

**Special/Called Board Meeting
In Person
August 17, 2023**

Present: Bowen, Davidson, Gaster, Laudate, Rummel, Womack, Britt,
Measamer, Alverson, Ryan Regan, Jeremiah Buie, Attorney Sam
Thorp-NCSBA; Mark Rogers-The Sanford Herald; SRO-Meghan Rosser

Absent: Kelly

I. The Lee County Board of Education was called to order by Chairman
Sherry Womack.

II. Approval of Agenda-8/17/2023

Motion: Laudate

Second: Bowen

Action: Carried Unanimously I move that the Lee County Board of
Education approve the 8/17/2023 agenda.

III. Action Items

1. Superintendent Search Process-Sam Thorp, Assistant Legal Counsel for
Superintendent Searches-NCSBA

Motion: Rummel

Second: Gaster

Action: Carried Unanimously I move that the Lee County Board of
Education approve the Superintendent
Search Timeline with the application
deadline of September 18, 2023.

Motion: Rummel

Second: Gaster

Action: Carried

Bowen, Gaster, Rummel,

Womack voting "yes"

Davidson, Laudate voting
"no"

I move that the Lee County Board of
Education approve the Superintendent of
Schools vacancy announcement and
advertise with the following organizations:

--North Carolina School Boards Association

--Other State School Boards Associations

--North Carolina Association of School
Administrators

--North Carolina School Superintendent's

Association
--North Carolina Aspiring Superintendent
Program
--Other State School Administrators and
School Superintendents Associations
--National Affiliation of Superintendent
Searches
--North Carolina LEA Personnel Directors
--K 12 JobSpot
--American Association of School
Administrators

Motion: Bowen
Second: Laudate
Action: Carried
Bowen, Gaster, Laudate,
Womack voting "yes"
Davidson, Rummel voting "no"

I move that the Lee County Board of
Education approve the Superintendent
of Schools vacancy, be advertised with
the following organizations:

--National Alliance of Black School
Educators
--Association of Latino Administrators
and Superintendents

Motion: Bowen
Second: Rummel
Action: Carried Unanimously

I move that the Lee County Board of
Education approve the Superintendent
of Schools online application with the
minor edit -certification as an educator is
not required.

Motion: Gaster
Second: Laudate
Action: Carried Unanimously

I move that the Lee County Board of
Education approve the staff and community
surveys.

IV. Adjourn
Motion: Bowen
Second: Gaster
Action: Carried Unanimously

I move to adjourn.

Sherry Lynn Womack, Chairman

Eric N. Davidson, Vice-Chairman



**LEE COUNTY BOARD OF EDUCATION
SUPERINTENDENT SEARCH
DRAFT TIMELINE**

August 17, 2023	Meeting to Approve Initial Documents
August 18, 2023	Advertising of Vacancy Begins
August 18 – September 1, 2023	<i>Optional: Community and Staff Input Period (e.g., online surveys)</i>
September 12, 2023*	<i>Optional: Meeting to Review Community and Staff Input (e.g., results of online surveys) and to Draft Custom Leadership Profile</i>
September 18, 2023	APPLICATION DEADLINE
September 22, 2023	NCSBA Makes Application Materials Available to Board Members
September 22-25, 2023	Board Reviews Applications
September 25, 2023	Meeting on Applications to Choose First Round Interviewees and to Select Questions <i>(closed)</i>
<i>NCSBA will conduct internet and social media searches of the candidates selected for interviews in compliance with applicable legal standards.</i>	
October 16-20, 2023	Meeting(s) for Initial Interviews and to Select Finalists and Final Round Questions <i>(closed)</i>
<i>NCSBA will conduct reference checks and request criminal and credit background checks of the finalists in compliance with applicable legal standards.</i>	
November 6-10, 2023	Meeting(s) for Final Interviews and to Decide on Terms of Offer <i>(closed)</i>
November 10-13, 2023	Contract Negotiations
November 13, 2023	Announcement and Introduction of Superintendent
December 13, 2024	Employment to Begin

* Regularly scheduled meeting or work session





SUPERINTENDENT OF SCHOOLS LEE COUNTY, NORTH CAROLINA

The Lee County Board of Education is seeking a superintendent to lead the school system as it continues to teach each student the social and academic skills needed to become a responsible and productive citizen. Applications are due by _____, 2023.

