Community and Staff Survey Results

Community Surveys Started: 507   *Community Surveys Completed: 493*
Staff Surveys Started: 830   *Staff Surveys Completed: 807*

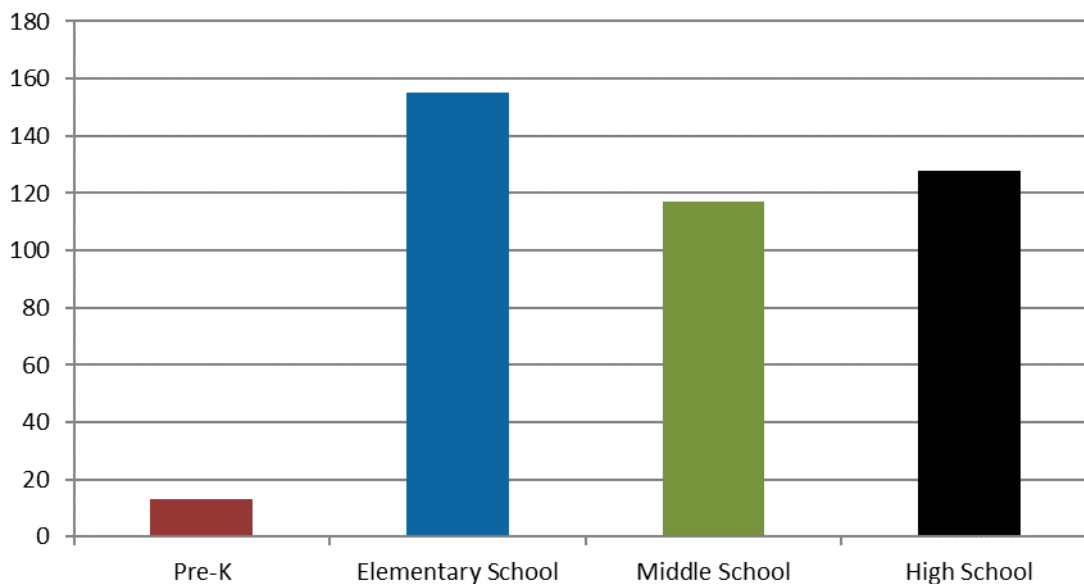All surveys were completed and submitted to NCSBA by April 20, 2020.

Community - English

Do you currently have children attending the New Hanover County Schools?

- Yes: 61.64%
- No: 38.36%
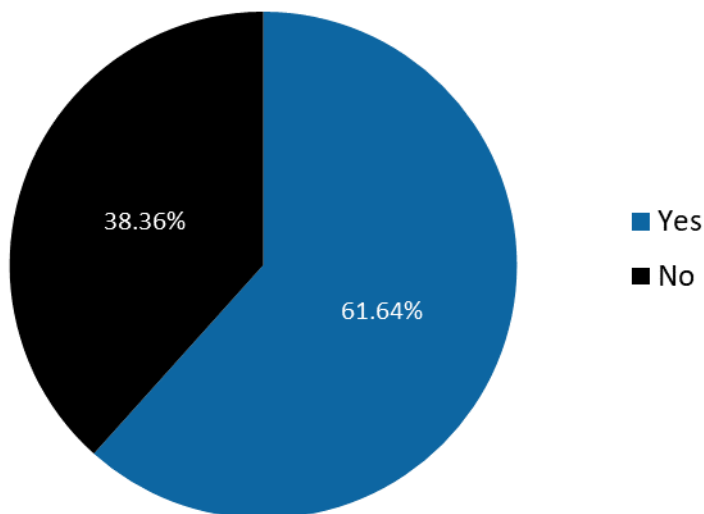
If so, in which grade levels?

| Pre-K | Elementary School | Middle School | High School |

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Community - Spanish

Actualmente tiene niños que asisten a las Escuelas del Condado de New Hanover?

- 15.38% — No
- 84.62% — Si
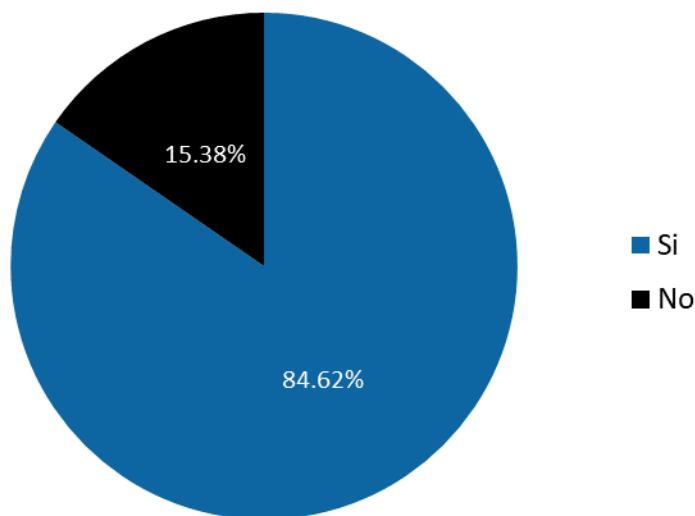
Si es así, en qué grado académico está(n)?

