



New Hanover County Schools
Reach, Equip, Achieve

Superintendent Search Survey Results Presentation

May 5, 2020



Responses to Surveys

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

Community

Started:
507

(including 13 Spanish)

Finished:
493

(including 13 Spanish)

Comments:
273

(including 2 Spanish)

Staff

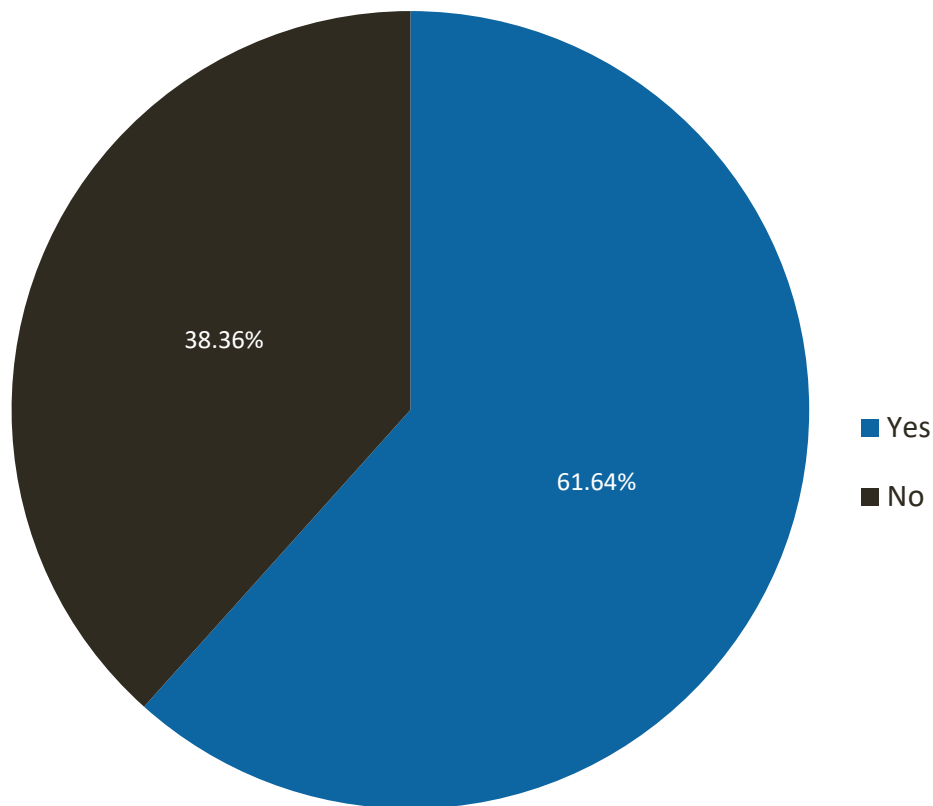
Started:
830

Finished:
807

Comments:
271

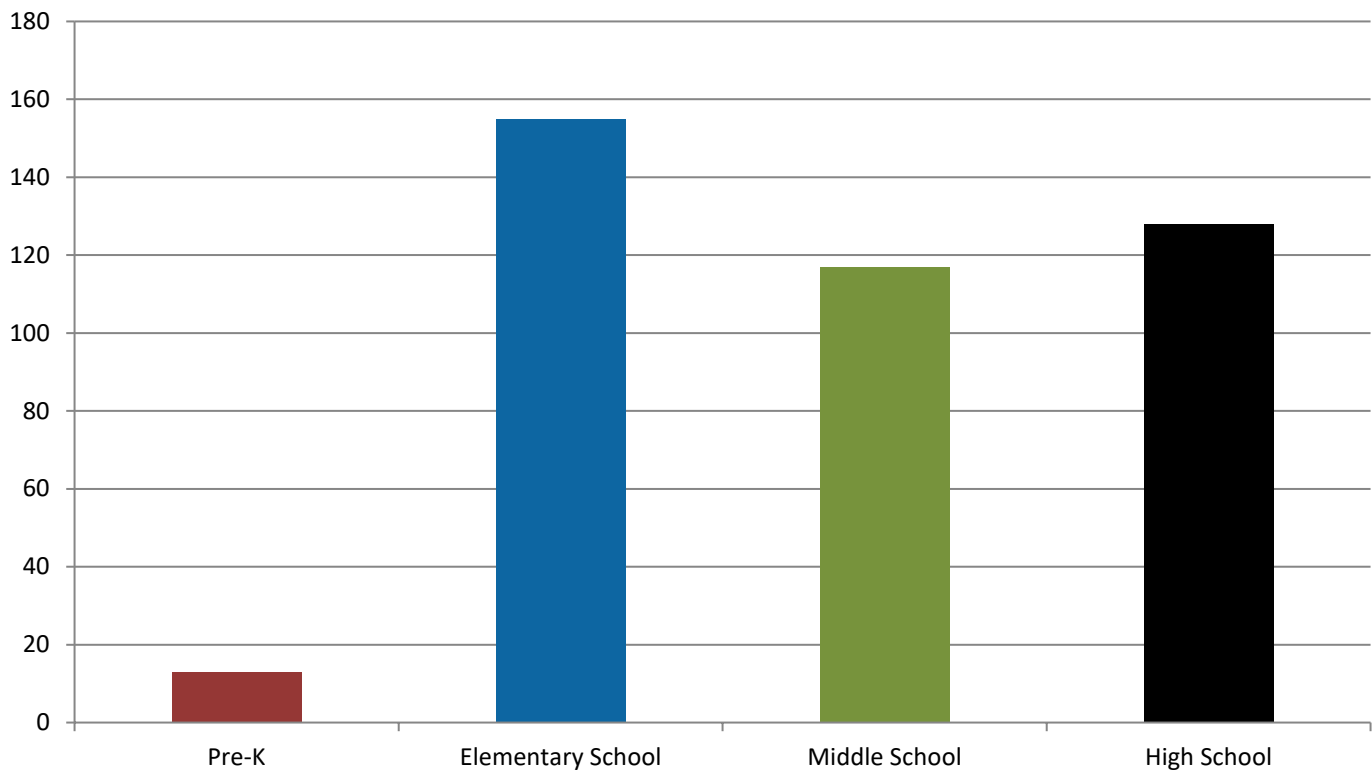
Demographic Info: Community (English)

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



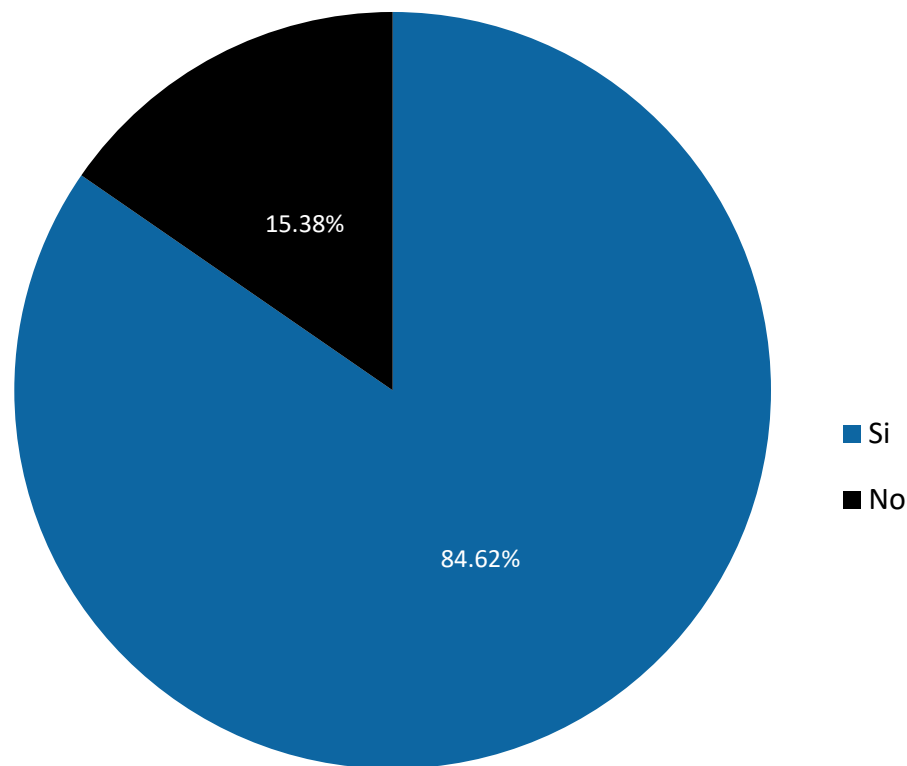
Demographic Info: Community (English)

If so, in which grade levels?



