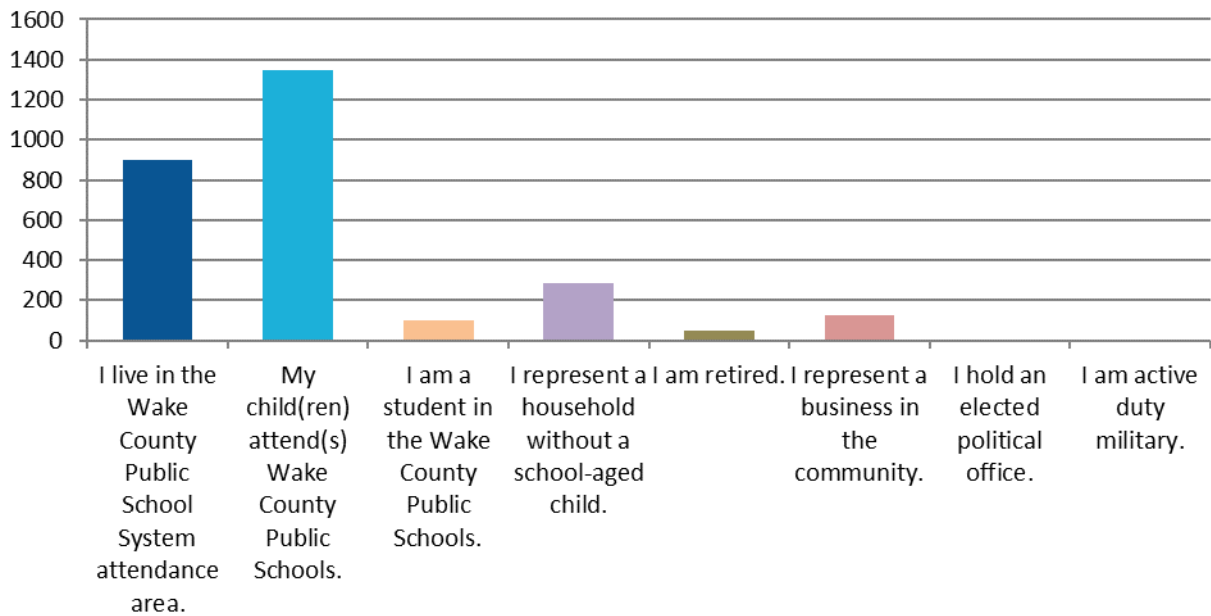**Community and Staff Survey Results**

Community Surveys Started: 1,586 Community Surveys Completed: 1,502
Staff Surveys Started: 2,476 Staff Surveys Completed: 2,380

All surveys were completed and submitted to NCSBA by January 17, 2018.

Community

Please select all that apply to you.

If you currently have children attending the Wake County Public School System, please indicate the grade level(s).

Community and Staff Survey Results

Community Surveys Started: 1,586 Community Surveys Completed: 1,502
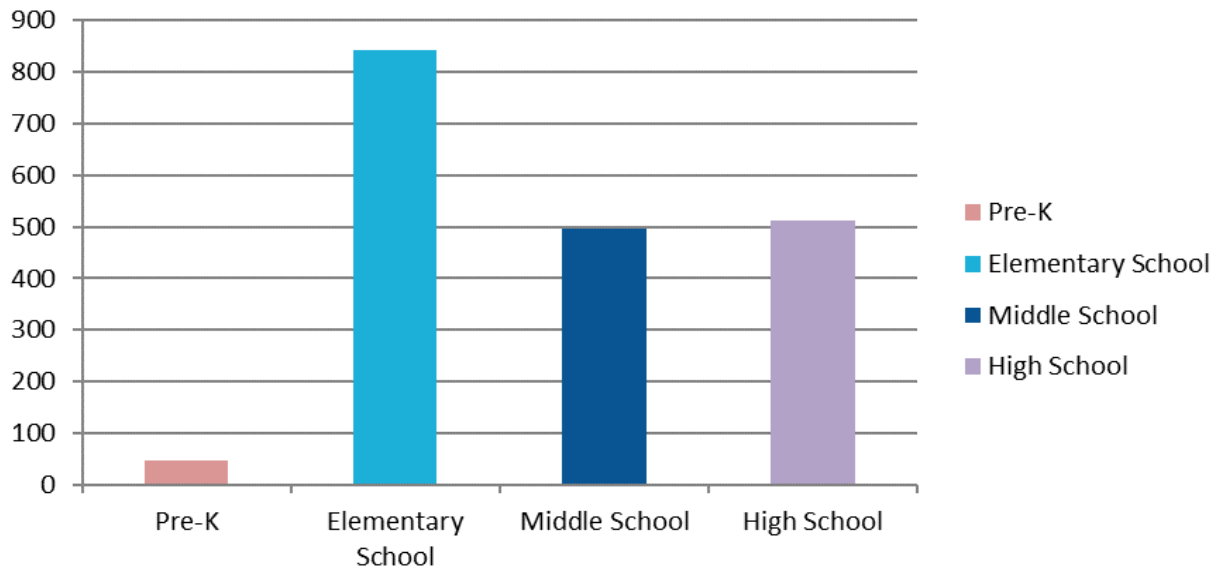*Staff Surveys Started: 2,476 Staff Surveys Completed: 2,380*

