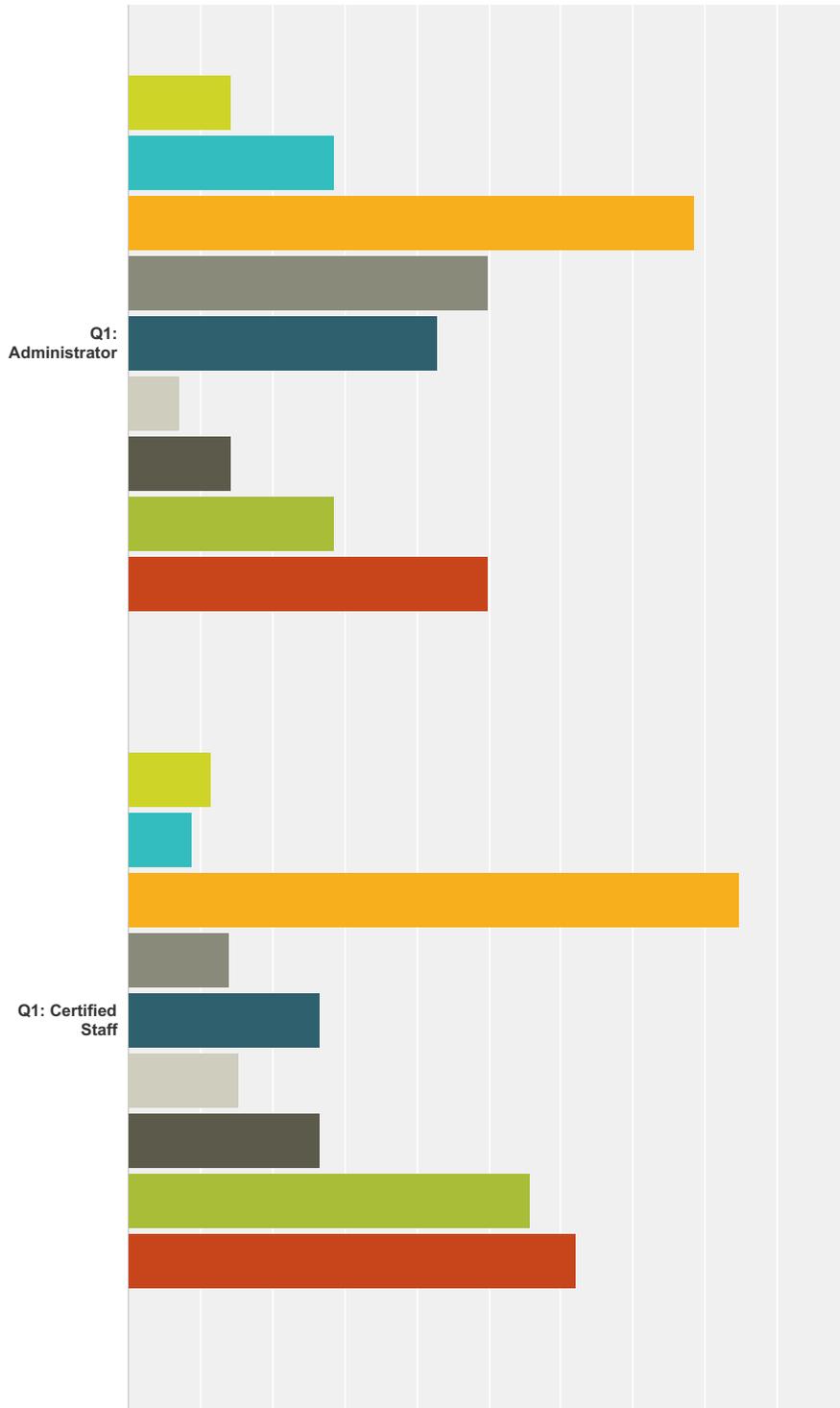
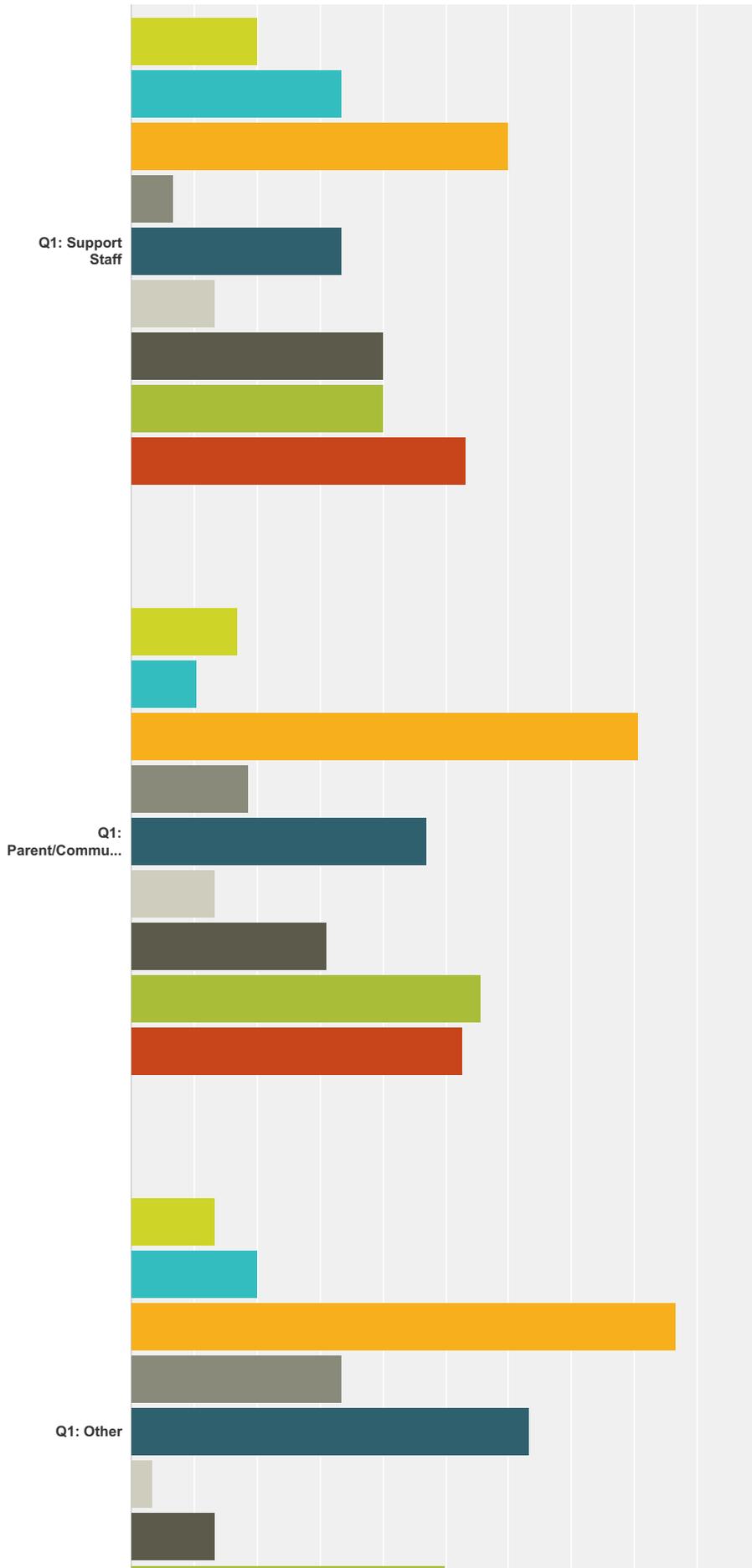


Q2 Listed below are nine leadership characteristics of effective school superintendents. Please check the three you feel are the most important for the board to seek in candidates. If you would like to provide a comment for the board's consideration, please do so in the space below.

