INTRODUCTION

The Redwood City School District Governing Board is asking for your help in selecting our next superintendent. To ensure this is a collaborative and inclusive process, the Board is providing this online survey and encourages your participation. We have requested that consultants from Leadership Associates, who are assisting the Board with the search, conduct the online survey to solicit input from students, staff, parents, and community.

The following survey asks you to respond to several critical questions. The information generated from this anonymous survey will be used to develop a profile which indicates desired qualities and characteristics in the next superintendent. It will also guide the recruitment and reference checking process as well as development of questions for the interview. The survey also seeks your perspectives on District strengths, challenges, and our community. Consultants will compile a report summarizing survey results and share it with the Board.

BACKGROUND INFORMATION

PLEASE TAKE A MOMENT TO PROVIDE THE FOLLOWING INFORMATION:

* 1. My perspectives come from being a (check all that apply):

☐ **Parent/Guardian**

☐ **Student**

☐ **Community Member**

☐ **Teacher**

☐ **Classified Employee**

☐ **Administrator**

☐ **Certificated Employee**

☐ **School Volunteer**

☐ **Public Official**

☐ **Business Owner / Partner**

☐ **Non-Profit Staff / Board**

DISTRICT STRENGTHS & CHALLENGES

2. What do you see as the strengths of the District?

3. What do you see as the major challenges which will confront our new superintendent?

4. What is important for our next superintendent to know about our community?

5. Please add any other qualities and characteristics which you think are important for our next superintendent to possess.

DESIRED PROFESSIONAL EXPERIENCE

6. Please rank, in order of importance between 1 and 7, (1 being the most important), the following professional experiences that you believe are most important for the next superintendent to possess, as they relate to the needs of the District.

Experience in California public education, either teaching and/or site administration

Experience as a district-level executive leader (such as an assistant superintendent or superintendent)

Experience as a superintendent in a comparable district

Experience in oversight of school district finances, budgets, and business management

Experience in transformation and school turnaround

A proven track record of growing academic achievement for all students, including special needs children, second language learners, and children experiencing poverty

Bilingual and/or experience in working with diverse communities

DESIRED PROFESSIONAL LEADERSHIP CHARACTERISTICS

7. Please rank, in order of importance between 1 and 7, (1 the being most important), the following professional leadership characteristics that you believe are most important for the next superintendent to possess, as they relate to the needs of the District.

Is a strong instructional leader who will maintain and improve student achievement gains made in the District

Will bring the entire community together toward a strong vision of student achievement

Will place the highest priority on safe environments for students and staff

Has strong human relations skills and is a "people person"

Will be accessible to parents and staff

Will be highly visible at our schools and community events

Has ability to coach and develop potential leaders within the District and create a strong, cohesive working team

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REDWOOD CITY
SCHOOL DISTRICT

DESIRED PERSONAL CHARACTERISTICS

8. Please rank, in order of importance between 1 and 9, (1 being the most important), the following personal characteristics that you believe are most important for the next superintendent to possess, as they relate to the needs of the District.

⠿	⬍	**Empathetic and a good listener**
⠿	⬍	**Equity-minded**
⠿	⬍	**Consensus builder**
⠿	⬍	**Accessible and engaged**
⠿	⬍	**Collaborative**
⠿	⬍	**Accountable**
⠿	⬍	**Courageous**
⠿	⬍	**Visionary/Innovator**
⠿	⬍	**Strong communication skills**