Results of Community Survey

SUPERINTENDENT SEARCH 2019

PRESENTED BY
DR. LYNN M. FUSCO
DISTRICT SUPERINTENDENT
ERIE 1 BOCES
Who Responded

777 Responses

1. Please check that which best describes your role:

- I am an instructional staff member: 277
- I am a non-instructional staff member: 115
- I am a parent of a child (children): 258
- I am a community member with a child in the district: 86
- I am a student in the district: 37
- I am a business owner in Ken-Ton: 2

More Details
All Attributes

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<tr>
<th>VALUE</th>
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<tbody>
<tr>
<td>5</td>
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<tr>
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<td>LITTLE IMPORTANCE</td>
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<tr>
<td>1</td>
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Most Desired Attributes

On a scale of 1 to 5, by the collective average response:

- Motivates Employees & Students: 4.8
- Exhibits Integrity: 4.78
- Is Approachable & Accessible: 4.74
- Understands NYS Curriculum: 4.71
- Strong Verbal Communicator: 4.57
- Has Teaching Experience: 4.54
Desired: Is Motivational

Score: 4.8 out of 5

- Essential: 650
- Very Important: 103
- Some Importance: 15
- Little Importance: 2
- Not Important: 4

Score: 4.8 out of 5
Desired: Exhibits Integrity

Score: 4.78 out of 5

- essential: 620
- very important: 128
- some importance: 13
- little importance: 2
- not important: 1

Score: 4.78 out of 5
Desired: Is Approachable & Accessible

Score: 4.74 out of 5

- Essential: 604
- Very Important: 142
- Some Importance: 21
- Little Importance: 2
- Not Important: 2
Desired: Understands NY Curriculum

Score: 4.71 out of 5

- Essential: 595
- Very Important: 143
- Some Importance: 24
- Little Importance: 4
- Not Important: 5

Score: 4.71 out of 5
Desired: Strong Verbal Communicator

Score: 4.57 out of 5

- essential: 503
- very important: 214
- some importance: 45
- little importance: 4
- not important: 3

Score: 4.57 out of 5
Desired: Has Teaching Experience

Score: 4.54 out of 5

- Essential: 541
- Very Important: 149
- Some Importance: 53
- Little Importance: 13
- Not Important: 16

Overall Score: 4.54 out of 5
4.51 Can explain education issues in plain language
4.46 Has a record of collaborative decision making
4.43 Knows NYS school law
4.40 Strong, positive, relationships as school leader
4.83 Communicates well in writing
4.32 Understands and has experience with special education issues
4.27 Has experience with school finance/budgets in NYS
4.18 Has demonstrated active community involvement
Ranked Attributes Continued

- 4.13  Has experience in a district similar to Ken-Ton
- 3.99  Is familiar with Ken-Ton District
- 3.99  Has been a school principal
- 3.97  Has a proven track record with labor negotiations
- 3.95  Sense of humor
- 3.82  Is an outstanding public speaker
- 3.71  Has been a central office administrator
Least Desired Attributes

On a scale of 1 to 5, by the collective average response:

- Capital Project Experience: 3.65
- Previous Superintendent Job: 3.45
- Professionally Active in WNY & NYS: 3.44
- Has a Doctorate: 2.95
- Has Published Articles/Books: 2.21
Open Form Questions

• In your opinion, what is the single greatest need of the Ken-Ton School District?

• Any additional thoughts below that you wish to share with the Board of Education as it embarks on this important journey?
Greatest Need of the District

Response Trends:

- Improve academics, learning and class size issues
- Maintain accessible and collaborative environment created by current superintendent
- Reexamine building capacity/grade configurations
- Focus on better serving diverse student population
Response Trends:

- Supportive of qualities and accomplishments of current superintendent
- Selected candidate should possess knowledge and experience with student diversity and poverty’s impact on education
- Selection process should be thoughtful, deliberate and transparent
- Selected candidate should possess positive character traits-collaborative, good communicator, supportive leader
- Focus on learning and raising academic results
Additional Thoughts, continued

Response Trends:

- Selected candidate should have a strong instructional background; student focused
- Fiscally accountable
- Support for internal and external candidates
- Support for leader who supports and builds on current programs and a leader who strives for innovative and transformative learning
- Supportive of arts, technology and special area needs of district
- Knowledge/experience in resolving legal matters
Next Steps

- **Nov. 20, 2019**
  - Application link will go live

- **Continue with hiring process**
  
  - **Timeline**
    - Nov. 12  Survey Results Reviewed at Board Meeting
    - Nov. 20  Vacancy Announcement Posted/Advertised
    - Dec. 03  Community Roundtable
    - Jan. 10  Deadline for Receipt of Applications
Timeline, continued

- Feb. 26–27  Board Reviews Applications/Selects Candidates for Initial Interviews
- Mar. 5  Workshop for All Constituent Group Interview Committee Members
- Mar. 9–13  Initial Interviews Completed by the Board of Education
- Mar. 23-27  Final Interviews Completed by the Board of Education
- TBD  Candidate Appointed by the Board of Education
- July 1  Successful Candidate Begins Employment
Thank you

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