



Superintendent Search Survey Results

Superintendent Search Survey Results

August 1, 2023



Superintendent Search Survey Results

All surveys were completed and submitted to NCSBA by July 17, 2023.

Surveys Started: 3,443

Surveys Completed: 2,667

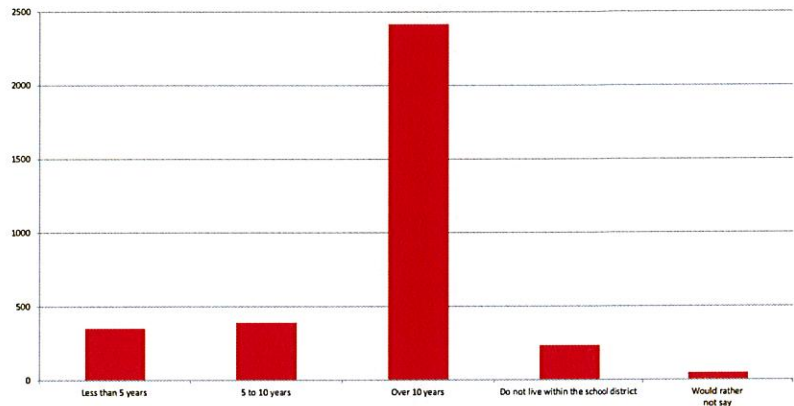
Comments: 2,357



Superintendent Search Survey Results

Demographic Information

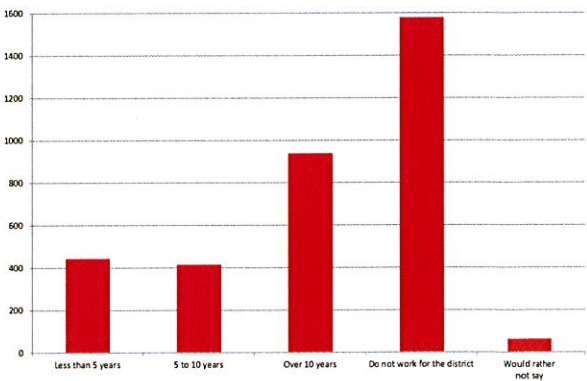
If you are a resident, how long have you lived in the school district?



Superintendent Search Survey Results

Demographic Information

How long have you worked for the school district?

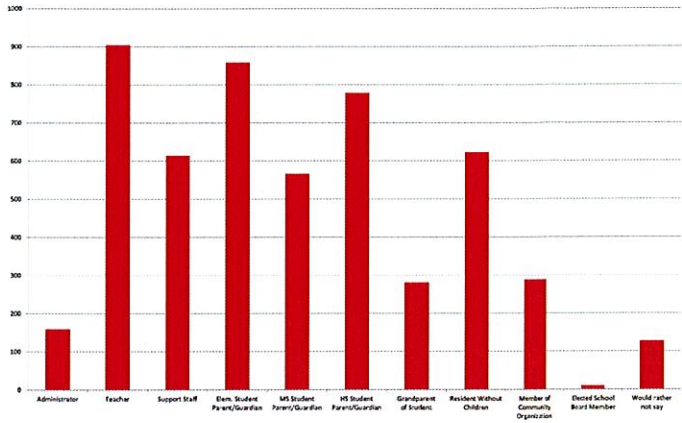




Superintendent Search Survey Results

Demographic Information

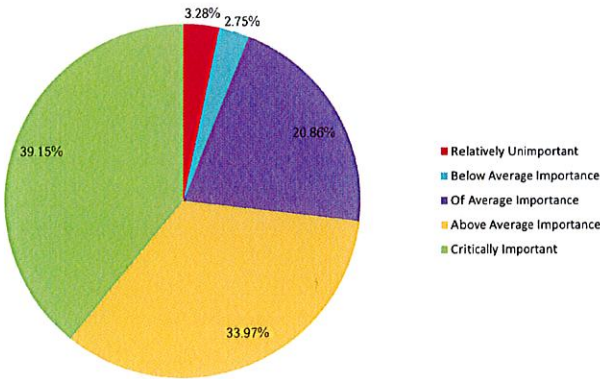
Which type(s) of stakeholder are you?
Check ALL categories below that apply to you.



Superintendent Search Survey Results

Leadership

How important is it that the new superintendent has upper-level leadership experience in a district of a similar size to Gaston County?

