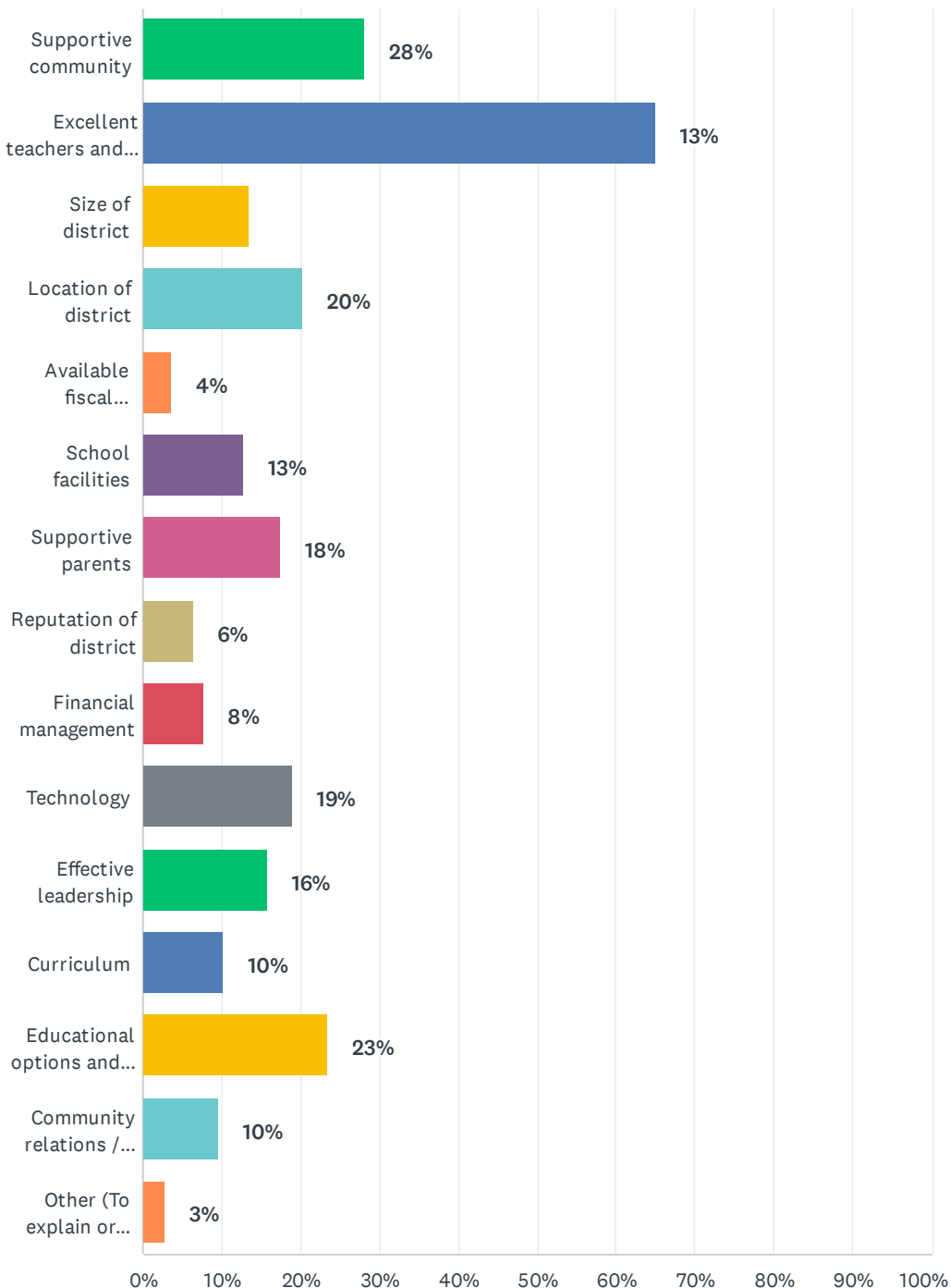


Q1 Select from the list below the three most significant strengths of Frederick County Public Schools. (Choose at least one, but not more than three responses below.)