ABOUT THE SCHOOL SYSTEM

Lee County Schools serves more than 9,200 students from pre-kindergarten through twelfth grade. The school system operates 17 schools, including 8 elementary schools, 3 middle schools, 2 traditional high schools, a middle/high combination school, an early college high school, an alternative elementary school, and a children's center serving ages 3 – 21. The district has nearly 2,000 employees who, in partnership with the community, are continually striving to provide challenging learning experiences for students in a safe and supportive environment. The school system enjoys strong community support and is governed by a 7-member partisan board of education elected to serve staggered 4-year terms.

ABOUT THE COMMUNITY

Lee County is a thriving county located in the picturesque Piedmont region of North Carolina. With a population of approximately 62,000 people, the county offers a diverse and welcoming community. Nestled between rural charm and modern amenities, Lee County provides a close-knit atmosphere that appeals to families, professionals, and retirees alike. The county's demographics reflect a rich blend of cultural backgrounds and a strong sense of community spirit. Residents enjoy the scenic landscapes, historic sites, and outdoor recreational opportunities that make Lee County an exceptionally desirable place to live, work, and play.

WHO SHOULD APPLY

Candidates must meet the legal requirements to be licensed as a superintendent in North Carolina or otherwise be qualified and eligible to serve under State Board of Education policy. In addition, the selected candidate will be required to live in Lee County.

Central office and building-level experience is preferred. A doctorate degree or progress toward a doctorate degree is preferred but not required.

A successful candidate also must demonstrate ability and success in:

- Visionary educational leadership
- Curriculum and instruction
- Goal-setting and monitoring student achievement
- Fostering community and intergovernmental partnerships



- Administration and organization of short-term and long-term strategic planning, budgeting, and personnel and facilities management
- Communication and team-building
- Ongoing financial management and procuring additional funding
- Visibility and involvement in community activities
- Leadership in maintaining safe and orderly school environments
- Planning and funding of school facilities
- Decision-making, delegation, and follow-through

APPLY ONLINE

Applicants must complete the board's required online application form, accessible via the North Carolina School Boards Association's webpage at www.ncsba.org/super-search/north-carolina-vacancies. *Please do not contact, or ask anyone you know to contact, individual board members about your interest in or application for this position.* All inquiries should be directed to Sam Thorp, Assistant Legal Counsel for Superintendent Searches, North Carolina School Boards Association, at sthorp@ncsba.org or 919-841-4040. *All inquiries will be kept confidential.*

Click below to learn more about the schools and the community



AREA INFORMATION

[LCS Homepage](#)

[Lee County Government](#)

[Sanford, NC Chamber of Commerce](#)

[Sanford, NC](#)

[Visit Sanford](#)

LOCAL NEWS

[The Sanford Herald](#)

[WRAL](#)

[Sanford News - ABC11](#)



North Carolina School Boards Association Online Application

Name _____ Date Started: _____

Personal Data

Name:

(First)

(Middle Initial)

(Last)

Other name(s) under which transcripts, certificates, and former applications may be listed:

Other:

(First)

(Middle Initial)

(Last)

Email Address:

Postal Address

Current Address

Number & Street:

Apt. Number:

City:

State/Province:

Zip/Postal Code:

Country:

Daytime Phone:

Home/Cell Phone:

Employment Desired

Open Vacancy Desired:

Experience in
Similar Positions

JobID: 229

Superintendent: Sample County Schools Superintendent at NCSBA

North Carolina School Boards Association Online Application

Name

Date Started:

Licensure

Do you hold a valid superintendent license in North Carolina?

If yes, please upload a copy.

Do you hold a valid superintendent license or certificate in any other state(s), and if so, what state(s)?

If yes, please upload a copy(ies).

If you do not hold any superintendent license, please explain your current licensure status.

North Carolina School Boards Association Online Application

Name

Date Started:

Employment History

Describe your present employment.

