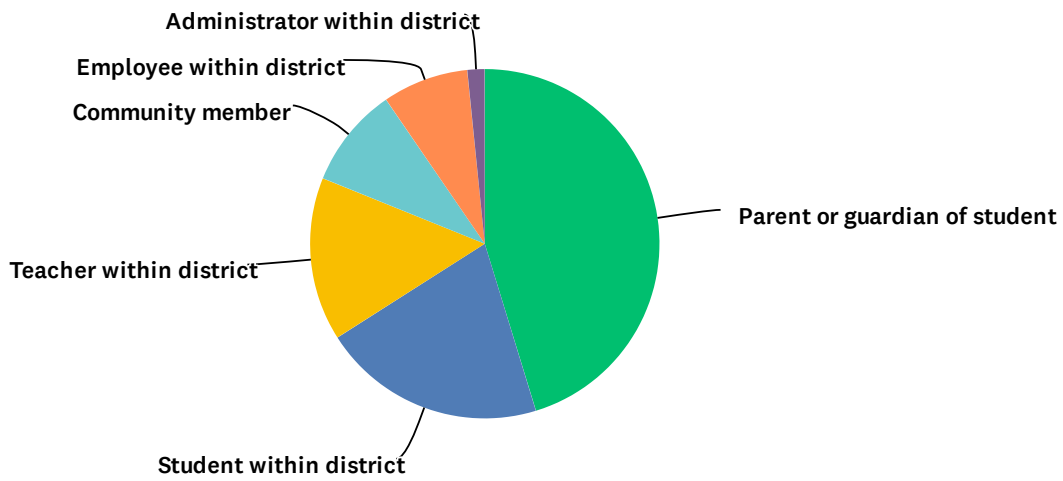


Q1 Which group best describes you?

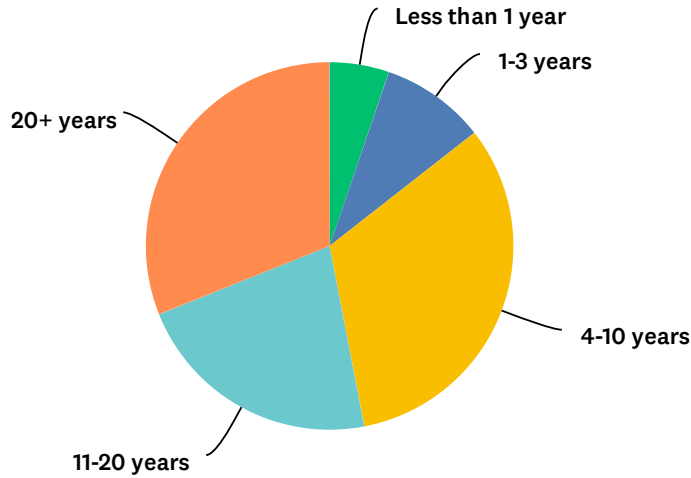
Answered: 879 Skipped: 0



ANSWER CHOICES	RESPONSES	
Parent or guardian of student	45.28%	398
Student within district	20.71%	182
Teacher within district	15.13%	133
Community member	9.33%	82
Employee within district	7.96%	70
Administrator within district	1.59%	14
TOTAL		879

Q2 How long have you been associated with the community or school district?

