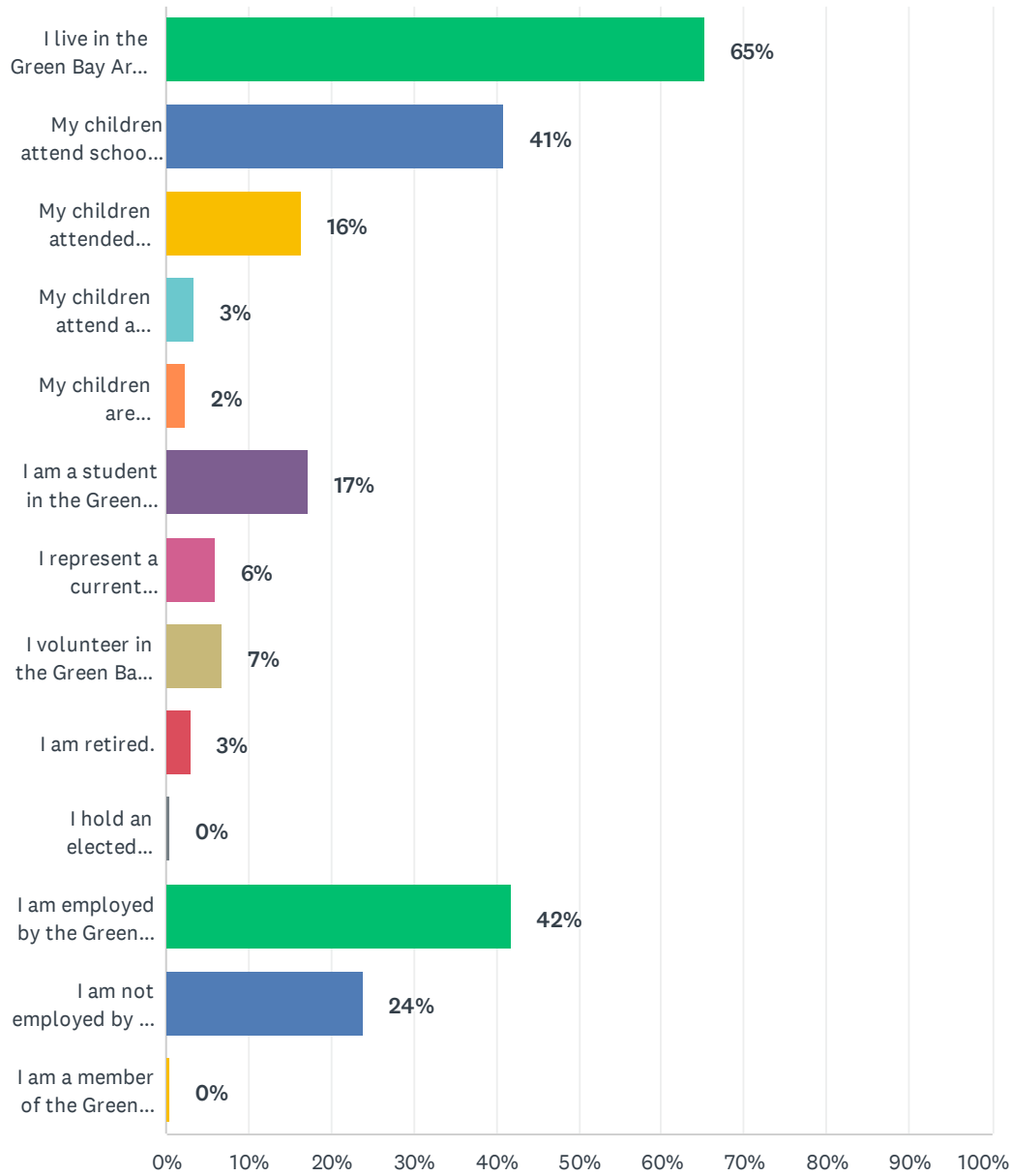


Q1 Please indicate all which apply to you:

Answered: 1,838 Skipped: 8

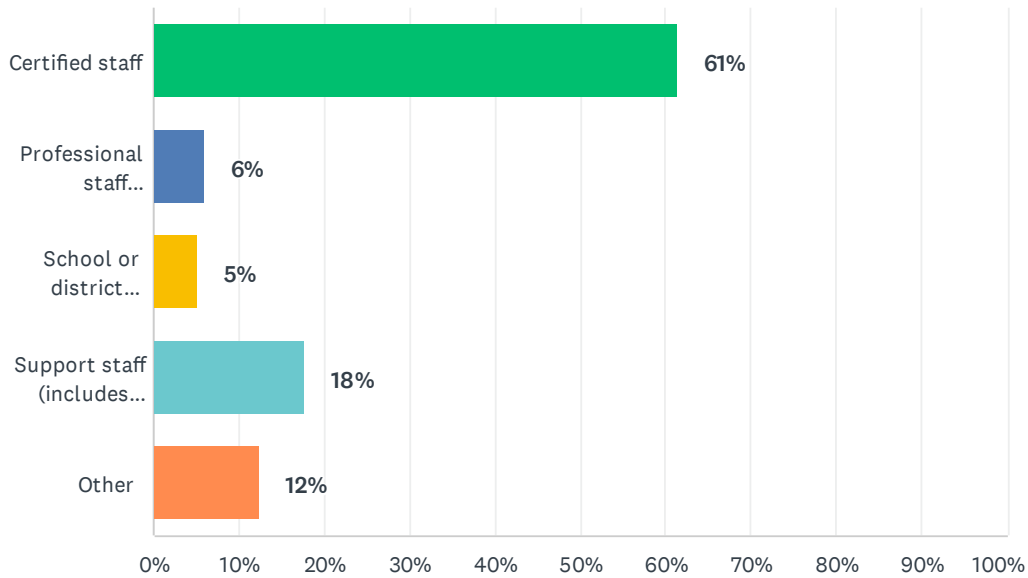


Green Bay Area Public School District
Superintendent Search Survey

ANSWER CHOICES	RESPONSES	
I live in the Green Bay Area Public School District attendance area.	65%	1,200
My children attend schools in the Green Bay Area Public School District.	41%	754
My children attended schools in the Green Bay Area Public School District.	16%	302
My children attend a private/parochial school.	3%	62
My children are open-enrolled to another school district.	2%	42
I am a student in the Green Bay Area Public School District.	17%	317
I represent a current non-child household.	6%	111
I volunteer in the Green Bay Area Public School District.	7%	124
I am retired.	3%	56
I hold an elected political office.	0%	7
I am employed by the Green Bay Area Public School District.	42%	768
I am not employed by the Green Bay Area Public School District.	24%	439
I am a member of the Green Bay Area Public School District Board of Education.	0%	7
Total Respondents: 1,838		

Q2 If you are employed by Green Bay Area Public School District, please specify your position. If you are not employed by the District, please advance to the next question.

