

Welcome to the ASBA Leadership Qualities Survey for Name of School District. The Governing Board is seeking staff and public input concerning the leadership qualities desired in the new leader for the district. Your assistance is greatly appreciated. All information collected will be used by the ASBA Search Consultant to build the application & brochure, and to use for applicant screening and interviewing.

***1. Leadership Skills:**

Please choose two items that you feel are the most important for your district.

- Has experience evaluating and reorganizing staff, revising procedures, and implementing policy changes to improve efficiency.
- Has experience motivating staff and students, improving morale and generating enthusiasm.
- Has motivated others to assume leadership roles.
- Has successfully effected change in spite of some reluctance on the part of staff.
- Has used innovative means or has ideas of ways to solve problems without new resources - creative.
- Successfully delegates authority and responsibility and holds staff accountable.
- Leads but is willing to pitch-in to help at any level in the organization.
- Can successfully get unmotivated or under-performing staff to resign or re-engage.
- Other, please specify

***2. Academic Programs:**

Please choose two items that you feel are the most important for your district.

- Is familiar with and/or has successful experience with education reform requirements including college & career readiness.
- Successful experience in curriculum adoption and implementation that meets or exceeds state standards.
- Data-driven and understands importance of data collection and analysis.
- Has experience leading a school or district where student achievement has been increasing.
- Ability to plan and implement continuous improvement and organizational improvement in all academic areas.
- Evidence and experience in moving district/school to higher achievement levels prior to mandates of state or federal agencies.
- Possesses a keen mission to raise student achievement for all students in district/school.
- Other, please specify

***3. Board-Superintendent Relations:**

Choose two items that you feel are most important for your district.

- Communicates transparently and with candor across with all stakeholders
- Can motivate the board to maintain its leadership role as the responsible party for education in the district.
- Can implement a program of board-district goal setting and long range planning.
- Child centered advocate for learning who demonstrates beliefs that all children can learn and inspire others with this belief.
- Understands and implements board policy and administrative procedures (regulations).
- Provides options and recommendations for the board; accepts board directives and implements.
- Effectively communicates decisions made by the governing board.
- Works equitably with all board members and provides ample opportunities for board input for agendas and meetings.
- Other, please specify

***4. Communications and Community Engagement:**

Please choose two items that you feel are the most important for your district.

- Has successfully engaged the public, the media and support groups.
- Has excellent speaking skills with large and small groups.
- Has experience in bringing diverse special interest groups together.
- Has skill in facilitating group activities and staff/community forums.
- Has successful experience in conflict resolution.
- Is the face of the school district through involvement in community activities outside of the school.
- Is known as a good listener.
- Creates opportunities for strategic partnerships.
- Possesses excellent writing skills (memos, policies, newsletters, blogs, etc.)
- Other, please specify

***5. Staff Development:**

Please choose two items that you feel are the most important for your district.

- Can coordinate contract negotiations and administer bargaining agreements.
- Has demonstrated skill in supervising employees at all levels.
- Has developed a program for staff evaluation and corrective action/improvement plans.
- Has experience developing and coordinating professional staff development programs.
- Has successfully recruited, selected and retained highly qualified staff.
- Knows and practices effective personnel policies and procedures.
- Knowledgeable about non-discrimination regulations at the state and federal level.
- Other, please specify

***6. Decision-Making:**

Please choose two items that you feel are the most important for your district.

- Can "live with" decisions regardless of how difficult they were to make.
- Decision-making style places emphasis on board involvement.
- Can integrate research data into the decision-making process.
- Has established a strong and effective management team - coordinates decision making with other administrators.
- Carries out the district vision that reflects community values and beliefs to guide the educational programs.
- Reacts positively in highly stressful situations.
- Includes parents, staff, community members, & students as appropriate in the development of recommendations.
- Other, please specify

***7. Operations, Support Services and Facilities:**

Please choose two items that you feel are the most important for your district.

- Is an advocate for change.
- Has efficiently managed the operation of a school or district.
- Has managed an effective program for supervision of buildings and grounds.
- Supports use of technology in the classroom and across the district.
- Knows how to organize and operate an effective, efficient transportation program.
- Knows how to organize and operate an effective, efficient, break-even food services program.
- Knows how to plan for energy conservation and other operational programs.
- Knows procedures for assessing and improving district operations in all support service areas.
- Knows the steps involved in planning new or remodeled facilities and/or dealing with school construction.
- Other, please specify

***8. Budget and Finance:**

Please choose two items that you feel are the most important for your district.

- Has successful experience in planning, managing and evaluating annual budget.
- Can propose & implement ways to restore financial stability to a district with financial problems.
- Can explain how to develop and implement budgeting and accounting control procedures.
- Can explain how to establish recommendations for appropriate levy or bond issues.
- Can forecast revenue shortfalls and enrollment changes.
- Can review a budget printout and note irregularities and areas of potential future concern.
- Can describe how to supervise purchasing, payroll and other fiscal matters.
- Other, please specify

***9. What do you consider to be the two or three most significant strengths of the district?**

***10. What do you consider to be the two or three most significant challenges or issues facing the district?**

11. My relationship to the district:

- I work for the district
- A family member attends the district
- I am a former employee of the district
- I am a board member for the district
- I am a current student in the district
- I am a former student in the district
- I am a community member without a family member in the district
- My children attended a school in this district in the past
- Other, please specify