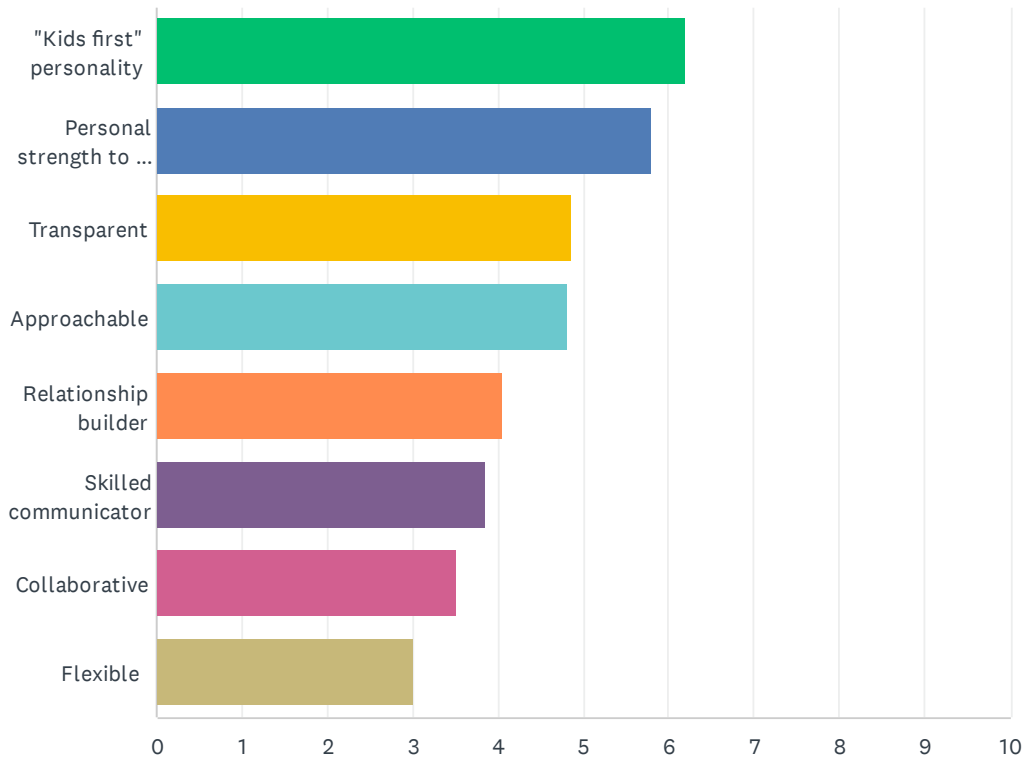
Answered: 879 Skipped: 0



ANSWER CHOICES	RESPONSES	
Less than 1 year	5.23%	46
1-3 years	9.22%	81
4-10 years	32.54%	286
11-20 years	21.96%	193
20+ years	31.06%	273
TOTAL		879

Q3 Rank order the list below in terms of your priorities for the identified personal qualities of the next superintendent, with the highest priority at the top.