Answered: 2,002 Skipped: 0

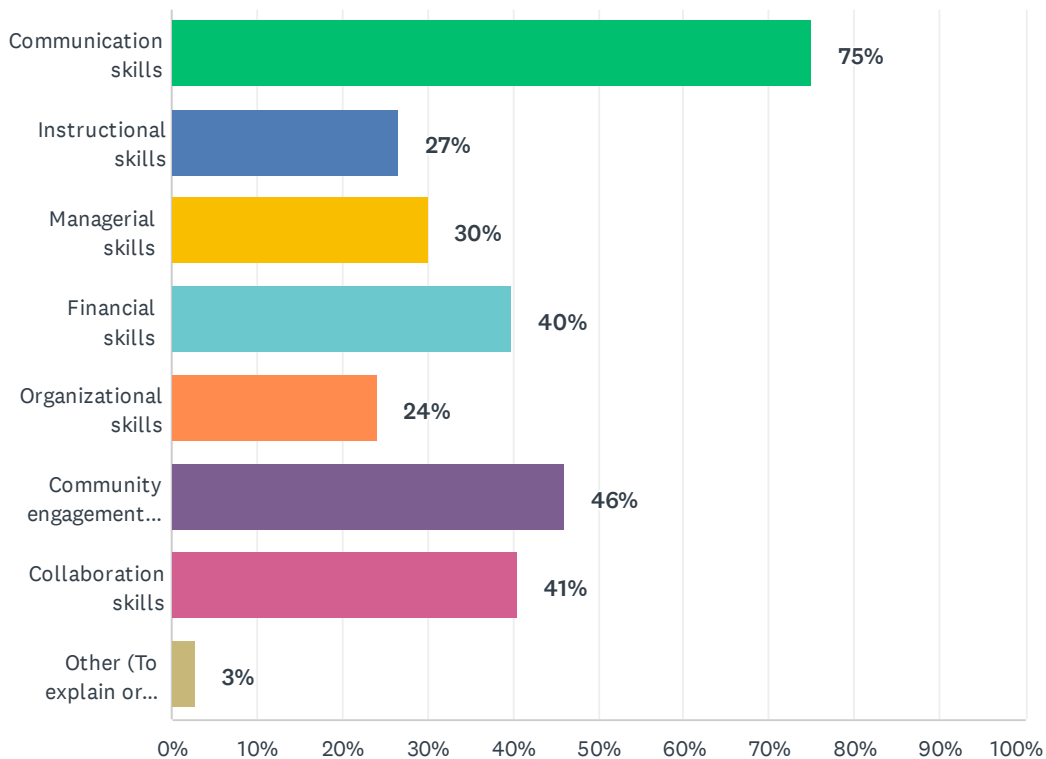


Superintendent Search Survey

ANSWER CHOICES	RESPONSES	
Supportive community	28%	564
Excellent teachers and staff	65%	1,301
Size of district	13%	270
Location of district	20%	404
Available fiscal resources	4%	74
School facilities	13%	258
Supportive parents	18%	351
Reputation of district	6%	130
Financial management	8%	154
Technology	19%	381
Effective leadership	16%	318
Curriculum	10%	204
Educational options and programs	23%	469
Community relations / communications	10%	193
Other (To explain or provide additional comments, please email BWP Consultant Dr. Kevin Castner at kccastner@protonmail.com .)	3%	54
Total Respondents: 2,002		

Q2 Select from the list below the three most important leadership skills you would like the next superintendent to have: (Choose at least one, but not more than three responses below.)