- Elementaria (K-5): 10
- Escuela Intermedia (6-8): 6
- Escuela Superior (9-12): 3
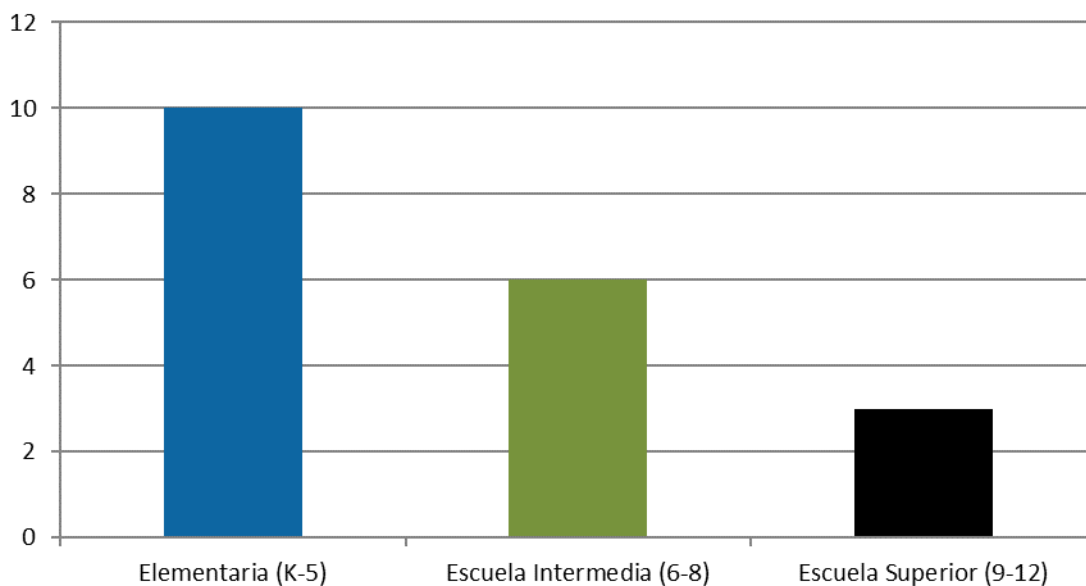
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Staff

Please select your current job assignment.
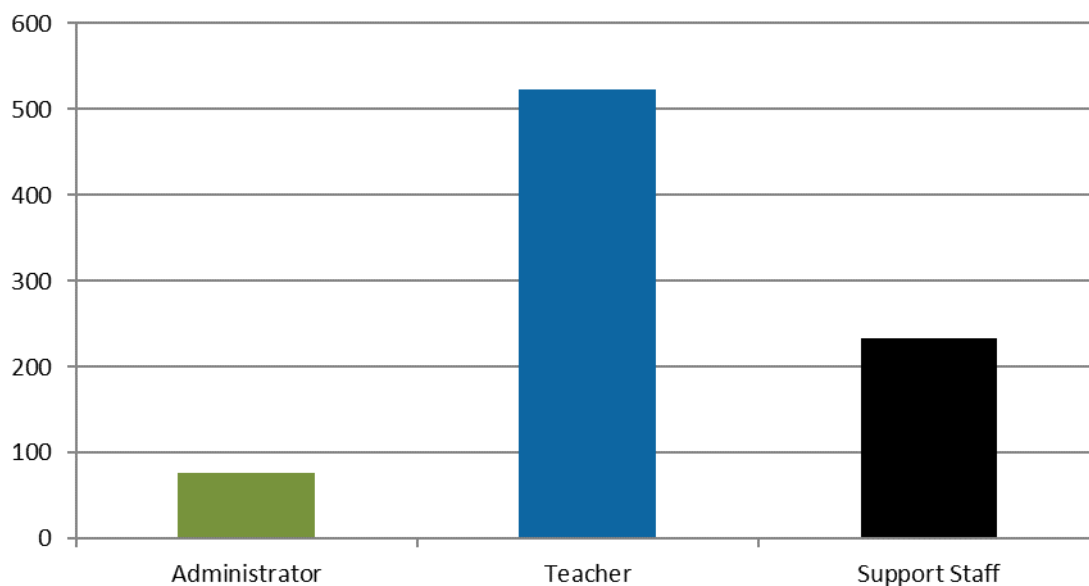
If assigned to a specific school, what grade level?