* Employer (include city and state where located):

* Your title:

* Beginning date of employment:

* Number of students (in school system):

* Number of employees you supervise:

* Amount of budget you control:

Major responsibilities:

--

Please list in reverse chronological order all full-time positions, excluding your current position listed above, that you have held both within and outside the field of education. In addition, please ALSO attach a resume below (REQUIRED).

Employer (include city and state where located):

Your title:

Dates employed, from:

until:

Number of employees you supervised:+

Number of students (in school system):+

Amount of budget you controlled:+

Reason for leaving:

Major responsibilities:

--

Employer (include city and state where located):

Your title:

Dates employed, from:

until:

Number of employees you supervised:+

Number of students (in school system):+

Amount of budget you controlled:+

Reason for leaving:

Major responsibilities:

--

Employer (include city and state where located):

--

North Carolina School Boards Association Online Application

Name

Date Started:

Employment History continued

Your title:

Dates employed, from:

until:

Number of employees you supervised:+

Number of students (in school system):+

Amount of budget you controlled:+

Reason for leaving:

Major responsibilities:

Employer (include city and state where located):

Your title:

Dates employed, from:

until:

Number of employees you supervised:+

Number of students (in school system):+

Amount of budget you controlled:+

Reason for leaving:

Major responsibilities:

Employer (include city and state where located):

Your title:

Dates employed, from:

until:

Number of employees you supervised:+

Number of students (in school system):+

Amount of budget you controlled:+

Reason for leaving:

Major responsibilities:

Employer (include city and state where located):

Your title:

Dates employed, from:

until:

North Carolina School Boards Association Online Application

Name

Date Started:

Employment History continued

Number of employees you supervised:+

Number of students (in school system):+

Amount of budget you controlled:+

Reason for leaving:

Major responsibilities:

Employer (include city and state where located):

Your title:

Dates employed, from:

until:

Number of employees you supervised:+

Number of students (in school system):+

Amount of budget you controlled:+

Reason for leaving:

Major responsibilities:

+Approximate number during last year in position.

North Carolina School Boards Association Online Application

Name

Date Started:

Educational Background

Below please list in reverse chronological order all college and postgraduate institutions you have attended and attach an electronic copy (e.g., a scanned PDF) of the corresponding transcript. Certified transcripts are not required.

* Institution
* Location
* Years of Attendance
* Degree Received
* Major/Minor
Transcript

Institution
Location
Years of Attendance
Degree Received
Major/Minor
Transcript

Institution
Location
Years of Attendance
Degree Received
Major/Minor
Transcript

Institution
Location
Years of Attendance
Degree Received
Major/Minor
Transcript

Institution
Location
Years of Attendance
Degree Received
Major/Minor
Transcript

Institution

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North Carolina School Boards Association Online Application

Name

Date Started:

Educational Background continued

Location

Years of Attendance

Degree Received

Major/Minor

Transcripts

North Carolina School Boards Association Online Application

Name

Date Started:

Professional and Community Activities

In order of importance to you, please list the professional organization(s) of which you are or have been a member:

Please list any professional awards you have received and publications you have written:

In order of importance to you, please list the community organization(s) of which you are or have been a member:

Please list any community awards you have received:

Name _____

Date Started: _____

Sample County-Specific Questions - Short Answer

Please briefly describe any significant accomplishments, innovation, and other experiences you have had in the following areas. Non-traditional candidates are encouraged to describe comparable accomplishments and experience.

1. Instructional leadership

2. Financial planning, budgeting, and procuring additional funding

3. Personnel relations/administration

4. Goal setting and monitoring student achievement

5. Organizational planning and team building

6. Fostering community relations and/or intergovernmental partnerships

7. The use of instructional technology and other innovative media to improve student performance

8. Success in working with diverse populations

9. Leadership in maintaining safe school environments

10. Planning and funding of school facilities

North Carolina School Boards Association Online Application

Name _____

Date Started: _____

Sample County-Specific Questions - Essays

Please respond to the following questions with specific details. If applicable, please refer to any school and/or school-district data and other relevant evidence to corroborate your responses.

