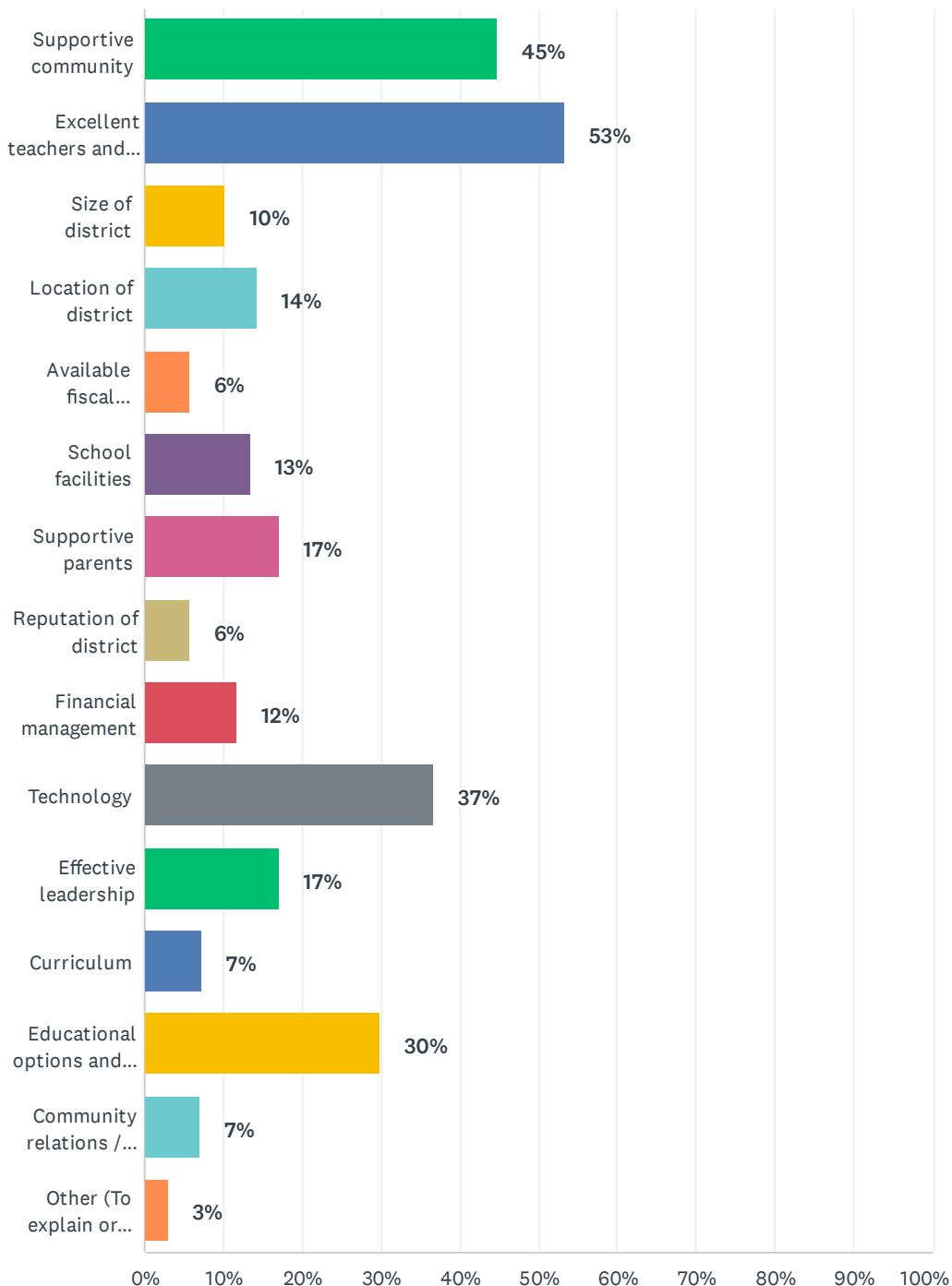


Q1 Select from the list below the three most significant strengths of Frederick County Public Schools. (Choose at least one, but not more than three responses below.)