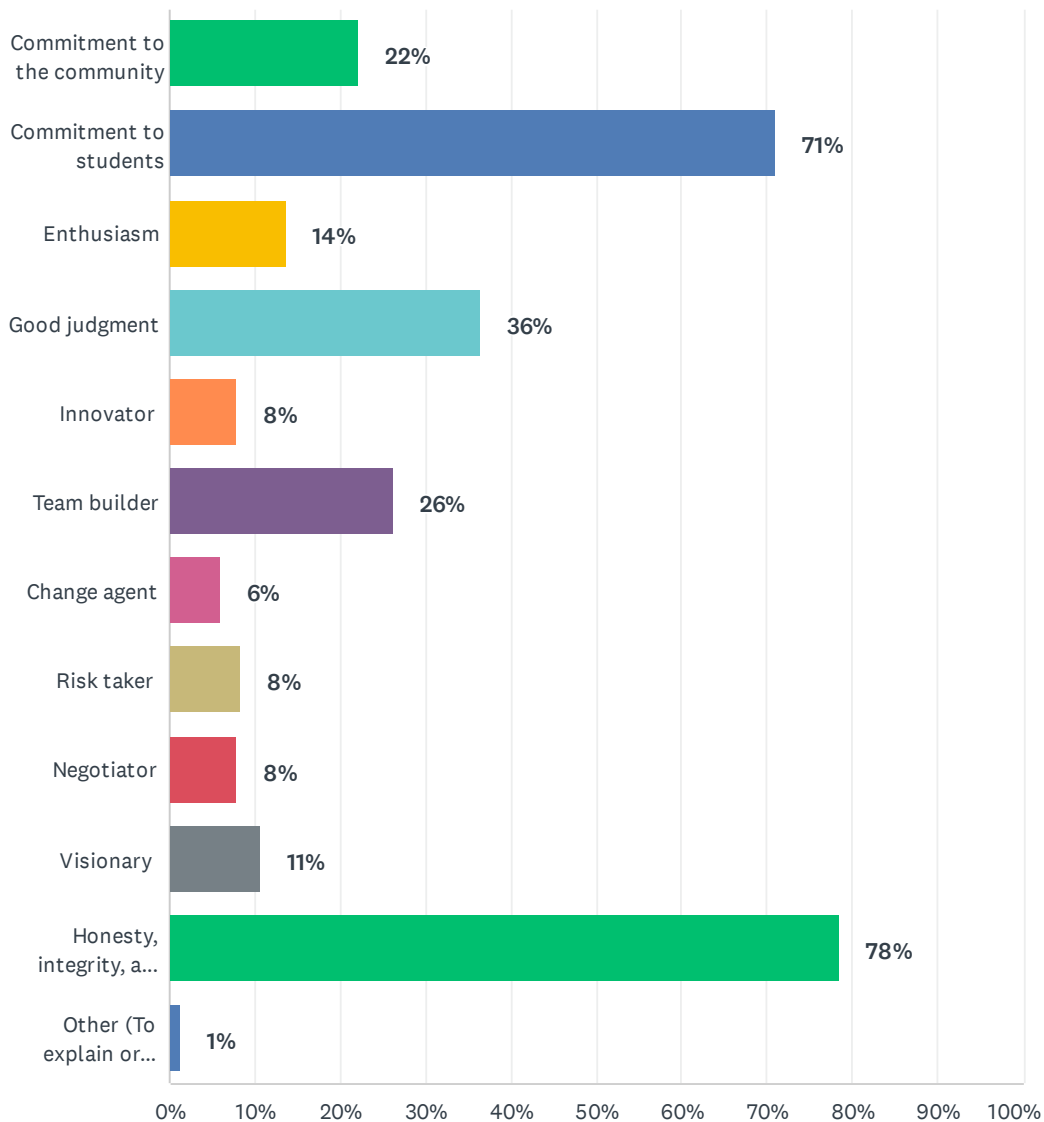
Answered: 1,973 Skipped: 29



ANSWER CHOICES	RESPONSES	
Communication skills	75%	1,480
Instructional skills	27%	524
Managerial skills	30%	592
Financial skills	40%	788
Organizational skills	24%	476
Community engagement skills	46%	908
Collaboration skills	41%	801
Other (To explain or provide additional comments, please email BWP Consultant Dr. Kevin Castner at kccastner@protonmail.com .)	3%	53
Total Respondents: 1,973		

Q3 Select from the list below the three most important characteristics you would like a superintendent to exhibit: (Choose at least one, but not more than three responses below.)