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Staff

Please select your current job assignment.

12.96%	Administrator
23.30%	Teacher
64.42%	Support Staff

If assigned to a specific school, what grade level?

47.57%	Elementary School
19.60%	Middle School
32.83%	High School

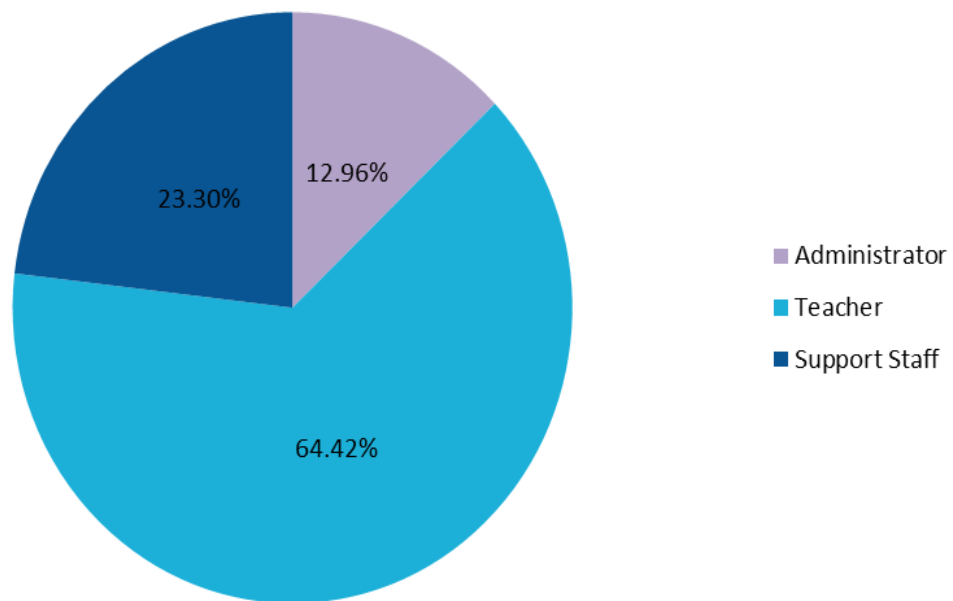## Community and Staff Survey Results

Community Surveys Started: 1,586 Community Surveys Completed: 1,502
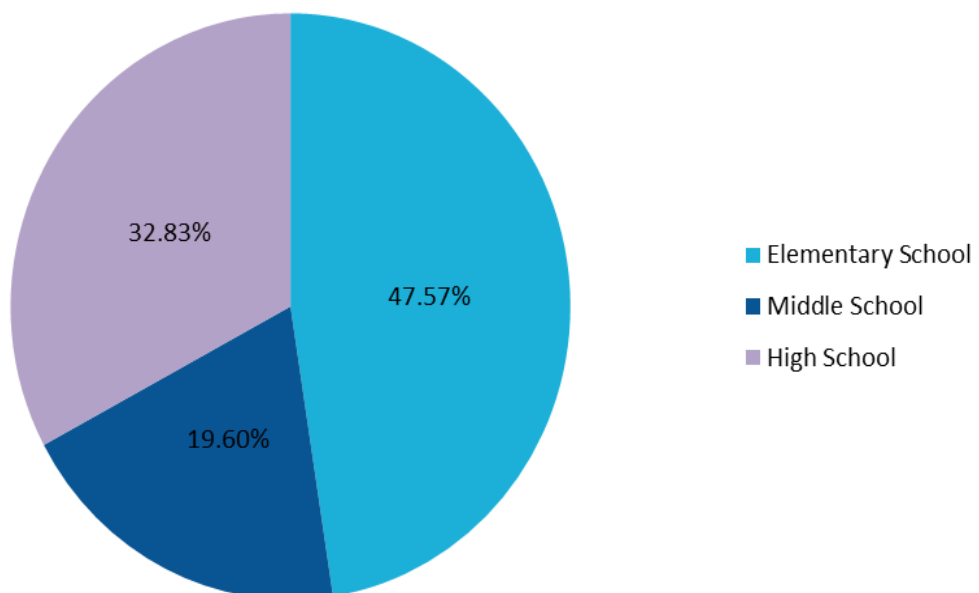*Staff Surveys Started: 2,476 Staff Surveys Completed: 2,380*

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Please select the FIVE most significant strengths of the Wake County Public School System.

Community		Staff	
1. Excellent Teachers and Staff	1,233	1. Excellent Teachers and Staff	2,073
2. Student Achievement	910	2. Supportive Community	1,398
3. Supportive Community	802	3. Available Resources	1,385
4. Good School Facilities	792	4. Reputation of System	1,360
5. Supportive Parents	768	5. Student Achievement	1,237
6. Available Resources	763	6. Quality of Life	1,114
7. Quality of Life	610	7. Location of System	1,057
8. Reputation of System	607	8. Good School Facilities	1,045
9. Location of System	496	9. Supportive Parents	804
10. Size of System	275	10. Size of System	427

Community and Staff Survey Results

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Please select the FIVE most important areas of skill or expertise that the next superintendent should possess.

Community

1. Communication with Parents and Community 973
2. Educational Leadership 788
3. Curriculum Development and Instruction 745
4. Managing a diverse staff and student body 737
5. Fiscal Management and Budgeting 643
6. Academic Standards/Student Assessment 637
