

ON-LINE SURVEY SUMMARY INFORMATION (132) Respondents

Demographics

• Teacher/Licensed Staff	53.7%	(71)
• Administrator	5.3%	(7)
• Support Staff	21.2%	(28)
• Parent of Current/Past Student (last 5 years)	34.9%	(45)
• Community/Business Member	1.5%	(2)
• Other	9.0%	(12)

Greatest Educational Strengths of the School District:

• Dedicated and highly competent staff	51.5%	(68)
• Strong community pride in the schools	44.7%	(59)
• High level of student achievement	36.3%	(48)
• Teacher Quality	30.3%	(40)
• Supportive community	22.7%	(30)

Greatest Educational Challenges of the School District:

• Class size	49.6%	(64)
• Effective use of technology	44.9%	(58)
• State financial support	25.5%	(33)

Goals for the District to achieve in next three years:

• Integrating technology with instruction	40.4%	(53)
• Improving staff morale	34.3%	(45)
• Focus on 21st Century Curriculum (communication, creativity, critical thinking, innovation, problem solving and media and technology literacy)	29.0%	(38)
• Maintain programs for all student achievement levels	27.4%	(36)
• Maintain high levels of student achievement	22.9%	(30)

Most Important Skills and Characteristics for New Superintendent:

• Builds a good team and brings out the best in others	42.7%	(56)
• Has a deep understanding of curriculum, instruction and how students learn	32.0%	(42)
• Has warm people skills, approachable, easy to talk to	28.2%	(37)
• Has excellent communication skills	26.7%	(35)
• Is child centered	25.9%	(34)

It is important to note that the licensed staff and parents were the two largest groups of respondents to the survey. The teachers composed 53.79% of the respondents and the parents 34.9%. There is significant agreement between the two groups. However, teachers were much stronger in their belief that improving staff morale was an issue. Further, teachers were more concerned about the use of technology and class size than parents.

PROFILE FOR THE NEXT SUPERINTENDENT

THE NEXT SUPERINTENDENT SHOULD BE A PERSON WHO:

- Will create an inspirational vision, and with the critical stakeholders, will create a strategic plan focused on student learning as well as facility and technology needs for the future, while raising the district from very good to great
- Is an effective oral and written communicator who is approachable, will listen and relate to all employee groups, students, families and community members, and will be willing to consider input from all constituencies
- Is able to assess the future growth of the district and analyze its impact on the need for facilities, curriculum and personnel
- Will be able to build a balanced, cohesive and respectful administrative team that works with one another in a supportive manner towards common goals to meet the District vision. Will recruit quality personnel at all levels, then mentor and develop them.
- Will understand the importance of and will maintain as well as enhance the relationship between employee groups, the Board and the Superintendent for effective problem solving
- Is knowledgeable regarding the research on student learning, and how to raise the achievement of all students; will be able to meet the needs of the changing student population, and prepare students academically and emotionally for successful college or career performance
- Is able to implement a technology plan based on a philosophy of why and how technology should be integrated into instruction. The plan should outline the needs, infrastructure, hardware, software, and support needed to maintain equipment, oversee software evolution, and provide staff development. The plan should outline how the efforts can be sustained
- Will be visible and active in the schools, at student events, and in the community. Will work to bring all communities together focused on the common good of the district and student learning
- Will be able to influence legislative outcomes to support the District's current and future needs
- Has experience with the process and successful passing of school bonds