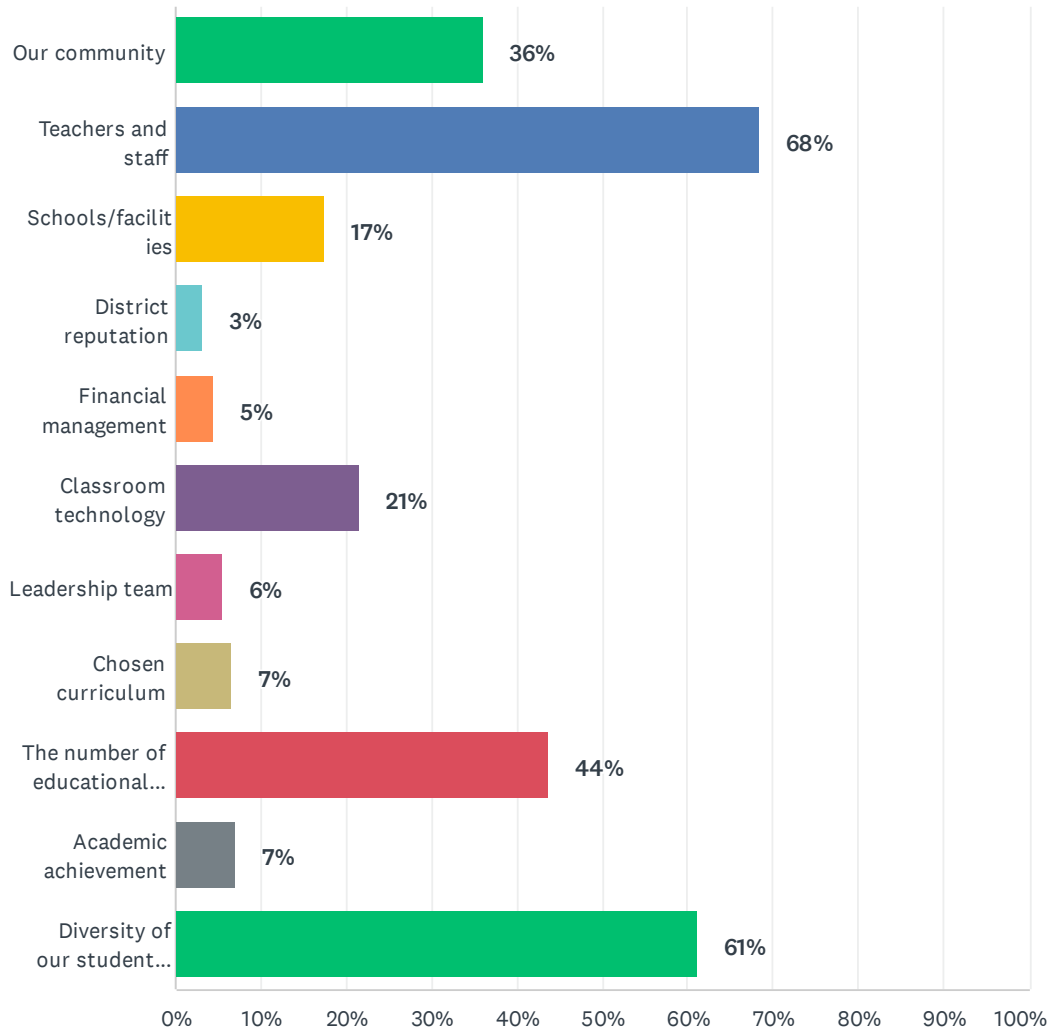
Answered: 858 Skipped: 988



ANSWER CHOICES	RESPONSES	
Certified staff	61%	526
Professional staff (coordinators, specialists, managers, etc...)	6%	52
School or district administrator	5%	44
Support staff (includes secretary, instructional assistant, custodian, maintenance)	18%	152
Other	12%	107
Total Respondents: 858		

Q3 Select from the list below the three most significant strengths of the district. Select only three.

Answered: 1,686 Skipped: 160

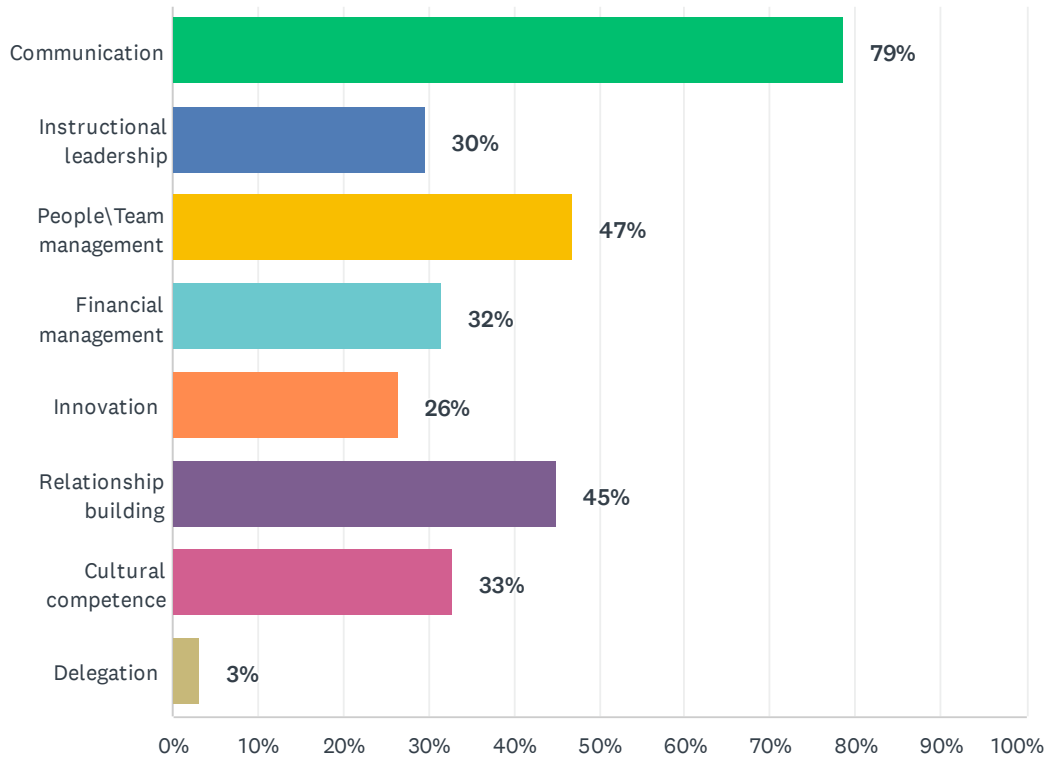


Green Bay Area Public School District
Superintendent Search Survey

ANSWER CHOICES	RESPONSES	
Our community	36%	608
Teachers and staff	68%	1,153
Schools/facilities	17%	293
District reputation	3%	55
Financial management	5%	76
Classroom technology	21%	362
Leadership team	6%	94
Chosen curriculum	7%	112
The number of educational options and programs	44%	736
Academic achievement	7%	120
Diversity of our student population	61%	1,030
Total Respondents: 1,686		

Q4 Select from the list below the three most important leadership skills you would like to see in a superintendent. Select only three.