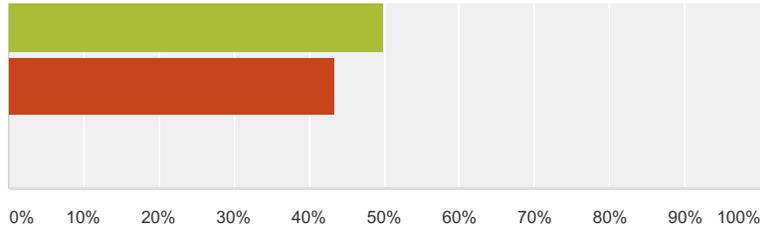
Answered: 385 Skipped: 53



Jefferson City Pub. Schools FG Priorities Survey



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- Expertise and experience in fiscal management
- Expertise in oral and written communications
- Ability to provide leadership and work in harmony with the staff
- Ability to provide leadership and work in harmony with the Board
- Ability to build and maintain community relations
- Expertise in curriculum development
- Experience as an administrator
- Be visible and accessible to students, staff, community and Board
- Keeps the focus on students and their success

	Expertise and experience in fiscal management	Expertise in oral and written communications	Ability to provide leadership and work in harmony with the staff	Ability to provide leadership and work in harmony with the Board	Ability to build and maintain community relations	Expertise in curriculum development	Experience as an administrator	Be visible and accessible to students, staff, community and Board	Keeps the focus on students and their success	Total
Q1: Administrator	14.29% 2	28.57% 4	78.57% 11	50.00% 7	42.86% 6	7.14% 1	14.29% 2	28.57% 4	50.00% 7	44
Q1: Certified Staff	11.39% 9	8.86% 7	84.81% 67	13.92% 11	26.58% 21	15.19% 12	26.58% 21	55.70% 44	62.03% 49	241
Q1: Support Staff	20.00% 3	33.33% 5	60.00% 9	6.67% 1	33.33% 5	13.33% 2	40.00% 6	40.00% 6	53.33% 8	45
Q1: Parent/Community	17.00% 42	10.53% 26	80.57% 199	18.62% 46	46.96% 116	13.36% 33	31.17% 77	55.47% 137	52.63% 130	806
Q1: Other	13.33% 4	20.00% 6	86.67% 26	33.33% 10	63.33% 19	3.33% 1	13.33% 4	50.00% 15	43.33% 13	98
Total Respondents	60	48	312	75	167	49	110	206	207	385

	Comments	Total
Q1: Administrator		0
Q1: Certified Staff		17
Q1: Support Staff		4
Q1: Parent/Community		71
Q1: Other		9

#	Q1: Administrator	Date
	There are no responses.	
#	Q1: Certified Staff	Date
1	I believe that the an effective administrator needs to be invested in the community. As previously seen, this district is served as a stepping stone, when it really needs to be someone vested in the community. This district and community prides itself on tradition and that has been lacking for the last 7 years. I feel that this district really needs to get an administrator that knows how to deal with our ever changing population in this community, because it has drastically changed in the past 10 years.	11/20/2014 1:41 PM

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2	Many community member and parents still do not like the "academy" approach. From what I've heard from some staff, it doesn't matter what the community and parents think. It is going to happen anyway. Trying to talk people into the academies is like the "left" telling the American people how WONDERFUL Obamacare is going to be. The "fight" is not just about whether Jefferson City needs two schools or one, it is also about the "academies", and again, the administration is NOT listening to the people because they think they (the administration) are smarter than the public.	11/20/2014 6:26 AM
3	Morale is very low currently among staff. Currently fiscal management is a problem.	11/19/2014 6:50 PM
4	keep focus on kids, create a student centered culture and help continue breaking down the adult centered culture that still exists	11/19/2014 10:42 AM
5	experience as a teacher who has been in the classroom	11/19/2014 10:24 AM
6	Experience as a teacher	11/19/2014 10:23 AM
7	Be real with real expectations...listen to the TEACHERS	11/19/2014 9:29 AM
8	We need someone who can bring us together as a team working to make our students as successful as they can be.	11/18/2014 3:52 PM
9	I feel we need someone, if possible, with experience as a superintendent in a larger district. Preferably not an assistant superintendent.	11/17/2014 1:37 PM
10	This superintendent needs to communicate clearly and directly with staff. He/She doesn't need to be an expert communicator, just a clear and transparent communicator.	11/17/2014 12:55 PM
11	Advocate for our children not just the data. Support our children to be successful. Child driven	11/17/2014 11:35 AM
12	We need someone who knows about the academies. Please do not hire within!	11/16/2014 8:14 PM
13	Discipline, Discipline, Discipline	11/15/2014 10:42 AM
14	The new superintendent needs to start with a fresh district administration. As a teacher, they are extremely unsupportive and completely unhelpful in their roles. It is well known in the district that they are completely incompetent and keep their jobs because Jeff City does not 'do' change.	11/15/2014 7:18 AM
15	Our district also provides a career center that serves the Central Missouri area. JCPS needs a leader who has an understanding of career and technical education to support growth in our tax base.	11/14/2014 10:42 PM
16	Should be hired outside of current administration	11/14/2014 10:22 PM
17	Strong leadership is the #1 priority for our new superintendent	11/14/2014 7:29 AM
