

# Superintendent Search Process

December 12, 2017

Constituent Survey Feedback

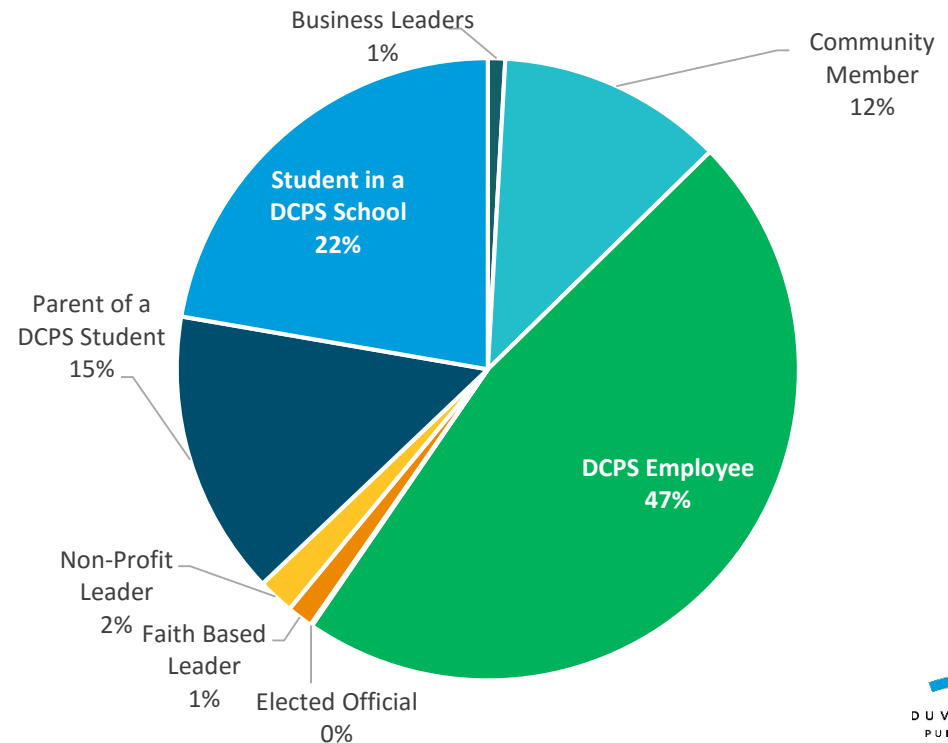


# Feedback Overview



**963**  
total responses

- Survey was distributed at each of the community meetings hosted by the board via a bitly link, QR code, and a text at link
- Advertised in the Duval Daily
- Emailed directly to employees & students
- Distributed via PeachJar for parents
- Emailed to Business & Faith Based Leaders

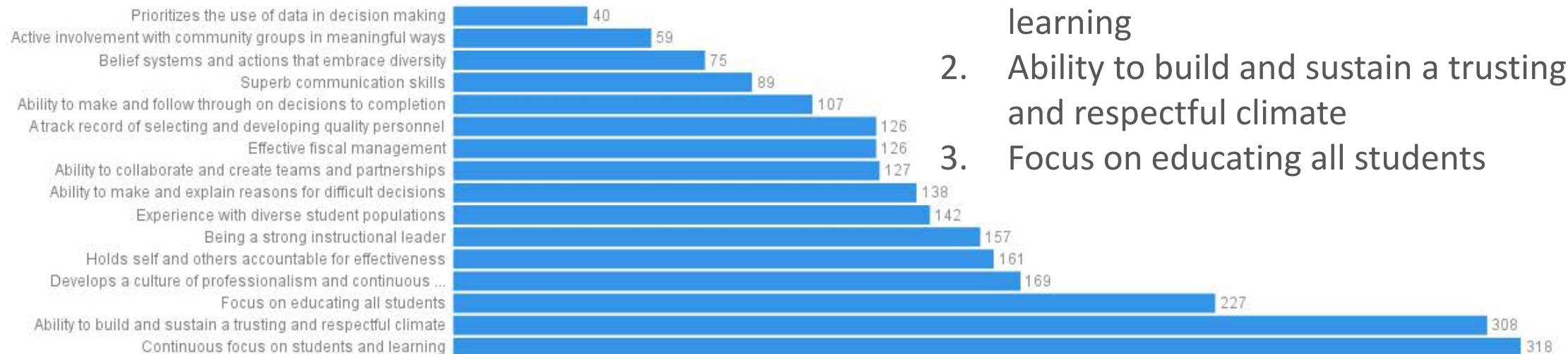




# Leadership Profile Overview



## Professional Characteristics



### Top 3

1. Continuous focus on students and learning
2. Ability to build and sustain a trusting and respectful climate
3. Focus on educating all students