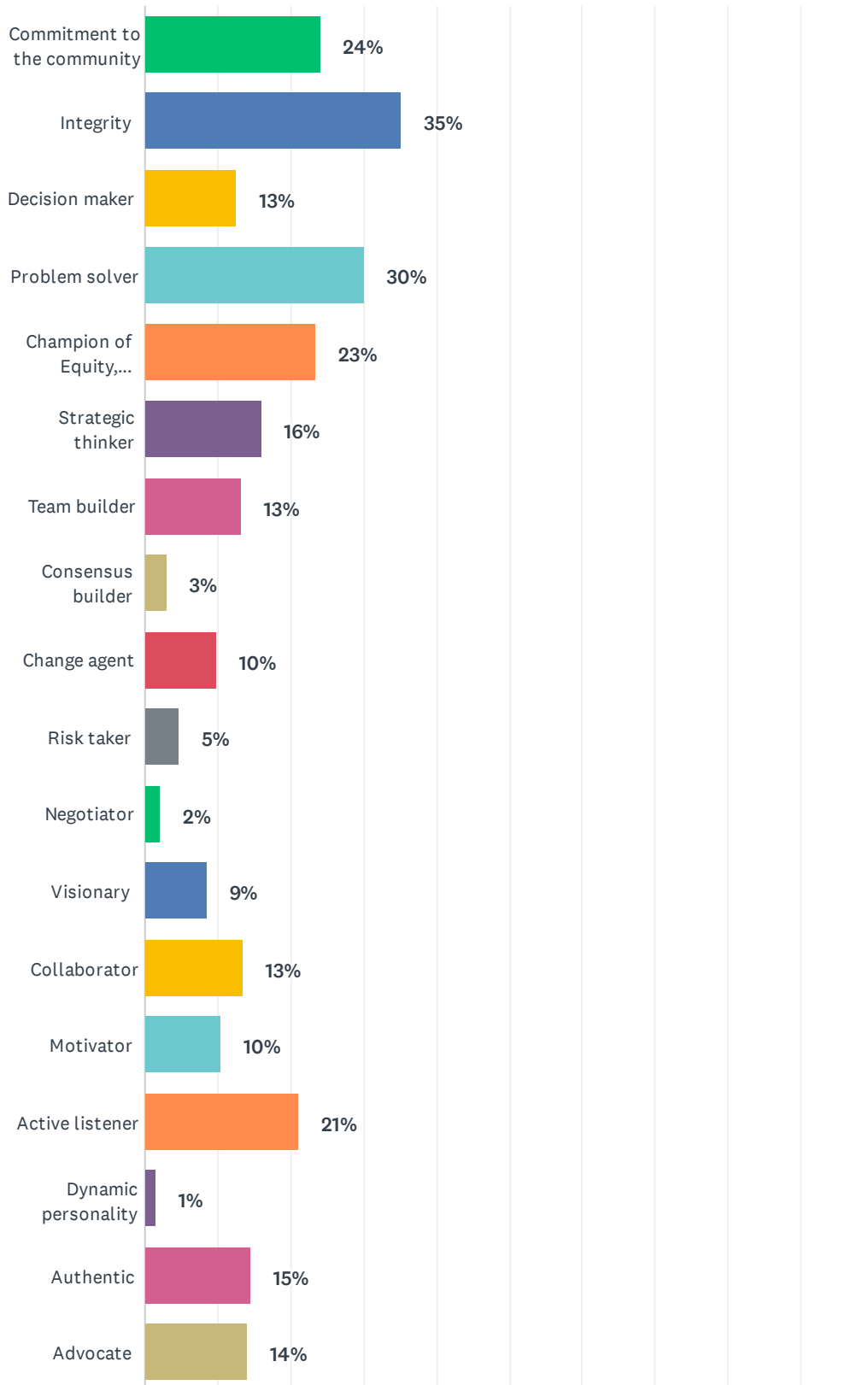
Answered: 1,648 Skipped: 198



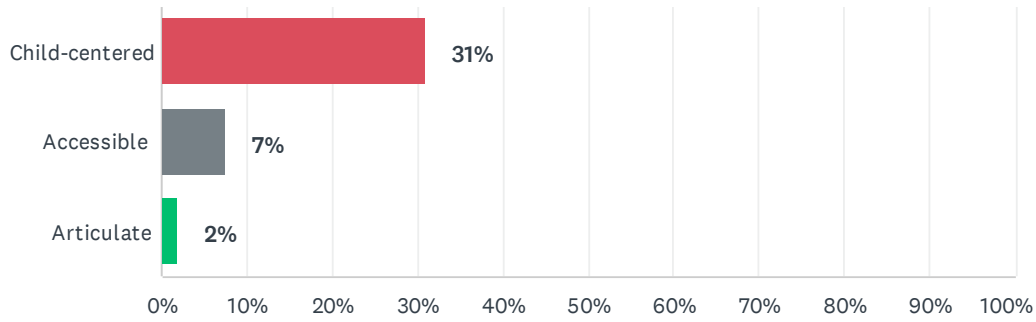
ANSWER CHOICES	RESPONSES	
Communication	79%	1,295
Instructional leadership	30%	488
People\Team management	47%	772
Financial management	32%	521
Innovation	26%	436
Relationship building	45%	740
Cultural competence	33%	542
Delegation	3%	52
Total Respondents: 1,648		

Q5 Select from the list below the three most important characteristics you would like a superintendent to exhibit. Select only three.

