



Results of Community Survey



SUPERINTENDENT SEARCH 2019

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







Who Responded

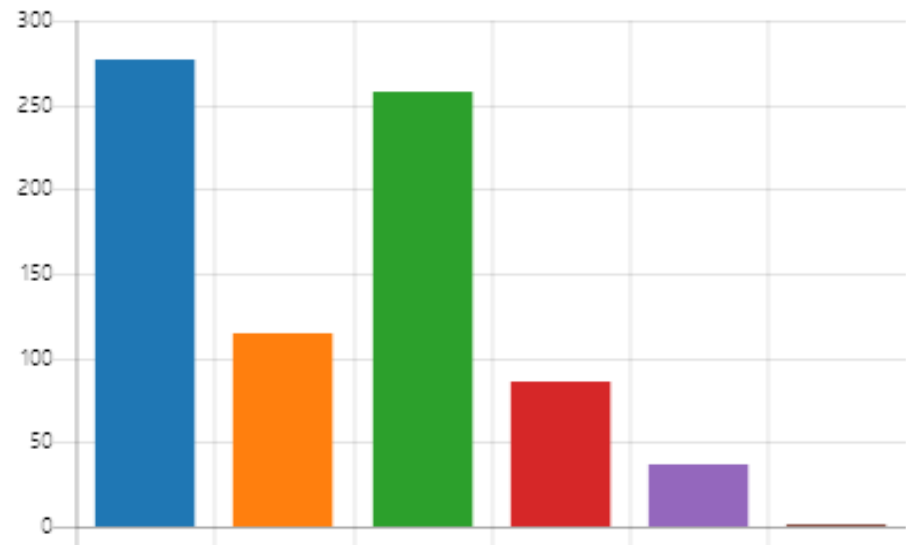


777 Responses

1. Please check that which best describes your role:

[More Details](#)

	I am an instructional staff me...	277
	I am a non-instructional staff ...	115
	I am a parent of a child (childr...	258
	I am a community member wi...	86
	I am a student in the district	37
	I am a business owner in Ken...	2



All Attributes



BY ORDER OF THE SURVEY

VALUE

- | | |
|---|-------------------|
| 5 | ESSENTIAL |
| 4 | VERY IMPORTANT |
| 3 | SOME IMPORTANCE |
| 2 | LITTLE IMPORTANCE |
| 1 | NOT IMPORTANT |

Most Desired Attributes



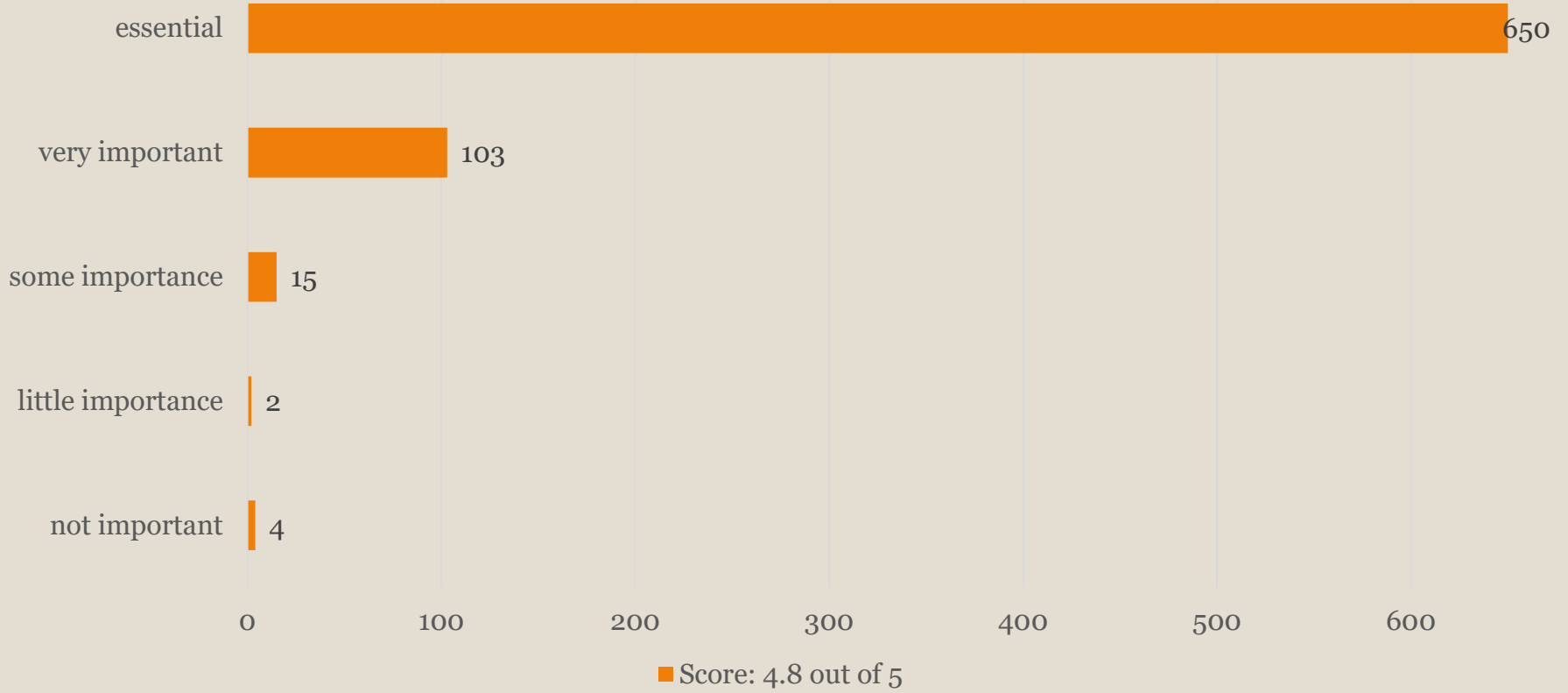
On a scale of 1 to 5, by the collective average response:

	<u>Average Rating</u>
• 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



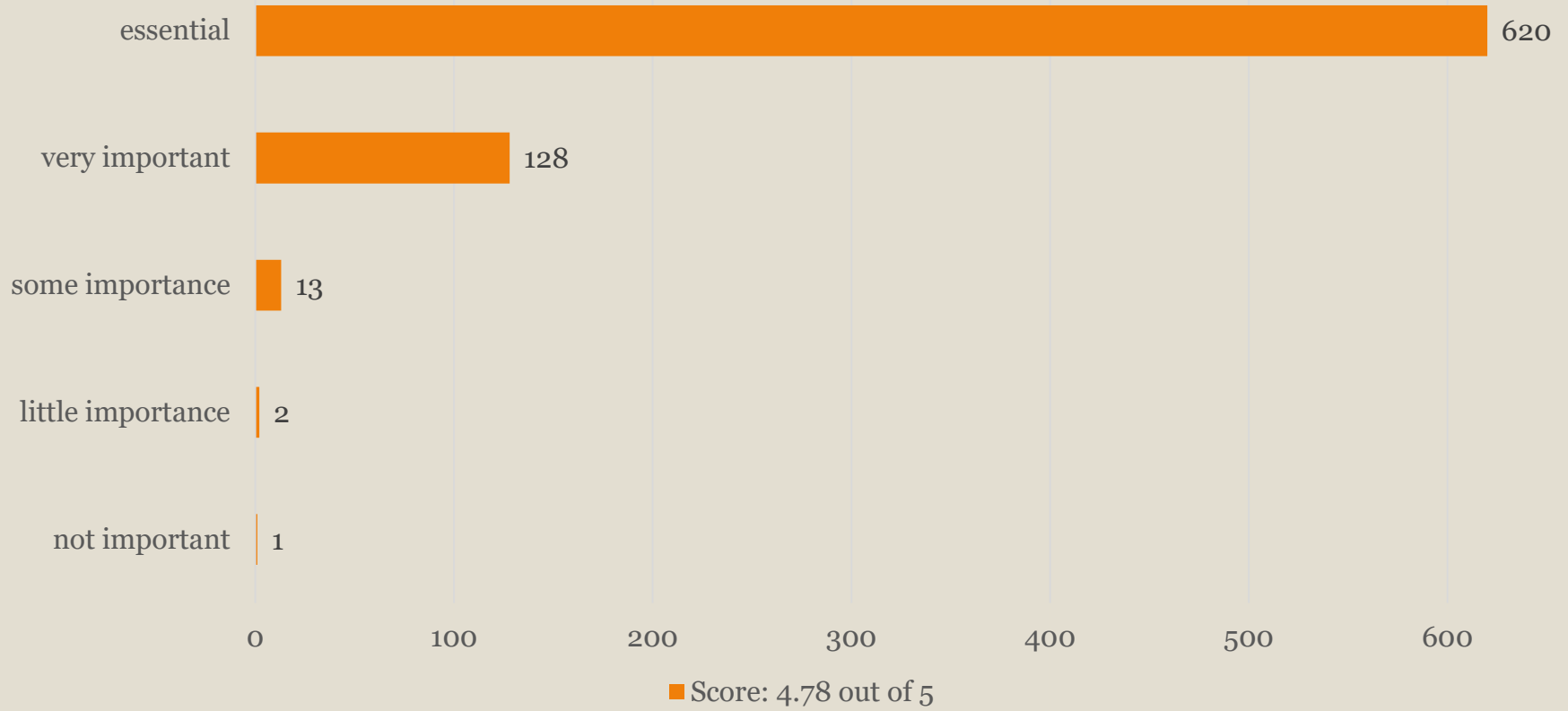
Score: 4.8 out of 5



Desired: Exhibits Integrity