#	Q1: Support Staff	Date
1	needs to lead in area of teacher morale	11/18/2014 9:05 PM
2	Get CONTROL of the elementary schools!!!! Outlandish behavior is allowed. I will no longer work in East School due to the behavior that is allowed to exist and the deplorable conditions.	11/18/2014 6:56 AM
3	I feel Dr. Mitchel has been great to work with!	11/17/2014 12:34 PM
4	Some one who is an administrator NOT a "friend" to staff.	11/14/2014 7:37 PM
#	Q1: Parent/Community	Date
1	One who is of great character, both inside/outside of the classroom. A role model who mimics good behavior.	11/24/2014 11:20 AM
2	The superintendent may propose policy (new schools, a change in approach (ie academies) but the Board should debate the pros and cons of the proposal and give the superintendent guidance.	11/24/2014 11:11 AM
3	Be ready to clean house...reduce the amount of administrators who don't have a purpose that is not directly related to student success and someone who will go into classrooms and LISTEN to teachers... Ask about their principals, ask about their opinion of the curriculum.	11/21/2014 3:11 PM
4	I would hope that you will hire someone that will listen to the public when they voice their opinion. I am opposed to this academy stuff and will not vote for any bond issue as long as it is still on the table. Many people in the community are against it so you better start listening.	11/21/2014 12:30 PM
5	No Academies, or nothing will pass!!!!!!	11/21/2014 12:02 PM
6	A person with a doctorate degree who wants to be our superintendent should have all of these qualifications to begin with. If they don't, then don't even consider them. Dear school board- you have allowed this mess to go on way too long. You have continued to back people that have done nothing but damage our school district and drive away good teachers. 1. If you want my vote on a bond issue the first thing you have to do is get rid of the Academies. 2. You are dealing with tax payer dollars not your money. 3. Until I see that you are starting to listen to the public I will vote no at the voting booth. 4. How can you expect us to back you because you have broken the trust with the community?	11/21/2014 3:10 AM
7	Someone like Bert Schulte/Dr. Pemberton/Winston Rutledge/Ramona Dobson; someone who considers the non-admin staff as assets and seriously considers their input as worthy of serious consideration	11/20/2014 9:25 PM

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8	There is a great deal of mistrust between the community and the school district. Right or wrong, the community feels that district leaders convey a "we know best" attitude and sweep concerns under the rug. Relationships need to be repaired. Probably the professionals do know best, but if the community doesn't trust district leadership, it will not support a vision for the future either by voting for tax increases or by sending their children to public school.	11/20/2014 8:53 AM
9	Integrity and honesty are key to success. There are already so many untruths that are circulating from those in charge that it will take someone special to make teachers and community believe again in our school administrators. Instead of being concerned about making a name for ones won self, this person should be and want to be concerned with the success of. not only the students, but also that of ALL staff and not just a few. Retaining good employees is important, which includes support staff such as the school aides, who are grossly and embarrassingly underpaid for what they do.	11/20/2014 5:30 AM
10	how about someone that is honest	11/19/2014 10:01 PM
11	Doesn't have to be an expert on any one thing.	11/19/2014 2:51 PM
12	I am disappointed to see nothing about the importance of supporting academic excellence	11/19/2014 2:38 PM
13	The Superintendent is the face of the district. There are many staff who perform other technical duties. The credibility of the district and proposals are paramount if any improvement is possible in major capital improvements or structure. Transparency, transparency, transparency.	11/19/2014 2:19 PM
14	Should show support for academic achievement (sorely lacking in the current administration)	11/19/2014 9:21 AM
15	get rid of common core	11/19/2014 9:08 AM
16	Hopefully authentic verification of accomplishments, or lack thereof, at previous positions is verified. Effective communication at all levels is key, as well as the ability to connect with JCPS staff and students.	11/19/2014 8:17 AM
17	Ability to stop the Board of Education from Micro-Managing	11/19/2014 8:08 AM
18	Communication throughout the District (Internal and External)	11/19/2014 7:59 AM
19	Comply with the vote of the community. Deal with student discipline issues in the schools. Build a strong team of experts in fiscal management, PR, curriculum development, etc. Let the teachers focus on students and their success. The superintendent should administrate. No common-core, no academies. schools.	11/18/2014 10:09 PM
20	need superintendent that is anti-academies	11/18/2014 7:10 PM