Answered: 1,582 Skipped: 264



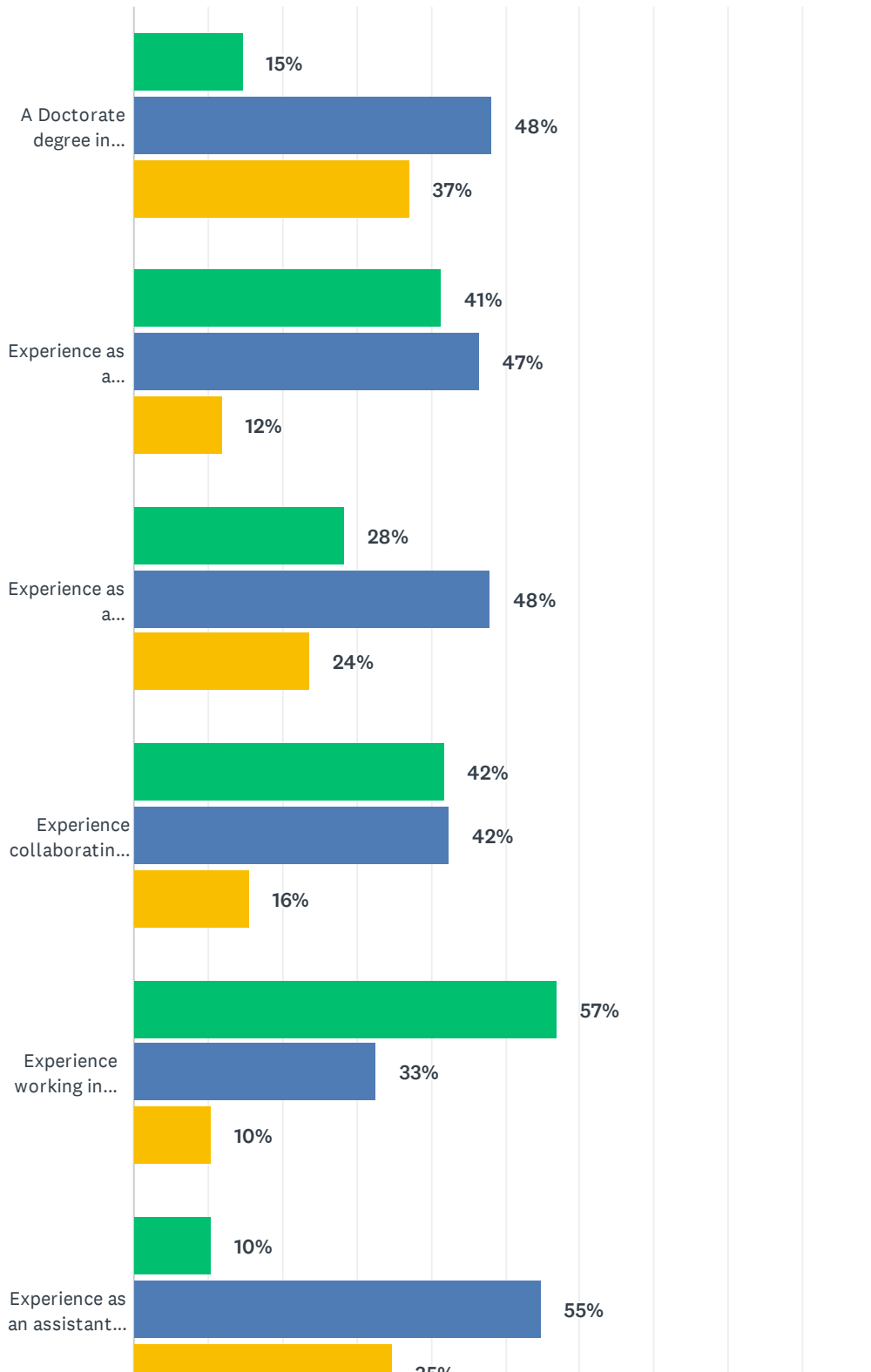
Green Bay Area Public School District
Superintendent Search Survey