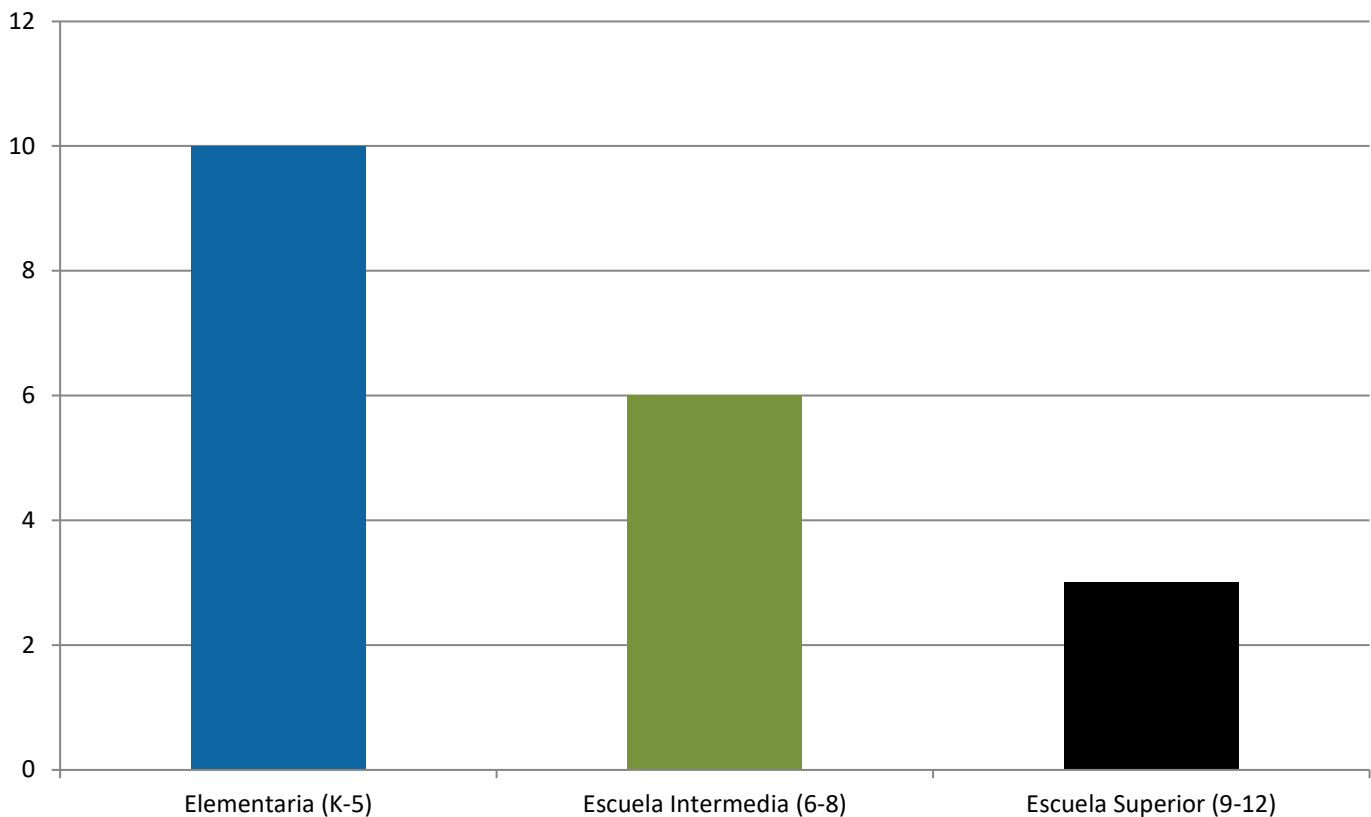
Demographic Info: Community (Spanish)

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



Demographic Info: Community (Spanish)

Si es así, en qué grado académico está(n)?



Community Results

Survey participants rated 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 Results

Criteria

Top 10

1. Communicates well with people of all races and socioeconomic status.
2. Understands how to provide safe environments for students and staff.
3. Knows how to get staff, students, parents, and community to work together to help children learn.
4. Has strong human relations or “people skills.”
5. Understands how to effectively advocate for resources needed to operate the schools.

