Exit

## Alleghany County Public Schools Superintendent Search Survey

Please complete the fo	llowing survey.		
* 1. Which of the follow only one.	ing categories best r	epresents you as a resp	oondent? Please check
Parent			
School teacher			
School administrator			
School employee			
PTO member			
Civic organization me	mber		
Student			
Chamber of Commerc	ce member or business		
Social organization m	ember		
Other			
Other (please specify)			
	ning- Check qualifica	itions that you think are	necessary for a
superintendent	Demined	Duefermed	Not been subsuit
An earned	Required	Preferred	Not Important
doctorate			
Experience as a Superintendent			
Experience as an Associate/Assistant	$\bigcirc$		

Superintendent

	Required	Preferred	Not Important
Experience as a Central Office Administrator			
Experience as a Principal			
Experience as a CEO other than school district			
High School Level Teaching Experience			
Middle School Level Teaching Experience			
Elementary Level Teaching Experience			
Experience in Special Education			
Work experience in Virginia			
Residency in the school division			
3. Leadership/Manage	ement Skills- Rank yo	our top three priorities for	r a superintendent
	1	2	3
Writing and speaking ability			
Decisive leader			
Risk taker			
High community profile			
Visionary, creative thinker			
Motivator			

	1	2	3
Organized, efficient			
Analytical, relies on data			
Facilitates consensus among groups			
Team player, comfortable with shared decision- making			
4. Personal Characteri	stics- Rank your thro	ee most desired traits fo	r a new superintendent.
	1	2	3
Sense of humor			
Confident			
Enthusiastic			
Good listener, accessible			
Works "behind the scenes"			
Intellectual			
Consistent			
Patient			
Creative			
Caring			
Influential			
5. Board-Superintende	ent Relations- Rank y	our top three priorities.	
	1	2	3

		2	3
Understands differences between policy and administration and acts accordingly			
Can lead the Board in goal-setting and planning			
Effectively mediates and accommodates different perspectives			
Willing to assume a lead role in decision-making while keeping Board informed			
Provides options and recommendations to Board before accepting Board directives			
Presents a "united front" to staff and community			
6. Staff Relations- Ran	k your top three pri	orities.	
	1	2	3
Has a process for recruiting and selection top-quality staff members			
Maintains open channels of communication to and from staff			

	1	2	3
Knows the law concerning personnel policies and procedures			
Sets a good example for staff members			
Evaluates staff fairly and effectively			
Creates an atmosphere of trust and mutual respect			
Effectively delegates tasks and responsibilities			
Supports staff development activities and encourages professional growth			
7. Community Relation	ıs- Rank your top th	ree priorities.	
	1	2	3
Relates well to a variety of community groups			
Effectively advocates school issues and needs			
Responds to individual concerns in appropriate manner			
Successfully handles press coverage			

Lobbies for school funding on behalf of the school division

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

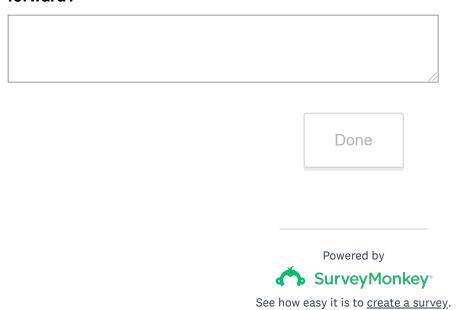
Offers creative funding solutions

for increased funding and/or budget cuts

Identifies programs

	1	2	3
Budget and Finance			
Curriculum and instruction			
School facility planning and construction			
Technology			
Increasing/declining enrollment			
School reform (e.g. strategic planning, total quality management, etc.)			
Special education			
Multi-cultural programs			
Staff development and evaluation			
Community/media relations	$\bigcirc$		
Support services			
Business partnerships			
Other			
Other (please specify)			
10. What is the one tale	ent or skill that the r	new superintendent shou	ld have to do this job

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



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