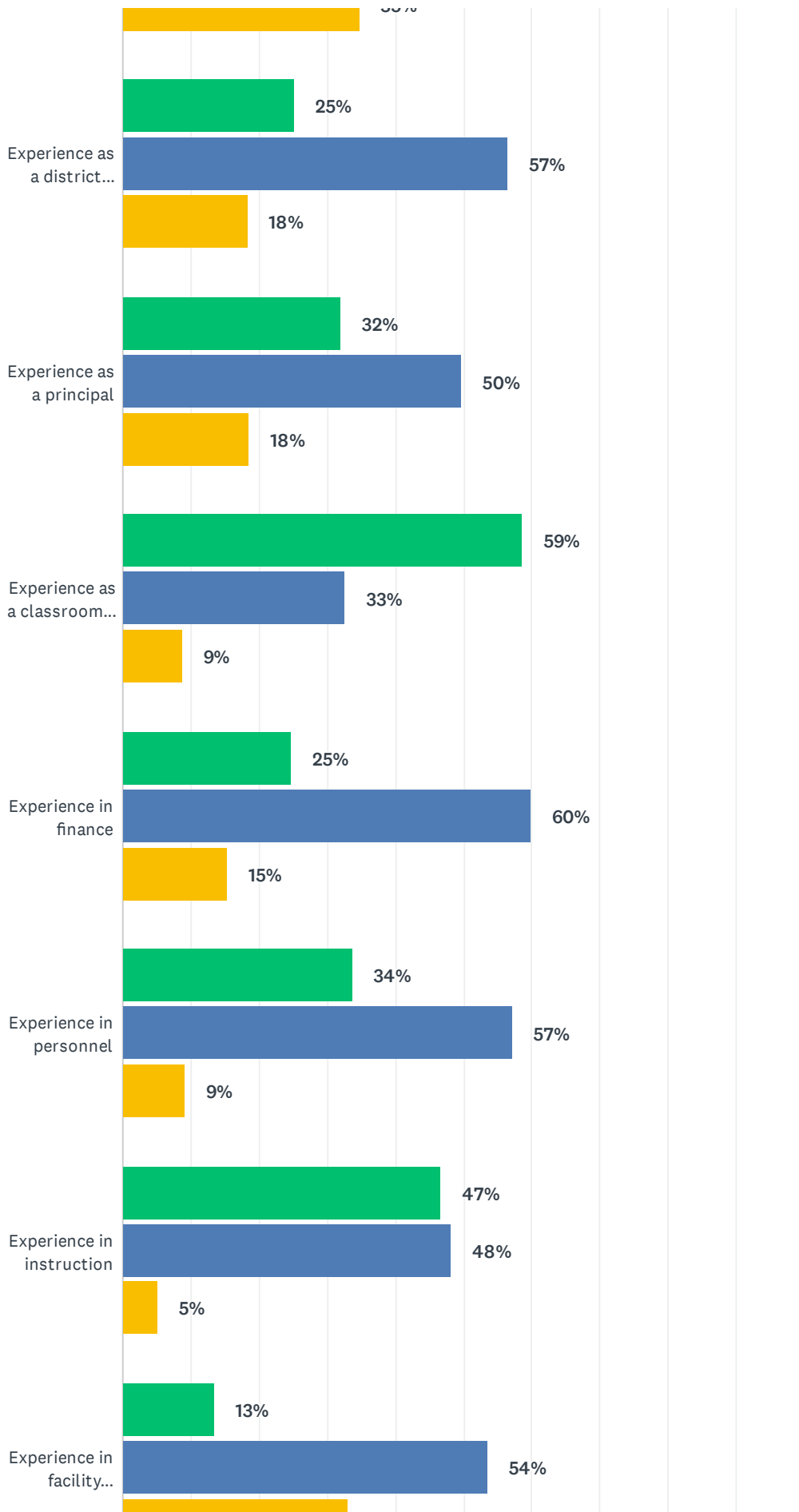
ANSWER CHOICES	RESPONSES	
Commitment to the community	24%	382
Integrity	35%	558
Decision maker	13%	200
Problem solver	30%	475
Champion of Equity, Diversity, and Inclusion	23%	370
Strategic thinker	16%	253
Team builder	13%	208
Consensus builder	3%	48
Change agent	10%	154
Risk taker	5%	75
Negotiator	2%	35
Visionary	9%	136
Collaborator	13%	213
Motivator	10%	164
Active listener	21%	333
Dynamic personality	1%	23
Authentic	15%	230
Advocate	14%	221
Child-centered	31%	488
Accessible	7%	117
Articulate	2%	30
Total Respondents: 1,582		

Q6 For each of the items below, indicate the importance of superintendent qualifications by selecting either extremely important, important, or not important.