- Elementary School — 55.21%
- Middle School — 21.93%
- High School — 22.86%

New Hanover County Board of Education
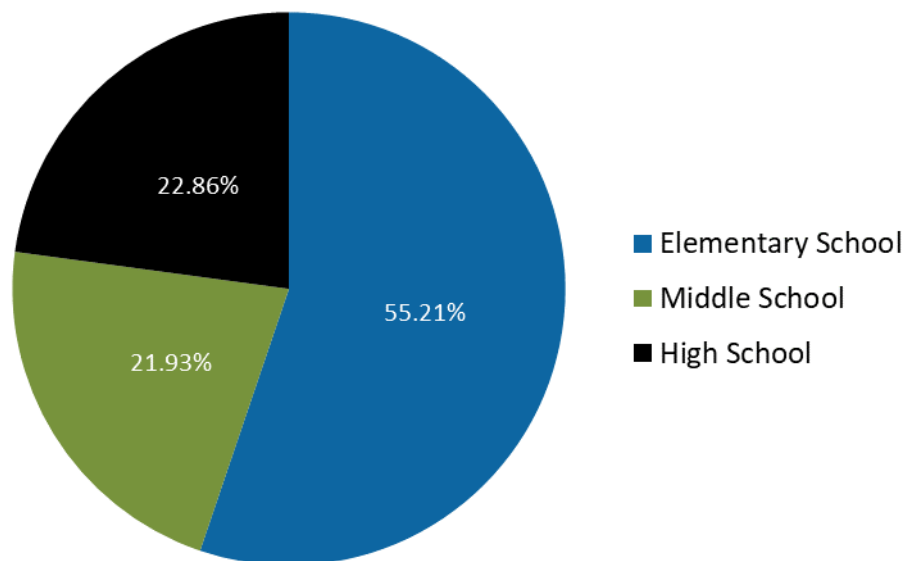## Superintendent Search

Community and Staff Survey Results

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**Survey participants ranked the following statements
according to their importance based on the following scale:**

5 - Most Important **4 - Very Important** **3 - Important** **2 - Less Important** **1 - Least Important**

Community		Statements
Average	**Rank**	
4.47	1	Communicates well with people of all races and socioeconomic status.
4.47	2	Understands how to provide safe environments for students and staff.
4.41	3	Knows how to get staff, students, parents, and community to work together to help children learn.
4.36	4	Has strong human relations or "people skills."
4.36	5	Understands how to effectively advocate for resources needed to operate the schools.
4.27	6	Communicates well with all community groups.
4.22	7	Should be accessible and respond to concerns in a timely fashion.
4.13	8	Has ideas and approaches to close achievement gaps.
4.08	9	Understands research-based school programs.
4.06	10	Is willing to take new approaches to teaching and learning.
4.05	11	Has ideas and approaches to improve graduation rates and prevent dropouts.
4.03	12	Understands school finance, budgets, and business management.

New Hanover County Schools
Reach, Equip, Achieve

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according to their importance based on the following scale:

5 - Most Important   4 - Very Important   3 - Important   2 - Less Important   1 - Least Important

Community		Statements (continued)
Average	**Rank**	
3.94	13	Has been an effective classroom teacher.
3.93	14	Supports the use and development of technology in teaching and learning.
3.91	15	Understands how to, and is able to, effectively delegate authority.
3.88	16	Has been a successful principal.
3.87	17	Should have high visibility in our schools.
3.85	18	Has experience with building, maintaining, and managing schools.
3.60	19	Has been a successful assistant or associate superintendent.
3.53	20	Supports firm discipline in schools.
3.53	21	Should spend time in individual classrooms.
3.51	22	Has been a successful superintendent.
3.29	23	Has worked in North Carolina public education.
2.29	24	Should continue the current direction of the school system.

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Please select the FIVE most significant strengths of the New Hanover County Schools.

Staff

1.	Excellent teachers and staff	740
2.	Supportive community	507
3.	Location of system	455
4.	Student achievement	432
5.	Available resources	388
6.	Quality of life	381
7.	Good school facilities	361
8.	Supportive parents	301
9.	Size of system	259
10.	Reputation of system	137

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Please select the FIVE most important areas of skill or expertise that the next superintendent should possess.