7. Organizational Leadership 582
8. Defining System Goals 471
9. Interpersonal and Public Relations Skills 447
10. Staff Relations 443
11. School-Based-Technology 273
12. Facilities Management/Building Construction 260
13. Staff Evaluation 241
14. Professional Development 225
15. Digital Learning 215

Staff

1. Educational Leadership 1,507
2. Managing a Diverse Staff and Student Body 1,258
3. Staff Relations 1,175
4. Fiscal Management and Budgeting 1,171
5. Communication with Parents and Community 1,149
6. Organizational Leadership 1,118
7. Interpersonal and Public Relations Skills 1,003
8. Defining System Goals 876
9. Curriculum Development and Instruction 854
10. Academic Standards/Student Assessment 689
11. Facilities Management/Building Construction 378
12. Professional Development 355
13. School-based Technology 322
14. Digital Learning 256
15. Staff Evaluation 110

Community and Staff Survey Results

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Please select from the list below the FIVE most important traits you would like the next superintendent to exhibit.

Community		Staff	
1. Commitment to High Student Achievement	1,181	1. Values Employees	2,105
2. Integrity	1,036	2. Integrity	1,597
3. Values Employees	958	3. Commitment to High Student Achievement	1,593
4. Commitment to the Community	882	4. Commitment to the Community	1,227
5. Proactive	701	5. Proactive	1,150
6. Visionary	619	6. Visionary	924
7. Motivator	570	7. Motivator	914
8. Enthusiasm	451	8. Enthusiasm	808
9. Commitment to Technology	408	9. Change agent	475
10. Change Agent	288	10. Confidence	387
11. Confidence	212	11. Commitment to Technology	378
12. Negotiator	156	12. Risk Taker	267
13. Mediator	144	13. Negotiator	236
14. Risk Taker	142	14. Mediator	180