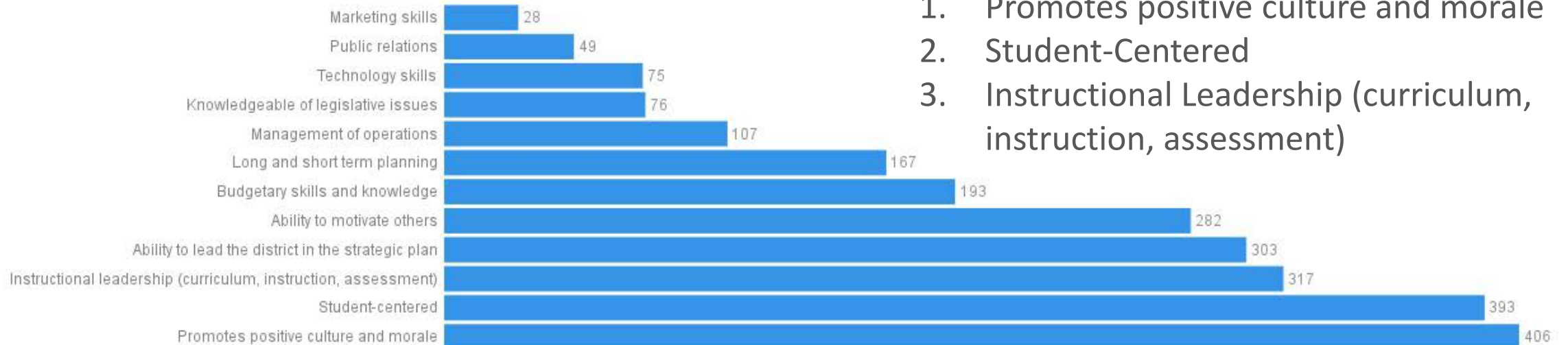
# Leadership Profile Overview



## Professional Qualities

### Top 3

1. Promotes positive culture and morale
2. Student-Centered
3. Instructional Leadership (curriculum, instruction, assessment)