1. Why are you interested in leaving your current position to become superintendent of the Sample County Schools?

2. How should the board and the superintendent work together to complement and support each other?

3. What would you do to raise student achievement levels and help close achievement gaps?

4. What personal and/or administrative skills or experiences do you have which you believe make you qualified to be our next superintendent?

5. What are the first things you would do to learn about our community and schools?

6. Please describe your leadership style.

North Carolina School Boards Association Online Application

Name

Date Started:

References

References will be requested when needed. If you wish to attach any reference letters, please do so below.

North Carolina School Boards Association Online Application

Name

Date Started:

Additional Information

Please attach any additional information you wish to share with the board which is not specifically covered in this application form and which you would like the board to consider as it evaluates your application (e.g., cover letter, news articles, etc.).

North Carolina School Boards Association Online Application

Name

Date Started:

Criminal and Employment Background Information

Have you ever been convicted of a crime as follows? Note, in accordance with state law, you are not required to disclose any arrest, charge, or conviction that has been expunged from the public record.

* Felony

* Misdemeanor

* Traffic Offenses

If yes, please provide a brief explanation of the date and circumstances below or on an attached page. Note, in accordance with EEOC guidance, disclosure of such information will not be an automatic bar to employment.

Have you ever been dismissed, bought out, asked to resign from a position, or had a contract not renewed?

*

If yes, please provide a brief explanation of the date, position, employer, and circumstances below or on an attached page.

North Carolina School Boards Association Online Application

Name

Date Started:

Sample County Release and Certification

I hereby expressly authorize the following Authorized Parties to make any investigation of my personal, financial, or employment history:

- * the BLANK Board of Education (the "board") and its agents, and
- * the North Carolina School Boards Association (NCSBA) and its employees.

This release expressly includes, but is not limited to, federal and/or state, criminal, law enforcement, or traffic records. I understand that I am not required to disclose any arrest, charge, or conviction that has been expunged from the public record.

I also expressly give permission for the Authorized Parties to have access to any and all personnel records and/or information it may receive in connection with my application. I further authorize any former employer, person, firm, corporation, credit agency, administrative body, or governmental agency (collectively, "Providers") to give to the Authorized Parties any information they may have regarding me. In consideration of the review of my employment application by the board, I hereby release the Authorized Parties and any Providers from any potential claims or liability arising from or connected with the release or receipt of this information. I also certify that I have read this information carefully and that the information I have given is correct and complete. I understand and agree that the falsification of any statement on this application, or in any personal interview, will constitute sufficient grounds for nonemployment and/or dismissal.

The BLANK Board of Education does not discriminate in the hiring, retention, or promotion of employees on the basis of race, religion, sex (including pregnancy, childbirth, sexual orientation, and gender identity), national origin, disability, age, genetic testing and screening information, or veteran status or any other legally protected status.

Sample County Collection of Public Information

Thank you for submitting an application for the position of Superintendent of the BLANK School System. During the process of evaluating candidates, the BLANK Board of Education (the "board") and its agents, including but not limited to NCSBA and its employees, may view and/or access information about applicants that is publicly available, including information that is publicly available on the internet. The board will not use information from any such source to discriminate on the basis of race, religion, sex (including pregnancy, childbirth, sexual orientation, and gender identity), national origin, disability, age, genetic testing and screening information, or veteran status or any other legally protected status.

By signing below, I, John Doe, acknowledge and agree that the board and its agents, as described above, may view and/or access publicly available information about me, including information publicly available on the internet, as part of its review of my application for the position of the BLANK Superintendent of Schools. I further understand and agree that falsification of any publicly available information, explanation, or supporting documentation will constitute sufficient grounds for nonemployment and/or dismissal.

INTRODUCTION

The Sample County Board of Education is in the process of searching for a new superintendent to lead the school system. The members of the board are seeking your input in this process. Please take a few minutes to complete this survey.

All responses to this survey will be shared with the board of education and the community. However, your responses will be anonymous—no one will know who submitted a specific survey response or comment. In addition, any confidential student or personnel information will be redacted before responses are shared with the public.