Wake County Board of Education
Superintendent Search

Community and Staff Survey Results

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Survey participants ranked the following qualifications according to their importance based on the following scale:
4 - Mandatory   3 - Important but Not Mandatory   2 - Less Important   1 - Not Important

Community		Qualifications	Staff	
Average	Rank		Average	Rank
3.48	1	Experience as a classroom teacher.	3.69	1
3.42	2	Experience in finance, budgets, and acquiring outside funding.	3.40	4
3.41	3	Experience as a superintendent with a proven record of success.	3.45	3
3.36	4	Experience in instruction and curriculum development.	3.24	5
3.34	5	Experience as a principal.	3.47	2
3.05	6	Experience as a superintendent in a similar size system.	3.13	6
2.98	7	Experience in a similar system.	2.98	9
2.98	8	Experience in human resources.	2.99	8
2.97	9	Experience in educational technology.	2.75	12
2.89	10	Doctorate or terminal degree.	2.94	11
2.89	11	Experience as an assistant superintendent.	3.03	7
2.86	12	Experience in facility management.	2.75	13
2.76	13	Experience in North Carolina education.	2.95	10
2.52	14	Other leadership experience (e.g., military, business).	2.30	14

Wake County Board of Education
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Community Average	Community Rank	Characteristics	Staff Average	Staff Rank
3.81	1	Inspires trust, has high levels of self-confidence and optimism, and models high standards of integrity and personal performance.	3.83	1
3.77	2	Willing to listen to input, but can make tough decisions when necessary.	3.81	2
3.73	3	Effective communication skills, including speaking, listening, and writing.	3.76	3
3.72	4	Ability to develop and communicate a vision of quality education for the future to the board, staff, and community.	3.70	5
3.68	5	Ability to lead a large organization dedicated to goals of continuous improvement.	3.69	7
3.66	6	Possesses excellent people skills and can present a positive image of the system.	3.75	4
3.64	7	Strongly committed to a "student first" philosophy in all decisions.	3.54	14
3.63	8	Ability to develop both short and long-range system goals.	3.60	9
3.62	9	Ability to secure and promote positive student behavior conducive to student achievement/learning climate.	3.53	15

Wake County Board of Education
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4 - Mandatory   3 - Important but Not Mandatory   2 - Less Important   1 - Not Important

Community		Characteristics (continued)	Staff	
Average	Rank		Average	Rank
3.62	10	Inspires and motivates others.	3.62	8
3.61	11	Possesses the leadership skills required to respond to the challenges presented by a diverse community.	3.70	6
3.57	12	Commitment to the importance of both the academic and activity programs.	3.45	18
3.57	13	Ability to delegate authority appropriately while maintaining accountability.	3.58	11
3.54	14	Successful experience in the selection and implementation of educational priorities consistent with the interests and needs of students, staff, board, and community.	3.55	12
3.50	15	Ability to build consensus and commitment among individuals and groups with emphasis on parental involvement.	3.36	20
3.49	16	Ability to identify and select building and central office administrators who are capable of advancing the system vision.	3.59	10
3.47	17	Able to work with legislators.	3.54	13
3.47	18	Demonstrated ability to enhance student performance, especially in identifying and closing or narrowing the gaps in student achievement.	3.50	16

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4 - Mandatory   3 - Important but Not Mandatory   2 - Less Important   1 - Not Important

Community		Characteristics (continued)	Staff	
Average	Rank		Average	Rank
3.44	19	Successful experience in sound management practices, including appropriate participation of others in planning and decision-making.	3.49	17
3.44	20	Experience in the management of system resources and knowledge of sound fiscal procedures.	3.44	19
3.33	21	Skilled leadership in the planning, implementation, and assessment of relevant professional development for all staff members.	3.22	23
3.29	22	Knowledge of emerging research and best practices in the area of curriculum/instructional design and practice.	3.29	21
3.10	23	Ability to develop and maintain a mutually beneficial relationship between the business community and the school system.	3.24	22
3.08	24	Commitment to community visibility with high interest in a broad range of community groups and organizations.	3.15	25
3.06	25	Demonstrated ability to integrate instructional and administrative technology.	2,99	27
3.05	26	Recommendations and decisions are data-driven.	3.17	24
2.77	27	Demonstrated ability to work with the media.	3.01	26