ALABAMA
ASSOCIATION OF
SCHOOL BOARDS

Report on Superintendent Search Stakeholder Input Huntsville Board of Education

October 2016

Input Meeting Results

Meetings

Community meetings:

- Teachers and support staff
- General public
- Parents and other key constituents
- Public officials
- System and building level administrators
- Business leaders

Meeting Responses

Traits/Skills - Recurrent topics:

- Excellent communication skills
  - Good listener
  - Transparent
  - Doesn’t rule by fear
  - Encourages input before making decisions
  - Empathetic, passionate
- Ability to recruit and retain experienced teachers
- Healer
- Ability to unite community
  - Ability to re-establish trust with community
- Visionary

Meeting Responses

Traits/Skills - Recurrent topics:

- Knowledgeable about consent order and unitary status
- Good knowledge of finances
- Able to balance students' and teachers' needs
  - Values students; student focused
  - Intent on serving all students, not just a segment of the student body
  - Supportive of teachers
- Willing to make difficult decisions
  - Makes a decision and stands by it

Meeting Responses

Traits/Skills - Recurrent topics:

- Strong relationship building skills
- Servant leader
- Experience as an educator, not a military background

Meeting Responses

Challenges facing next superintendent:

- Uniting the community
- Raising morale
- Balancing use of technology vs. textbooks
- Eliminating temporary employees in support services
- Helping to unite the board
- Helping the board better understand the schools' needs
- Allowing time for new programs to be mastered before new ones are added

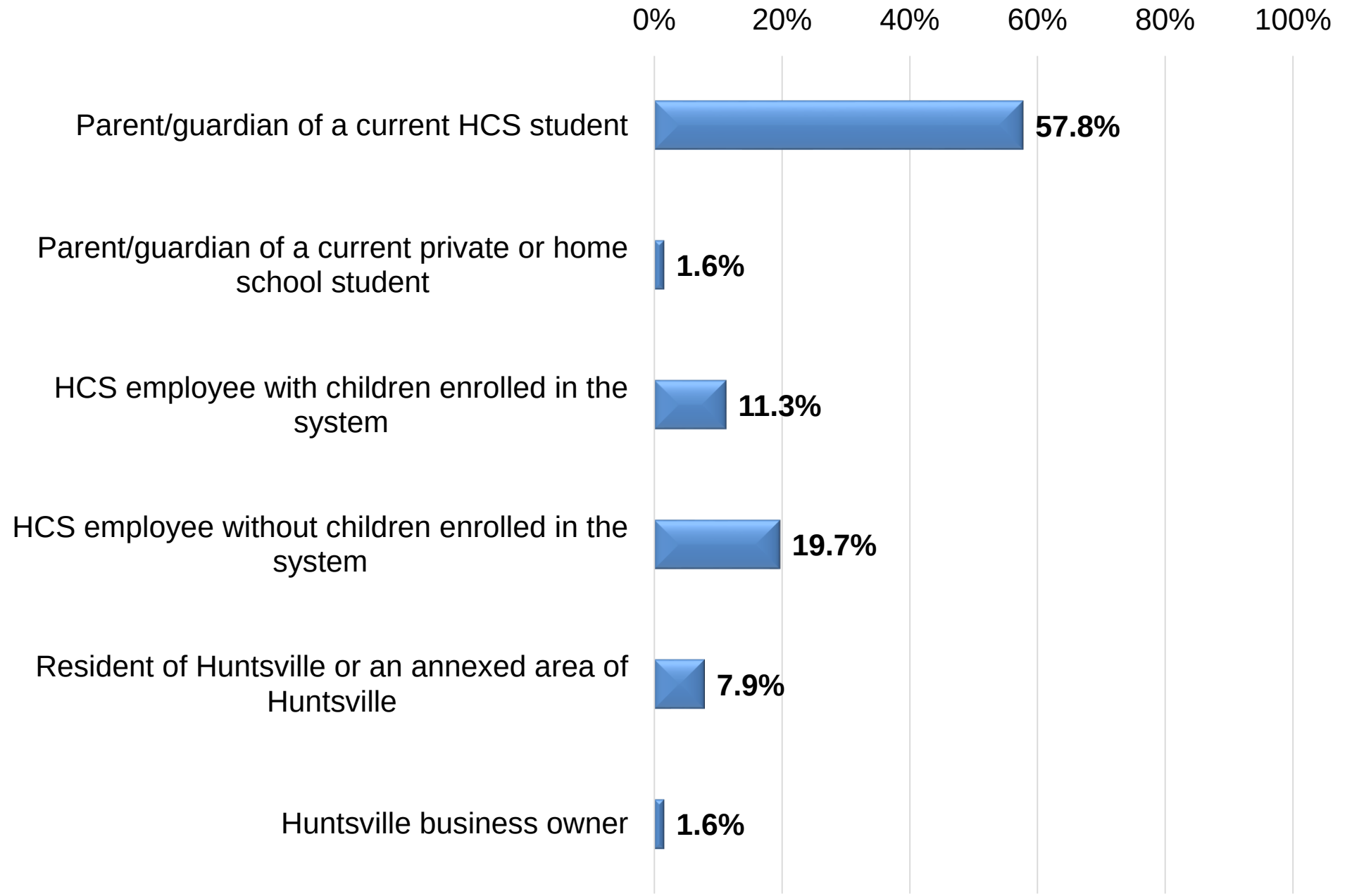
Meeting Responses

Challenges facing next superintendent:

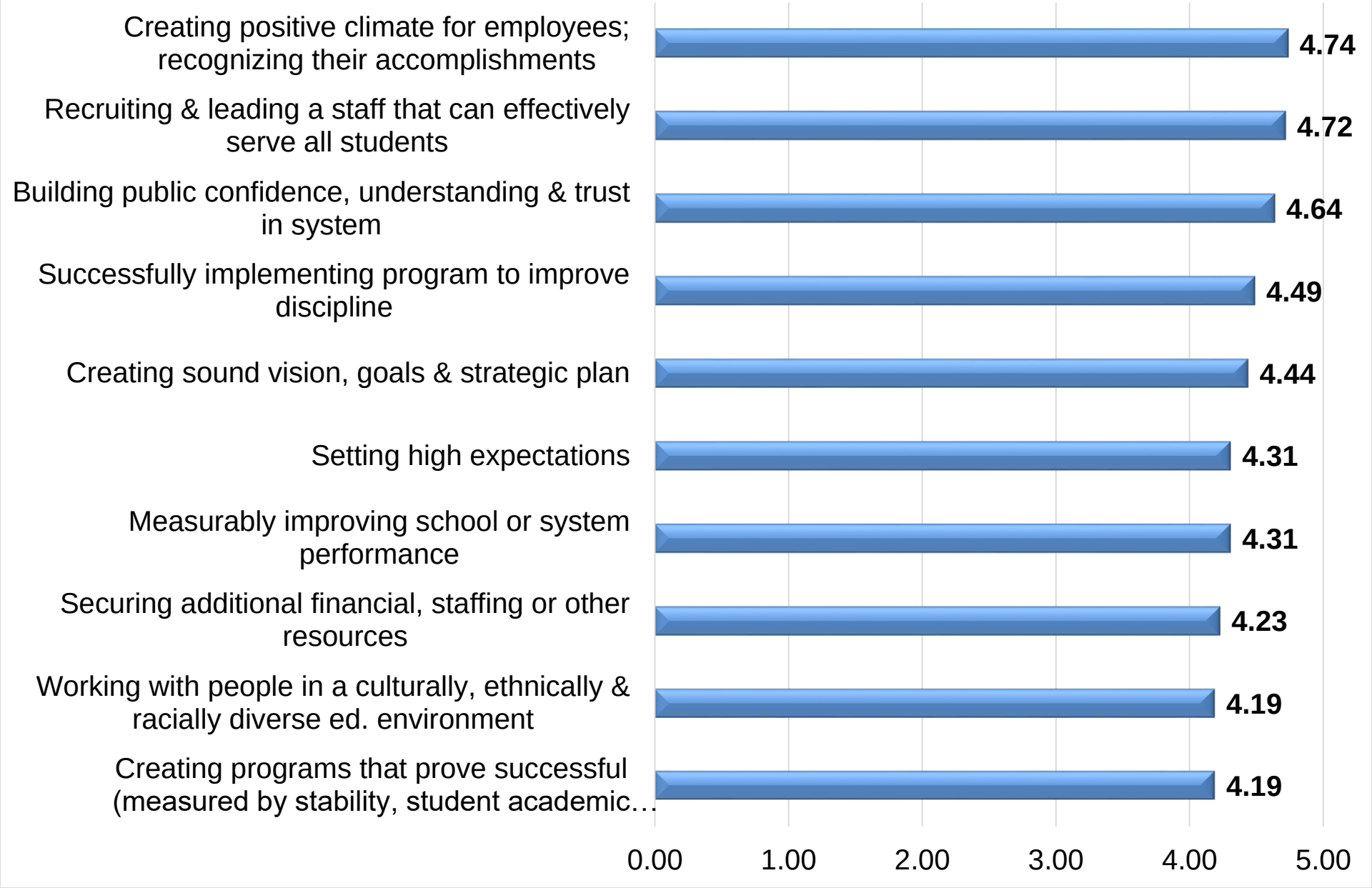
- Eliminating mining of student data and/or reducing data collection
- Reducing the number of central office administrators
- Stopping the business community from dictating the curriculum
- Improving student discipline
- Reducing amount of standardized testing
- Perception that the computers are more of a problem than asset