All survey responses must be submitted by _____, 2023.

Note: This Staff Survey is for Sample employees only. Students, parents, and other members of the community should complete the separate Community Survey.

ADDITIONAL INFORMATION: WHO IS THE SUPERINTENDENT AND WHAT DO THEY DO?

The board of education is responsible for hiring the new superintendent. As part of that process, the members of the board will receive and consider feedback from students, parents, teachers, school employees, and other members of the community.

The new superintendent will be the leader of the entire school system, similar to how a principal is the leader of a whole school. The superintendent is expected to lead the schools based on guidance from the board of education and is responsible for making sure that the school system runs well and meets its goals. The superintendent may have many specific duties, including, for example: (1) recommending who to hire as teachers, principals, and other school employees; (2) overseeing what is taught in schools; (3) developing a budget and making financial decisions; and (4) managing school buildings and school construction and renovation projects. Although many of these duties may be assigned to other school system employees, the superintendent is ultimately responsible and accountable.

OPTIONAL INFORMATION

1. Please select your current job assignment.

- ☐ Teacher
- ☐ School-level support staff
- ☐ School-level administrator
- ☐ District-level support staff
- ☐ District-level administrator
- ☐ Other

2. If you are currently assigned to a specific school site, please indicate which grade level. Otherwise, please select "Central Office" or "Other," as appropriate.

- ☐ Pre-K
- ☐ Elementary School
- ☐ Middle School
- ☐ High School
- ☐ Central Office
- ☐ Other

RATING OF SUPERINTENDENT CHARACTERISTICS

Please rate each of the following desired characteristics based on level of importance:

3. Builds and maintains relationships with community groups

- ☐ Not at all important ☐ Slightly important ☐ Moderately important ☐ Very important
☐ Extremely important

4. Communicates well with people of all races and socioeconomic status

- ☐ Not at all important ☐ Slightly important ☐ Moderately important ☐ Very important
☐ Extremely important

5. Understands research-based school programs

- ☐ Not at all important ☐ Slightly important ☐ Moderately important ☐ Very important
☐ Extremely important

6. Supports the use and development of technology in teaching and learning

- ☐ Not at all important ☐ Slightly important ☐ Moderately important ☐ Very important
☐ Extremely important

7. Is willing to take new approaches to teaching and learning

- ☐ Not at all important ☐ Slightly important ☐ Moderately important ☐ Very important
☐ Extremely important

8. Has ideas and approaches to close achievement gaps

- ☐ Not at all important ☐ Slightly important ☐ Moderately important ☐ Very important
☐ Extremely important

9. Has ideas and approaches to improve graduation rates and prevent dropouts

- ☐ Not at all important ☐ Slightly important ☐ Moderately important ☐ Very important
☐ Extremely important

10. Has a strong understanding of school finance, budgets, and business management

- ☐ Not at all important ☐ Slightly important ☐ Moderately important ☐ Very important
☐ Extremely important

11. Understands how to effectively advocate for needed resources

- ☐ Not at all important ☐ Slightly important ☐ Moderately important ☐ Very important
☐ Extremely important

12. Knows how to encourage staff, students, parents, and community members to work together

- ☐ Not at all important ☐ Slightly important ☐ Moderately important ☐ Very important
☐ Extremely important

13. Is able to effectively delegate authority

- ☐ Not at all important ☐ Slightly important ☐ Moderately important ☐ Very important
☐ Extremely important

14. Is able to develop and effectively communicate a vision for the school system

- ☐ Not at all important ☐ Slightly important ☐ Moderately important ☐ Very important
☐ Extremely important

15. Understands how to provide safe environments for students and staff

- ☐ Not at all important ☐ Slightly important ☐ Moderately important ☐ Very important
☐ Extremely important

16. Supports firm discipline in schools

- ☐ Not at all important ☐ Slightly important ☐ Moderately important ☐ Very important
☐ Extremely important

17. Will be highly visible in the schools

- ☐ Not at all important ☐ Slightly important ☐ Moderately important ☐ Very important
☐ Extremely important