Community Results

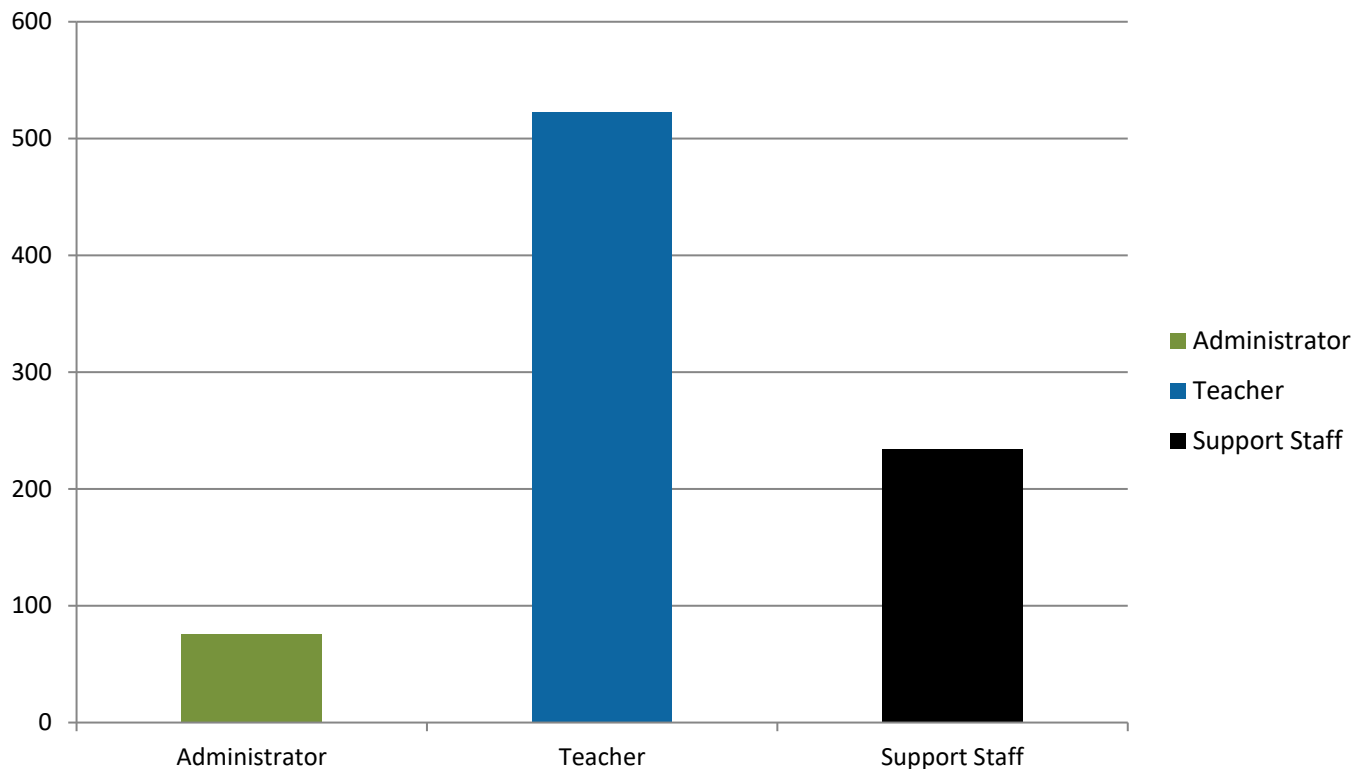
Criteria

Top 10

6. Communicates well with all community groups.
7. Should be accessible and respond to concerns in a timely fashion.
8. Has ideas and approaches to close achievement gaps.
9. Understands research-based school programs.
10. Is willing to take new approaches to teaching and learning.