Answered: 1,952 Skipped: 50

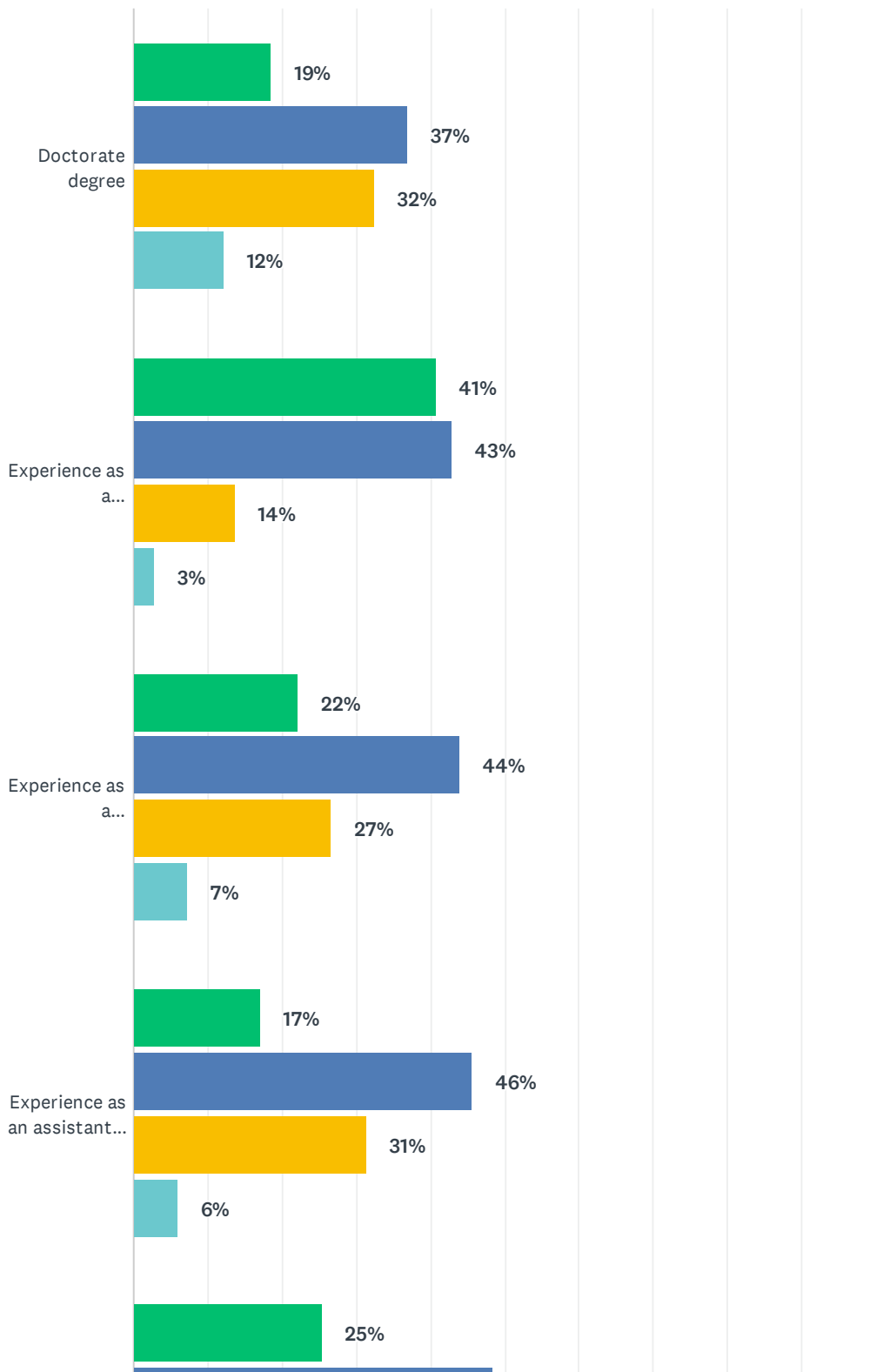


Superintendent Search Survey

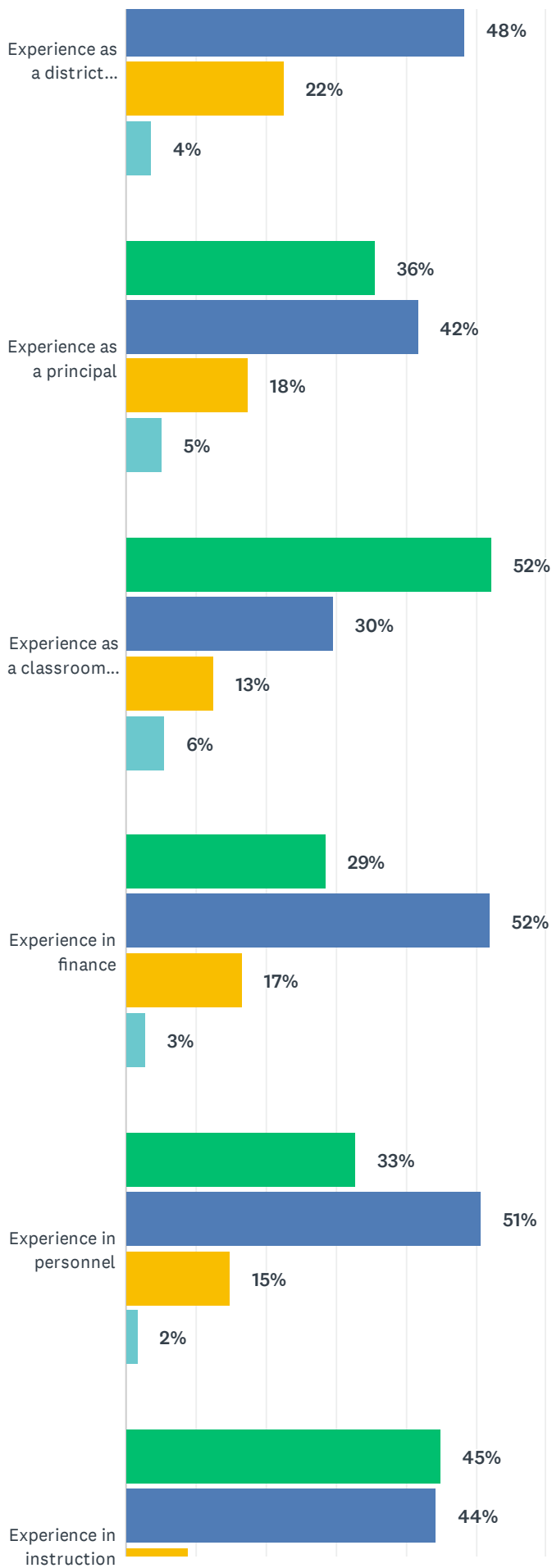
ANSWER CHOICES	RESPONSES	
Commitment to the community	22%	432
Commitment to students	71%	1,384
Enthusiasm	14%	265
Good judgment	36%	711
Innovator	8%	155
Team builder	26%	512
Change agent	6%	117
Risk taker	8%	162
Negotiator	8%	156
Visionary	11%	207
Honesty, integrity, and character	78%	1,531
Other (To explain or provide additional comments, please email BWP Consultant Dr. Kevin Castner at kccastner@protonmail.com .)	1%	25
Total Respondents: 1,952		