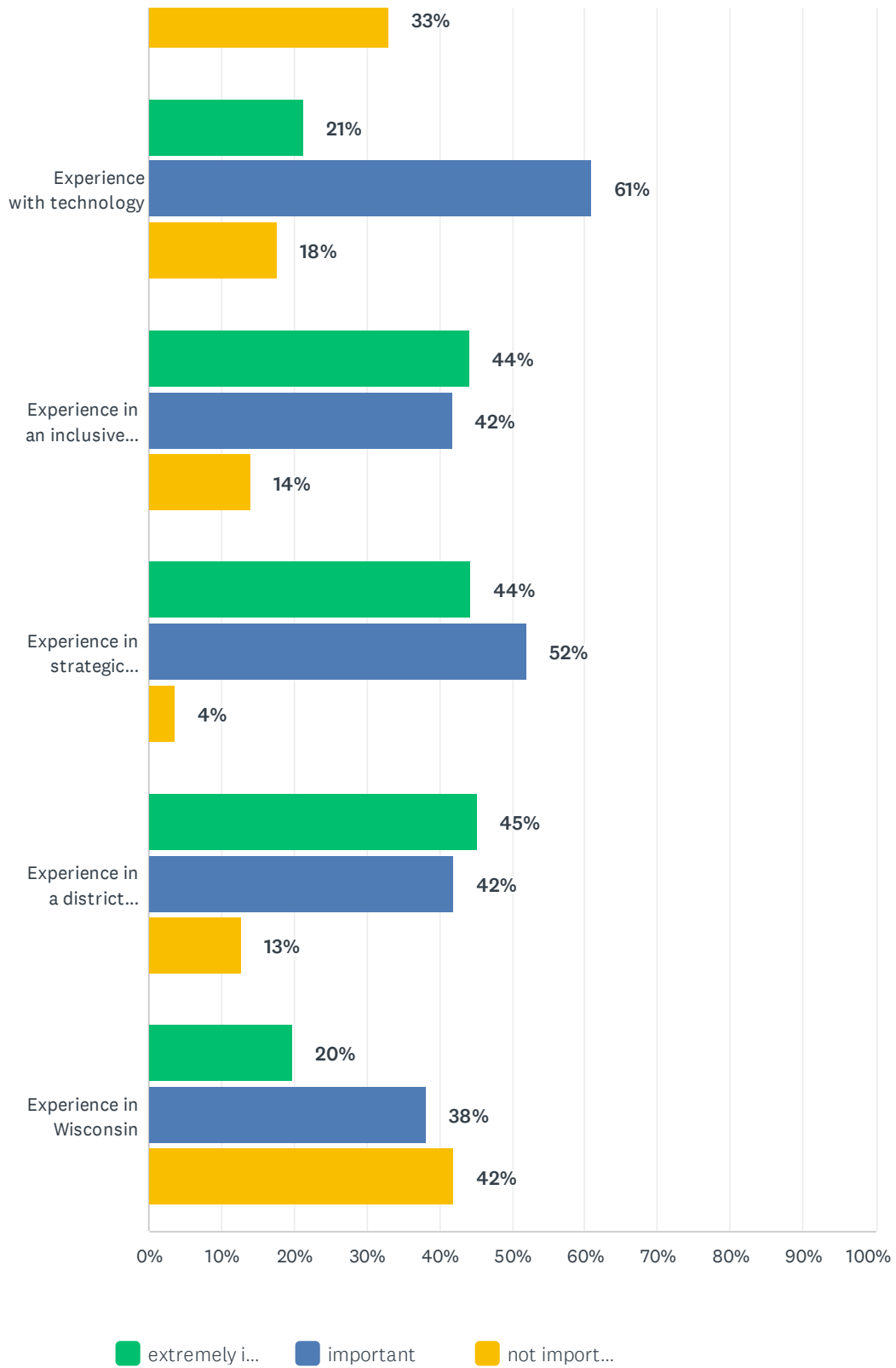
Answered: 1,498 Skipped: 348



Green Bay Area Public School District
Superintendent Search Survey



Green Bay Area Public School District
Superintendent Search Survey

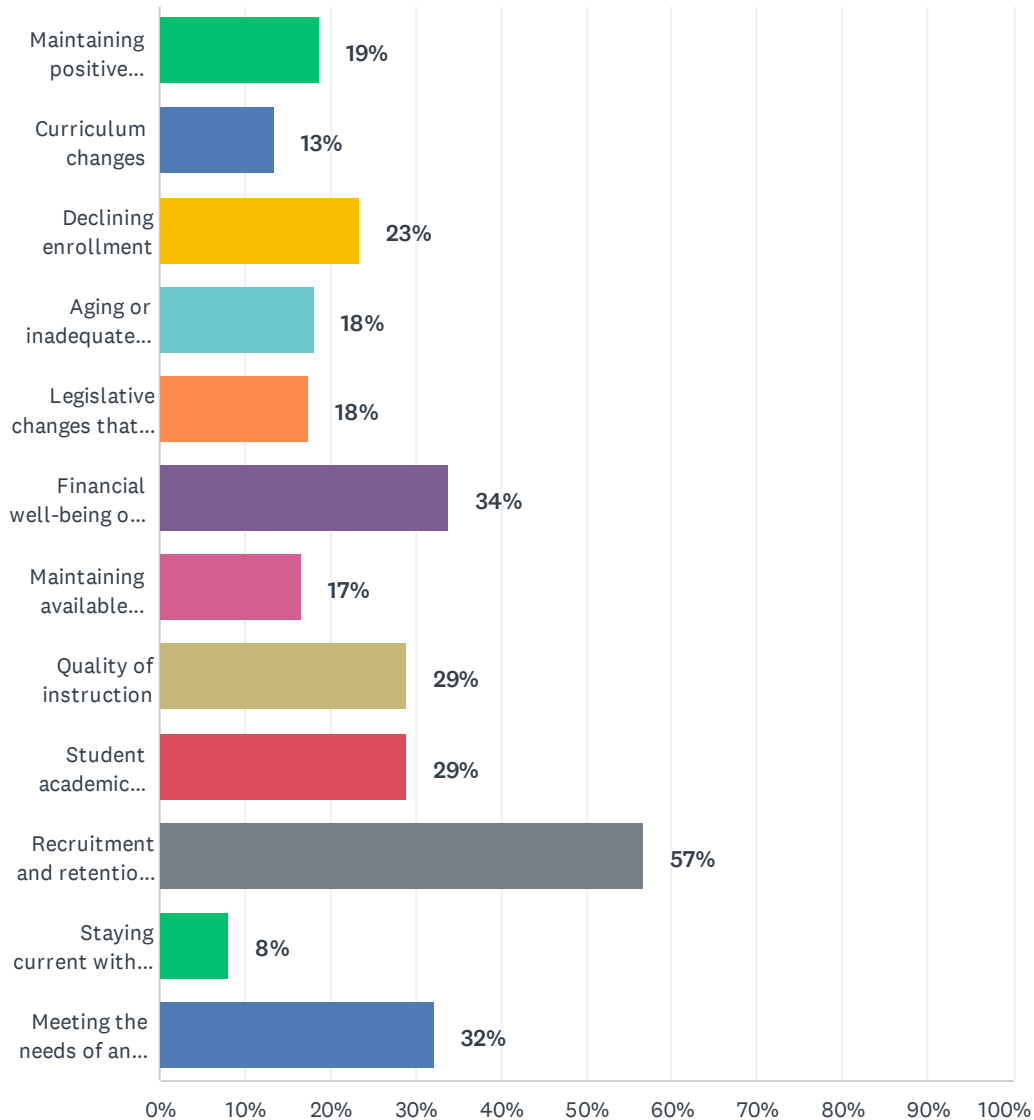


Green Bay Area Public School District
Superintendent Search Survey

	EXTREMELY IMPORTANT	IMPORTANT	NOT IMPORTANT	TOTAL
A Doctorate degree in related field	15% 217	48% 712	37% 549	1,478
Experience as a superintendent with a proven record of success	41% 619	47% 695	12% 179	1,493
Experience as a superintendent in a district of similar size	28% 420	48% 713	24% 353	1,486
Experience collaborating with employee union groups	42% 623	42% 632	16% 233	1,488
Experience working in diverse communities	57% 847	33% 485	10% 155	1,487
Experience as an assistant superintendent	10% 155	55% 817	35% 517	1,489
Experience as a district level administrator	25% 373	57% 840	18% 273	1,486
Experience as a principal	32% 474	50% 737	18% 274	1,485
Experience as a classroom teacher	59% 874	33% 486	9% 131	1,491
Experience in finance	25% 367	60% 886	15% 226	1,479
Experience in personnel	34% 497	57% 841	9% 136	1,474
Experience in instruction	47% 694	48% 717	5% 77	1,488
Experience in facility construction and management	13% 201	54% 797	33% 491	1,489
Experience with technology	21% 316	61% 908	18% 264	1,488
Experience in an inclusive multicultural environment	44% 653	42% 620	14% 210	1,483
Experience in strategic planning	44% 658	52% 771	4% 55	1,484
Experience in a district serving a substantial percentage of low-income families	45% 673	42% 626	13% 189	1,488
Experience in Wisconsin	20% 294	38% 567	42% 621	1,482

Q7 What do you consider to be the three most important issues or concerns facing the district in the next five years? Select only three.

Answered: 1,484 Skipped: 362



Green Bay Area Public School District
Superintendent Search Survey

ANSWER CHOICES	RESPONSES	
Maintaining positive community relations	19%	279
Curriculum changes	13%	198
Declining enrollment	23%	347
Aging or inadequate facilities	18%	269
Legislative changes that impact public schools	18%	260
Financial well-being of the district	34%	503
Maintaining available educational options and programs	17%	247
Quality of instruction	29%	431
Student academic achievement	29%	430
Recruitment and retention of qualified staff	57%	843
Staying current with technology changes	8%	121
Meeting the needs of an increasingly diverse student population	32%	477
Total Respondents: 1,484		