



Superintendent Search Survey - [District Name]

Survey, Analysis, and Report by the
Iowa Association of School Boards

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Superintendent Qualities and Qualifications

A review of several past school superintendent searches across the country was conducted. That review yielded a list of desired qualities and qualifications sought in the superintendents. The list was used to help design the survey.

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Qualities and Qualifications Surveyed

- Has experience with increasing academic performance
- Is committed to preparing every student for success in college, career, and life
- Has successful experience as a school superintendent
- Believes that every child can and will succeed and puts students' needs first
- Has demonstrated a positive relationship with the community
- Demonstrates excellent interpersonal and communication skills
- Has knowledge of school law and finance
- Has demonstrated leadership skills

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Qualities and Qualifications Surveyed

- Has built build consensus between individuals and groups
- Inspires trust, confidence, and optimism
- Supports high quality teaching and learning
- Supports rigorous standards and high quality assessments
- Has established an effectively working relationship with a school board
- Has knowledge and experience in teacher training and staff development
- Has demonstrated support for extracurricular activities
- Has facilitated new or renovated facility construction

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Board/Staff and Parent/Community Input -

The survey responses represent respondents' opinions on the qualities and qualifications desired for the new district superintendent.

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How should these responses be used?

The priority qualities and characteristics can be used to:

1. Write the job description for the candidate search
2. Write interview questions
3. Help with narrowing the field and selection

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Survey Findings:



The responses are displayed in the next several slides. Results are compared for district board members/staff and district parents/community members.

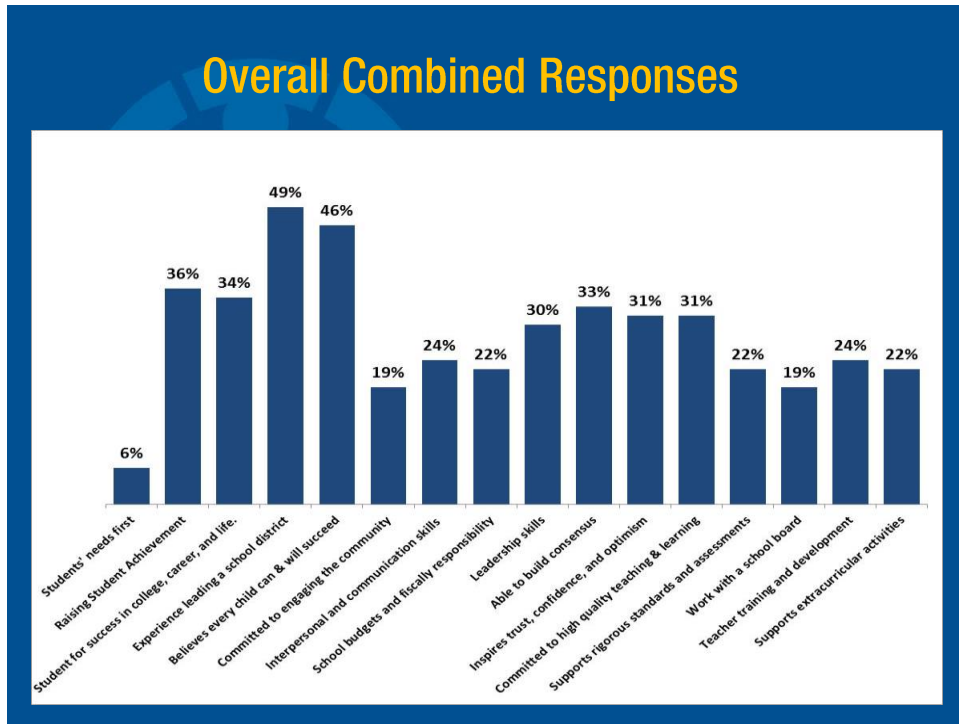
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Overall Combined Responses

The top 5 qualities/qualifications:

1. Has experience in successfully leading a school district
2. Believes that every child can and will succeed
3. Is committed to Raising Student Achievement
4. Is committed to preparing every student for success in college, career, and life.
5. Is able to build consensus between individuals and groups





School Board and Staff Responses

The top 5 qualities/qualifications:

1. Is committed to preparing every student for success in college, career, and life.
2. Believes that every child can and will succeed
3. Has demonstrated ability to effectively work with a school board
4. Has knowledge and experience in teacher training and staff development
5. Is committed to high quality teaching and learning



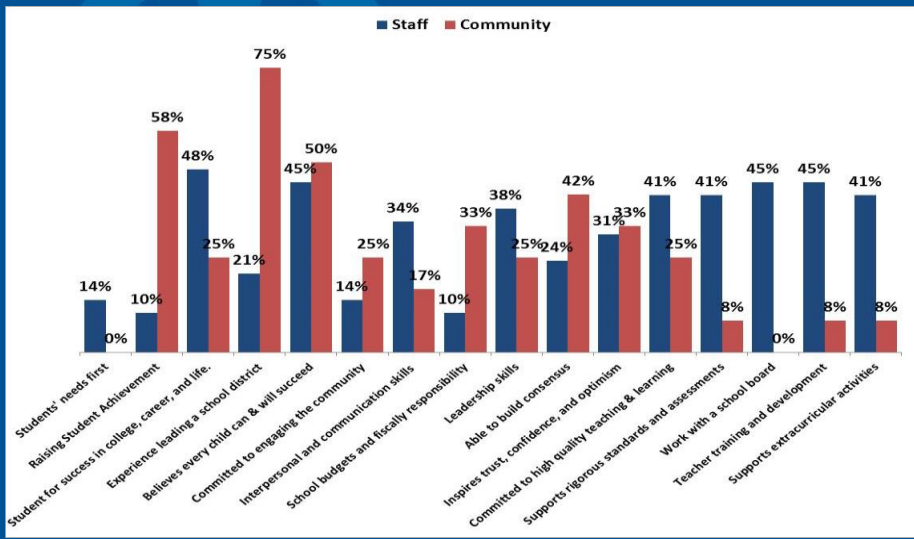
Parent and Community Responses

The top 5 qualities/qualifications:

1. Has experience in successfully leading a school district
2. Is committed to Raising Student Achievement
3. Believes that every child can and will succeed
4. Is able to build consensus between individuals and groups
5. Has knowledge of school budgets and fiscally responsibility



Responses Compared



Superintendent Search Survey

Open-Ended Responses



Respondents – What quality or qualification would you add?

Honesty
 Facilities
 Music
 discipline
 Friendly
 Sports
 Band
 Enforce
 Woman



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