Q4 For each of the items below, indicate whether you believe the experience is either extremely important, important, neutral, or not important for filling the superintendent's position:

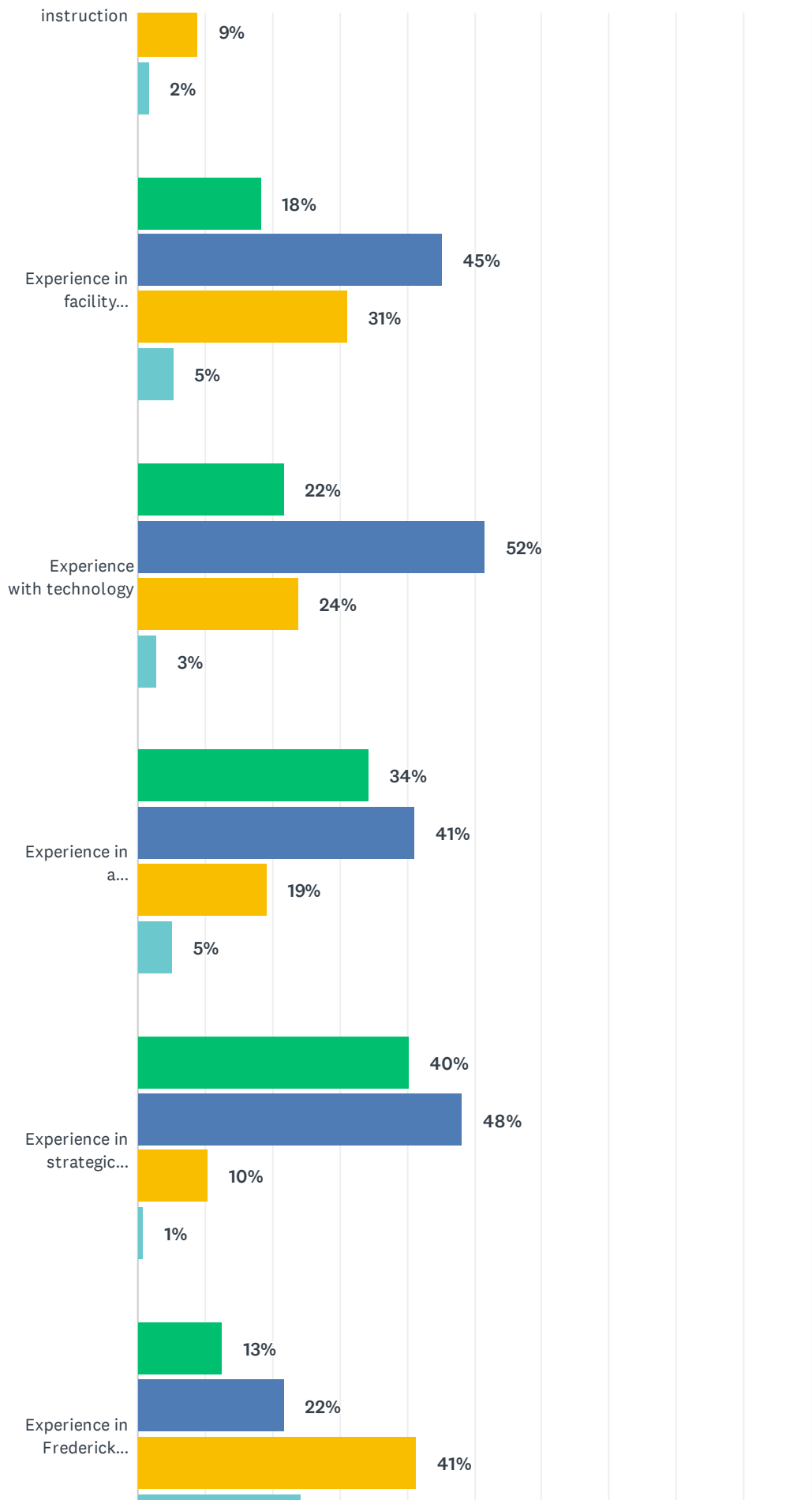
Answered: 1,903 Skipped: 99



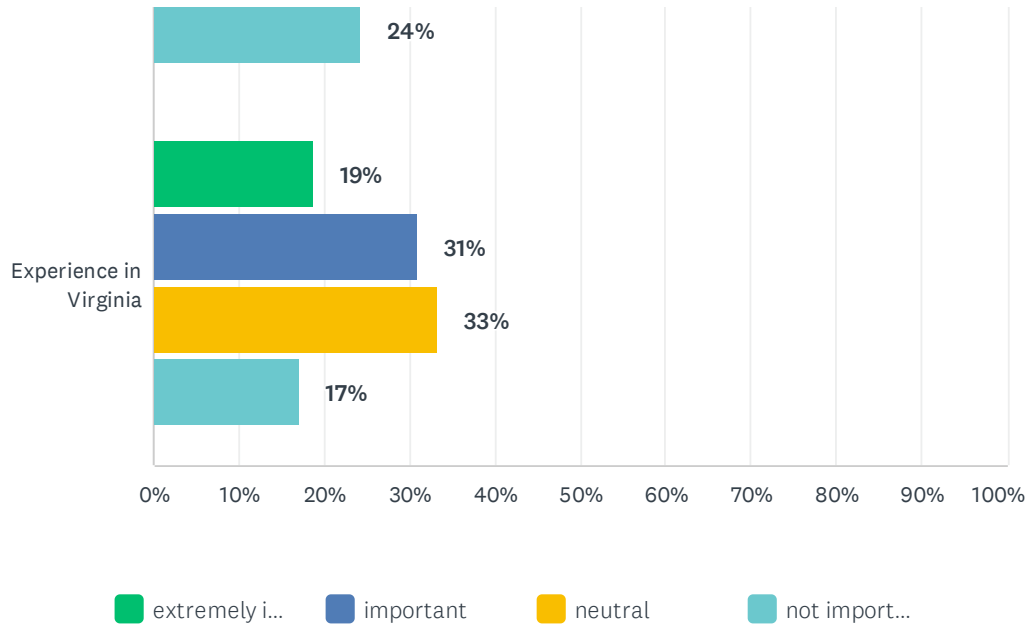
Superintendent Search Survey



Superintendent Search Survey



Superintendent Search Survey

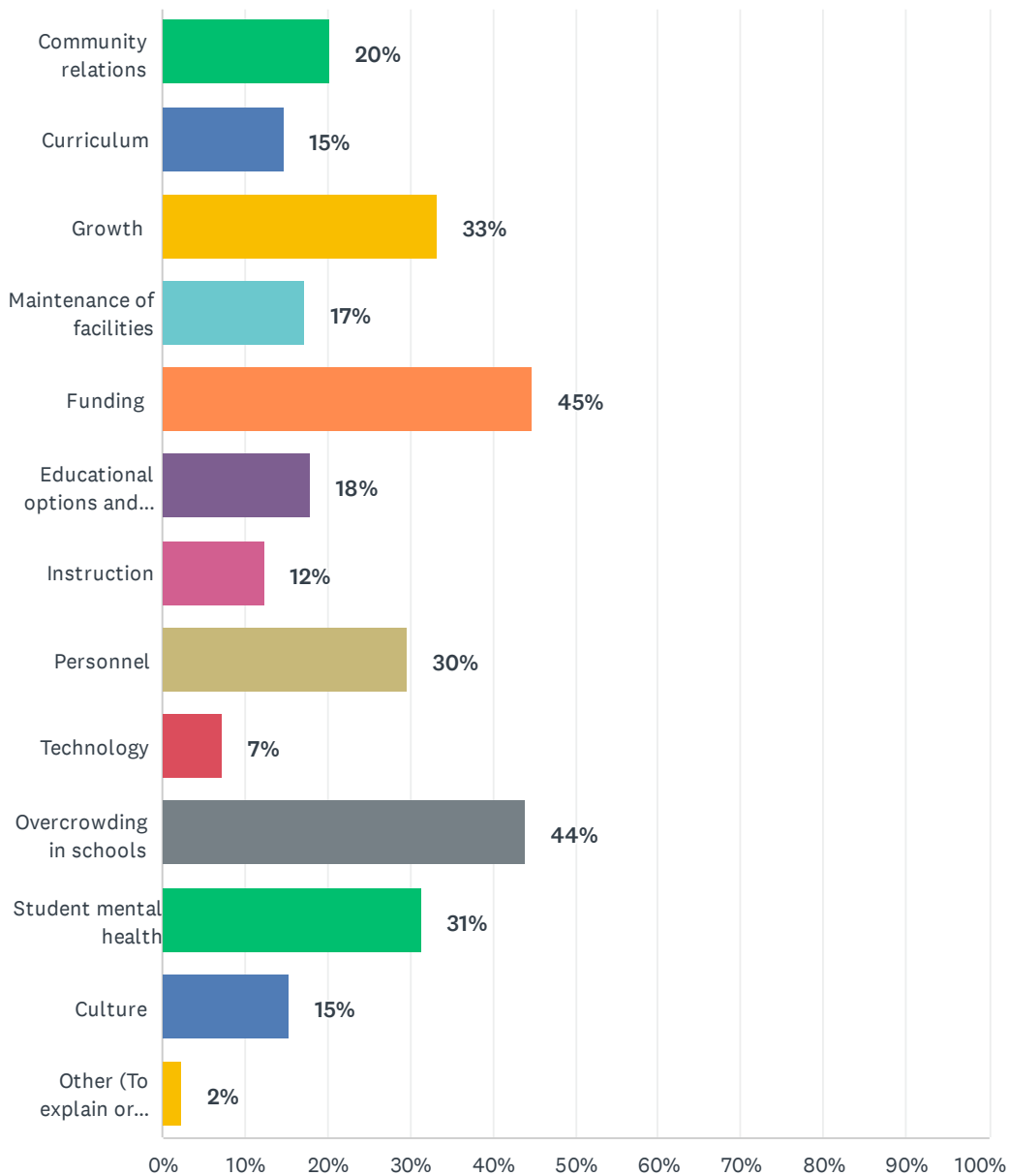


Superintendent Search Survey

	EXTREMELY IMPORTANT	IMPORTANT	NEUTRAL	NOT IMPORTANT	TOTAL
Doctorate degree	19% 342	37% 679	32% 597	12% 226	1,844
Experience as a superintendent with a proven record of success	41% 774	43% 812	14% 259	3% 52	1,897
Experience as a superintendent in a district of similar size	22% 420	44% 830	27% 506	7% 137	1,893
Experience as an assistant superintendent	17% 324	46% 863	31% 593	6% 114	1,894
Experience as a district level administrator	25% 474	48% 904	22% 420	4% 69	1,867
Experience as a principal	36% 675	42% 790	18% 332	5% 96	1,893
Experience as a classroom teacher	52% 988	30% 560	13% 237	6% 104	1,889
Experience in finance	29% 539	52% 983	17% 313	3% 54	1,889
Experience in personnel	33% 613	51% 949	15% 278	2% 32	1,872
Experience in instruction	45% 849	44% 835	9% 169	2% 34	1,887
Experience in facility construction and management	18% 348	45% 856	31% 590	5% 100	1,894
Experience with technology	22% 412	52% 979	24% 452	3% 52	1,895
Experience in a multi-cultural environment	34% 650	41% 780	19% 363	5% 98	1,891
Experience in strategic planning	40% 764	48% 912	10% 198	1% 18	1,892
Experience in Frederick County Public Schools	13% 239	22% 411	41% 783	24% 459	1,892
Experience in Virginia	19% 356	31% 586	33% 629	17% 322	1,893

Q5 What do you consider to be the three most important issues or concerns facing Frederick County Public Schools in the next five years? (Choose at least one, but not more than three responses below.)