Community Survey Results

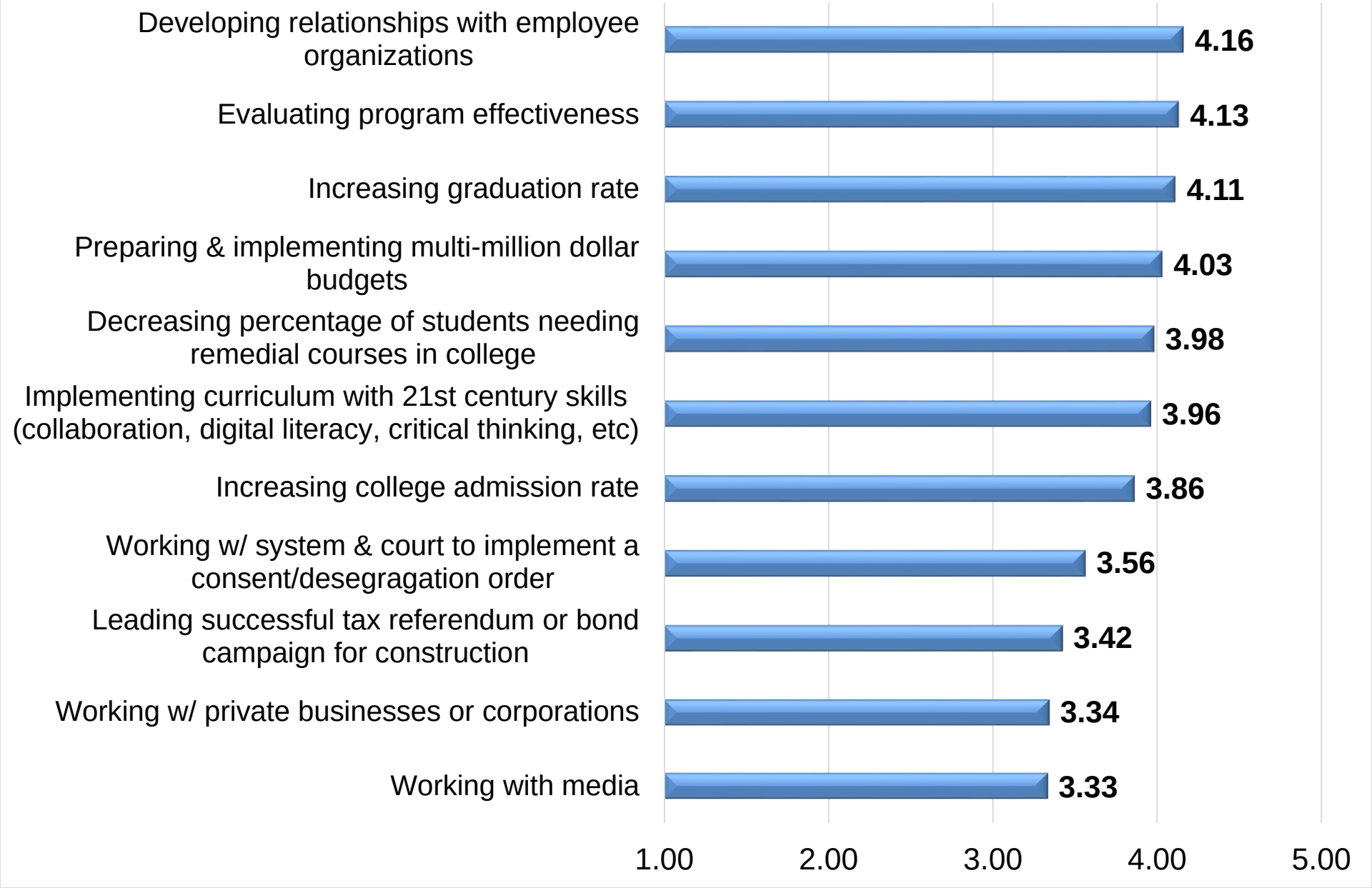
Survey Respondents



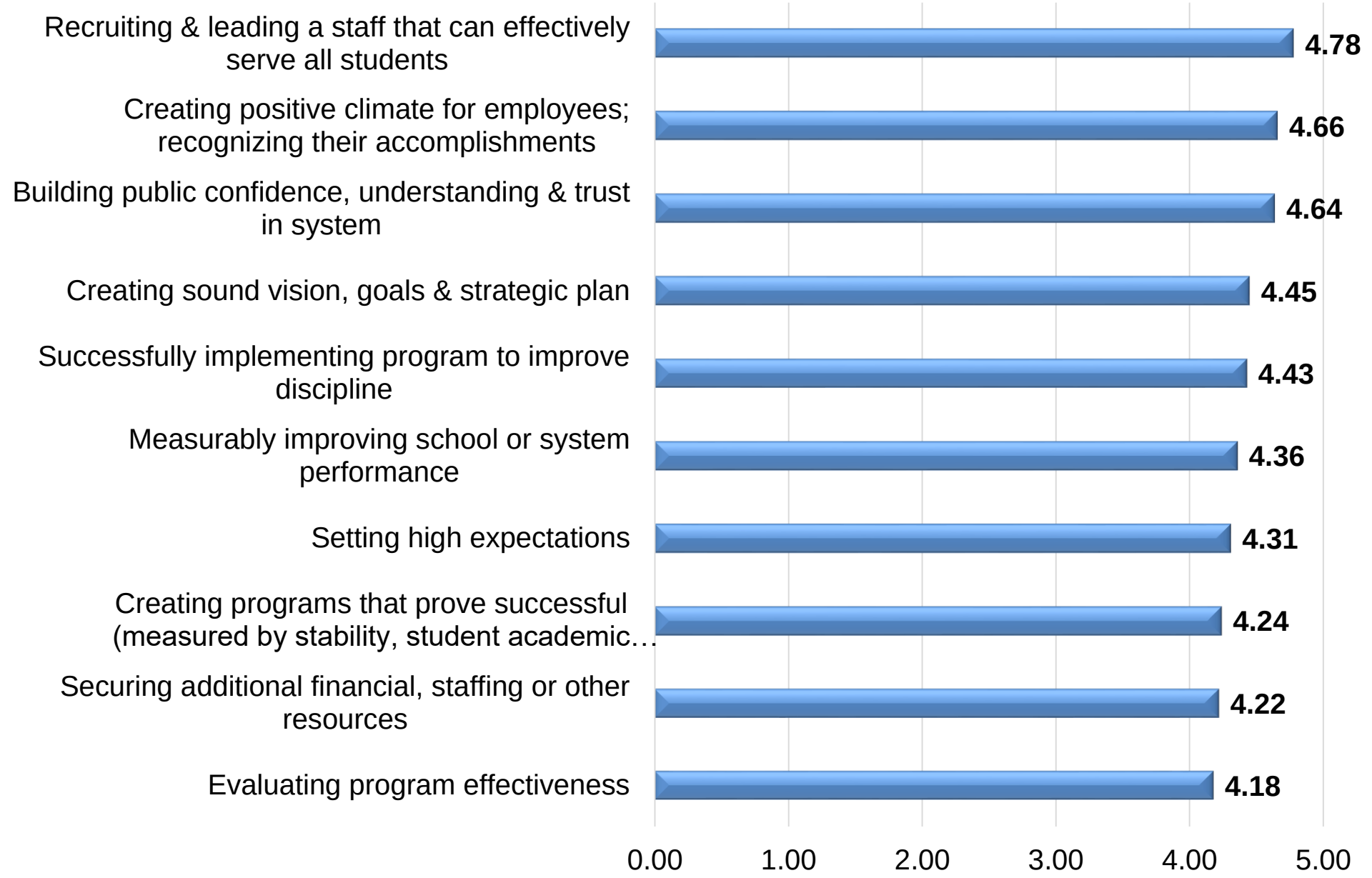
Importance of successful experience in: (All respondents – Tier 1)



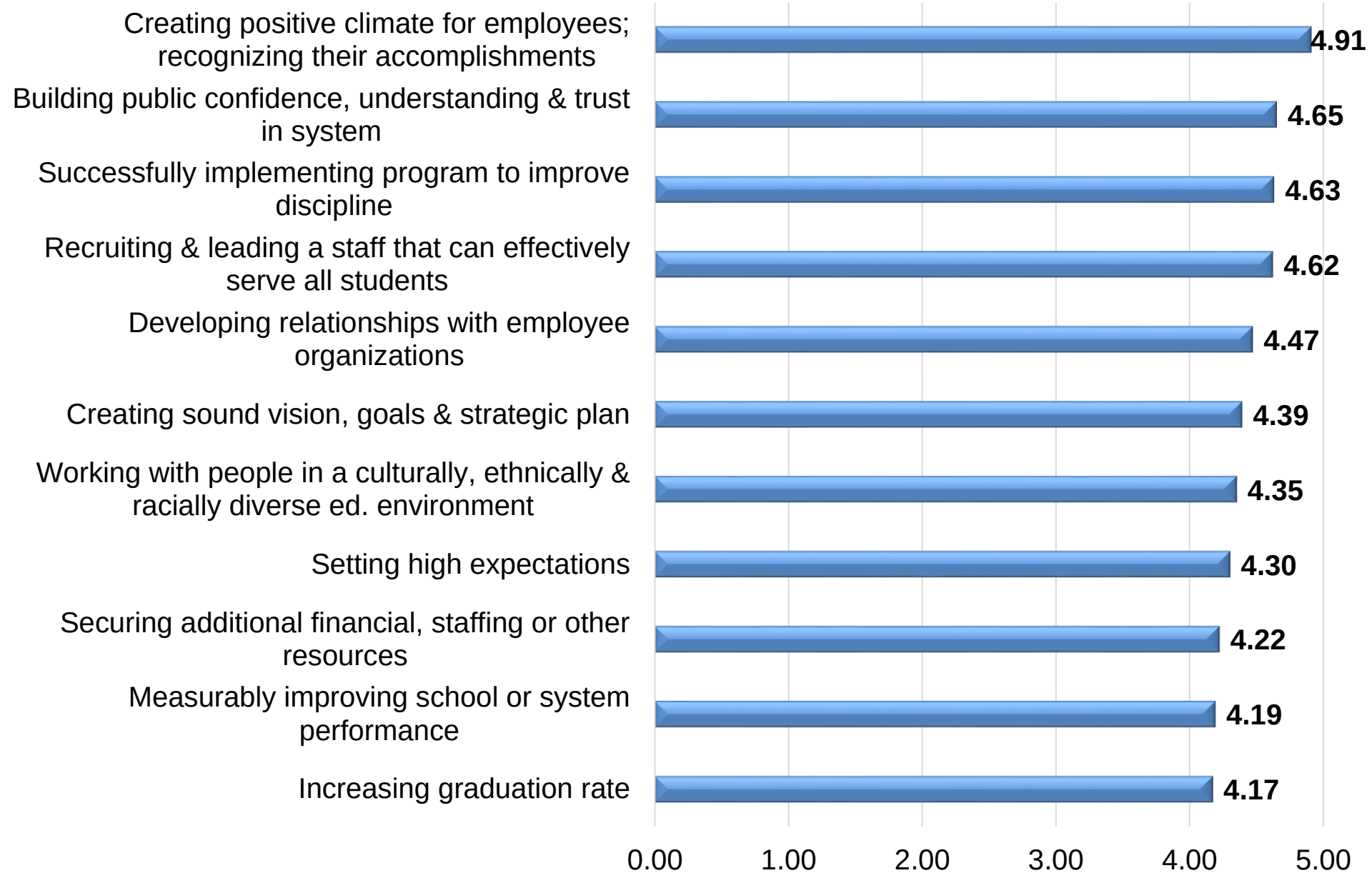
Importance of successful experience in: (All Respondents – Tier 2)



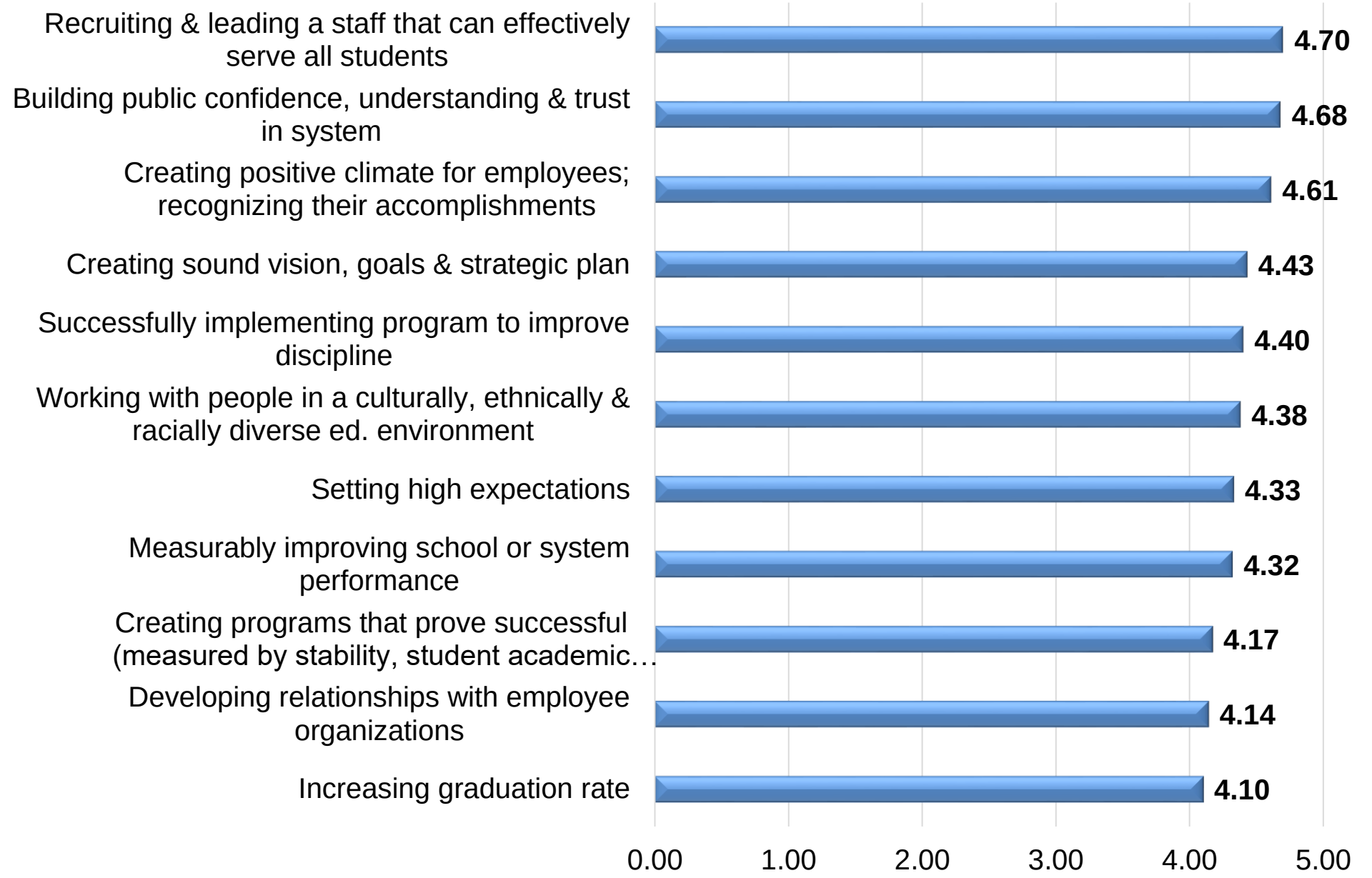
Importance of successful experience in: (All parents)



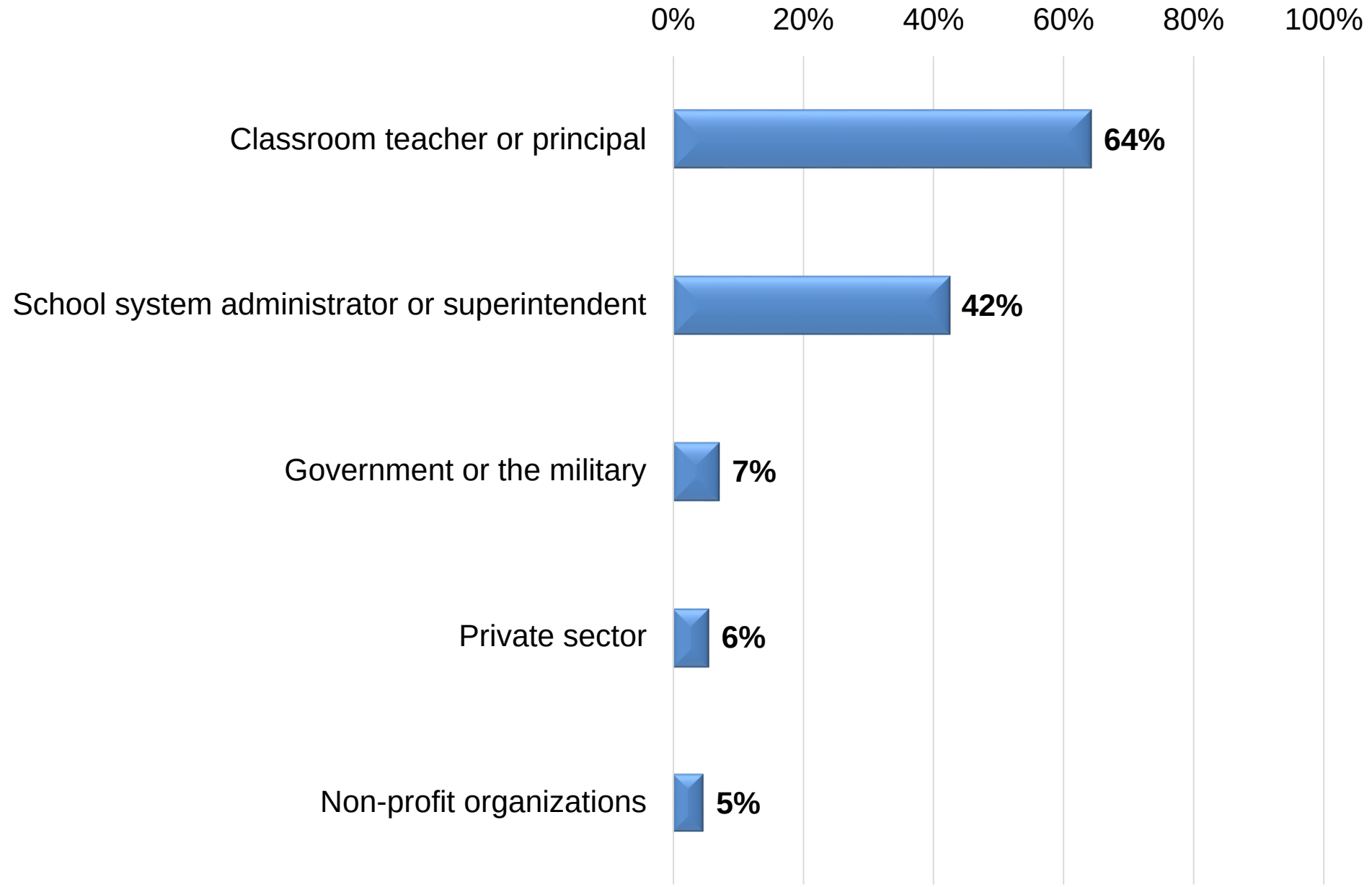
Importance of successful experience in: (All employees)