21	After all the 'townhalls', wouldn't you think a tab entitled 'discipline' might be appropriate? The MOST important characteristic is for the superintendent to regain control of the district. Especially THE ELEMENTARY SCHOOLS. My friend teaches at East and they are resigning at the end of the year due to the harsh environment. Put me down for 'Discipline' 3 times.	11/18/2014 5:25 PM
22	Administration that is hired needs to be able to bring the district back to was. Teachers and students should be safe from bullies! That includes from administration and students!	11/18/2014 5:22 PM
23	Be able to make tough decisions.	11/18/2014 3:24 PM
24	You spend \$4 million on land, but elementaries need security and elementary has kids being taught in trailers!!!!	11/18/2014 2:38 PM
25	ABLE TO MAINTAIN DISCIPLINE AND A HEALTHY LEARNING ENVIRONMENT WHILE BEING OPEN AND HONEST WITH THE COMMUNITY.	11/18/2014 1:25 PM
26	they should be able to analyze problems of the district (low assessment scores in reading and math) and take appropriate steps to solve the problem (not focus on secondary academies when the focus should be on elementary success)	11/18/2014 10:55 AM
27	I think it is also important a level of acceptable behavior is set and adhered to and the Superintendent needs to support those policies.	11/18/2014 10:34 AM
28	I believe all of these are important. Providing leadership is very important especially since the new superintendent may need to "clean house" in many administrative areas both in the board office and at various schools. I think our new superintendent will need to be someone who has had experience in addressing/fixing the many serious issues our schools are facing - and I'm not sure the current staff will be receptive to many changes implemented. At this point in time I'm more concerned about getting issues resolved than "working in harmony" with the staff. We have very solid parochial schools in Jefferson City and the new superintendent will need to develop good relations within the community as a whole in order to get those parents on board with any type of tax increase for the schools. Dr. Chris Straub did an excellent job of this but I'm not sure how relations have been maintained since then. Of course the focus should be on students and their success but it needs to be focused on ALL students not just the ones misbehaving. I believe that by being visible and accessible to students, staff, community and Board the superintendent will accomplish many of the previous things I listed. He/she will be providing leadership, listening to all staff and community members, and seeing first hand what goes on in the schools. The new superintendent will need to visit all schools many times during the year both scheduled and unscheduled visits to get a true look at what's happening in our schools. He/She will have a lot of work to do and I don't want to tie his/her hands by glossing over the problems or by not giving him/her the ability to correct the situation. Hopefully, the board will not only make the decision to hire a new superintendent but also support this person as he/she makes some very hard decisions to improve our schools.	11/18/2014 10:19 AM

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29	Career & technical education needs to be supported as a viable opti	11/18/2014 9:08 AM
30	ALL of these things should be important qualities! Why expect people to choose only three ? Choose a strong leader who can make us proud of our school system again instead of hanging our heads in shame!!!	11/18/2014 8:25 AM
31	This is a very weak survey! There was absolutely nothing included about discipline. Hopefully the board will be broadminded enough to choose the best candidate even if they don't agree with the acadamy curriculum	11/18/2014 7:03 AM
32	The chosen person must be aware of and address quickly the actual and perceived issues in JCPS. Honesty and an environment of trust are critical.	11/18/2014 6:58 AM
33	Will get rid of academies	11/17/2014 8:51 PM
34	ability to provide path to move away from academies and block scheduling	11/17/2014 8:45 PM
35	Needs ownership in the community	11/17/2014 8:02 PM
36	Doesn't need to be from big school, or a finance person needs good common sense	11/17/2014 7:32 PM
37	We need someone who can rebuild trust between the school and the comunity. Someone also that can bring discipline back to the school. Teachers run schools. Not students!	11/17/2014 5:26 PM
38	Realize how important it is to keep the high standards we have always had in Jefferson City.	11/17/2014 3:16 PM
39	Go back to the basics. Abandon the Academy fiasco.	11/17/2014 2:28 PM
40	This community is against the Academies, nothing will pass until this is taken off the table period.	11/17/2014 2:09 PM
41	Needs to be engaged with all factions of the community. Needs to be open and receptive to all ideas.	11/17/2014 11:46 AM
42	He/she must not be a kingdom builder, but carry out what the community wants in its schools.	11/17/2014 9:35 AM