Answered: 359 Skipped: 0

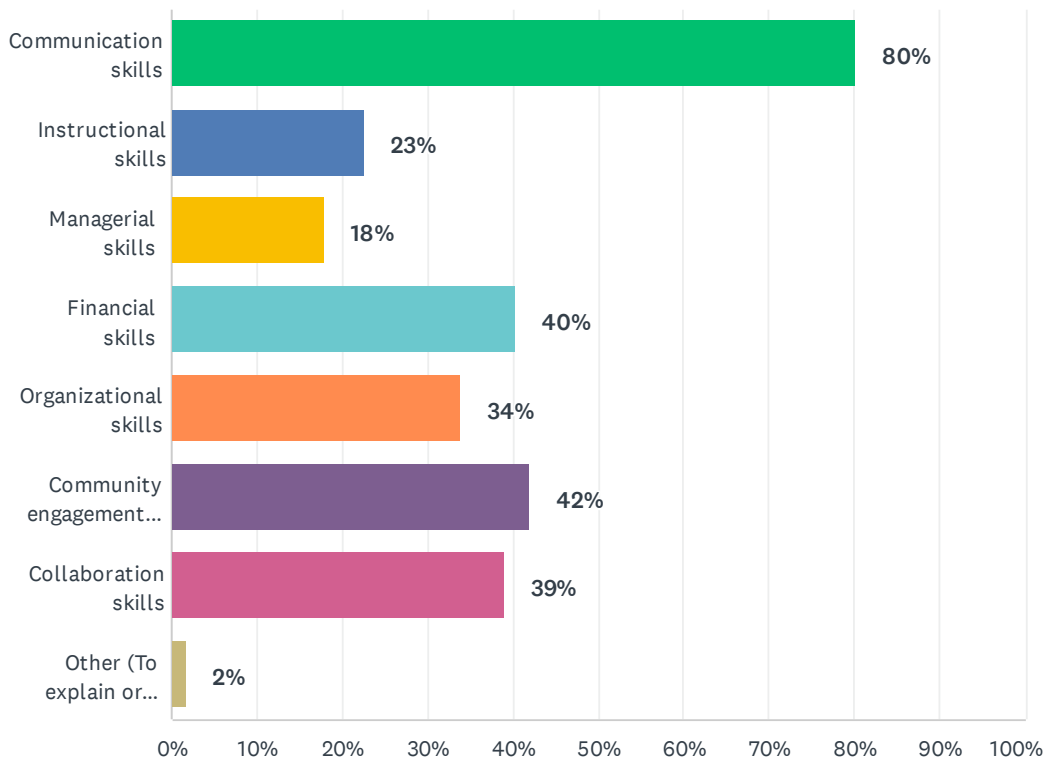


Superintendent Search Survey

ANSWER CHOICES	RESPONSES	
Supportive community	45%	161
Excellent teachers and staff	53%	191
Size of district	10%	37
Location of district	14%	51
Available fiscal resources	6%	21
School facilities	13%	48
Supportive parents	17%	61
Reputation of district	6%	21
Financial management	12%	42
Technology	37%	132
Effective leadership	17%	61
Curriculum	7%	26
Educational options and programs	30%	107
Community relations / communications	7%	25
Other (To explain or provide additional comments, please email BWP Consultant Dr. Kevin Castner at kccastner@protonmail.com .)	3%	11
Total Respondents: 359		

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.)