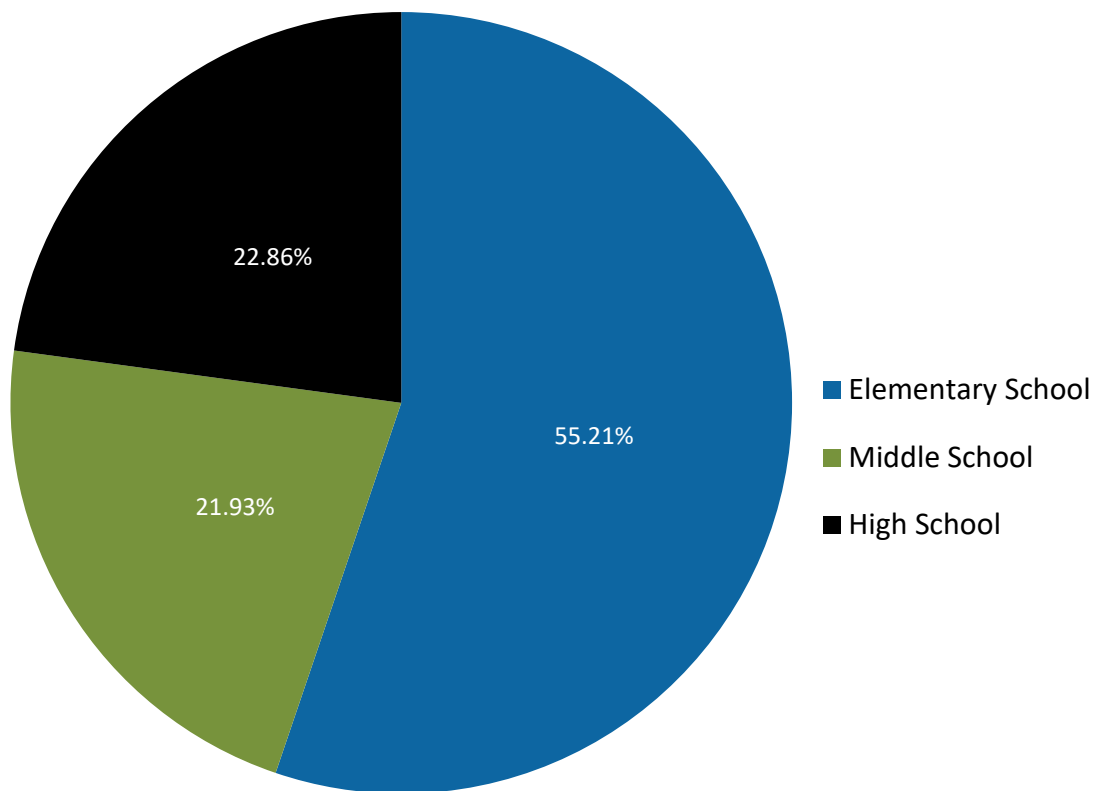
Demographic Info: Staff

Please select your current job assignment.



Demographic Info: Staff

If assigned to a specific school,
what grade level?



Staff Results

Strengths of NHCS

Top 5

1. Excellent teachers and staff
2. Supportive community
3. Location of system
4. Student achievement
5. Available resources

Staff Results

Skills/Expertise

Top 5

1. Educational leadership
2. Communication with parents and community
3. Staff relations
4. Managing a diverse staff and student body
5. Interpersonal and public relations skills

Staff Results

Traits

Top 5

1. Values employees
2. Integrity
3. Commitment to high student achievement
4. Commitment to the community
5. Proactive

Staff Results

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

4 - Mandatory

3 - Important but not Mandatory

2 - Less Important

1 - Not Important

Staff Results

Qualifications

Top 5

1. Experience as a classroom teacher.
2. Experience as a superintendent with a proven record of success.
3. Experience as a principal.
4. Experience in finance, budgets, and acquiring outside funding.
5. Experience in instruction and curriculum development.

Staff Results

Characteristics

Top 5

1. Inspires trust, has high levels of self-confidence and optimism, and models high standards of integrity and personal performance.
2. Willing to listen to input, but can make tough decisions when necessary.
3. Possesses excellent people skills and can present a positive image of the system.
4. Effective communication skills, including speaking, listening, and writing.
5. Ability to develop and communicate a vision of quality education for the future to the board, staff, and community.

Organizational Statements

The following individuals and community organizations provided written statements to the board through NCSBA. The board has been provided with the full text of each statement exactly as it was submitted to NCSBA.

- **Cape Fear Collective**
- **Concerned Parents and Citizens 2020**
- **MGMS Student Task Force**
- **New Hanover for All**
- **NHCPAPA**
- **Sandy Cohen**
- **The Links, Incorporated**