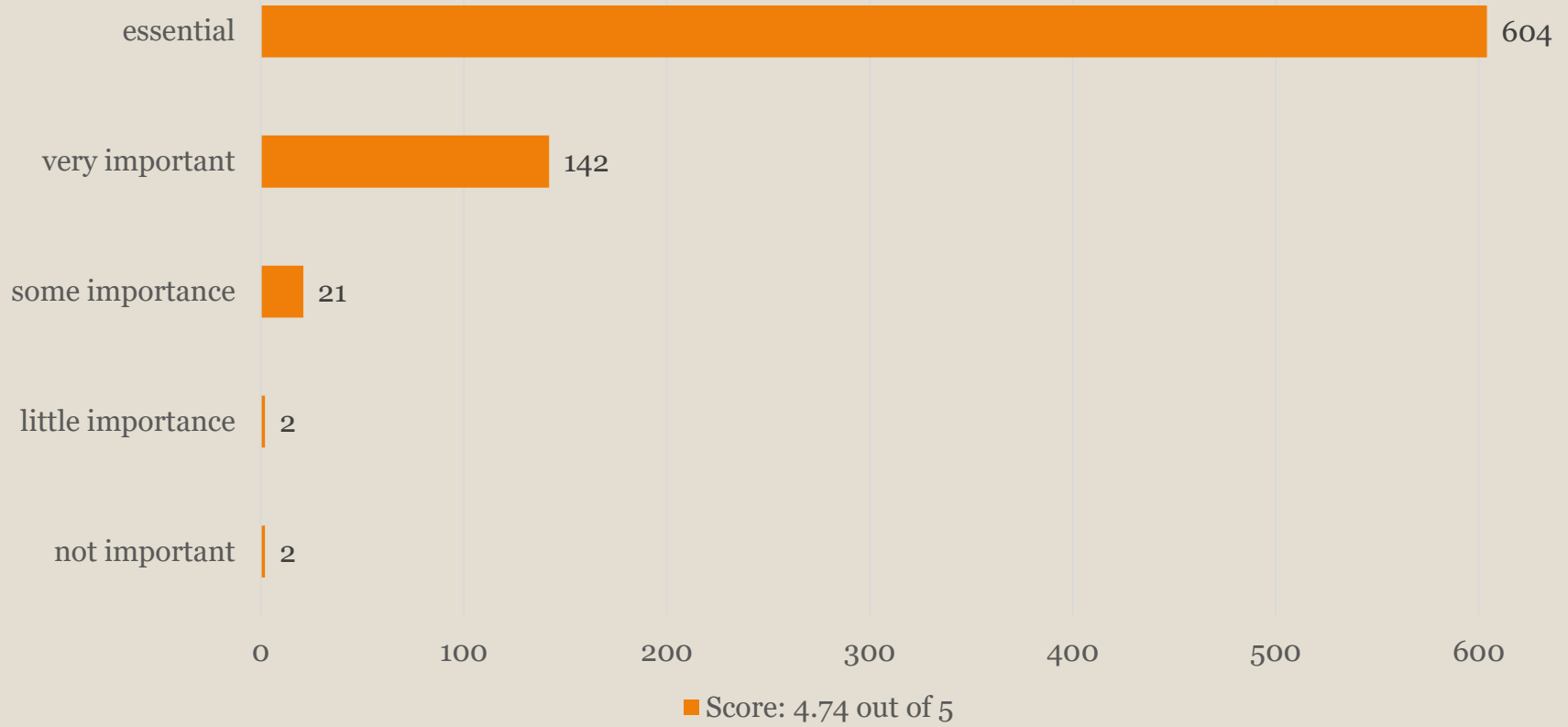
Score: 4.78 out of 5



Desired: Is Approachable & Accessible



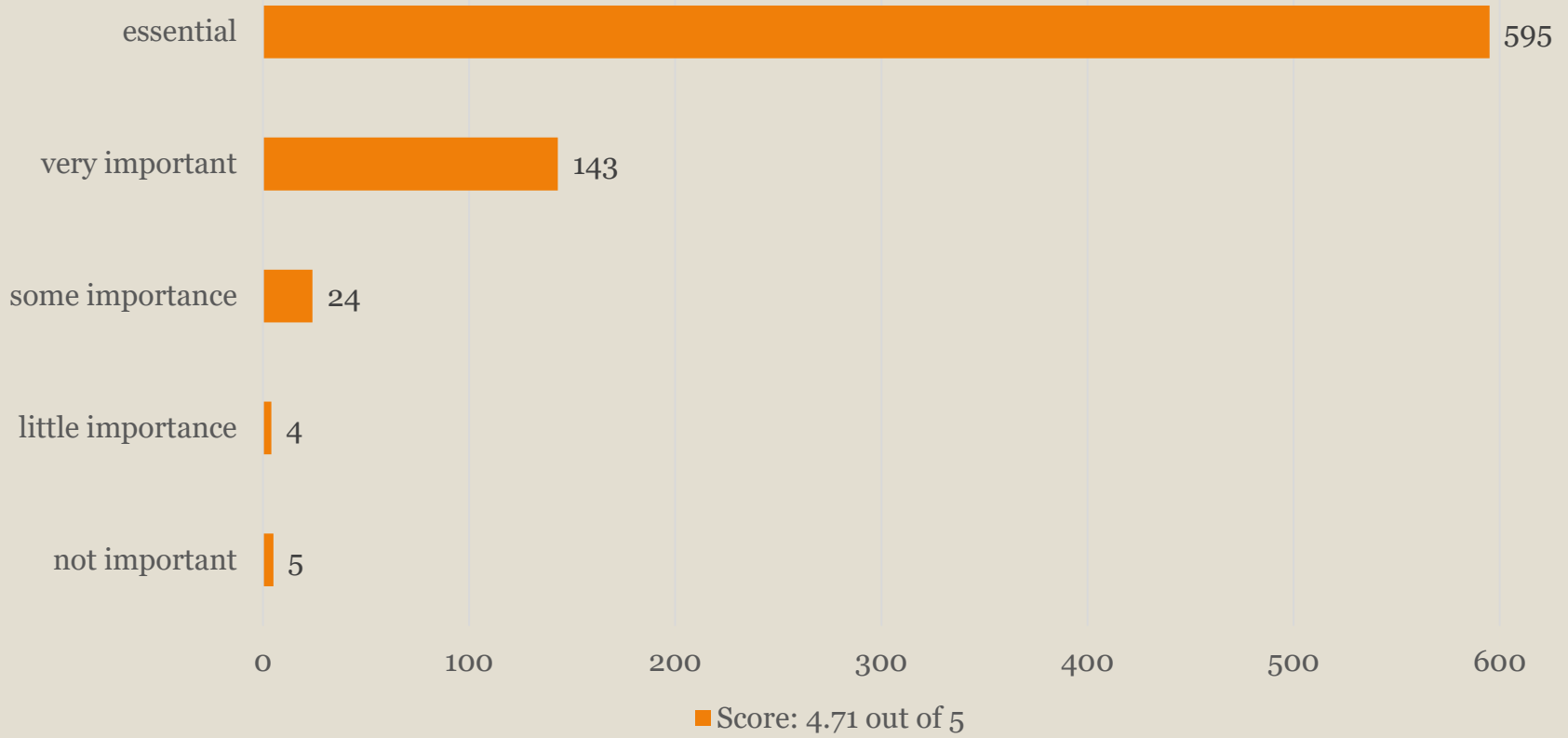
Score: 4.74 out of 5