43	Transparency within the district staff and community.	11/17/2014 8:58 AM
44	Ability to establish district wide plan of discipline	11/17/2014 8:55 AM
45	say," No to Academies"	11/17/2014 6:38 AM
46	Support teachers and insist on students show respect and behave...should be made responsible for their behavior and assignments or accept the consequences.	11/17/2014 1:55 AM
47	Reexamine Academy concept. What it seems to do is not welcomed. What it says it does should be a given without the need for separation and segregation. The new Supt must encourage staff and, if smart, will value the folks who have been in the district a while. Reexamine how JC addresses special education it too is very segregated, in violation of PL 94-142.	11/16/2014 9:28 PM
48	More than three of the options are very important!	11/16/2014 9:10 PM
49	This is dumb, all r important	11/16/2014 8:52 PM
50	All 9 are important, but we lacked these three before.	11/16/2014 8:35 PM
51	Someone who doesn't vacation with board members.	11/16/2014 7:15 PM
52	They need to do all of these things. I want you to be good stewards of the publics money and make sure that kids are educated. Plus not encouraged to drop out like a lot of my friends were.	11/16/2014 6:31 PM
53	Although all nine of these characteristics are a must for the hiring of an effective superintendent, the primary focus should be on students as they are our future. In regard to fiscal management and communication, those with expertise in those areas are employed by the district and are considered staff so when the superintendent is working with staff this is inclusive. In addition, it is the superintendent's responsibility to approve and question the valaidity and content related to fiscal manners and communication. Concerning communication skills, this is inclusive skill set in order to work harmoniously with the staff,community, students, and the board. Also, curriuclm development comes forth from staff, board officials, and what programs are ddeemed essential for successful studennt ahievement. Experience is important with a school system that is of our size and with the possibility of a ballot issue related to the construction of a new high school, and several elementary buildings. Prior to hiring a new superintendent, it is important that this individual be vetted so that trust can be re-established with the staff and the community.	11/16/2014 10:51 AM
54	The welfare and education of students should be the number one priority as they are our future. a Obviously, a superintendent needs to be proficient in all these areas, but financial management and oral and written communication are often handled by those with such expertise at the board office and should report directly to the super intent who approves and questions related information. By working with staff and teachers, the superintendent is bolstering student achievement, communicating with board members and the community as well as overseeing curriculum development that is pertinent to student development.	11/16/2014 10:28 AM
55	The last is impt but a natural outcome of the items checked. Reexamine Academies. It's not a good plan.	11/15/2014 11:16 PM
56	They need to STOP Academies and BLOCKhead scheduling and get a second high school	11/15/2014 6:00 PM
57	Why just 3. If we're going to pay a superintendent 200,000 dollars he should be proficient in all these areas. This sounds like a tricky question on a high school exam. No wonder this school system is in such a mess	11/15/2014 5:22 PM

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58	superintendent should be in schools more often than in office. superintendent must assure all staff and students have the tools to succeed in a safe environment. board and superintendent may delegate tasks BUT they cannot delegate responsibility.	11/15/2014 1:46 PM
59	Address senior staff and teaching staff communications; work on staff retention by providing a safe workplace. Put child safety and climate conducive to learning at top if priority list.	11/15/2014 1:39 PM
60	Board and Superintendent need to set specific measurable goals and method to accomplish them. Create an atmosphere of learning.	11/15/2014 1:34 PM
61	Against the unproven Academies concept.	11/15/2014 1:09 PM
62	Provide a safe environment for students to learn and teachers, staff to work; assure senior management provide support to achieve this. Establish transparency with the community.	11/15/2014 9:17 AM
63	Why would you not list 'disciplinarian' as a characteristic? Have you not listened to the community? Our distict continues to lose families to Blair Oaks, Russelville, South Callaway etc.... and you give us choices of "work in harmony with the Board?" That is shameful.	11/15/2014 8:57 AM
64	All of these are favorable characteristics, but the person at the helm needs to fully understand the economics as well as the vision of board and the staff and the students and the larger community.	11/15/2014 7:11 AM