Staff

1.	Educational leadership	523
2.	Communication with parents and community	474
3.	Staff relations	466
4.	Managing a diverse staff and student body	414
5.	Interpersonal and public relations skills	407
6.	Organizational leadership	397
7.	Defining system goals	328
8.	Fiscal management and budgeting	274
9.	Curriculum development and instruction	213
10.	Academic standards/student assessment	179
11.	School-based technology	107
12.	Digital learning	93
13.	Facilities management/building construction	90
14.	Professional development	70
15.	Staff evaluation	49

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Please select from the list below the FIVE most important traits you would like the next superintendent to exhibit.

Staff

1.	Values employees	731
2.	Integrity	653
3.	Commitment to high student achievement	496
4.	Commitment to the community	439
5.	Proactive	434
6.	Motivator	307
7.	Visionary	280
8.	Enthusiasm	232
9.	Change agent	146
10.	Confidence	125
11.	Commitment to technology	115
12.	Mediator	68
13.	Risk-taker	62
14.	Negotiator	30

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Survey participants ranked the following qualifications
according to their importance based on the following scale:
4 - Mandatory   3 - Important but Not Mandatory   2 - Less Important   1 - Not Important

Staff

Average	Rank	Qualifications
3.69	1	Experience as a classroom teacher.
3.57	2	Experience as a superintendent with a proven record of success.
3.50	3	Experience as a principal.
3.31	4	Experience in finance, budgets, and acquiring outside funding.
3.30	5	Experience in instruction and curriculum development.
3.22	6	Experience in human resources.
3.18	7	Experience as a superintendent in a similar size system.
3.08	8	Doctorate or terminal degree.
3.05	9	Experience as an assistant superintendent.
3.00	10	Experience in a similar system.
2.92	11	Experience in facility management.
2.91	12	Experience in educational technology.
2.89	13	Experience in North Carolina education.
2.57	14	Other leadership experience (e.g., military, business).

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**Survey participants ranked the following characteristics
according to their importance based on the following scale:
4 - Mandatory   3 - Important but Not Mandatory   2 - Less Important   1 - Not Important**

Staff

Average	Rank	Characteristics
3.88	1	Inspires trust, has high levels of self-confidence and optimism, and models high standards of integrity and personal performance.
3.84	2	Willing to listen to input, but can make tough decisions when necessary.
3.81	3	Possesses excellent people skills and can present a positive image of the system.
3.76	4	Effective communication skills, including speaking, listening, and writing.
3.76	5	Ability to develop and communicate a vision of quality education for the future to the board, staff, and community.
3.72	6	Ability to lead a large organization dedicated to goals of continuous improvement.
3.70	7	Possesses the leadership skills required to respond to the challenges presented by a diverse community.
3.68	8	Inspires and motivates others.
3.65	9	Successful experience in the selection and implementation of educational priorities consistent with the interests and needs of students, staff, board, and community.

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Staff

Average	Rank	Characteristics (continued)
3.65	10	Ability to identify and select building and central office administrators who are capable of advancing the system vision.
3.64	11	Ability to delegate authority appropriately while maintaining accountability.
3.63	12	Ability to develop both short and long-range system goals.
3.57	13	Ability to secure and promote positive student behavior conducive to student achievement/learning climate.
3.57	14	Successful experience in sound management practices, including appropriate participation of others in planning and decision-making.
3.56	15	Strongly committed to a "student first" philosophy in all decisions.
3.52	16	Demonstrated ability to enhance student performance, especially in identifying and closing or narrowing the gaps in student achievement.
3.50	17	Commitment to the importance of both the academic and activity program.
3.43	18	Able to work with legislators.

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according to their importance based on the following scale:
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Staff

Average	Rank	Characteristics (continued)
3.40	19	Ability to build consensus and commitment among individuals and groups with emphasis on parental involvement.
3.40	20	Experience in the management of system resources and knowledge of sound fiscal procedures.
3.31	21	Knowledge of emerging research and best practices in the area of curriculum/instructional design and practice.
3.25	22	Commitment to community visibility with high interest in a broad range of community groups and organizations.
3.25	23	Recommendations are data-driven.
3.23	24	Skilled leadership in the planning, implementation, and assessment of relevant professional development for all staff members.
3.20	25	Ability to develop and maintain a mutually beneficial relationship between the business community and the school system.
3.09	26	Demonstrated ability to integrate instructional and administrative technology.
3.07	27	Demonstrated ability to work with the media.

Organizational Statements

The following individuals and community organizations provided written statements to the board through NCSBA.

- Cape Fear Collective

- Concerned Parents and Citizens 2020

- MGMS Student Task Force

- New Hanover for All

- NHCPAPA

- Sandy Cohen

- The Links, Incorporated