18. Will spend time in individual classrooms

- ☐ Not at all important ☐ Slightly important ☐ Moderately important ☐ Very important
☐ Extremely important

19. Is accessible and responds to concerns in a timely fashion

- ☐ Not at all important ☐ Slightly important ☐ Moderately important ☐ Very important
☐ Extremely important

20. Models high standards of integrity

- ☐ Not at all important ☐ Slightly important ☐ Moderately important ☐ Very important
☐ Extremely important

21. Makes decisions and recommendations based on data

- ☐ Not at all important ☐ Slightly important ☐ Moderately important ☐ Very important
☐ Extremely important

22. Is willing to listen to input

- ☐ Not at all important ☐ Slightly important ☐ Moderately important ☐ Very important
☐ Extremely important

RATING OF SUPERINTENDENT EXPERIENCE

Please rate each of the following desired types of experience based on level of importance:

23. Has been an effective classroom teacher

- ☐ Not at all important ☐ Slightly important ☐ Moderately important ☐ Very important
☐ Extremely important

24. Has been a successful principal

- ☐ Not at all important ☐ Slightly important ☐ Moderately important ☐ Very important
☐ Extremely important

25. Has been a successful assistant or associate superintendent

- ☐ Not at all important ☐ Slightly important ☐ Moderately important ☐ Very important
☐ Extremely important

26. Has been a successful superintendent

- ☐ Not at all important ☐ Slightly important ☐ Moderately important ☐ Very important
☐ Extremely important

27. Has experience in human resources

- ☐ Not at all important ☐ Slightly important ☐ Moderately important ☐ Very important
☐ Extremely important

28. Has experience in curriculum development and instruction

- ☐ Not at all important ☐ Slightly important ☐ Moderately important ☐ Very important
☐ Extremely important

29. Has experience with building, maintaining, and managing schools

- ☐ Not at all important ☐ Slightly important ☐ Moderately important ☐ Very important
☐ Extremely important

30. Has worked in North Carolina public education

- ☐ Not at all important ☐ Slightly important ☐ Moderately important ☐ Very important
☐ Extremely important

31. Has leadership experience outside of education (e.g., military, business)

- ☐ Not at all important ☐ Slightly important ☐ Moderately important ☐ Very important
- ☐ Extremely important

COMMENTS

32. The Sample County Board of Education requests and welcomes any additional comments you may have about the new superintendent or about the search for a new superintendent. Please use the space below if you have anything else you would like to say to the members of the board.

A large, empty rectangular box with a thin black border, intended for the user to write their comments. It is positioned directly below the text prompt.

SURVEY COMPLETE

Thank you for completing the Sample County Board of Education's Superintendent Search Survey!

INTRODUCTION

The Sample County Board of Education is in the process of searching for a new superintendent to lead the school system. The members of the board are seeking your input in this process. Please take a few minutes to complete this survey.

All responses to this survey will be shared with the board of education and the community. However, your responses will be anonymous—no one will know who submitted a specific survey response or comment. In addition, any confidential student or personnel information will be redacted before responses are shared with the public.

All survey responses must be submitted by _____, 2023.

Note: This Community Survey is for students, parents, and other members of the community only. Sample employees should complete the separate Staff Survey.

ADDITIONAL INFORMATION: WHO IS THE SUPERINTENDENT AND WHAT DO THEY DO?

The board of education is responsible for hiring the new superintendent. As part of that process, the members of the board will receive and consider feedback from students, parents, teachers, school employees, and other members of the community.

The new superintendent will be the leader of the entire school system, similar to how a principal is the leader of a whole school. The superintendent is expected to lead the schools based on guidance from the board of education and is responsible for making sure that the school system runs well and meets its goals. The superintendent may have many specific duties, including, for example: (1) recommending who to hire as teachers, principals, and other school employees; (2) overseeing what is taught in schools; (3) developing a budget and making financial decisions; and (4) managing school buildings and school construction and renovation projects. Although many of these duties may be assigned to other school system employees, the superintendent is ultimately responsible and accountable.

