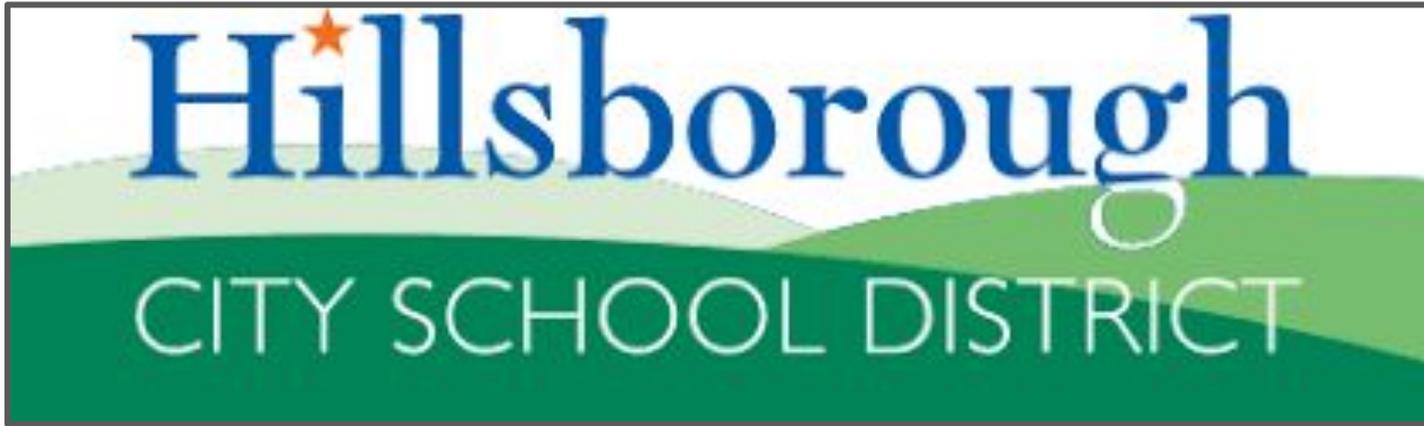


Questions:

- **What are the strengths of HCSD that the next superintendent should preserve and protect?**
- **What are the major challenges the district should address over the next 3-5 years?**
- **What professional or personal qualities or characteristics would you like to see represented in the next superintendent of HCSD?**
- **Is there anything else you would like us to consider?**



Superintendent Search Survey
Major Themes

Special Board Meeting: November 8, 2023

Methodology

- Survey designed and implemented by third party.
- Survey Monkey platform
- October 24-November 1
- Four open-ended questions:
 - *What are the strengths of HCSD that the next superintendent should preserve and protect?*
 - *What are the major challenges the district should address over the next 3-5 years?*
 - *What professional or personal qualities or characteristics would you like to see represented in the next superintendent of HCSD?*
 - *Is there anything else you would like us to consider?*
- Responses were reviewed, “clustered” and major themes were articulated.

Responses and Demographics

- **There were 87 respondents to the survey:**
 - **43 current elementary school parents/guardians**
 - **27 current middle school parents/guardians**
 - **9 former parent/guardian**
 - **35 educators**
 - **6 community members**
 - **3 other**
- **Some responders represented multiple constituencies**

Major Themes

- **Collaboration, shared leadership, strong partnerships within the district and the community, frequent and transparent communication** are strengths that exist now and should be preserved.
- Both educators and parents are wondering **how the facilities improvements** afforded by passage of the bond measure **will impact program** during the implementation phase.
- There is great respect for the district's **experienced and talented teachers and some concern about burnout/fatigue.**
- **Academic rigor** is valued highly, as is **support for specialists and electives.**
- Concern about **declining enrollment**, especially at Crocker.
- Both parents and educators notice that there are challenges in the area of **social-emotional health of students.** How to meet these challenges?

Desirable Characteristics

- Warmth
- Puts the students first
- Accessible
- Experience with both elementary and middle school; experience with a high performing district.
- Strong work ethic
- Ability to lead from the front; calm under pressure
- Approachable
- Engaged with the community
- Visible
- Empathetic
- Understands Ed Code and laws pertaining to schools
- Small district mentality
- Responsive
- Flexible
- Open-minded
- Action-oriented
- Intelligent
- Enthusiastic
- Local resident
- A doctorate of education would keep us current
- Understands demands of being a parent or a caregiver
- Collaborative; great listener