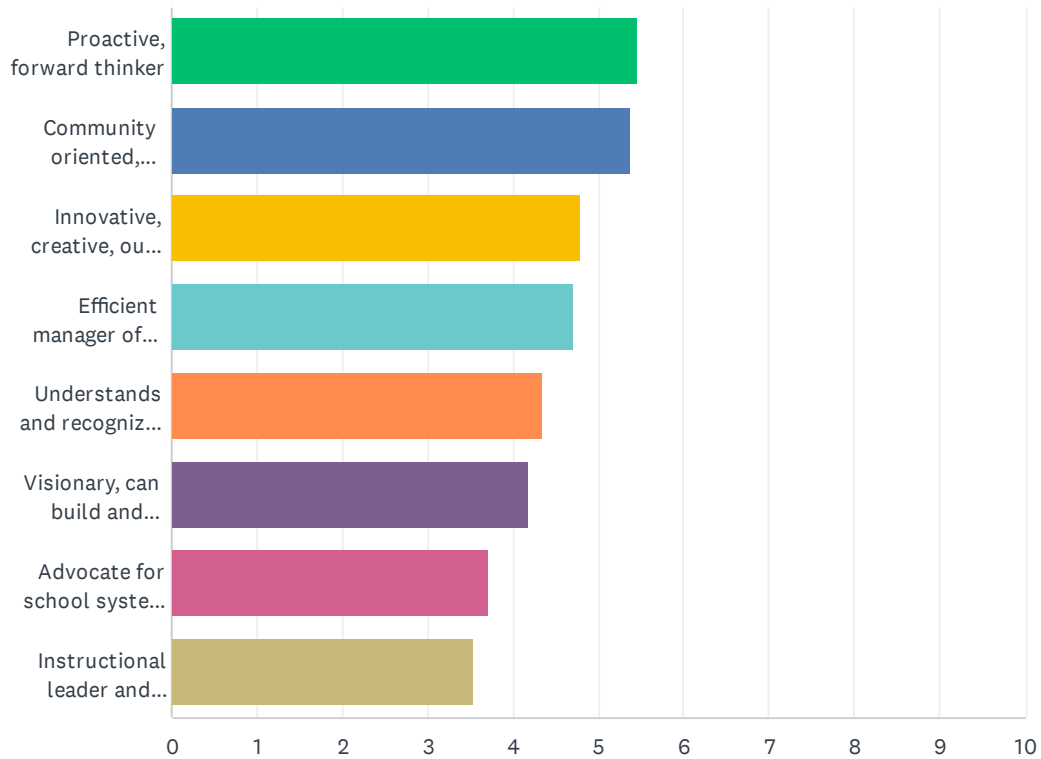
Answered: 628 Skipped: 251



	1	2	3	4	5	6	7	8	TOTAL	SCORE
"Kids first" personality	35.76% 221	21.36% 132	16.34% 101	6.47% 40	6.31% 39	5.18% 32	4.69% 29	3.88% 24	618	6.20
Personal strength to do what's right, regardless of circumstances	33.55% 210	19.49% 122	10.22% 64	11.18% 70	5.43% 34	6.23% 39	4.63% 29	9.27% 58	626	5.81
Transparent	9.52% 59	16.13% 100	19.52% 121	15.16% 94	11.13% 69	11.61% 72	7.74% 48	9.19% 57	620	4.86
Approachable	9.11% 56	14.15% 87	17.56% 108	18.37% 113	14.63% 90	9.27% 57	8.78% 54	8.13% 50	615	4.81
Relationship builder	5.84% 36	9.42% 58	11.53% 71	15.42% 95	14.12% 87	14.45% 89	16.88% 104	12.34% 76	616	4.05
Skilled communicator	3.42% 21	9.12% 56	9.28% 57	14.82% 91	18.24% 112	16.94% 104	12.70% 78	15.47% 95	614	3.86
Collaborative	2.75% 17	7.75% 48	10.66% 66	11.79% 73	13.09% 81	13.73% 85	19.06% 118	21.16% 131	619	3.52
Flexible	0.82% 5	3.27% 20	5.56% 34	6.70% 41	16.99% 104	22.22% 136	24.84% 152	19.61% 120	612	3.00

Q4 Rank order the list below in term of your priorities for the identified leadership qualities of the next superintendent, with the highest priority at the top.