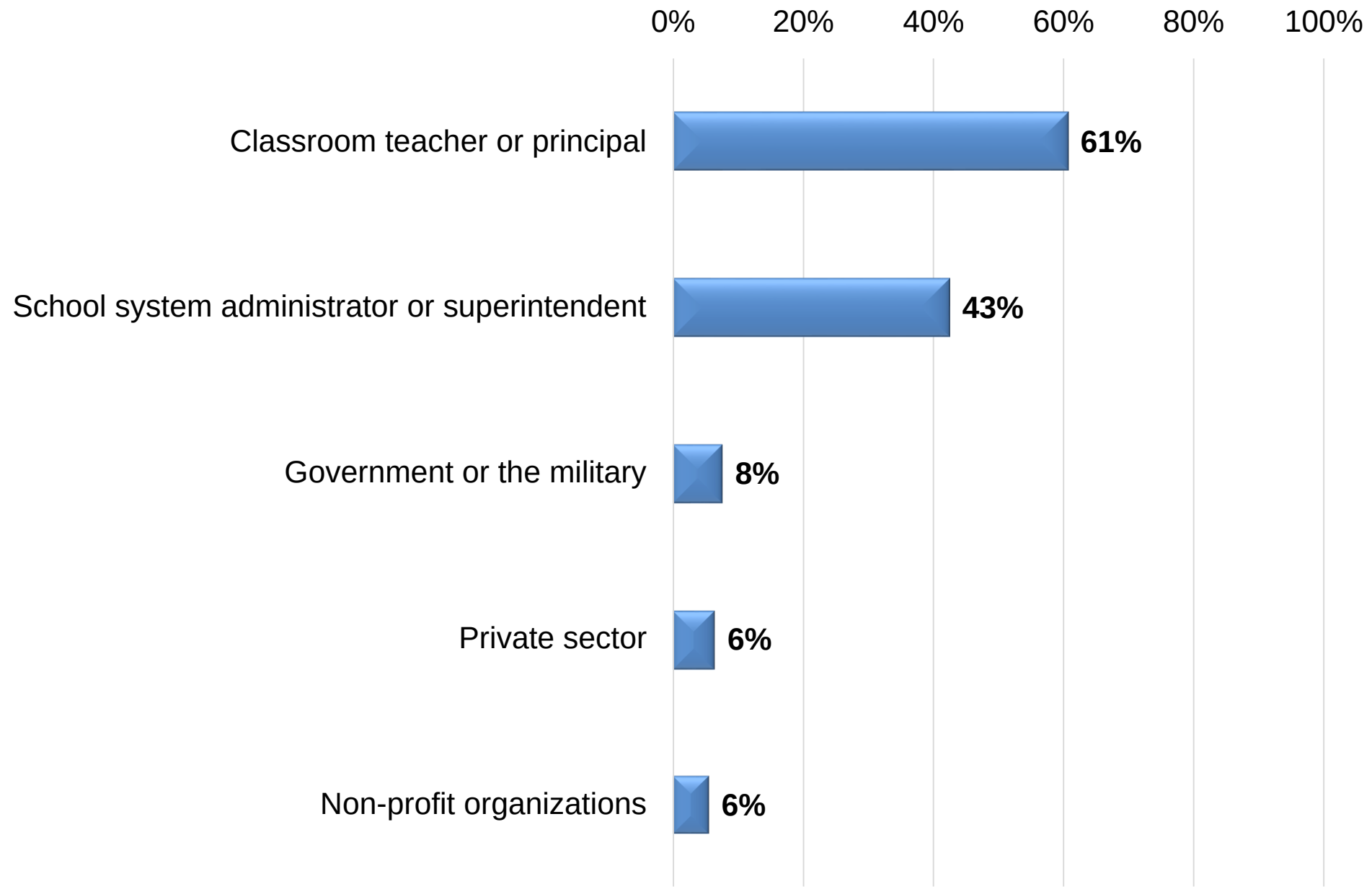
Importance of successful experience in: (Community)



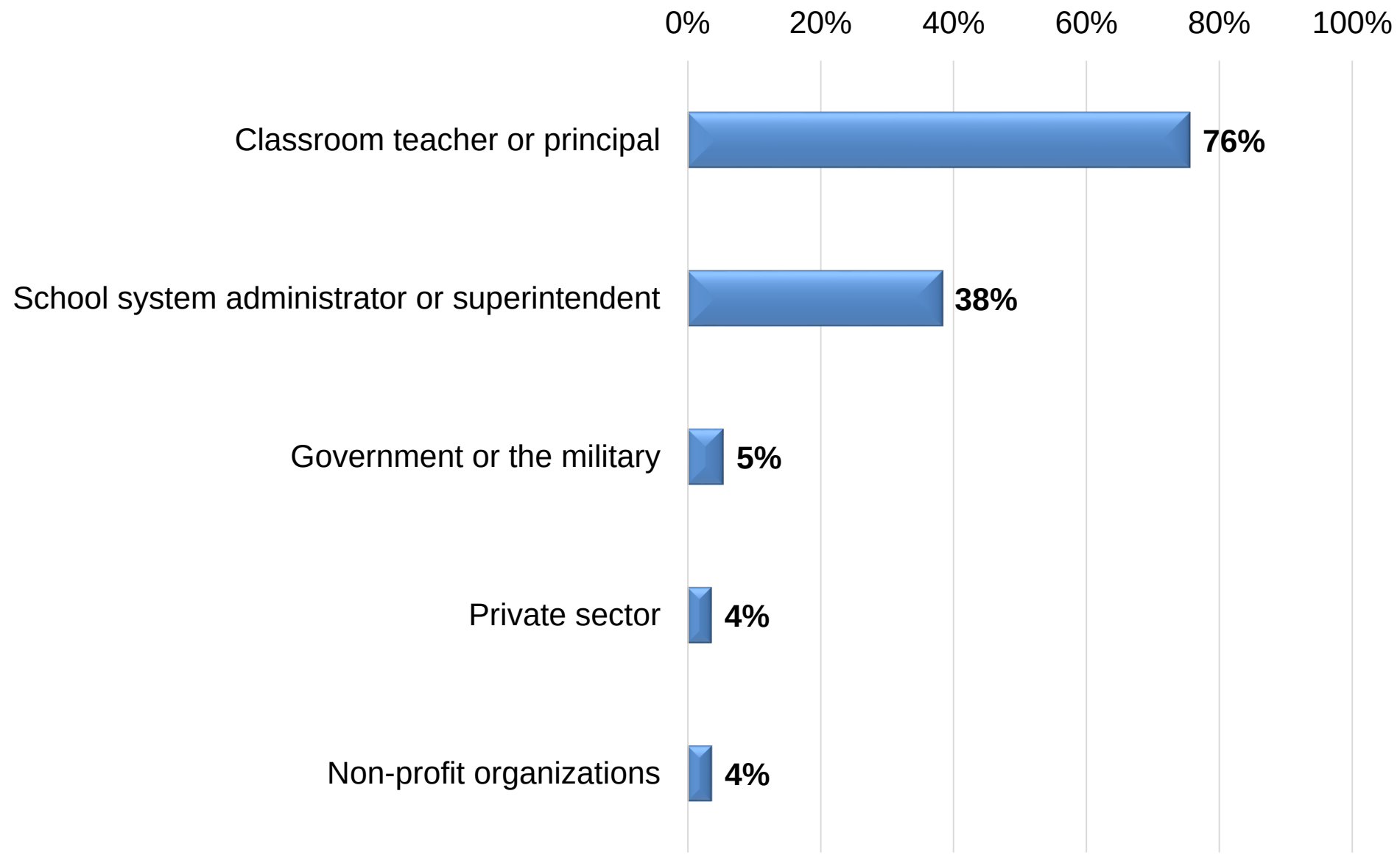
Experience ranked most important (All respondents)



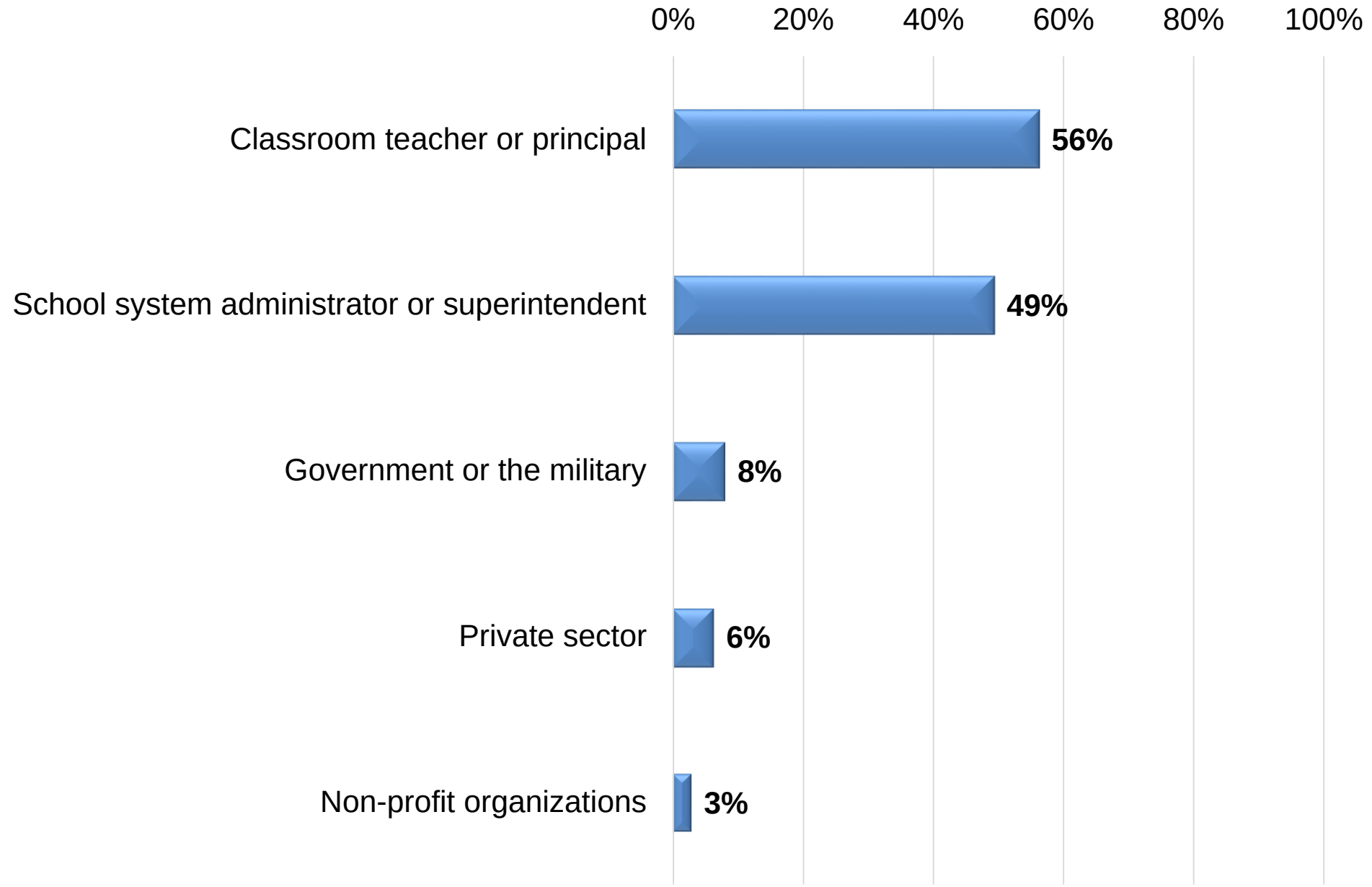
Experience ranked most important (All parents)