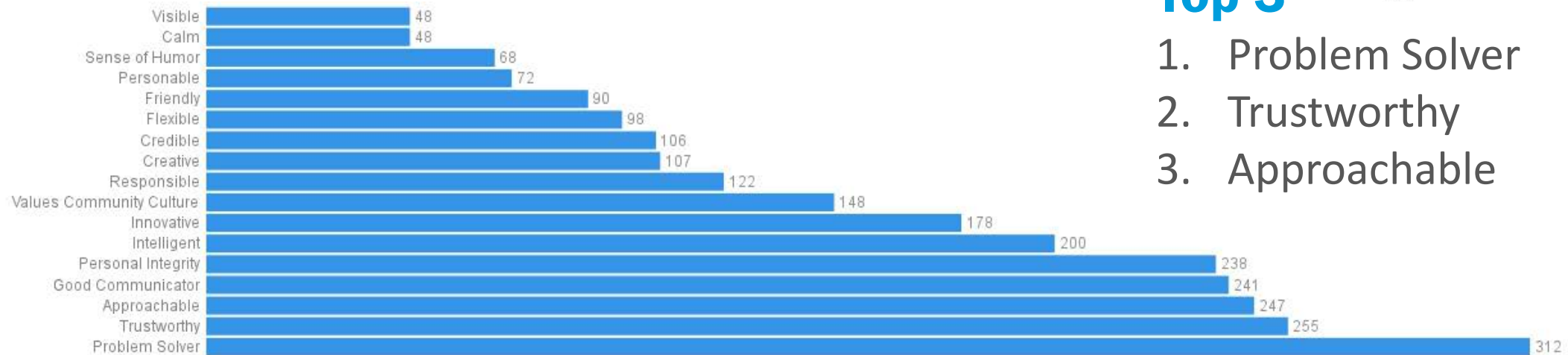




# Leadership Profile Overview



## Personal Qualities



### Top 3

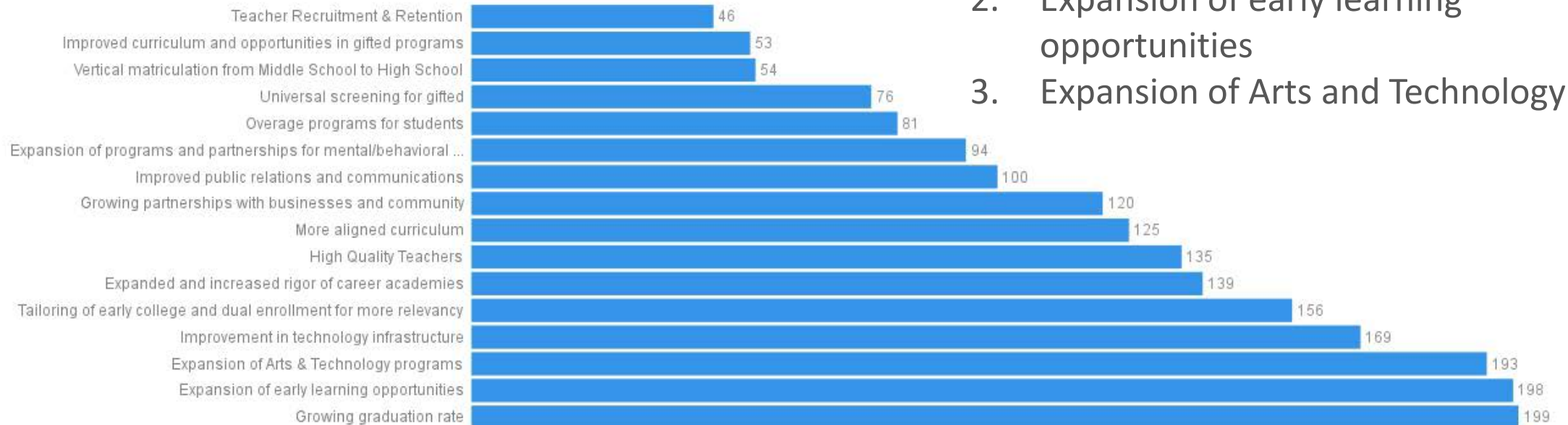
1. Problem Solver
2. Trustworthy
3. Approachable



# Leadership Profile Overview



## District Strengths



## Top 3

1. Growing graduation rate
2. Expansion of early learning opportunities
3. Expansion of Arts and Technology

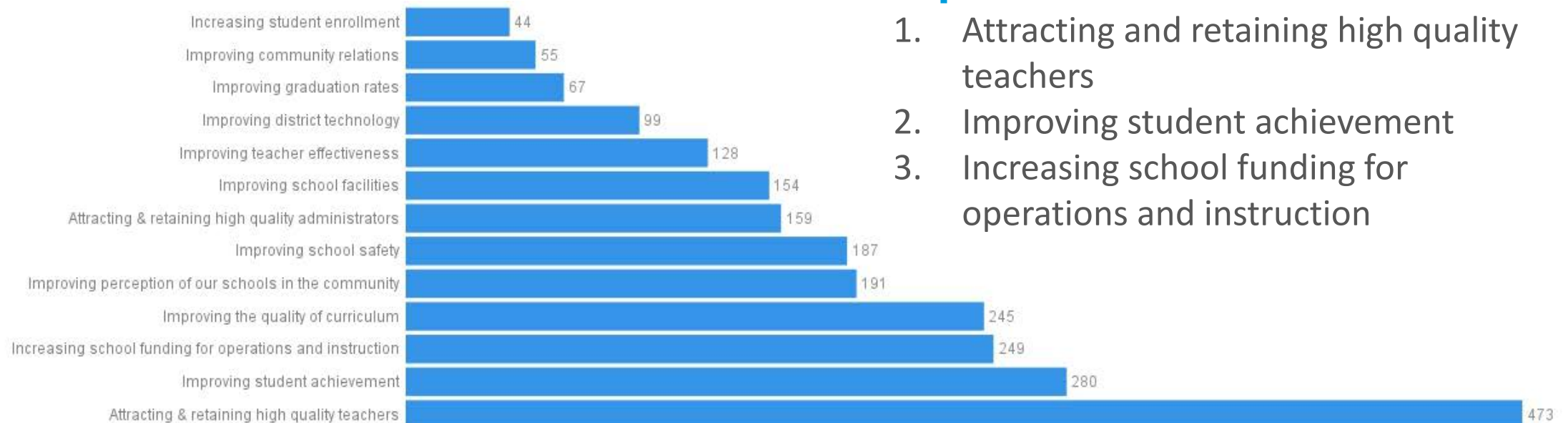




# Leadership Profile Overview



## District Challenges



## Top 3

1. Attracting and retaining high quality teachers
2. Improving student achievement
3. Increasing school funding for operations and instruction