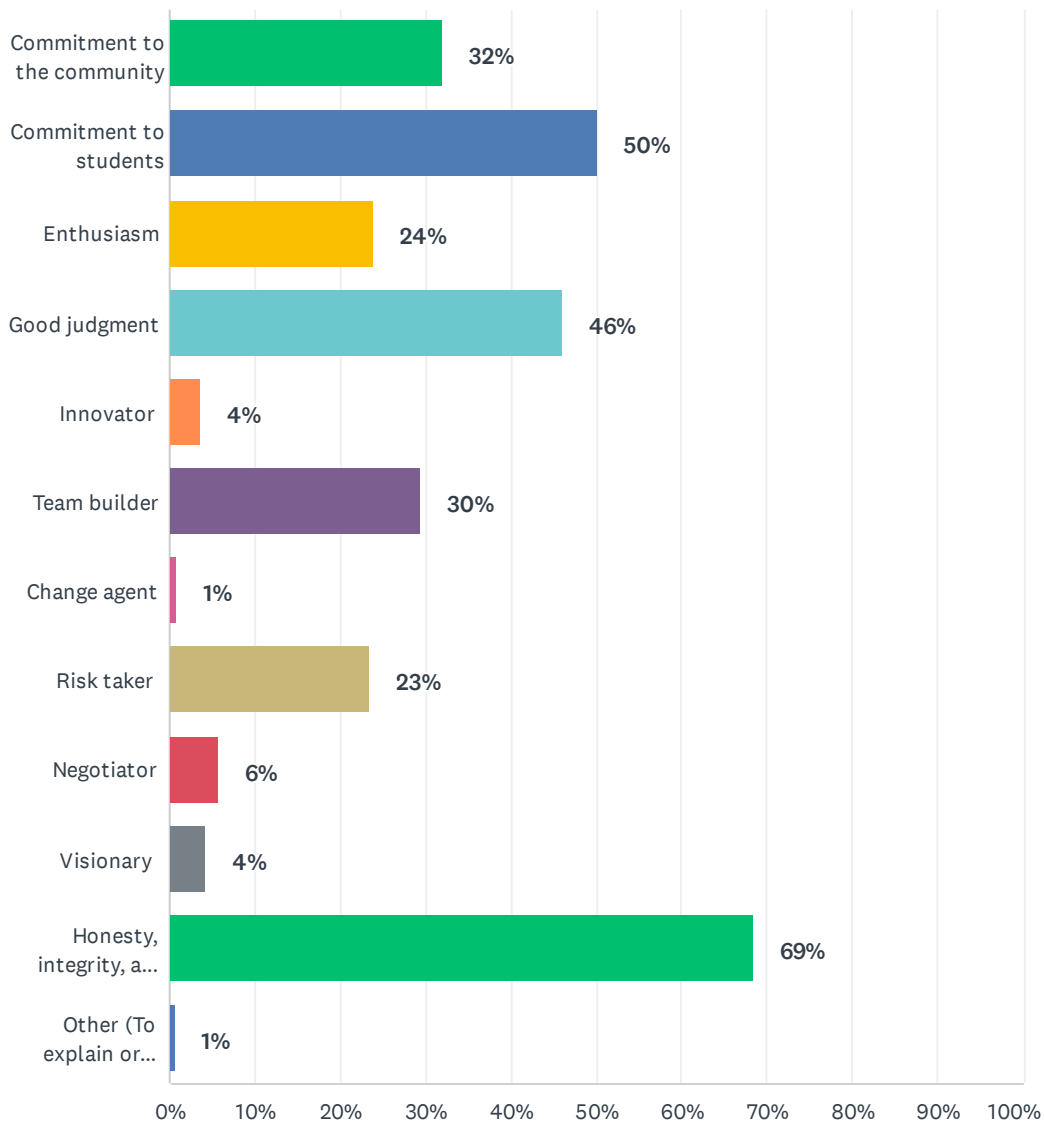
Answered: 359 Skipped: 0



ANSWER CHOICES	RESPONSES	
Communication skills	80%	288
Instructional skills	23%	81
Managerial skills	18%	64
Financial skills	40%	145
Organizational skills	34%	122
Community engagement skills	42%	151
Collaboration skills	39%	140
Other (To explain or provide additional comments, please email BWP Consultant Dr. Kevin Castner at kccastner@protonmail.com.)	2%	6
Total Respondents: 359		