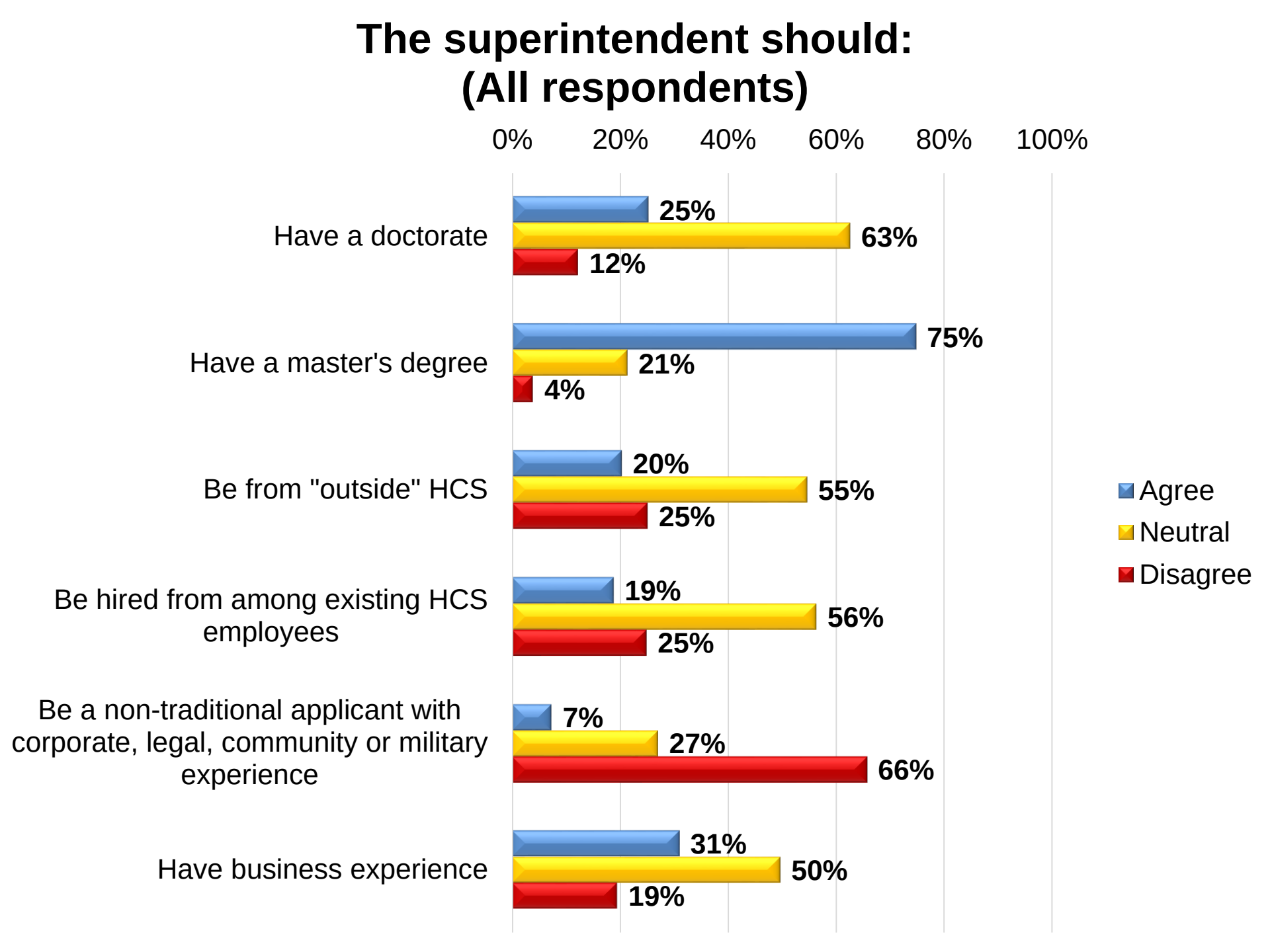


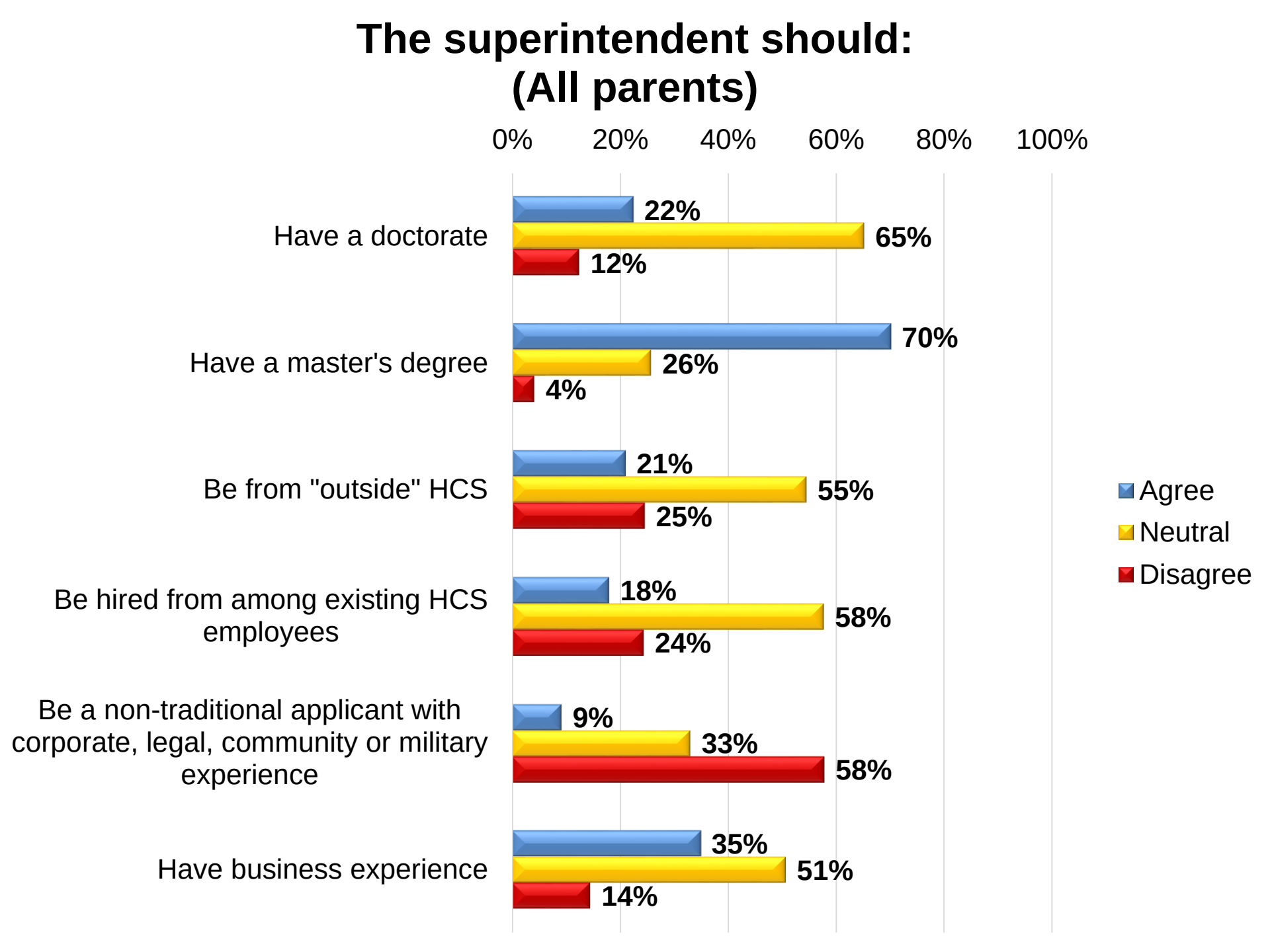
Experience ranked most important (All employees)

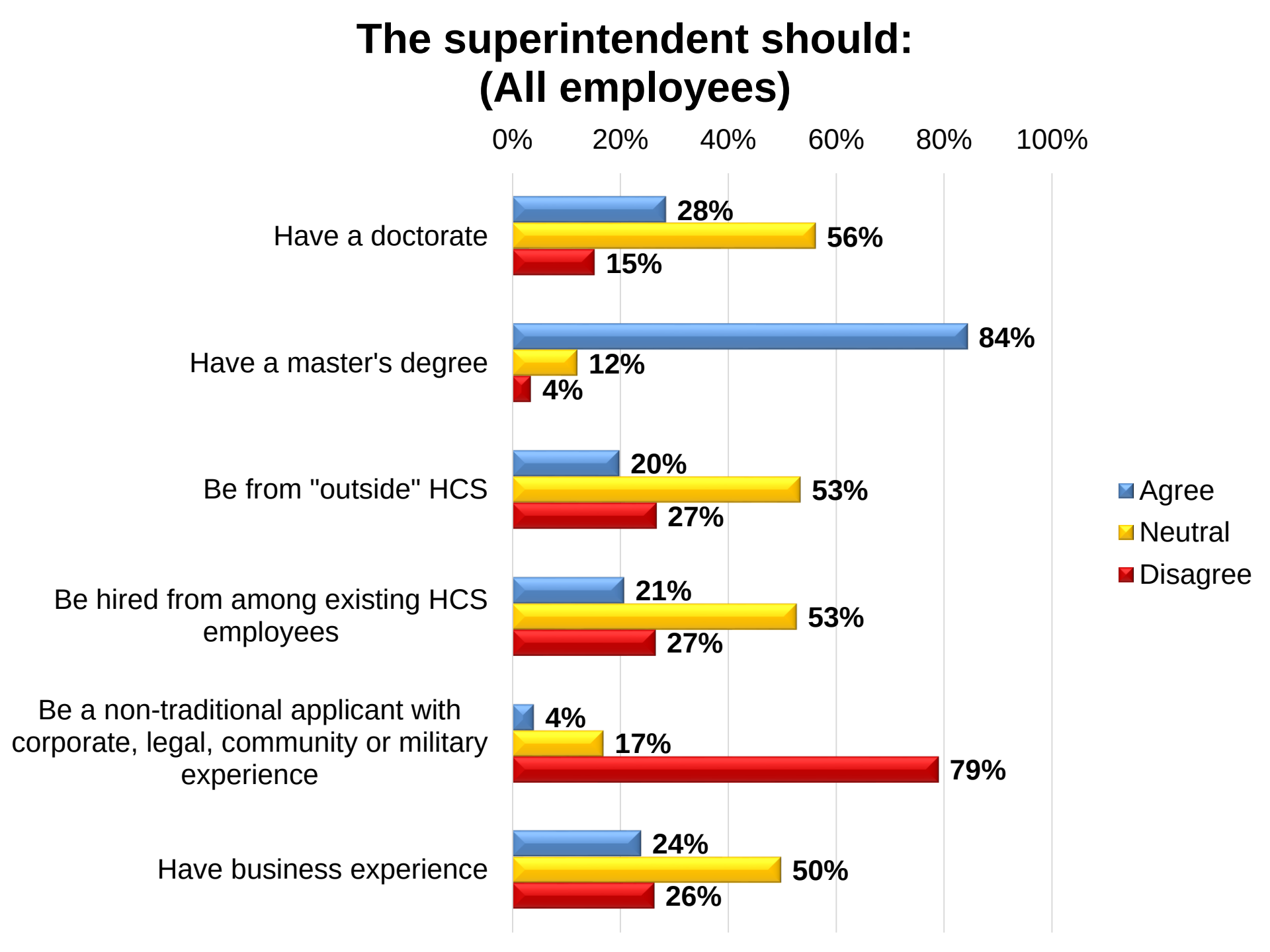


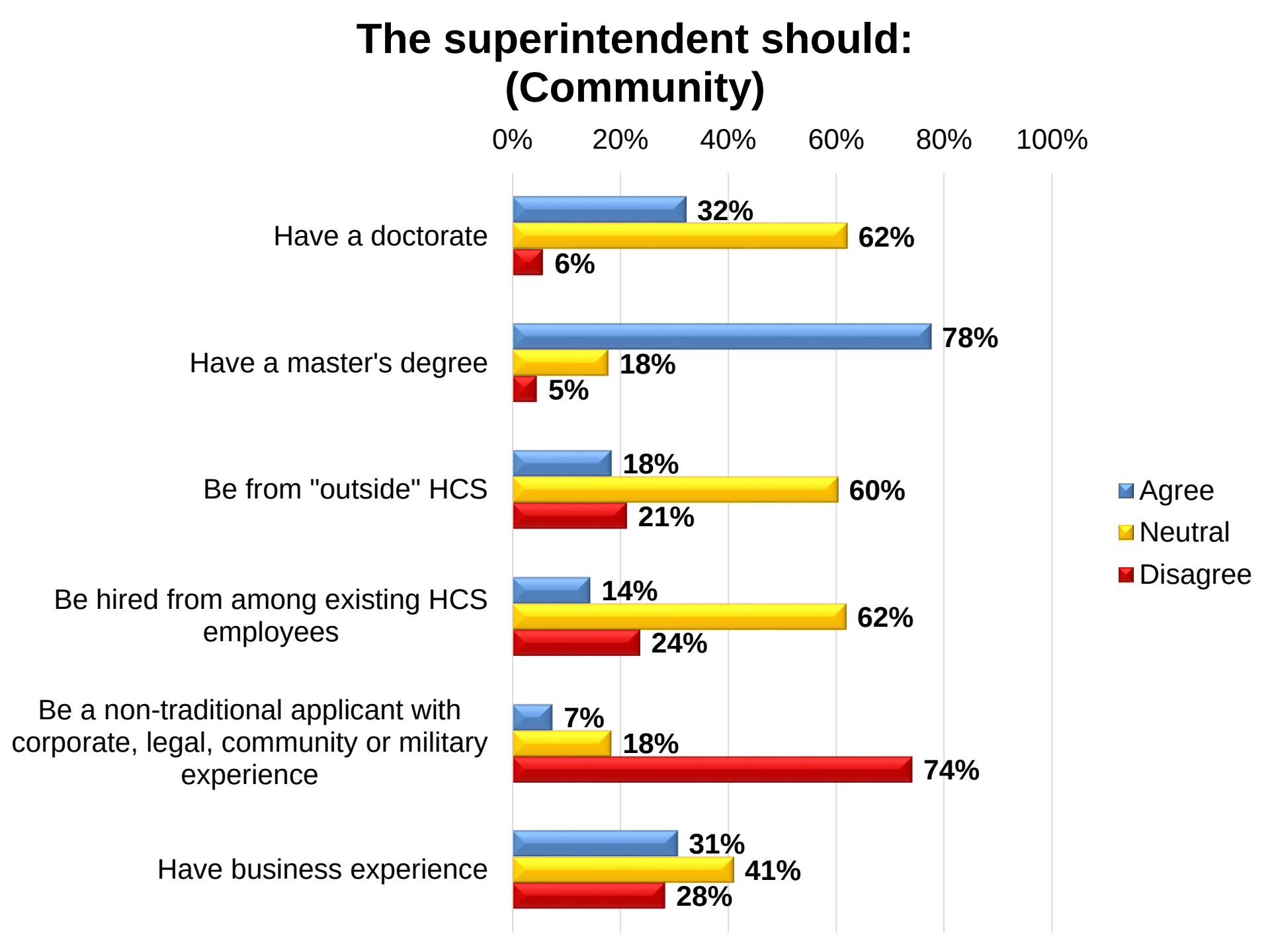
Experience ranked most important (Community)