OPTIONAL INFORMATION

1. Please select all statements that apply to you.

- ☐ I live in the Sample Schools attendance area.
- ☐ I am a student in the Sample Schools.
- ☐ I am a graduate/alum of the Sample Schools.
- ☐ My child(ren) attend(s) the Sample Schools.
- ☐ I represent a household without a school-aged child.
- ☐ I am retired.
- ☐ I represent a business in the community.
- ☐ I hold an elected political office.
- ☐ I am active duty military.

2. If you are a current student, or if you have a child or children currently attending the Sample Schools, please indicate which grade level(s).

- ☐ Pre-K
- ☐ Elementary School
- ☐ Middle School
- ☐ High School

RATING OF SUPERINTENDENT CHARACTERISTICS

Please rate each of the following desired characteristics based on level of importance:

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- ☐ Not at all important ☐ Slightly important ☐ Moderately important ☐ Very important
☐ Extremely important

4. Communicates well with people of all races and socioeconomic status

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☐ Extremely important

5. Understands research-based school programs

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6. Supports the use and development of technology in teaching and learning

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☐ Extremely important

7. Is willing to take new approaches to teaching and learning

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8. Has ideas and approaches to close achievement gaps

- ☐ Not at all important ☐ Slightly important ☐ Moderately important ☐ Very important
☐ Extremely important

9. Has ideas and approaches to improve graduation rates and prevent dropouts

- ☐ Not at all important ☐ Slightly important ☐ Moderately important ☐ Very important
☐ Extremely important

10. Has a strong understanding of school finance, budgets, and business management

- ☐ Not at all important ☐ Slightly important ☐ Moderately important ☐ Very important
☐ Extremely important

11. Understands how to effectively advocate for needed resources

- ☐ Not at all important ☐ Slightly important ☐ Moderately important ☐ Very important
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☐ Extremely important

20. Models high standards of integrity

- ☐ Not at all important ☐ Slightly important ☐ Moderately important ☐ Very important
☐ Extremely important

21. Makes decisions and recommendations based on data

- ☐ Not at all important ☐ Slightly important ☐ Moderately important ☐ Very important
☐ Extremely important

22. Is willing to listen to input

- ☐ Not at all important ☐ Slightly important ☐ Moderately important ☐ Very important
☐ Extremely important

RATING OF SUPERINTENDENT EXPERIENCE

Please rate each of the following desired types of experience based on level of importance:

23. Has been an effective classroom teacher

- ☐ Not at all important ☐ Slightly important ☐ Moderately important ☐ Very important
☐ Extremely important

24. Has been a successful principal

- ☐ Not at all important ☐ Slightly important ☐ Moderately important ☐ Very important
☐ Extremely important

25. Has been a successful assistant or associate superintendent

- ☐ Not at all important ☐ Slightly important ☐ Moderately important ☐ Very important
☐ Extremely important

26. Has been a successful superintendent

- ☐ Not at all important ☐ Slightly important ☐ Moderately important ☐ Very important
☐ Extremely important

27. Has experience in human resources

- ☐ Not at all important ☐ Slightly important ☐ Moderately important ☐ Very important
☐ Extremely important

28. Has experience in curriculum development and instruction

- ☐ Not at all important ☐ Slightly important ☐ Moderately important ☐ Very important
☐ Extremely important

29. Has experience with building, maintaining, and managing schools

- ☐ Not at all important ☐ Slightly important ☐ Moderately important ☐ Very important
☐ Extremely important

30. Has worked in North Carolina public education

- ☐ Not at all important ☐ Slightly important ☐ Moderately important ☐ Very important
☐ Extremely important

31. Has leadership experience outside of education (e.g., military, business)

- ☐ Not at all important ☐ Slightly important ☐ Moderately important ☐ Very important
☐ Extremely important

COMMENTS

32. The Sample County Board of Education requests and welcomes any additional comments you may have about the new superintendent or about the search for a new superintendent. Please use the space below if you have anything else you would like to say to the members of the board.

A large, empty rectangular box with a thin black border, intended for the user to write their comments. It is positioned directly below the text prompt.

SURVEY COMPLETE

Thank you for completing the Sample County Board of Education's Superintendent Search Survey!