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: 359 Skipped: 0

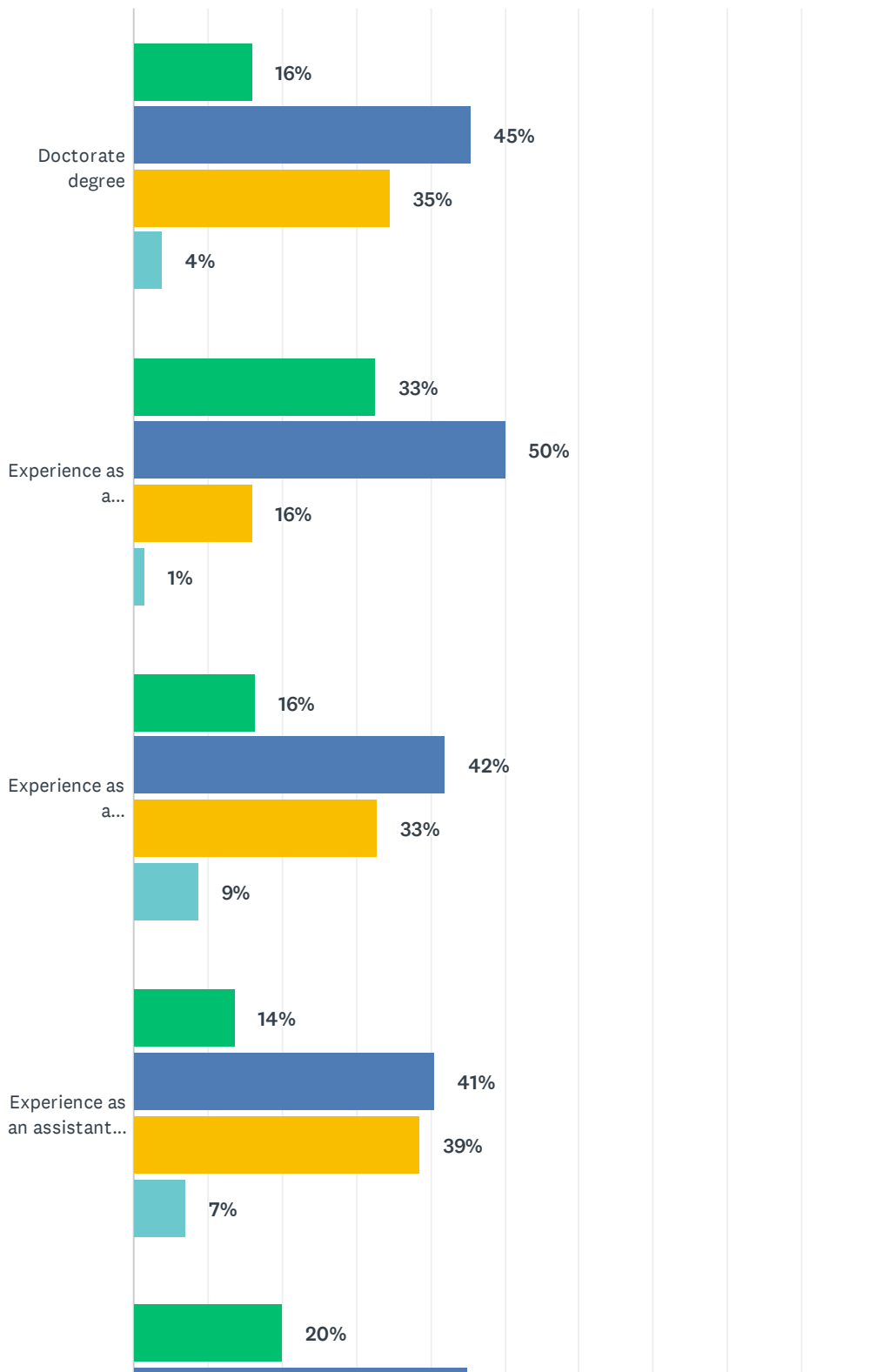


Superintendent Search Survey

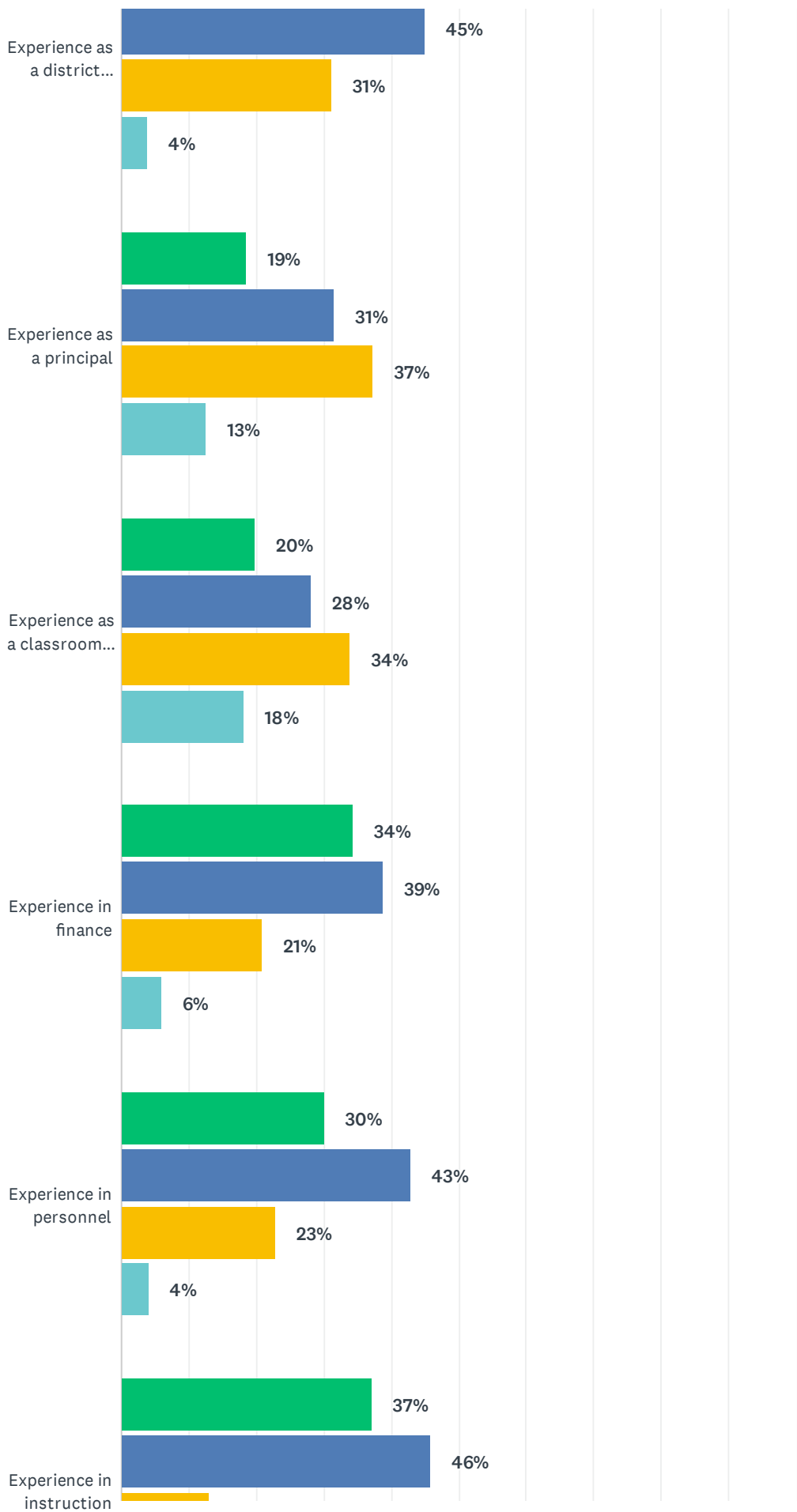
ANSWER CHOICES	RESPONSES	
Commitment to the community	32%	115
Commitment to students	50%	180
Enthusiasm	24%	86
Good judgment	46%	165
Innovator	4%	13
Team builder	30%	106
Change agent	1%	3
Risk taker	23%	84
Negotiator	6%	21
Visionary	4%	15
Honesty, integrity, and character	69%	246
Other (To explain or provide additional comments, please email BWP Consultant Dr. Kevin Castner at kccastner@protonmail.com .)	1%	2
Total Respondents: 359		