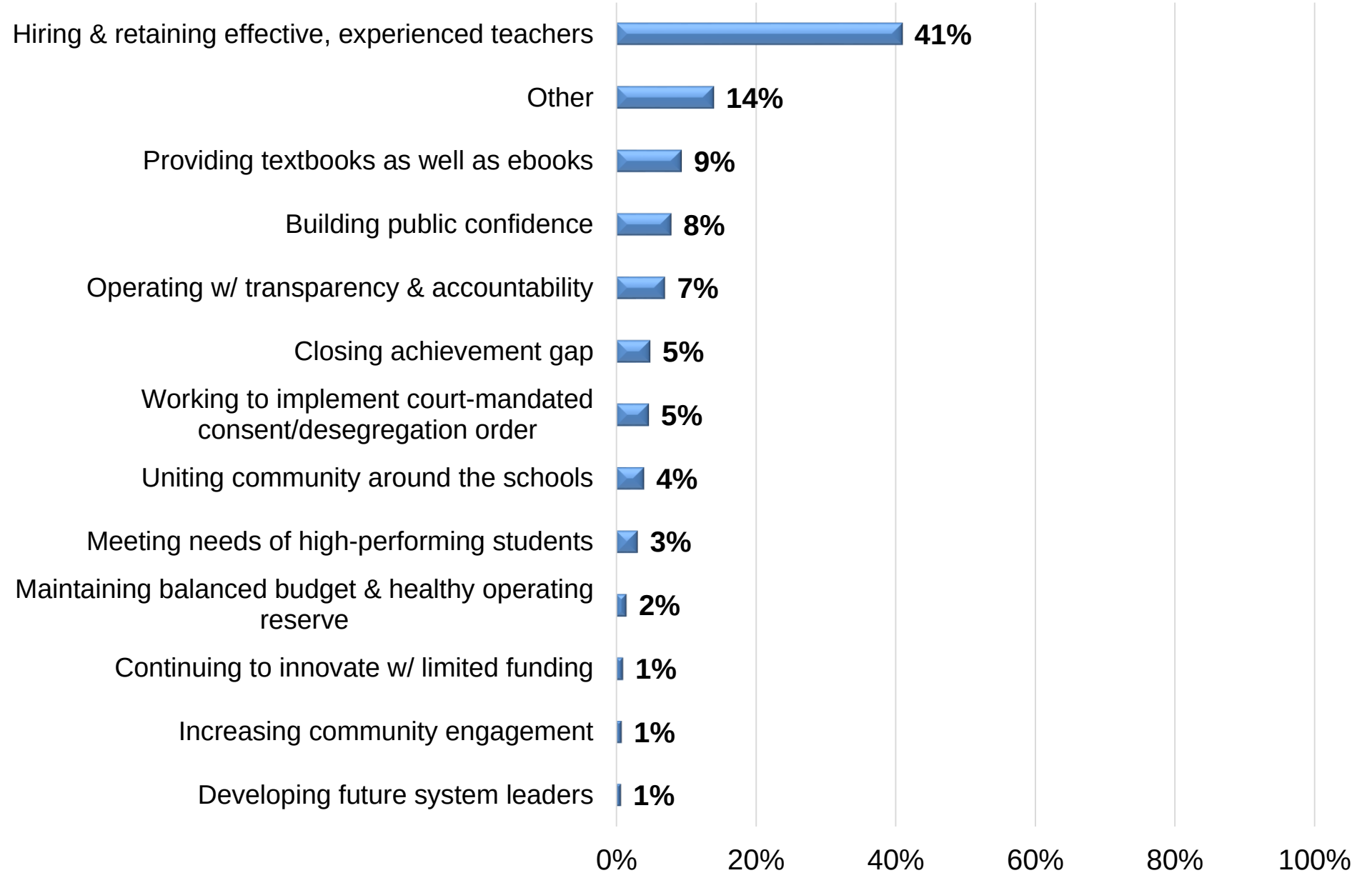

The superintendent should:
(All respondents)
0%
20%
40%
60%
80%
100%
Have a doctorate
25%
63%
12%
Have a master's degree
75%
21%
4%
Be from "outside" HCS
20%
55%
25%
Be hired from among existing HCS employees
19%
56%
25%
Be a non-traditional applicant with corporate, legal, community or military experience
7%
27%
66%
Have business experience
31%
50%
19%
Agree
Neutral
Disagree


The superintendent should:
(All parents)
0%
20%
40%
60%
80%
100%
Have a doctorate
22%
65%
12%
Have a master's degree
70%
26%
4%
Be from "outside" HCS
21%
55%
25%
Be hired from among existing HCS employees
18%
58%
24%
Be a non-traditional applicant with corporate, legal, community or military experience
9%
33%
58%
Have business experience
35%
51%
14%
Agree
Neutral
Disagree

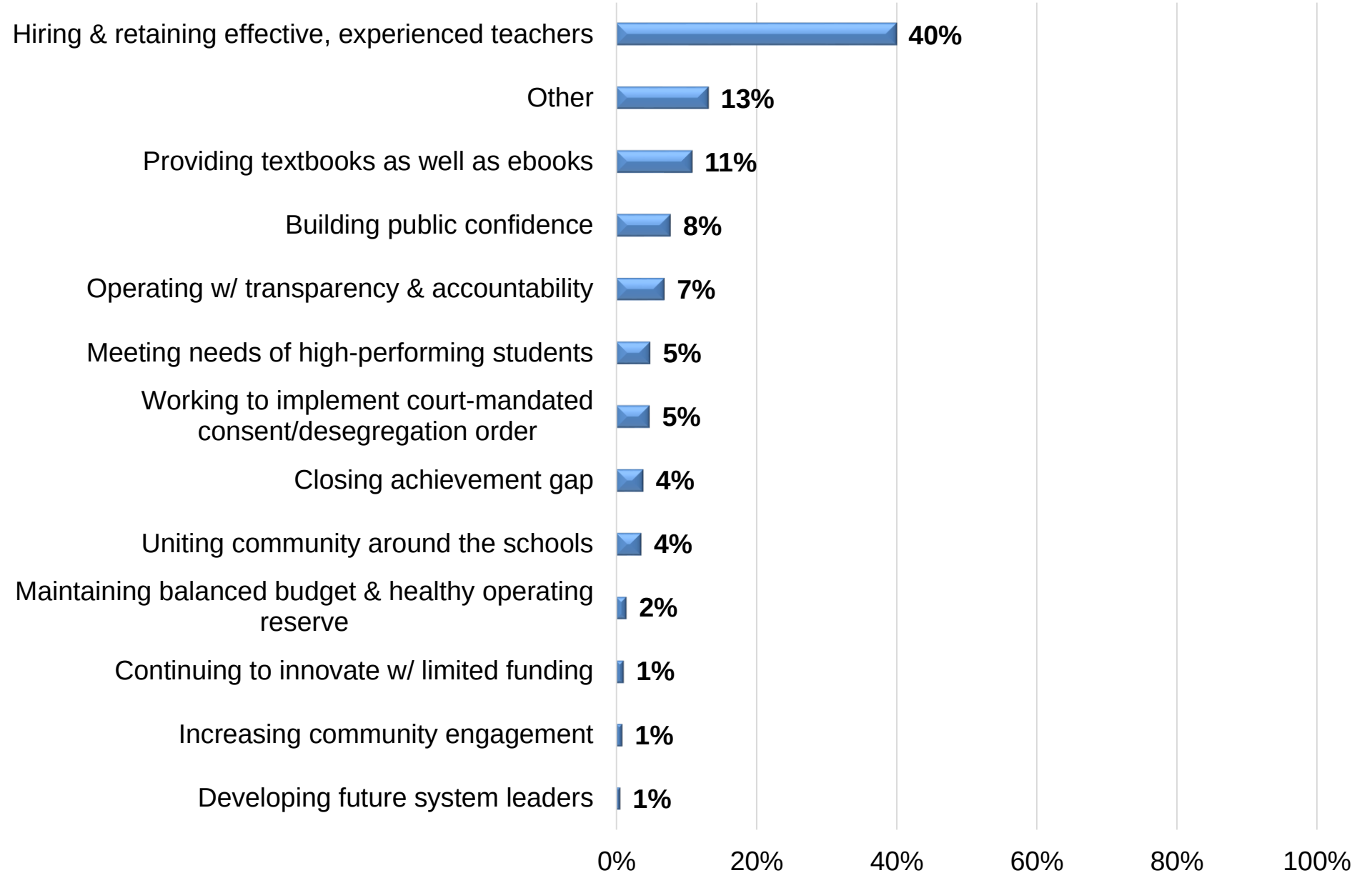

The superintendent should:
(All employees)
0%
20%
40%
60%
80%
100%
Have a doctorate
28%
56%
15%
Have a master's degree
84%
12%
4%
Be from "outside" HCS
20%
53%
27%
Be hired from among existing HCS employees
21%
53%
27%
Be a non-traditional applicant with corporate, legal, community or military experience
4%
17%
79%
Have business experience
24%
50%
26%
Agree
Neutral
Disagree


The superintendent should: (Community)
0%
20%
40%
60%
80%
100%
Have a doctorate
32%
62%
6%
Have a master's degree
78%
18%
5%
Be from "outside" HCS
18%
60%
21%
Be hired from among existing HCS employees
14%
62%
24%
Be a non-traditional applicant with corporate, legal, community or military experience
7%
18%
74%
Have business experience
31%
41%
28%
Agree
Neutral
Disagree

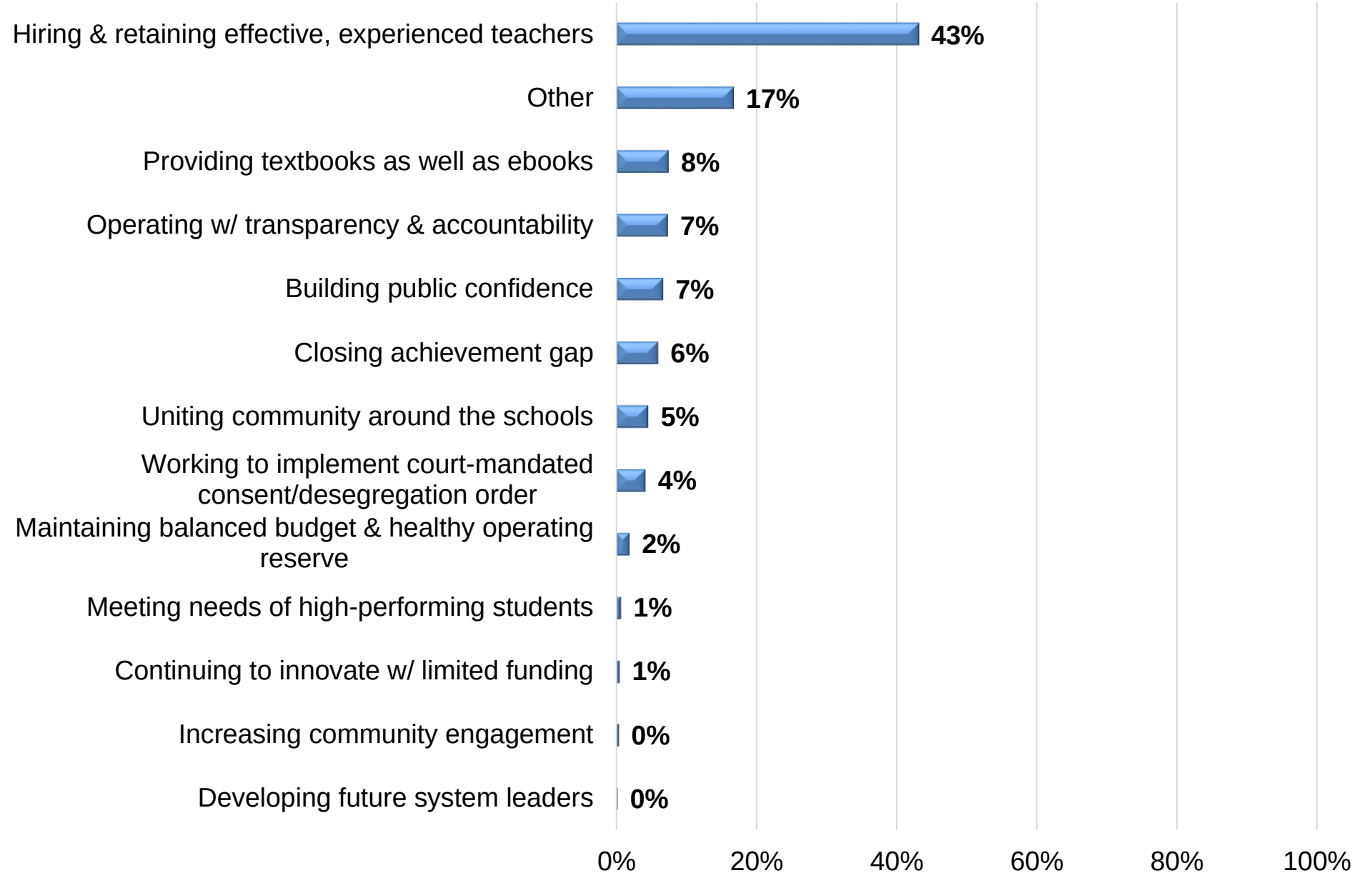
Most significant challenge facing HCS (All respondents)



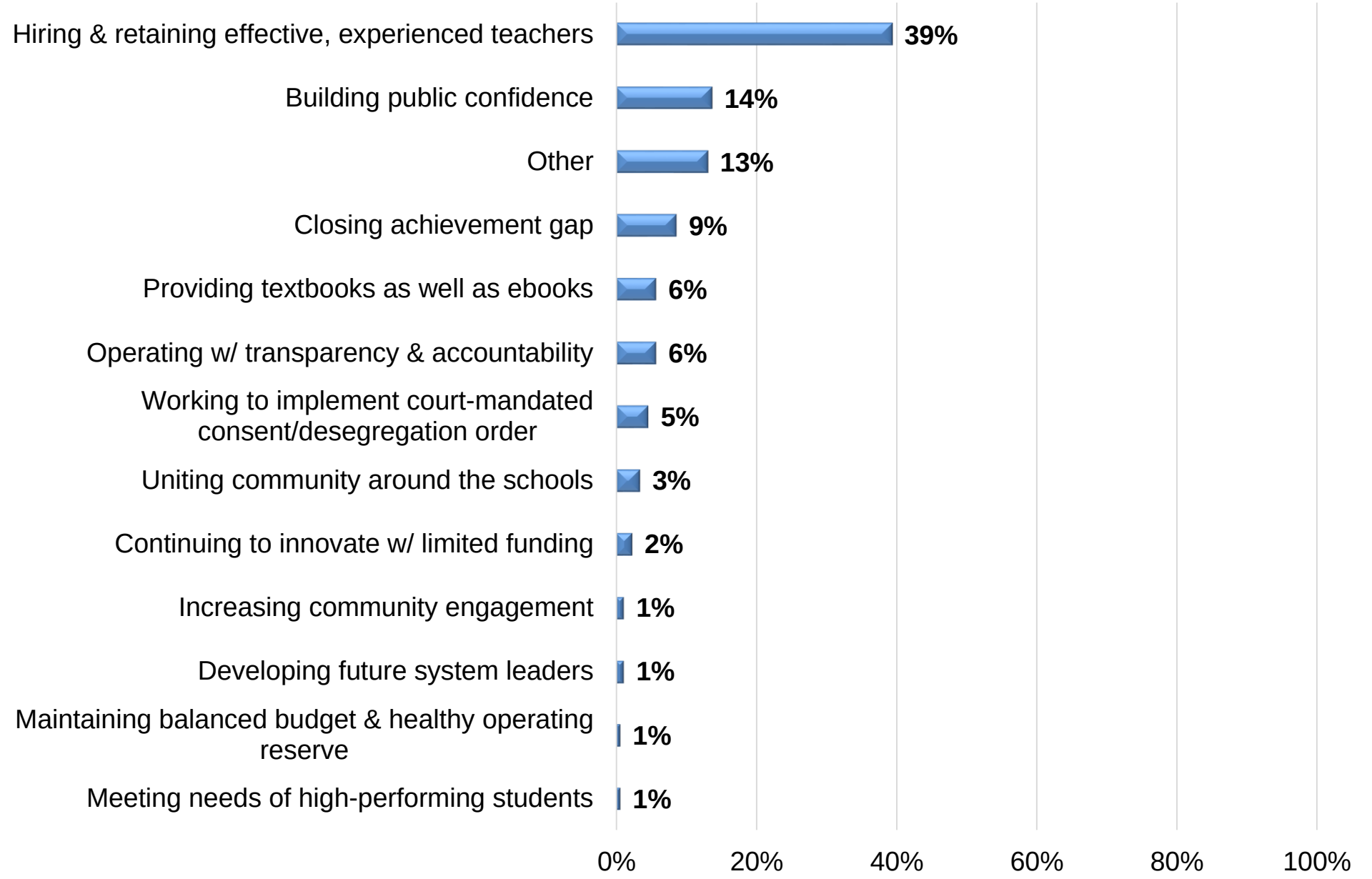
Most significant challenge facing HCS (All parents)