Answered: 629 Skipped: 250

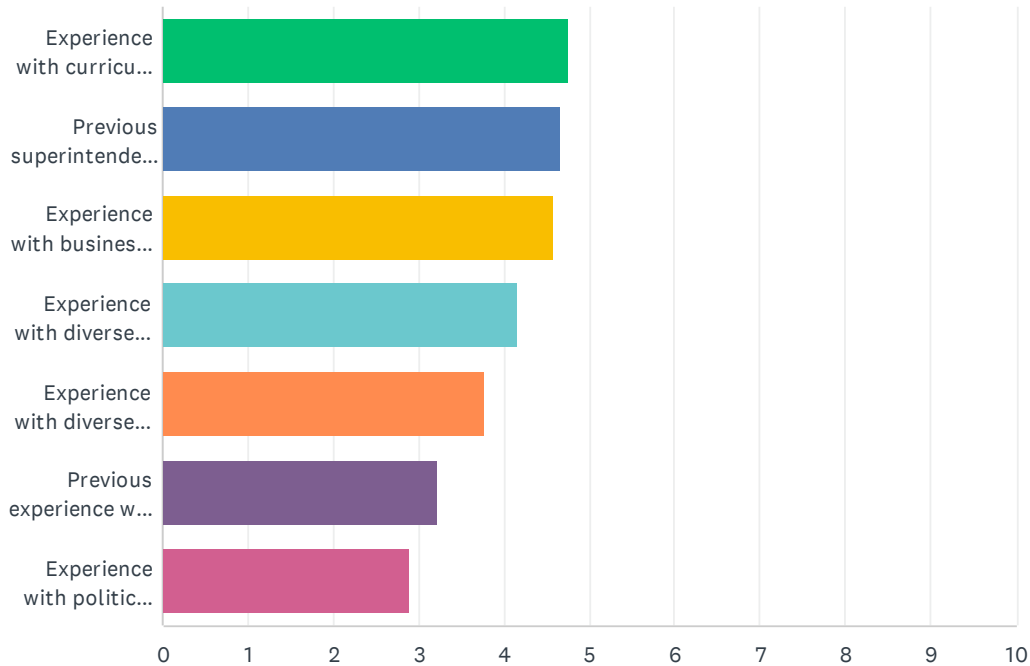


USD 345 Seaman Superintendent Characteristics

	1	2	3	4	5	6	7	8	TOTAL	SCORE
Proactive, forward thinker	20.13% 125	16.75% 104	17.71% 110	13.85% 86	10.63% 66	10.63% 66	6.28% 39	4.03% 25	621	5.45
Community oriented, involved within community	24.28% 151	11.58% 72	18.01% 112	13.02% 81	10.13% 63	8.68% 54	8.36% 52	5.95% 37	622	5.38
Innovative, creative, out of the box thinker	6.24% 39	16.32% 102	16.64% 104	18.56% 116	16.00% 100	12.00% 75	8.32% 52	5.92% 37	625	4.79
Efficient manager of resources and budget	11.86% 74	17.31% 108	10.58% 66	12.82% 80	12.66% 79	14.42% 90	13.14% 82	7.21% 45	624	4.71
Understands and recognizes diversity within district	15.62% 97	9.98% 62	9.50% 59	11.43% 71	11.76% 73	11.59% 72	12.72% 79	17.39% 108	621	4.34
Visionary, can build and implement a vision for the 21st century	6.27% 39	10.13% 63	10.93% 68	14.31% 89	18.17% 113	16.24% 101	14.47% 90	9.49% 59	622	4.18
Advocate for school system at state and federal level	8.93% 56	12.12% 76	7.81% 49	7.97% 50	10.21% 64	10.85% 68	13.40% 84	28.71% 180	627	3.72
Instructional leader and curriculum development expert	7.36% 46	6.40% 40	9.12% 57	8.16% 51	10.56% 66	15.04% 94	22.72% 142	20.64% 129	625	3.53

Q5 Rank order the list below in terms of your priorities for the identified experiences of the next superintendent, with the highest priority at the top.

Answered: 623 Skipped: 256



	1	2	3	4	5	6	7	TOTAL	SCORE
Experience with curriculum and instruction leadership	16.37% 101	18.64% 115	24.31% 150	18.31% 113	11.99% 74	8.10% 50	2.27% 14	617	4.76
Previous superintendent experience	31.06% 191	13.33% 82	13.01% 80	10.73% 66	9.43% 58	12.20% 75	10.24% 63	615	4.68
Experience with business and operations of school district	15.64% 96	20.03% 123	17.26% 106	17.26% 106	17.26% 106	9.61% 59	2.93% 18	614	4.59
Experience with diverse socioeconomic demographics	8.59% 53	18.15% 112	17.50% 108	18.31% 113	16.37% 101	15.88% 98	5.19% 32	617	4.16
Experience with diverse race demographics	12.42% 76	15.85% 97	10.95% 67	11.60% 71	15.03% 92	14.87% 91	19.28% 118	612	3.77
Previous experience with your school district	14.72% 91	8.90% 55	7.12% 44	9.39% 58	9.71% 60	12.14% 75	38.03% 235	618	3.21
Experience with political advocacy at state and/or federal level	2.11% 13	5.69% 35	10.24% 63	14.31% 88	19.84% 122	26.34% 162	21.46% 132	615	2.91

Q6 List the single most critical issue the next superintendent should understand about your district in order for them to have a successful start.