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:

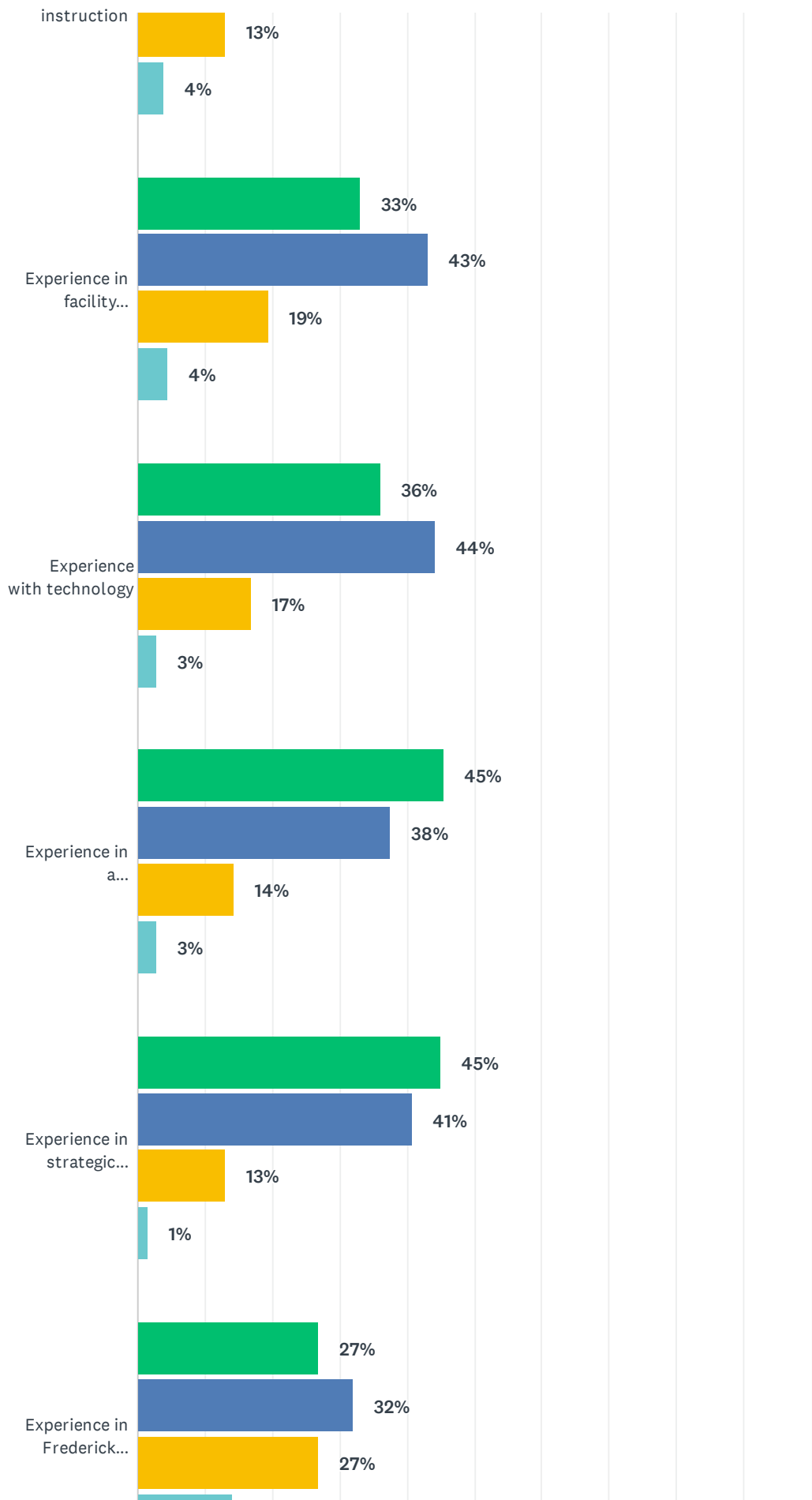
Answered: 359 Skipped: 0



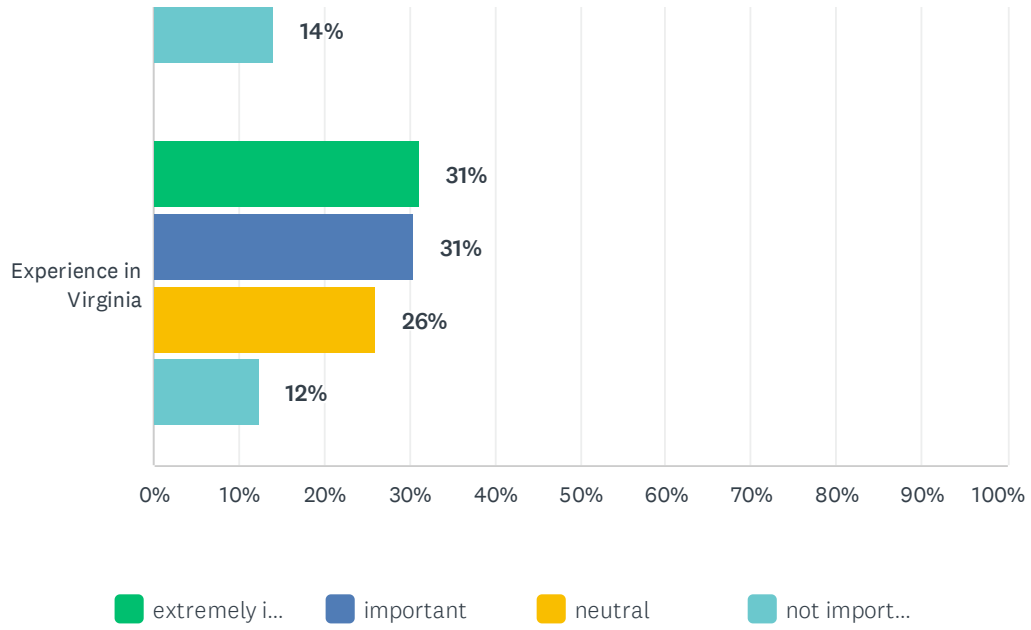
Superintendent Search Survey



Superintendent Search Survey



Superintendent Search Survey

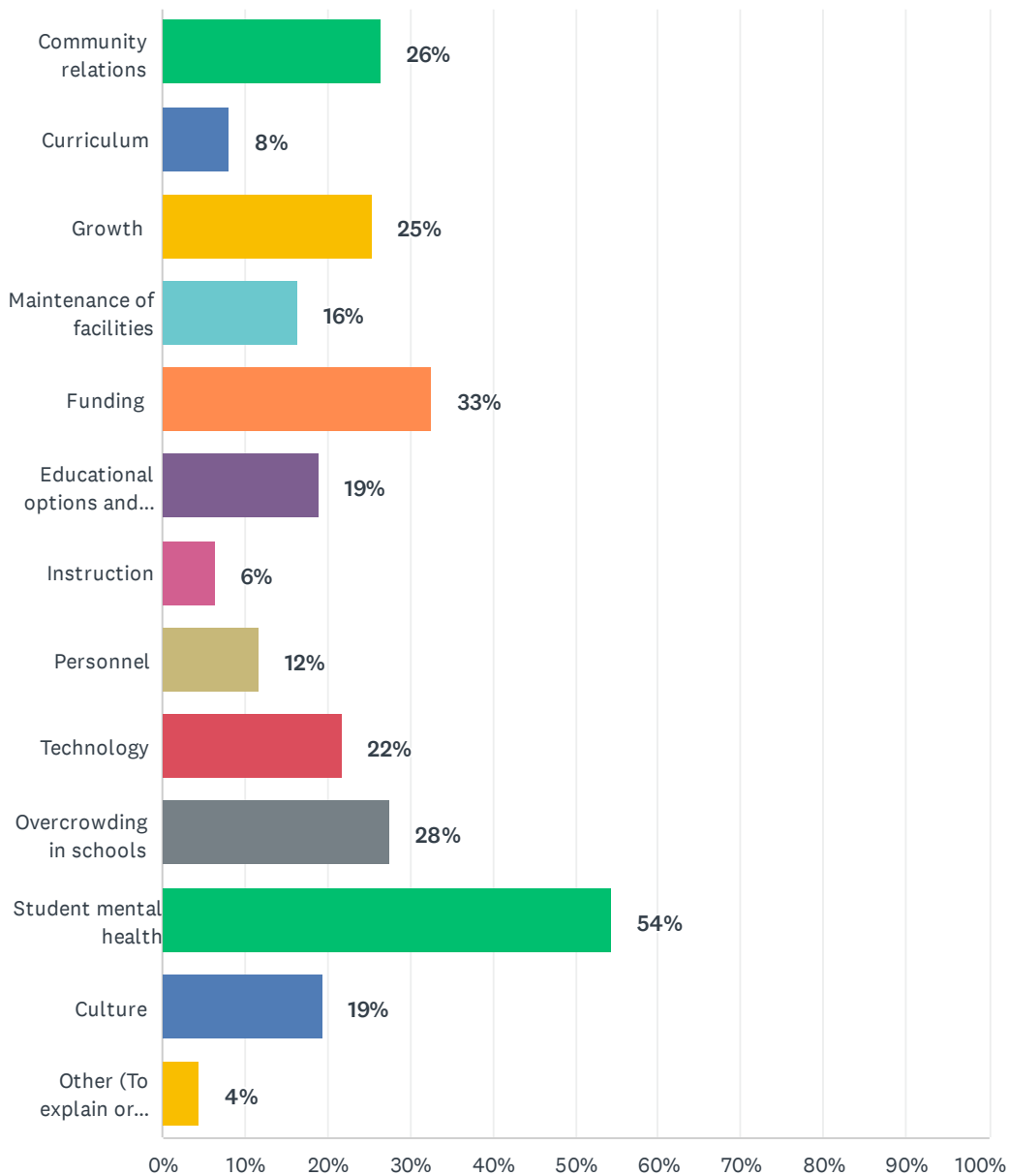


Superintendent Search Survey

	EXTREMELY IMPORTANT	IMPORTANT	NEUTRAL	NOT IMPORTANT	TOTAL
Doctorate degree	16% 53	45% 151	35% 115	4% 13	332
Experience as a superintendent with a proven record of success	33% 117	50% 179	16% 57	1% 5	358
Experience as a superintendent in a district of similar size	16% 58	42% 149	33% 116	9% 31	354
Experience as an assistant superintendent	14% 49	41% 145	39% 138	7% 25	357
Experience as a district level administrator	20% 68	45% 153	31% 106	4% 13	340
Experience as a principal	19% 66	31% 112	37% 133	13% 45	356
Experience as a classroom teacher	20% 70	28% 99	34% 119	18% 64	352
Experience in finance	34% 121	39% 137	21% 74	6% 21	353
Experience in personnel	30% 104	43% 148	23% 79	4% 14	345
Experience in instruction	37% 132	46% 163	13% 46	4% 14	355
Experience in facility construction and management	33% 118	43% 153	19% 69	4% 16	356
Experience with technology	36% 128	44% 157	17% 60	3% 10	355
Experience in a multi-cultural environment	45% 160	38% 132	14% 50	3% 10	352
Experience in strategic planning	45% 160	41% 145	13% 46	1% 5	356
Experience in Frederick County Public Schools	27% 95	32% 113	27% 95	14% 50	353
Experience in Virginia	31% 111	31% 109	26% 93	12% 44	357