# Leadership Profile Overview



## Previous Job Experience

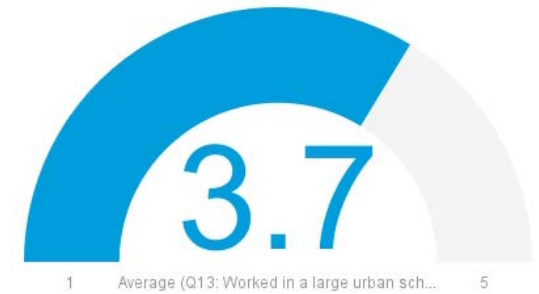
Was a school leader



Worked in the classroom



Worked in a large urban school district



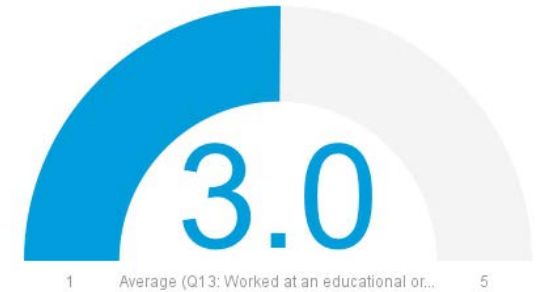
Worked as a superintendent



Worked as a leader in a governmental agency



Worked at an educational organization in FL





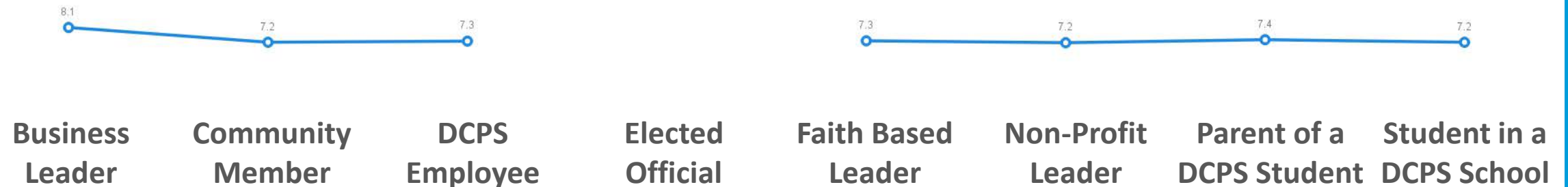


# Leadership Profile Overview



**In thinking about the school district, what level of change would you be looking for?**

0: No Change | 5: Stable Change | 10: Transformational Change





# A Closer Look – Professional Characteristics



	Develops a culture of professionalism and continuous improvement	Ability to build and sustain a trusting and respectful climate	Focus on educating all students	Continuous focus on students and learning	Holds self and others accountable for effectiveness
<b>Business Leader</b>	1	2	3		
<b>Community Member</b>		2	3	1	
<b>DCPS Employee</b>		1	3	2	
<b>Faith Based Leader</b>		3	1	2	
<b>Non-Profit Leader</b>			3	1	2
<b>Parent</b>		2	3	1	
<b>Student</b>		3	2	1	



# A Closer Look – Professional Qualities



	Ability to lead the district in the strategic plan	Ability to motivate others	Instructional leadership	Promotes positive culture and morale	Student-centered
<b>Business Leader</b>	2			1	3
<b>Community Member</b>			3	2	1
<b>DCPS Employee</b>			3	1	2
<b>Faith Based Leader</b>		2	3	1	
<b>Non-Profit Leader</b>	1			2	3
<b>Parent</b>			2	3	2
<b>Student</b>	3	2			1



# A Closer Look – Personal Qualities



	Approachable	Good Communicator	Friendly	Innovative	Intelligent	Personal Integrity	Problem Solver	Trustworthy	Values Community Culture
<b>Business Leader</b>	3	2		1					
<b>Community Member</b>						2	1	3	
<b>DCPS Employee</b>						2	1	3	
<b>Faith Based Leader</b>				2		1		3	
<b>Non-Profit Leader</b>				2			3		1
<b>Parent</b>	3					2	1		
<b>Student</b>			2		1			3	