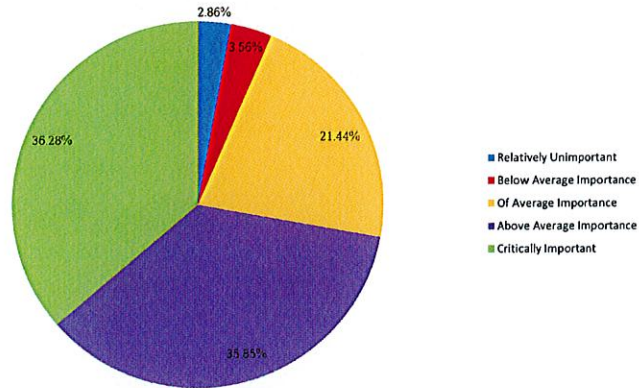




Superintendent Search Survey Results

Leadership

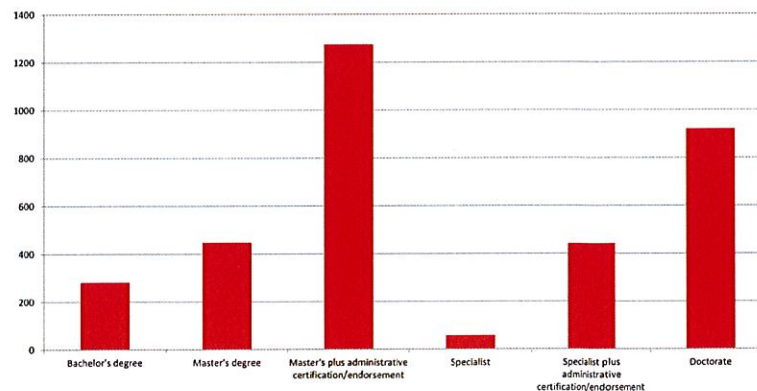
How important is it that the new superintendent has upper-level leadership experience in a district of similar demographics/geographic area to Gaston County?



Superintendent Search Survey Results

Education

What is the minimum level of education you want the Board to consider when evaluating candidates for the superintendent position?

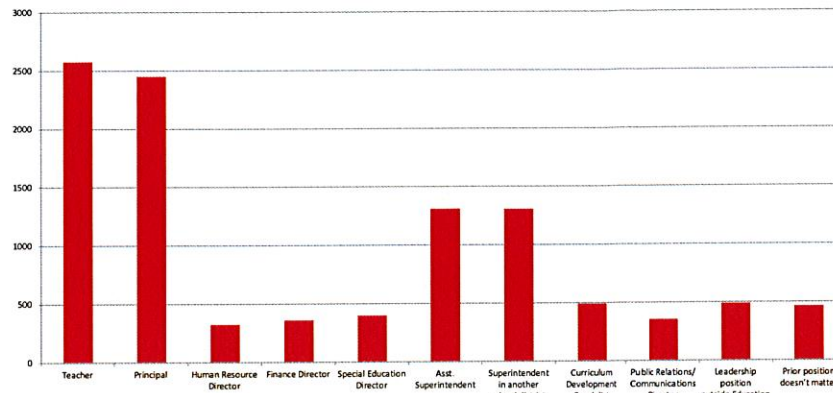




Superintendent Search Survey Results

Prior Positions

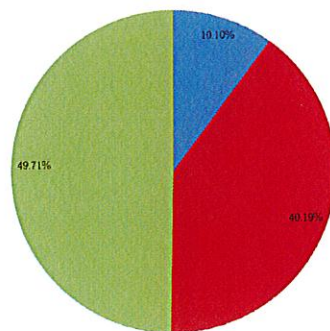
Below is a list of positions that superintendent candidates may have held in the past. Which prior positions do you think would prove most valuable for the next superintendent? (You may check up to THREE positions below.)



Superintendent Search Survey Results

BOE Hiring Strategies

In choosing the next superintendent, which path or strategy below do you think the Board of Education should take?



- Find a candidate who will stay the course and continue the good work of the current administration
- Find a candidate with the same basic educational and management philosophy as the current administration, but who can make some necessary changes
- Find a very different kind of candidate-one who is ready to take the district in a significantly different direction



Superintendent Search Survey Results

Survey participants rated the following types of experience and skills according to their importance based on the following scale:

- 1 – Relatively Unimportant**
- 2 – Below Average Importance**
- 3 – Of Average Importance**
- 4 – Above Average Importance**
- 5 – Extremely Important**



Superintendent Search Survey Results

Top 10

- | | |
|--|---|
| 1. Values, appreciates, and supports teachers and staff members. | 6. Demonstrated success in improving student achievement. |
| 2. Highly responsive and follows through on commitments. | 7. Demonstrated advocacy for public education. |
| 3. Will be visible and accessible to school staff. | 8. Will maintain visibility and accessibility to school staff. |
| 4. Capable of building and leading an effective management team. | 9. Proven dedication to students with different learning needs. |
| 5. Wide-reaching love of kids. | 10. Thinks creatively and finds innovative solutions to complex problems. |



Superintendent Search Survey Results

Survey participants rated the following characteristics according to their importance based on the following scale:

- 1 – Relatively Unimportant**
- 2 – Below Average Importance**
- 3 – Of Average Importance**
- 4 – Above Average Importance**
- 5 – Extremely Important**



Superintendent Search Survey Results

Top 10

- | | |
|--------------------------|------------------|
| 1. Honest and ethical | 6. Goal-oriented |
| 2. A strong listener | 7. Resourceful |
| 3. Transparent | 8. Empathetic |
| 4. Approachable | 9. Collaborative |
| 5. A strong communicator | 10. Kind |