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: 359 Skipped: 0

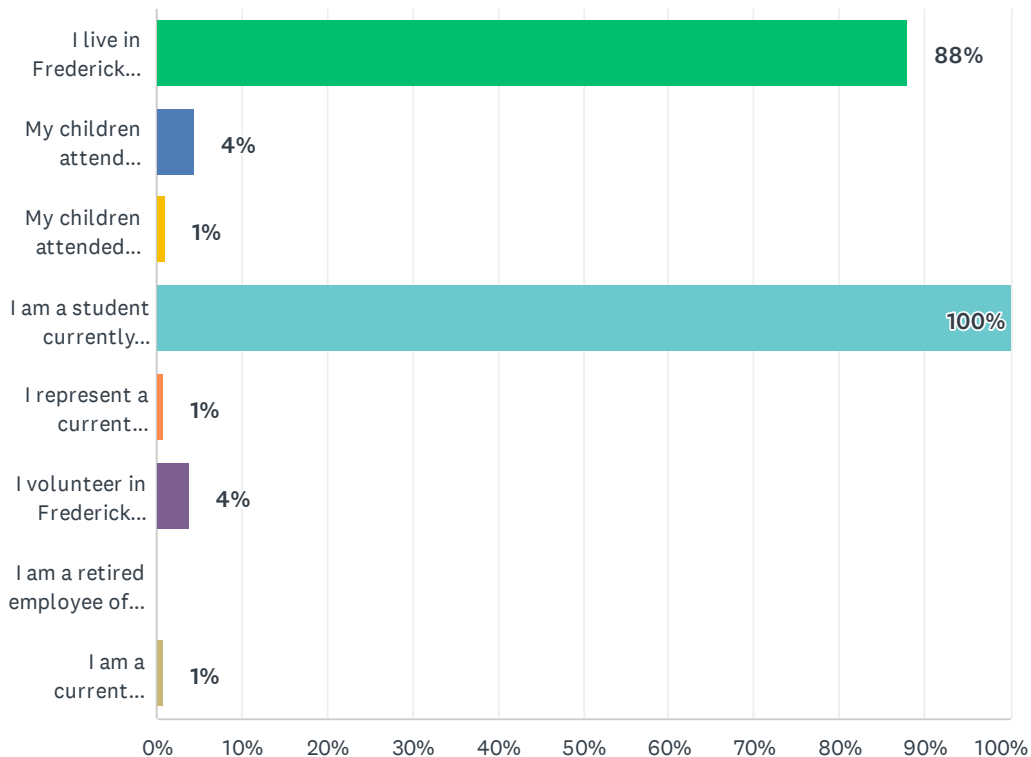


Superintendent Search Survey

ANSWER CHOICES	RESPONSES	
Community relations	26%	95
Curriculum	8%	29
Growth	25%	91
Maintenance of facilities	16%	59
Funding	33%	117
Educational options and programs	19%	68
Instruction	6%	23
Personnel	12%	42
Technology	22%	78
Overcrowding in schools	28%	99
Student mental health	54%	195
Culture	19%	70
Other (To explain or provide additional comments, please email BWP Consultant Dr. Kevin Castner at kccastner@protonmail.com .)	4%	16
Total Respondents: 359		

Q6 Please indicate all which apply to you:

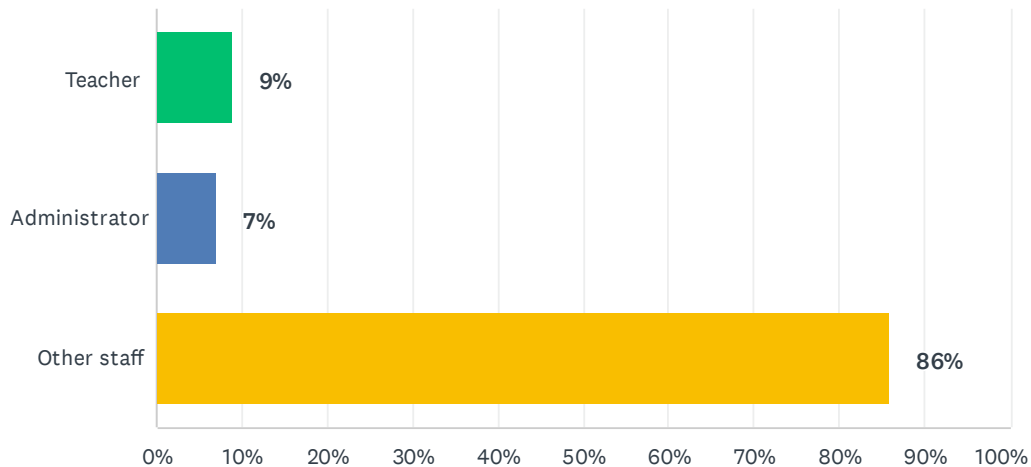
Answered: 359 Skipped: 0



ANSWER CHOICES	RESPONSES	
I live in Frederick County.	88%	316
My children attend Frederick County Public Schools.	4%	16
My children attended Frederick County Public Schools.	1%	4
I am a student currently attending a Frederick County Public school.	100%	359
I represent a current non-child household.	1%	3
I volunteer in Frederick County Public Schools.	4%	14
I am a retired employee of Frederick County Public Schools.	0%	0
I am a current employee of Frederick County Public Schools.	1%	3
Total Respondents: 359		

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

Answered: 100 Skipped: 259



ANSWER CHOICES	RESPONSES	
Teacher	9%	9
Administrator	7%	7
Other staff	86%	86
Total Respondents: 100		