65	The board needs to make approve policy and listen to Supt	11/14/2014 7:50 PM
66	The next superintendent needs to foster an environment where each child can thrive. The schools are first and foremost about kids.	11/14/2014 7:05 PM
67	Must be engaged & the Board must provide oversight	11/14/2014 5:16 PM
68	Support teachers. Provide discipline. Survey your teachers, a leader is needed that supports and provides help to those who teach our kids.	11/14/2014 10:44 AM
69	I would like to see a superintendent that can bring some discipline back into our schools	11/14/2014 10:25 AM
70	It is hard to pick three, as the question states all of these are important. I made my choices based on the current struggles in the District. You can not focus on the students and their success if you cannot work with, lead and support your staff, even though working with the Board is extremely important today the teachers and administrators in the JC school district need to feel that their Superintendent will support them.	11/14/2014 8:55 AM
71	The new superintendent should have proven success as a Super, and should have the full support of the School Board to make any necessary administration changes both at the Administrative Building and within the schools.	11/14/2014 8:38 AM
#	Q1: Other	Date
1	I would LIKE all of these to be present.	11/24/2014 11:52 AM
2	The next superintendent must speak to the community about district initiatives and challenges the district faces. The poor communication with taxpayers of the district regarding the academies initiative has led to a misunderstanding and distrust of the district leadership. This include the Board of Education. The new superintendent is going to have to be able to regain the trust of the district taxpayers as well as the district staff. The cost of the academies must be addressed because this is impeding the district of meeting other challenges that are arising at the elementary level. The next superintendent is going to have to deal with those students who behavior is disrupting the educational process. There must be support at the individual building level. This goes back to my comment on the cost of the academies. The academies are sucking resources away from other necessary programs the district needs to implement. If we want to increase graduation rates we must work with these challenging students beginning in the elementary grades. The next superintendent also must evaluate the leadership from the assistant superintendents. We have to get it right this time because we have wasted the last 6 years and our students are falling further and further behind those students in other districts. The dysfunction in the school system is making economic development in our area very difficult due to a poor performing school district..	11/21/2014 10:07 AM
3	This district desperately needs a leader who listens to the experts in the field which are the teachers. They also need a leader who listens to the whole community, especially concerned parents. However listening isn't enough. This leader will need to be able to take action and implement immediate change from the top down. This leader will have to have had extensive and current training and experience in how to manage people and be able to ensure a retraining of the current administration at all levels. Experience in personnel management in successful agencies outside the school system is a must.	11/20/2014 10:22 AM
4	First get rid of those administrators who are still on staff in high places and have caused a lot of our problems.	11/19/2014 2:58 PM
5	Successful experience as a Superintendent is a must as well. Doing the three listed while keeping the focus on students is of utmost importance.	11/18/2014 4:08 PM
6	know his family and his friends	11/18/2014 12:18 PM
7	Regretfully, the staff and the public, at the present time, have a very poor opinion of the Board. This need to be reversed. All of the above are important but we really need a good communicator.	11/17/2014 6:10 AM

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8	Listening to discussions within various group, it seems easy to bake teachers for district concerns, but I can't help but wonder if there is a valid reason for retirement of effective principals and staff, when maybe administrators at the helm need to take a step back and look where the need to improve, become less complacent, and support their principals especially in the area of behavior and discipline problems. In fact, might it be time for "fresh blood" in elementary superintendents? Lastly, I've seen a reduction in facilitators for children with special needs (rumor is that our financial leader is trying to save money, but when you look at a classroom of 25 children, the cost of one facilitator for ONE child, is really divided across the cost of educating all 25 children in that room.	11/15/2014 10:10 PM
9	problem solver and REAL listener	11/15/2014 11:19 AM