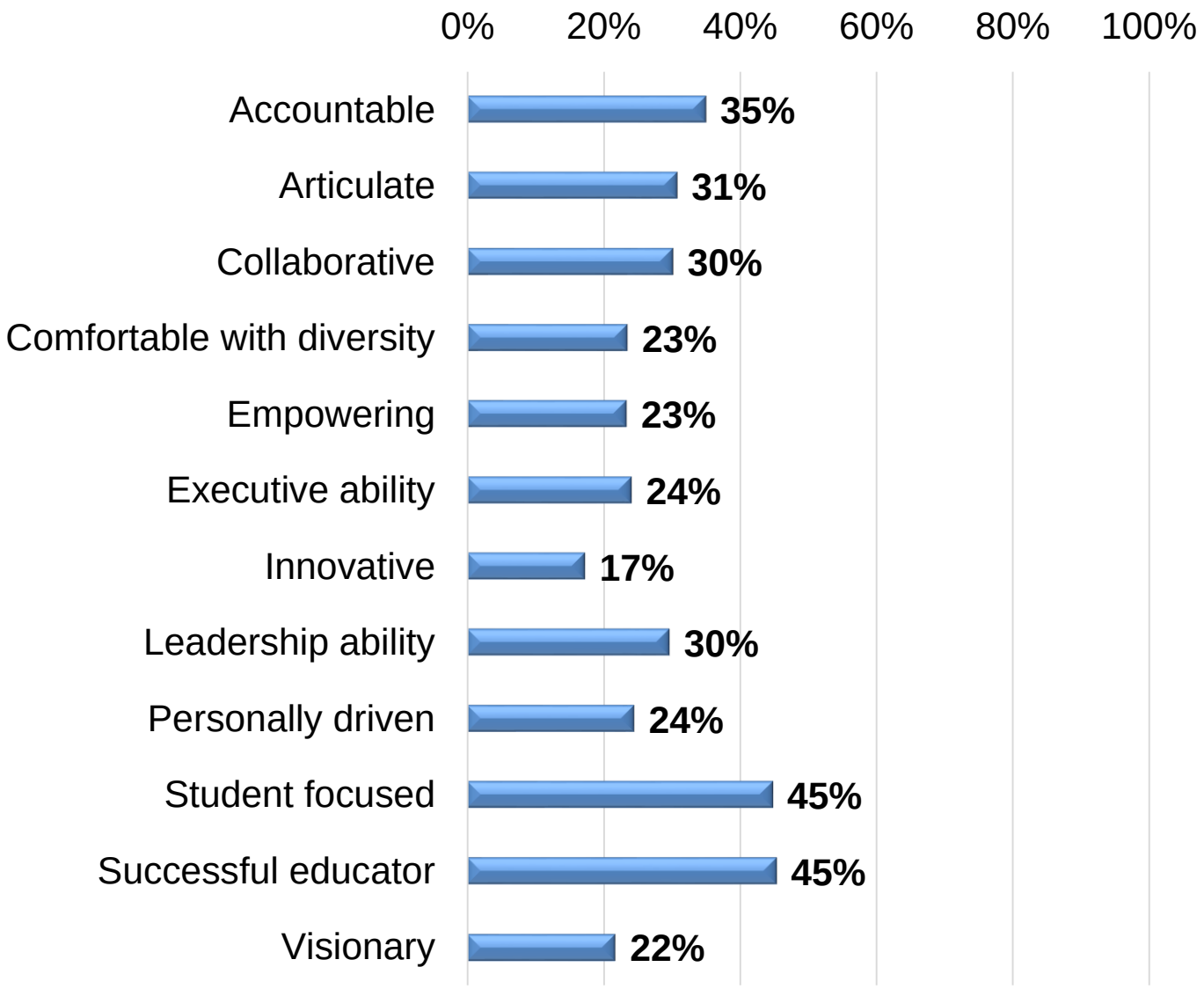
Most significant challenge facing HCS (All employees)



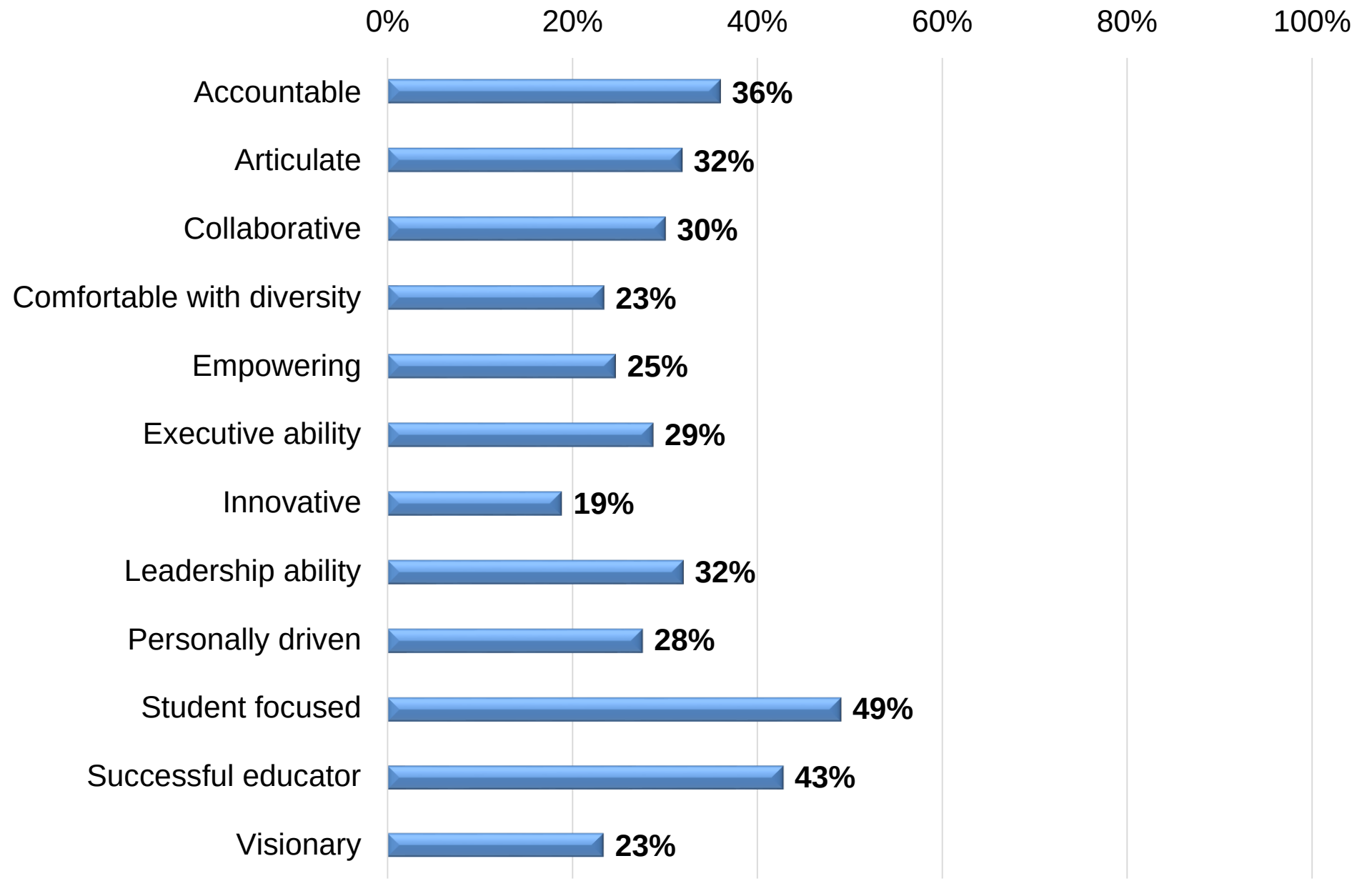
Most significant challenge facing HCS (Community)



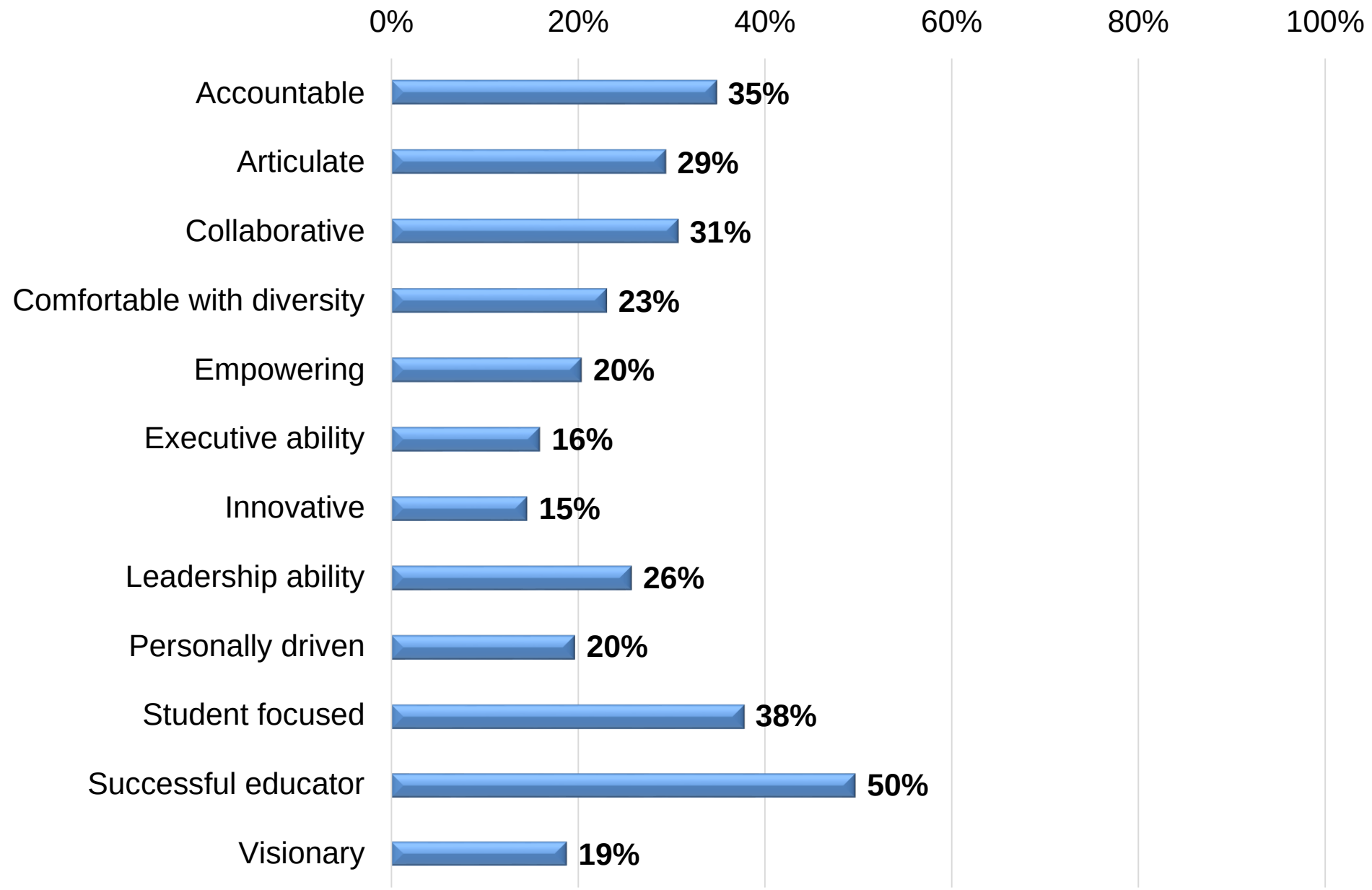
Importance of key qualities (All respondents)



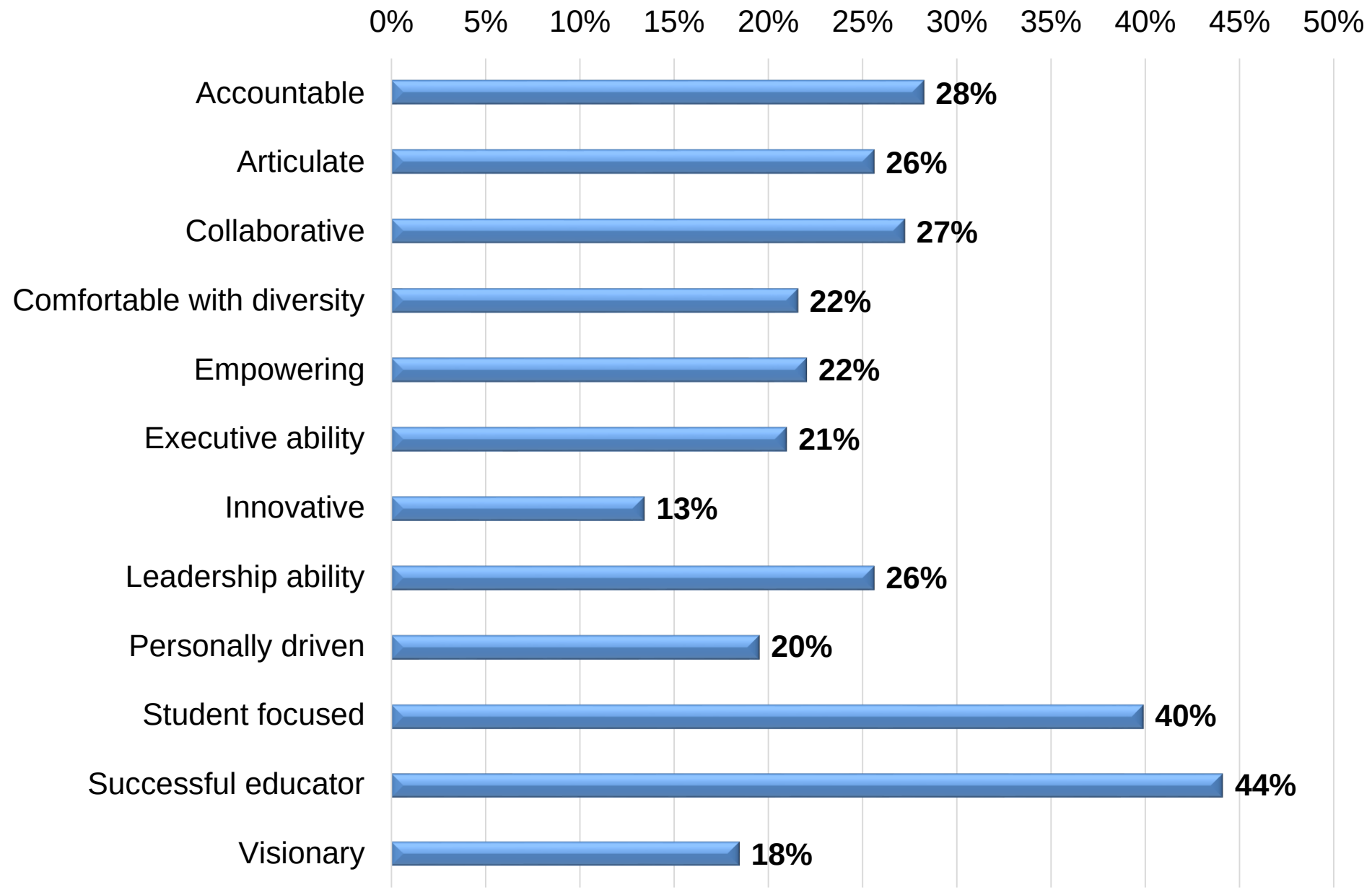
Importance of key qualities (All parents)



