

October 5, 2023

Blog – Superintendent Search Survey

It is hard to believe that the first month of the school year has already passed – time certainly does move swiftly. At the beginning of September, I sent a survey to the staff asking them what qualities they would like the School Board to look for in their next superintendent. I was pleased that over eighty (80) staff members responded. Last week, I emailed the Superintendent Search Survey to students and guardians asking them the same questions and so far over one hundred (100) individuals have responded. This week, I am asking for your help. I would like to have as many individuals respond to the survey as possible, so I am asking you to take the survey, if you have not already done so and also to **share** this survey with as many individuals as you can. It is like throwing a pebble in a lake, once the pebble hits the water it starts to send out waves that reach a great distance. At the end of this blog you will find a link that will take you to the survey. It is my hope that as you take and share this survey that more and more people will have the opportunity to share their thoughts and opinions with the Board.

The survey should only take about five to ten minutes to complete. The survey is completely anonymous and the results will be reviewed by the Board and used to help guide the hiring process. Here are the survey questions:

- 1) Do you live in the District?
 - a) Yes
 - b) No
 - c) Unsure

- 2) In which municipality do you live?
 - a) Town of Avon
 - b) Town of Center
 - c) Town of Magnolia
 - d) Town of Newark
 - e) Town of Plymouth
 - f) Town of Rock
 - g) Town of Spring Valley
 - h) Village of Footville
 - i) Village of Orfordville
 - j) Other

- 3) Please select your age range?
 - a) Student
 - b) 18-24
 - c) 25-34
 - d) 35-44
 - e) 45-54
 - f) 55-64
 - g) 65 or older

- 4) Which of the following best describes you?
 - a) Student in the Parkview School District
 - b) Parent of a student(s) in the Parkview School District
 - c) Resident of the Parkview School District with no children currently enrolled
 - d) Staff member with child(ren) in the Parkview School District
 - e) Staff member without children in the Parkview School District
 - f) Parent of an open enrolled student(s) in the Parkview School District

- 5) What prior job experience should the new superintendent have? (Select Two)
 - a) Superintendent
 - b) Central Office Director Position
 - c) Principal
 - d) Teacher
 - e) Support Staff
 - f) Coach

- 6) Which of the following leadership styles should the Board look for in the next superintendent? (Select up to Two)
 - a) Strategic – focuses on long-term planning, analyzes current school and classroom performance and sets goals to reach better results.
 - b) Authoritative – establishes long-term vision, delegates specific tasks and closely monitors performance and progress.
 - c) Servant Leader – considers the needs of employees first, helps employees develop expertise to improve performance and insists the organization makes a positive difference in our society.
 - d) Transformative – takes a collaborative approach to management and serves as a strong role model for those they lead.
 - e) Instructional – strong emphasis on professional development to improve teacher performance and student achievement.

- 7) Please list three qualities the Board should look for in a new superintendent?

- 8) How important is it that the next superintendent have previous experience as a superintendent?
 - a) Very important
 - b) Important
 - c) Preferred but not essential
 - d) Not essential
 - e) Administrative experience, but not necessarily as a superintendent

- 9) What challenges will the next superintendent face coming into the Parkview School District?

- 10) What is the highest priority for our next superintendent?

11) Good communication is essential for any organization to succeed. How well do you think the District is doing in the area of communication?

- a) Excellent
- b) Good
- c) Fair
- d) Poor

12) What recommendations do you have for how the Parkview School District could be better communicators?

On Monday, October 16, I will share the survey results with the Board of Education at our regularly scheduled Board of Education meeting. I will then share the results of the survey with the staff and community. I want to thank you for helping with this very important decision. Your thoughts, ideas and opinions are valued!

Here is the link to take you to the survey - <https://bit.ly/3EX0y3F>