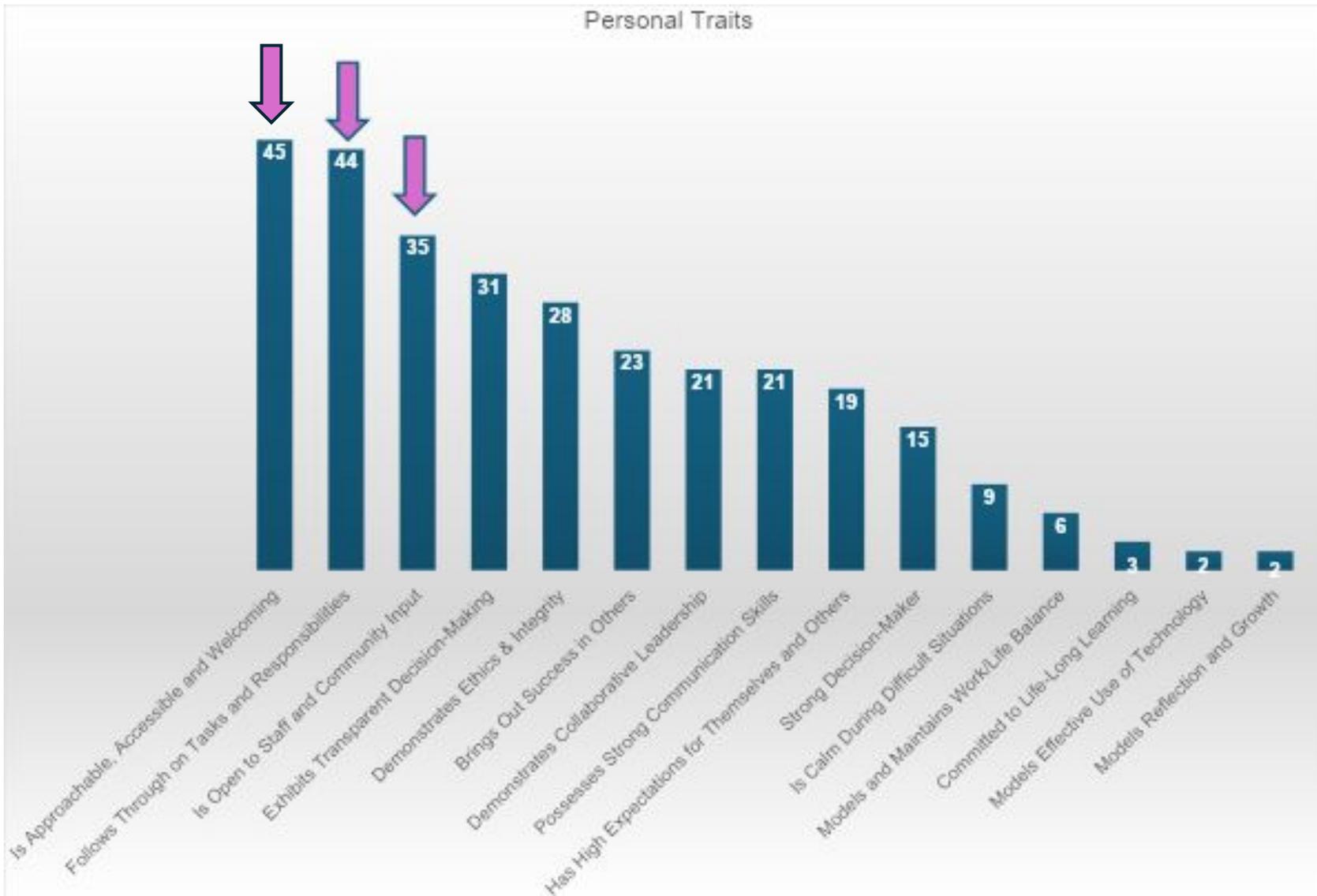


Top Three

- 1) Recruits, Supports & Retains Effective Staff
- 2) Fosters a Positive Culture and Climate
- 3) Effectively Manages Resources

These are the three most common top desired skills

Desired Personal Skills/Qualifications



Top Three

- 1) Approachable, Accessible & Welcoming
- 2) Follows Through on Tasks and Duties
- 3) Is Open to Staff and Community Input

1	Recruits, supports, and retains effective staff members	68.0%
2	Is approachable, accessible, and welcoming	46.4%
3	Follows through on tasks and responsibilities	45.4%
4	Fosters a positive culture and climate for teachers and staff	41.2%
5	Effectively manages district resources	39.2%
6	Is open to staff and community input	36.1%
7	Exhibits transparent decision-making	32.0%
8	Demonstrates ethics and integrity	28.9%
9	Brings out success in others	23.7%

Desired Characteristic Summary

Advice for the Superintendent

“**Be firm and don’t over promise** and under deliver. **Prioritize!!** Look for ways to **utilize community energy and student energy** to incorporate into the district. **Focus on the right things** for academic and athletic achievement and be able to **effectively communicate** results and plans that help achieve **meaningful goals and outcomes.**”

We thrive on the **support of our community**, and to remember that we are a rural district, not a big city district.

Lead with **transparency & consistency**. Clearly communicate **the why** behind decisions, follow through on commitments and remain visible and approachable.”

Prioritize a **healthy organizational culture**. When **educators feel supported, trusted, & valued**, it creates stability & confidence that directly impacts student success. ⁹

Profile of the Ideal Candidate

The Ideal Candidate will:

- Be **experienced at staff** recruitment, support and retention
- Foster a **positive culture and climate** for students and staff
- Be an **experienced in school finance and managing resources**
- Build **community and school relationships**
- Be **accessible, welcoming** and approachable
- **Follow through** on duties and tasks
- Be **open to input** from staff and community members
- Be a strong **instructional leader**
- Be a strong and transparent **decision-maker**
- Be a strong **communicator**
- Demonstrate **strong ethics and integrity**
- Understands the **sense of community and pride** in a small town

Where are we in the Process?

Just a reminder for the community and board that **this is a closed search** meaning no candidate names other than the final hire will be shared with the general public.



PLANNING



RECRUITING



SCREENING



HIRING

POST-SEARCH
SUPPORT

Beginning July 1st

Application Period open until February 22nd

7 completed applications as of today
5 applications in progress

(3 of the 7 have superintendent experience)

February 24th or 25th –

- Develop screening questions using feedback and
- Review applicant pool and
- Determine first round candidates

March 4th – Screening interviews

March 11th – Finalist interviews

All will be **Closed Sessions** as this point to protect confidentiality and the process.

THANK YOU!

Aron Bennett

bennett@mosba.org

Linda Quinley

quinley@mosba.org