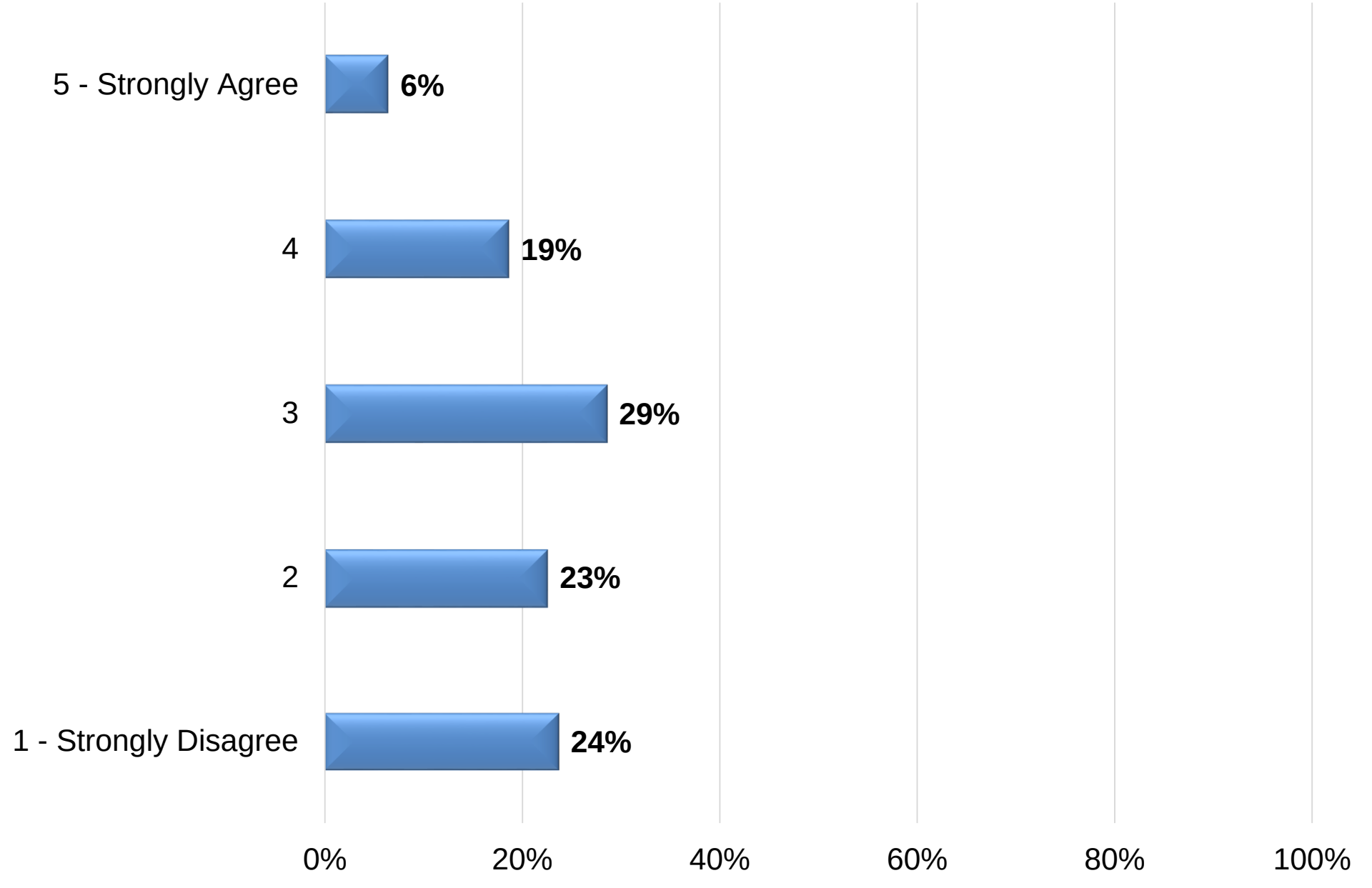
Importance of key qualities (All employees)



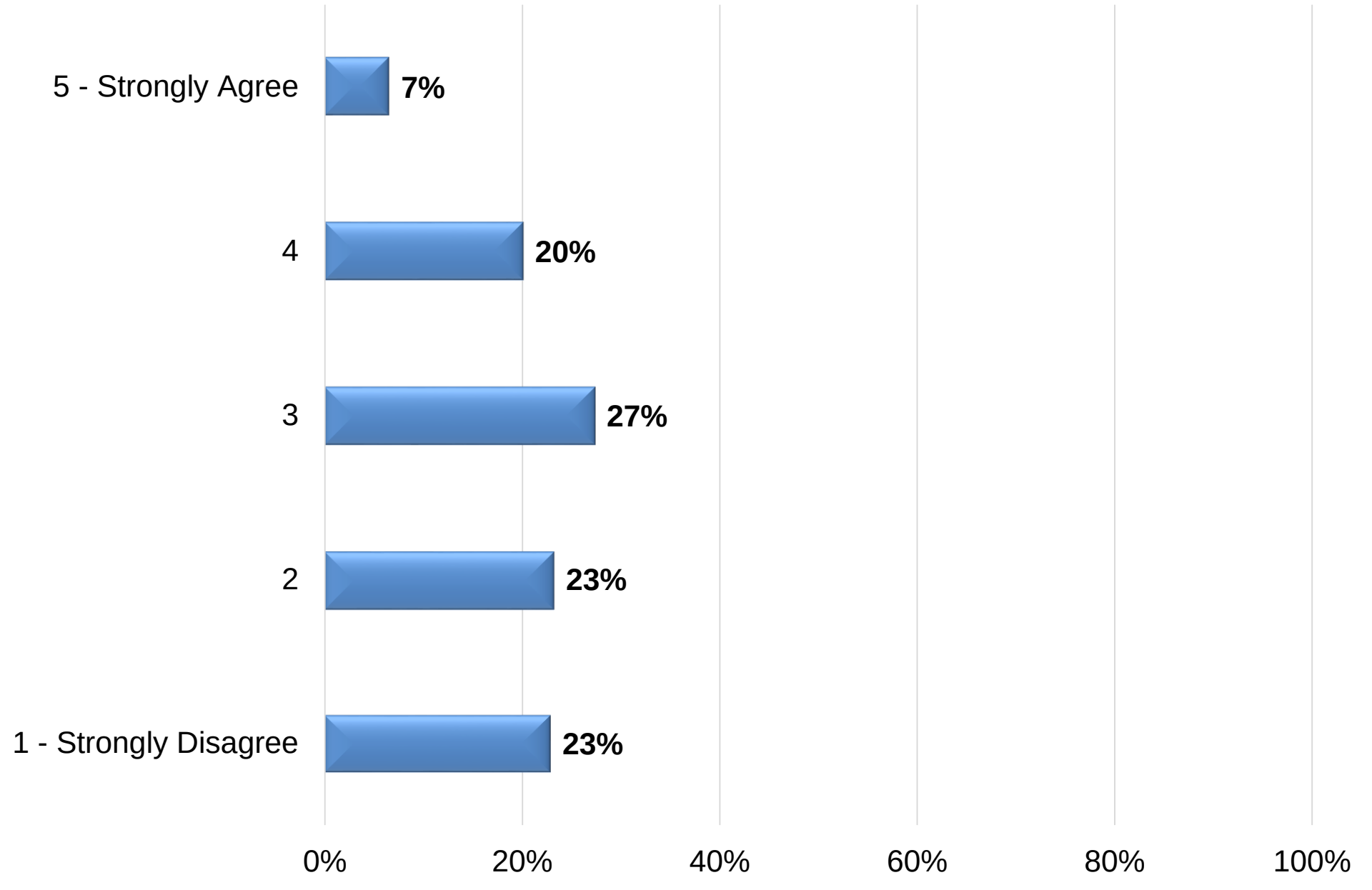
Importance of key qualities (Community)



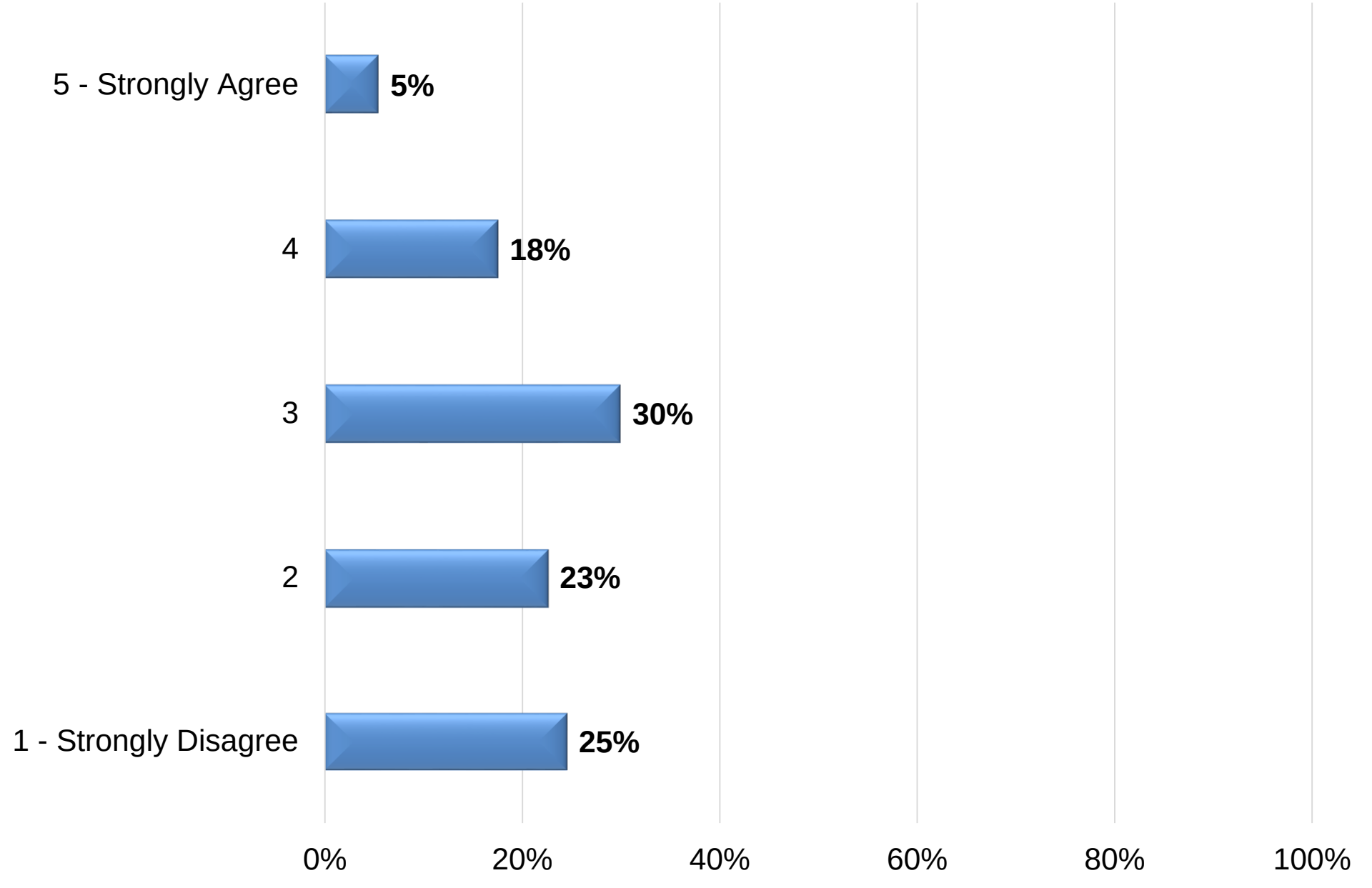
HCS is generally headed in the right direction. (All respondents)