Desired: Understands NY Curriculum



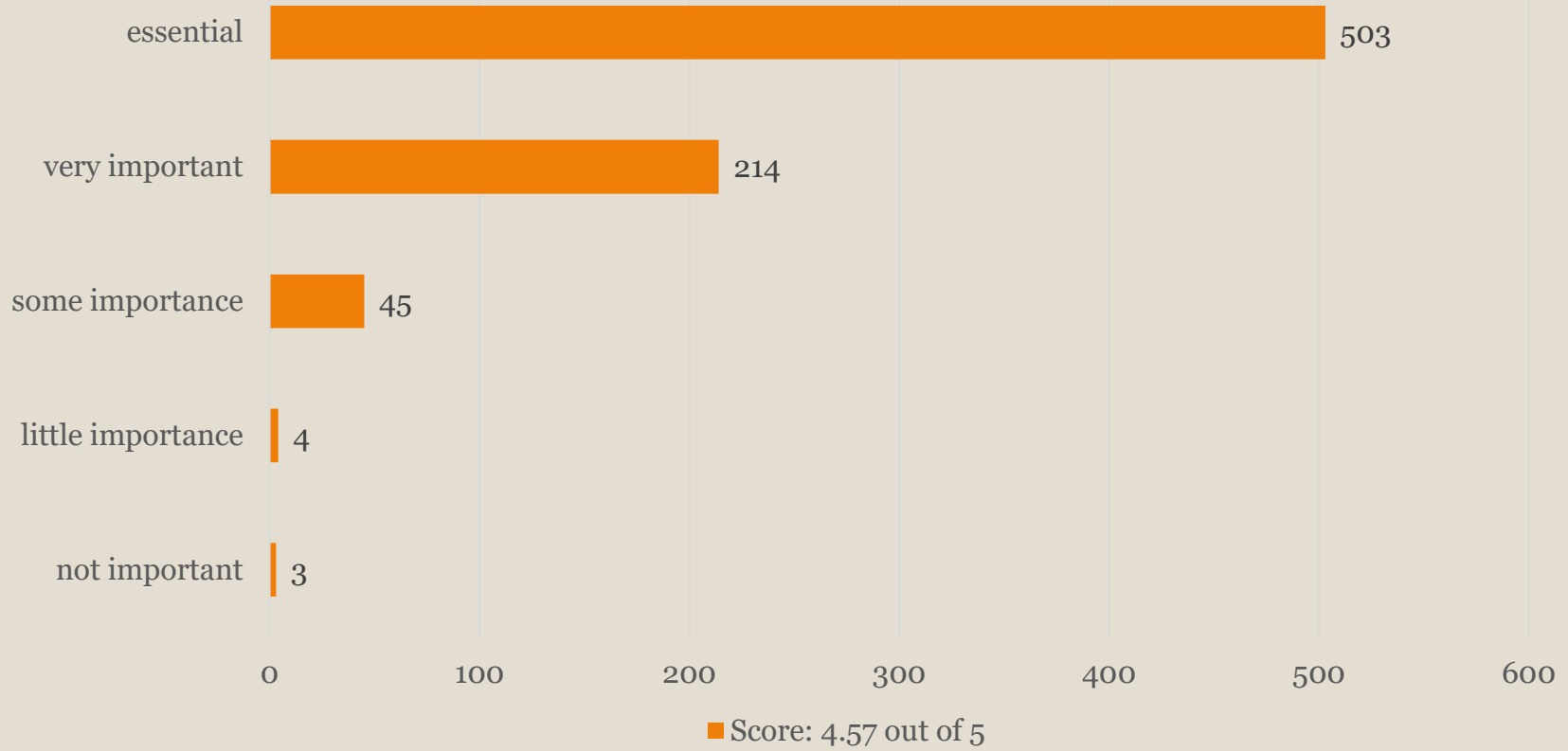
Score: 4.71 out of 5



Desired: Strong Verbal Communicator



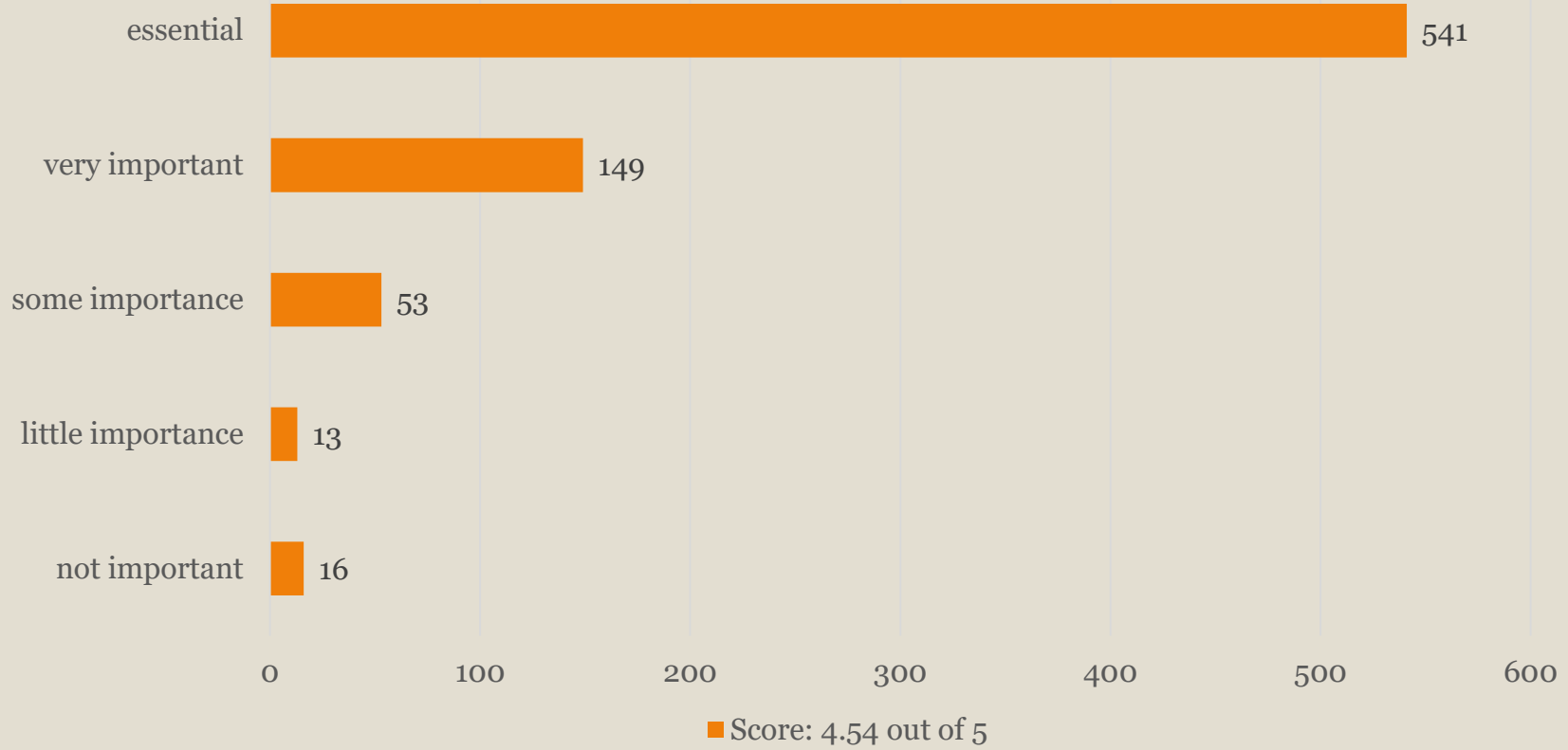
Score: 4.57 out of 5



Desired: Has Teaching Experience



Score: 4.54 out of 5



Ranked Attributes Continued



- 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:

	<u>Average Rating</u>
• 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

Additional Thoughts



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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