Answered: 1,892 Skipped: 110

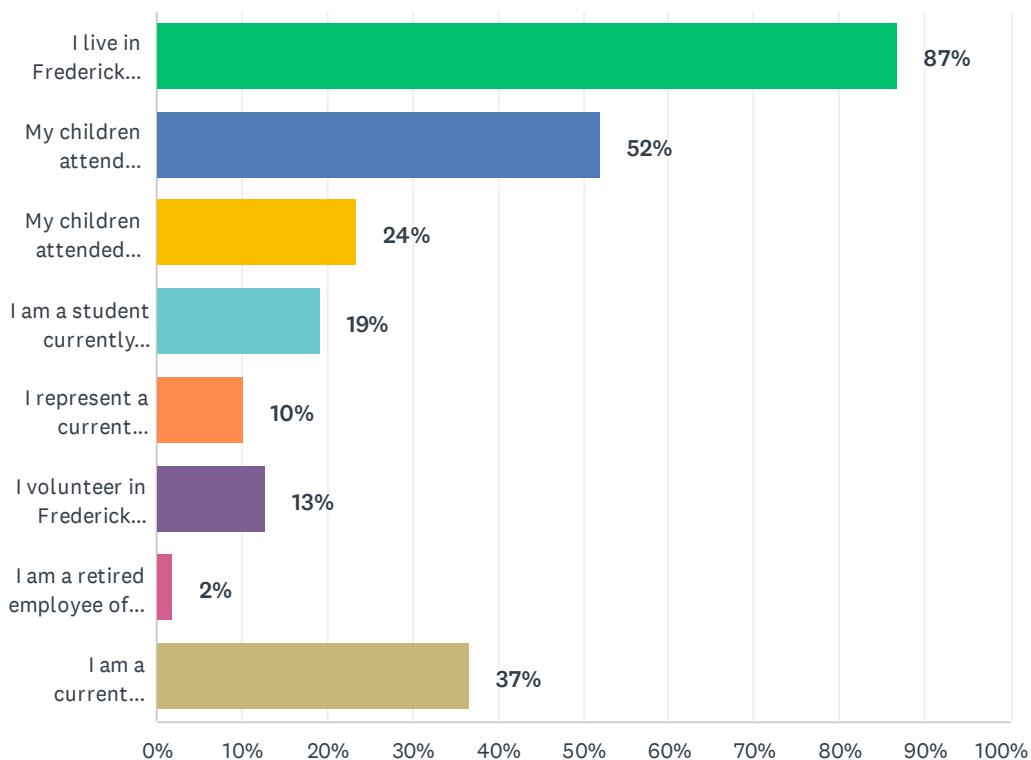


Superintendent Search Survey

ANSWER CHOICES	RESPONSES	
Community relations	20%	382
Curriculum	15%	279
Growth	33%	629
Maintenance of facilities	17%	328
Funding	45%	846
Educational options and programs	18%	338
Instruction	12%	232
Personnel	30%	559
Technology	7%	137
Overcrowding in schools	44%	830
Student mental health	31%	592
Culture	15%	290
Other (To explain or provide additional comments, please email BWP Consultant Dr. Kevin Castner at kccastner@protonmail.com .)	2%	46
Total Respondents: 1,892		

Q6 Please indicate all which apply to you:

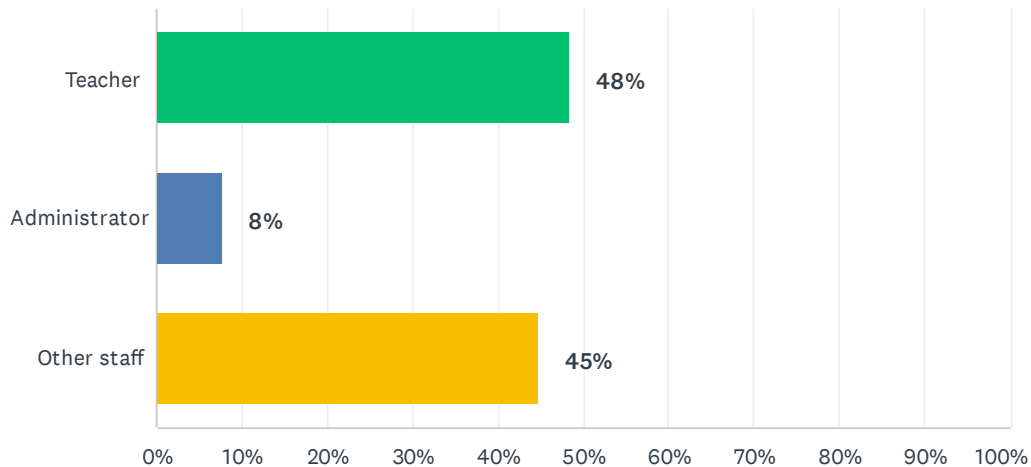
Answered: 1,879 Skipped: 123



ANSWER CHOICES	RESPONSES	
I live in Frederick County.	87%	1,629
My children attend Frederick County Public Schools.	52%	978
My children attended Frederick County Public Schools.	24%	442
I am a student currently attending a Frederick County Public school.	19%	359
I represent a current non-child household.	10%	192
I volunteer in Frederick County Public Schools.	13%	240
I am a retired employee of Frederick County Public Schools.	2%	36
I am a current employee of Frederick County Public Schools.	37%	691
Total Respondents: 1,879		

Q7 If you are employed by Frederick County Public Schools, please specify your position:

Answered: 817 Skipped: 1,185



ANSWER CHOICES	RESPONSES	
Teacher	48%	396
Administrator	8%	62
Other staff	45%	366
Total Respondents: 817		