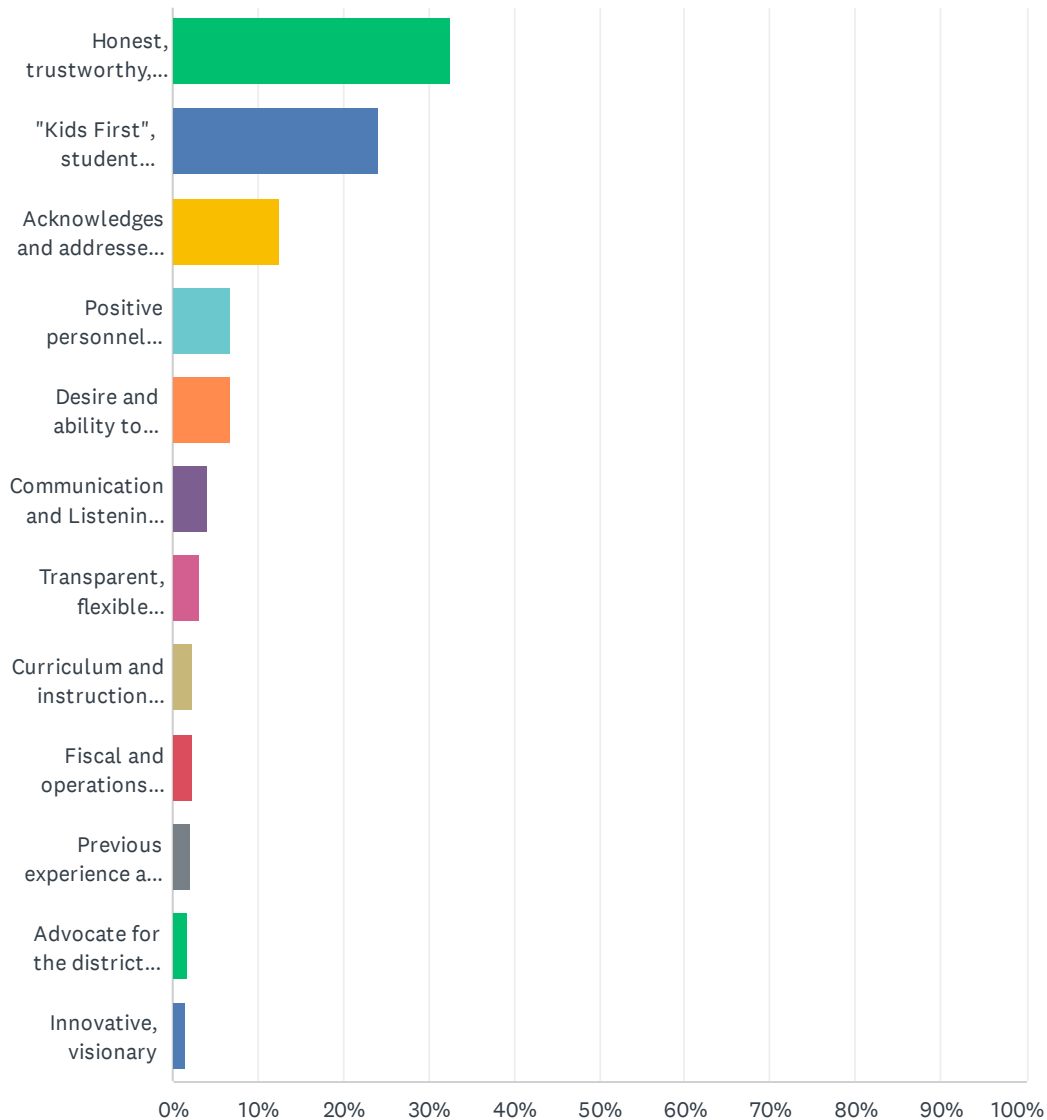
Answered: 550 Skipped: 329

Percent of Total Responses by Category

Board of Education = 4%
Business/Finance = 7%
Communication = 12%
Culture/Community = 61%
Curriculum/Programming = 12%
Facilities = 1%
Parents = 7%
Personnel/Staffing = 24%
Students = 19%
N/A = 4%

Q7 Select the SINGLE quality or characteristic that would separate a particular candidate from the rest of the applicants if you were selecting the next superintendent.

Answered: 624 Skipped: 255



USD 345 Seaman Superintendent Characteristics

ANSWER CHOICES	RESPONSES	
Honest, trustworthy, strong integrity	32.69%	204
"Kids First", student centered leader	24.20%	151
Acknowledges and addresses issues related to diversity (ethnicity, socio-economic, gender identification, special needs, etc.)	12.66%	79
Positive personnel support and development	6.89%	43
Desire and ability to build relationships with all stakeholders	6.73%	42
Communication and Listening Skills	4.01%	25
Transparent, flexible collaborator	3.21%	20
Curriculum and instruction leader	2.24%	14
Fiscal and operations management expertise	2.24%	14
Previous experience as a superintendent	2.08%	13
Advocate for the district at the state and national levels	1.60%	10
Innovative, visionary	1.44%	9
TOTAL		624