

INTRODUCTION

The Weldon City Board of Education is in the process of searching for a new superintendent. The members of the board are seeking your input in this process. Please take a few minutes to complete this survey.

All survey responses must be submitted by November 13, 2020.

All survey results and comments are anonymous but not confidential. In other words, no one will know who submitted a particular comment, but the results will eventually be released to the public, with any references to specific individuals redacted.

SURVEY QUESTIONS

1. Please select your current job assignment.

- Administrator
- Teacher
- Support Staff

2. If assigned to a specific school, what grade level?

- Elementary School
- Middle School
- High School

3. Please select the FIVE (5) most significant strengths of the Weldon City Schools.

| | Strength 1 | Strength 2 | Strength 3 | Strength 4 | Strength 5 |
|------------------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Supportive community | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Excellent teachers and staff | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Size of system | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Student achievement | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Location of system | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Available resources | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Good school facilities | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Supportive parents | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Quality of life | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Reputation of system | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

4. Please select the FIVE most important areas of skill or expertise that the next superintendent should possess (you should only check five bullets in this section).

| | First | Second | Third | Fourth | Fifth |
|---|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Fiscal management and budgeting | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Organizational leadership | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Interpersonal and public relations skills | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Educational leadership | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Facilities management/building construction | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Curriculum development and instruction | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Communication with parents and community | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Staff relations | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Professional development | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| School-based technology | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Defining system goals | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Academic standards/student assessment | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Managing a diverse staff and student body | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Staff evaluation | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Digital learning | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

5. Please rate the following experience and qualifications according to their importance (you should check fourteen bullets in this section - one for each row):

| | Important Mandatory | Important but not mandatory | Less important | Not important |
|--|------------------------|-----------------------------------|-----------------------|-----------------------|
| Doctorate or terminal degree | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Experience as a superintendent with a proven record of success | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Experience as a superintendent in a similar size system | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Experience as an assistant superintendent | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Experience as a principal | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Experience as a classroom teacher | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Experience in finance, budgets, and acquiring outside funding | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Experience in human resources | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Experience in instruction and curriculum development | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Experience in facility management | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Experience in educational technology | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Experience in a similar system | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Experience in North Carolina education | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Other leadership experience (e.g., military, business) | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

6. Please select from the list below the FIVE most important traits you would like the next superintendent to exhibit (check only five items in this section).

| | First | Second | Third | Fourth | Fifth |
|--|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Commitment to high student achievement | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Commitment to technology | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Commitment to the community | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Confidence | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Enthusiasm | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Integrity | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Change agent | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Risk taker | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Negotiator | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Mediator | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Visionary | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Values employees | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Motivator | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Proactive | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

7. Please rate the following characteristics according to their importance (check one rating for each item):

| | Important but Not Mandatory | Less Important | Not Important |
|--|-----------------------------------|-----------------------|-----------------------|
| Ability to build consensus and commitment among individuals and groups with emphasis on parental involvement | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Ability to develop and maintain a mutually beneficial relationship between the business community and the school system | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Able to work with legislators | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Commitment to community visibility with high interest in a broad range of community groups and organizations | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Inspires and motivates others | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Inspires trust, has high levels of self-confidence and optimism, and models high standards of integrity and personal performance | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Possesses excellent people skills and can present a positive image of the system | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Ability to develop and communicate a vision of quality education for the future to the board, staff, and community | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Demonstrated ability to work with the media | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Effective communication skills, including speaking, listening, and writing | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

| | Important but Not Mandatory | Less Important | Not Important |
|--|-----------------------------------|-----------------------|-----------------------|
| Ability to secure and promote positive student behavior conducive to student achievement/learning climate | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Commitment to the importance of both the academic and activity programs | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Demonstrated ability to enhance student performance, especially in identifying and closing or narrowing the gaps in student achievement | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Demonstrated ability to integrate instructional and administrative technology | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Knowledge of emerging research and best practice in the area of curriculum/instructional design and practice | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Ability to delegate authority appropriately while maintaining accountability | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Ability to develop both short and long-range system goals | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Ability to identify and select building and central office administrators who are capable of advancing the system vision | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Ability to lead a large organization dedicated to goals of continuous improvement | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Experience in the management of system resources and knowledge of sound fiscal procedures | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Possesses the leadership skills required to respond to the challenges presented by a diverse community | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Recommendations and decisions are data-driven | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Skilled leadership in the planning, implementation, and assessment of relevant professional development for all staff members | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Strongly committed to a "student first" philosophy in all decisions | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Successful experience in sound management practices, including appropriate participation of others in planning and decision-making | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Successful experience in the selection and implementation of educational priorities consistent with the interests and needs of students, staff, board, and community | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |
| Willing to listen to input, but can make tough decisions when necessary | <input type="radio"/> | <input type="radio"/> | <input type="radio"/> |

8. The Weldon City Board of Education expressly requests and welcomes all additional comments. If you have anything that you would like to add related to the board's search for a new superintendent, please provide in the space below.

SURVEY COMPLETE

Thank you for completing the Weldon City Schools Superintendent Search Staff Survey.