

Please complete the following survey.

* 1. Which of the following categories best represents you as a respondent? Please check only one.

- Parent
- School teacher
- School administrator
- School employee
- PTO member
- Civic organization member
- Student
- Chamber of Commerce member or business
- Social organization member
- Other

Other (please specify)

2. Education and Training- Check qualifications that you think are necessary for a superintendent

	Required	Preferred	Not Important
An earned doctorate	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Experience as a Superintendent	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Experience as an Associate/Assistant Superintendent	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Experience as a Central Office Administrator	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Experience as a Principal	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Experience as a CEO other than school district	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
High School Level Teaching Experience	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Middle School Level Teaching Experience	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Elementary Level Teaching Experience	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Work experience in Virginia	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Residency in the school division	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

3. Leadership/Management Skills- Rank your top three priorities for a superintendent

	1	2	3
Writing and speaking ability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Decisive leader	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Risk taker	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
High community profile	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Visionary, creative thinker	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Motivator	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Organized, efficient	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Analytical, relies on data	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Facilitates consensus among groups	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Team player, comfortable with shared decision-making	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

4. Personal Characteristics- Rank your three most desired traits for a new superintendent.

	1	2	3
Sense of humor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Confident	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Enthusiastic	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Good listener, accessible	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Works "behind the scenes"	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Intellectual	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Consistent	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Patient	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Creative	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Caring	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Influential	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

5. Board-Superintendent Relations- Rank your top three priorities.

	1	2	3
Understands differences between policy and administration and acts accordingly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Can lead the Board in goal-setting and planning	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effectively mediates and accommodates different perspectives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Willing to assume a lead role in decision-making while keeping Board informed	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Provides options and recommendations to Board before accepting Board directives	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Presents a "united front" to staff and community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

6. Staff Relations- Rank your top three priorities.

	1	2	3
Has a process for recruiting and selection top-quality staff members	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Maintains open channels of communication to and from staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Knows the law concerning personnel policies and procedures	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sets a good example for staff members	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Evaluates staff fairly and effectively	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Creates an atmosphere of trust and mutual respect	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effectively delegates tasks and responsibilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Supports staff development activities and encourages professional growth	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

7. Community Relations- Rank your top three priorities.

	1	2	3
Relates well to a variety of community groups	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Effectively advocates school issues and needs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Responds to individual concerns in appropriate manner	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Successfully handles press coverage	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Communicates effectively on both private and public levels	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Promotes business and community involvement in schools	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Inspires community confidence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

8. School Finance- Rank your top three priorities.

	1	2	3
Develops and explains rationale for budget to the Board and local officials	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Closely supervises budget development and procedures	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Forecasts changes in enrollment and/or revenue	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Offers creative funding solutions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Identifies programs for increased funding and/or budget cuts	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lobbies for school funding on behalf of the school division	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

9. Areas of Expertise- Rank the top three areas of expertise that you prefer in a new superintendent.

	1	2	3
Budget and Finance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Curriculum and instruction	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
School facility planning and construction	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Technology	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Increasing/declining enrollment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
School reform (e.g. strategic planning, total quality management, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Special education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Multi-cultural programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Staff development and evaluation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Community/media relations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Business partnerships	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other (please specify)

10. What is the one talent or skill that the new superintendent should have to do this job well?

11. In your opinion, what should be a key priority for the new superintendent moving forward?