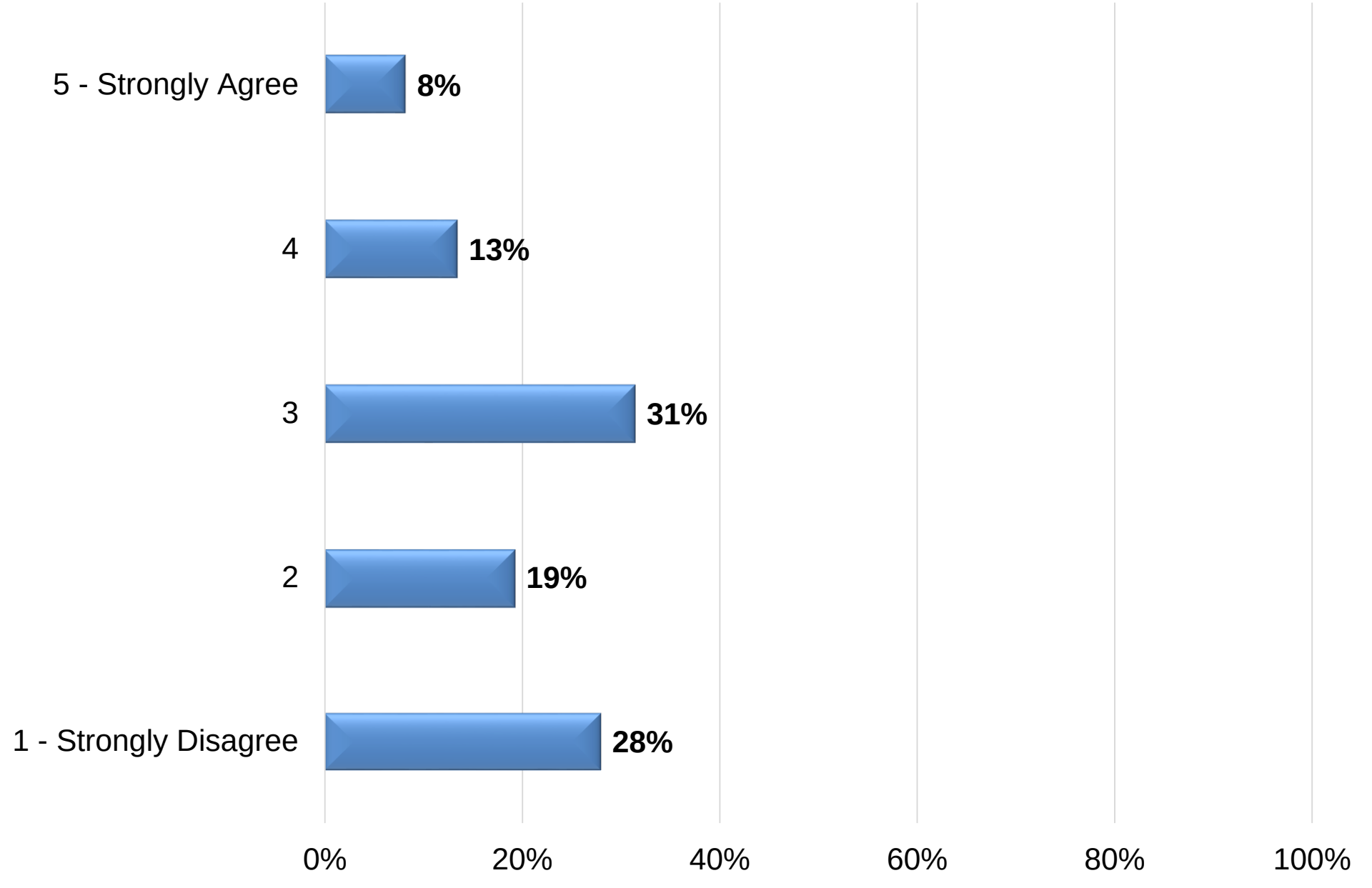
HCS is generally headed in the right direction. (All parents)



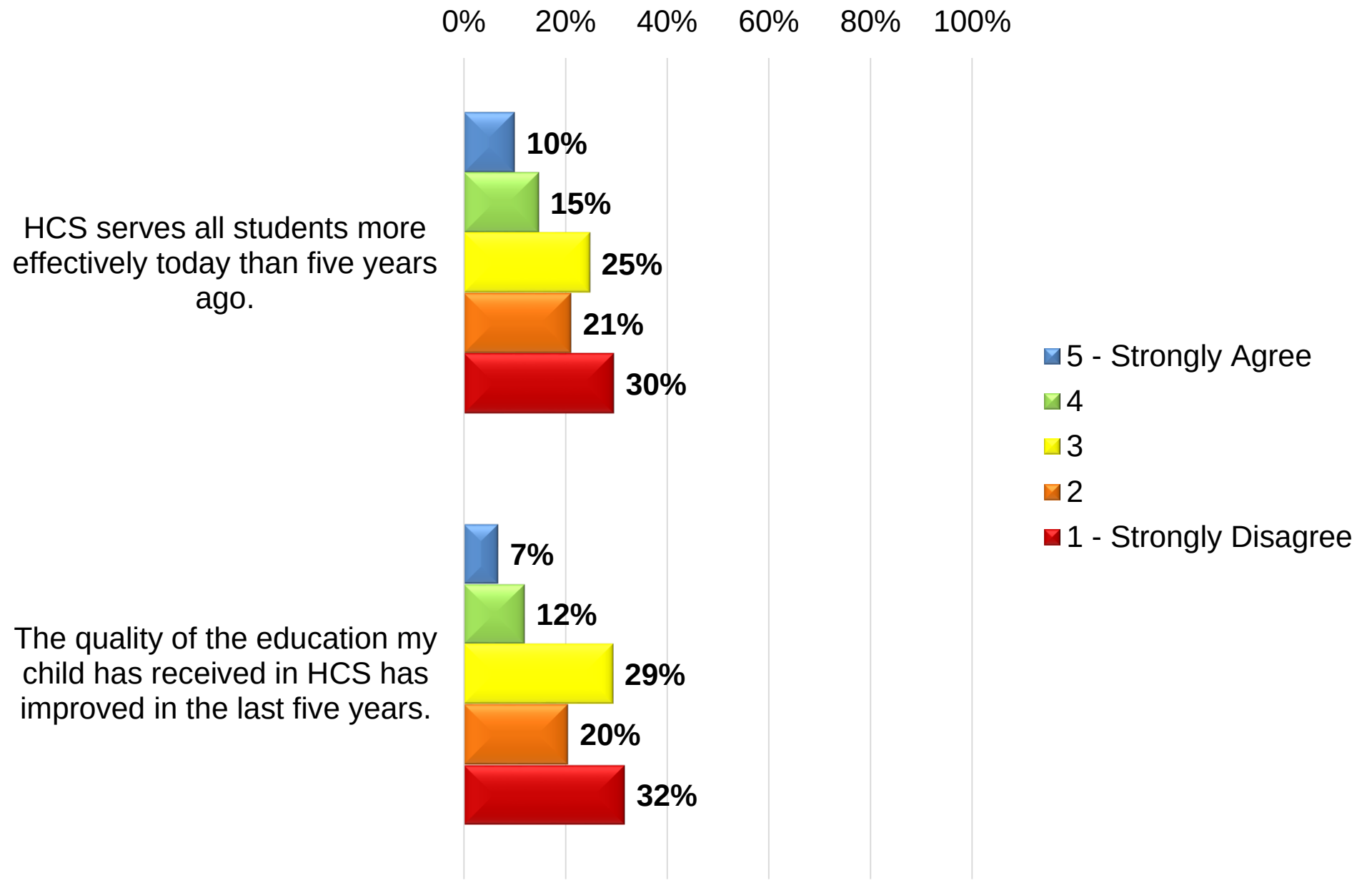
HCS is generally headed in the right direction. (All employees)

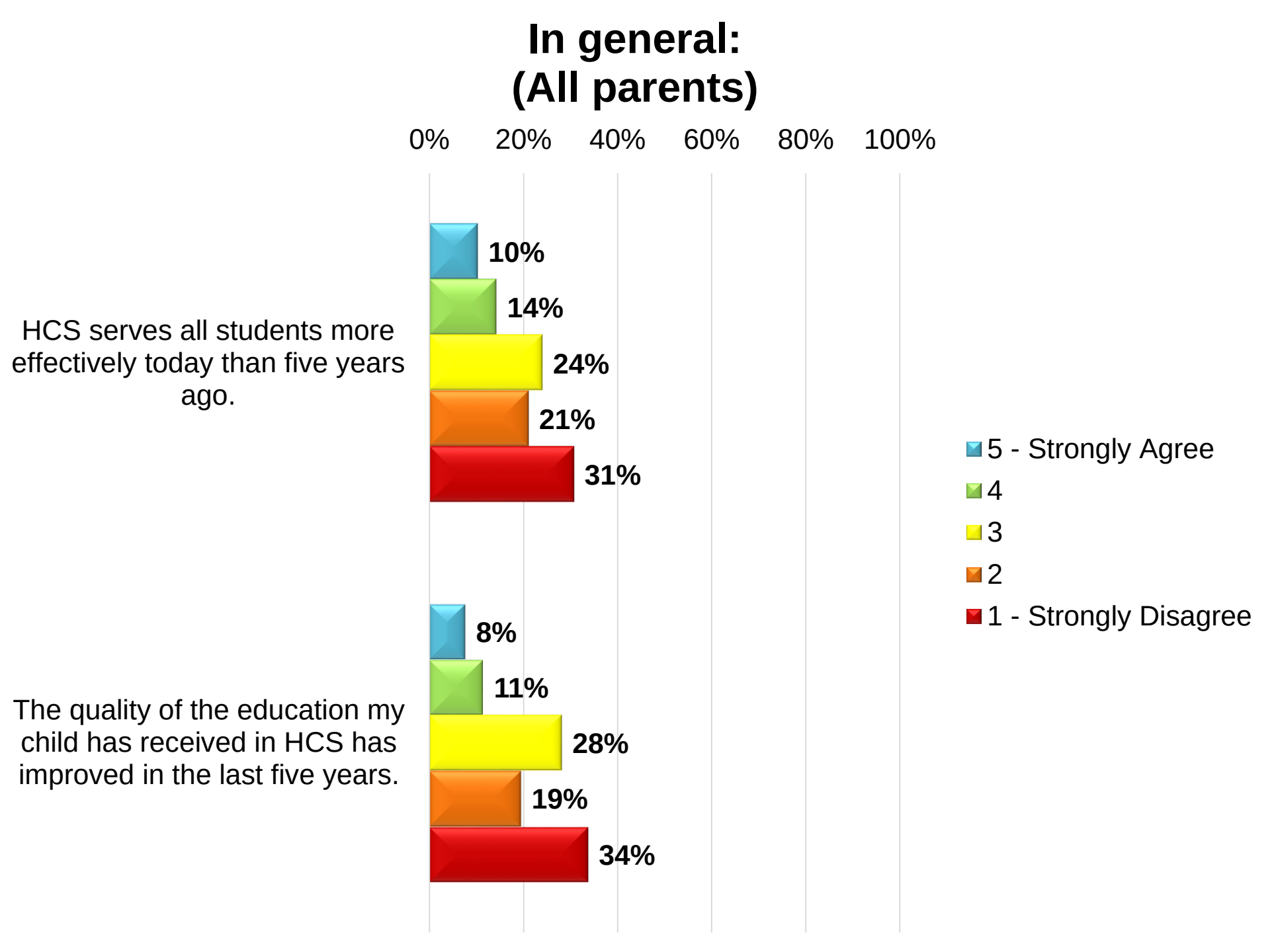


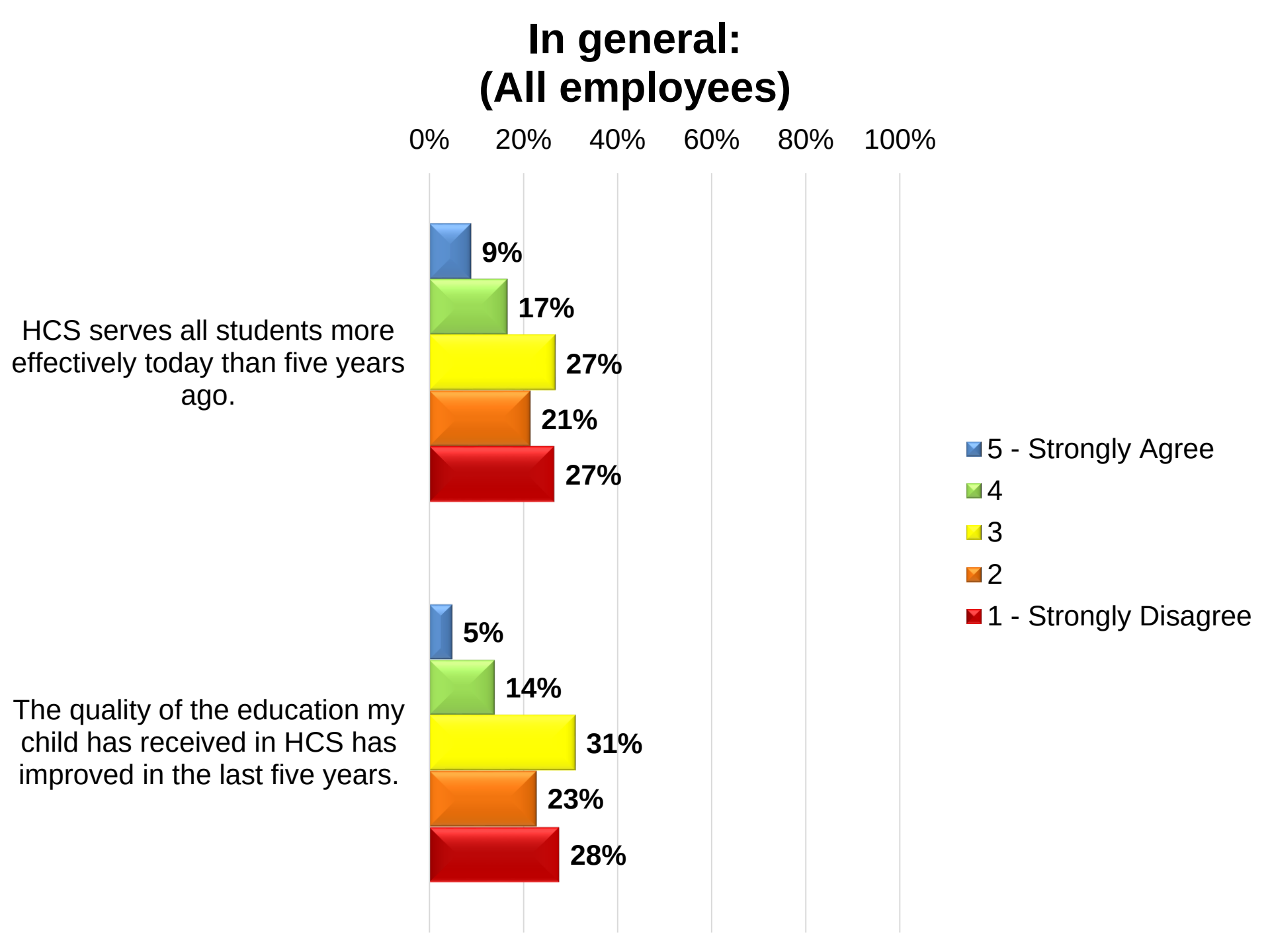
HCS is generally headed in the right direction. (Community)



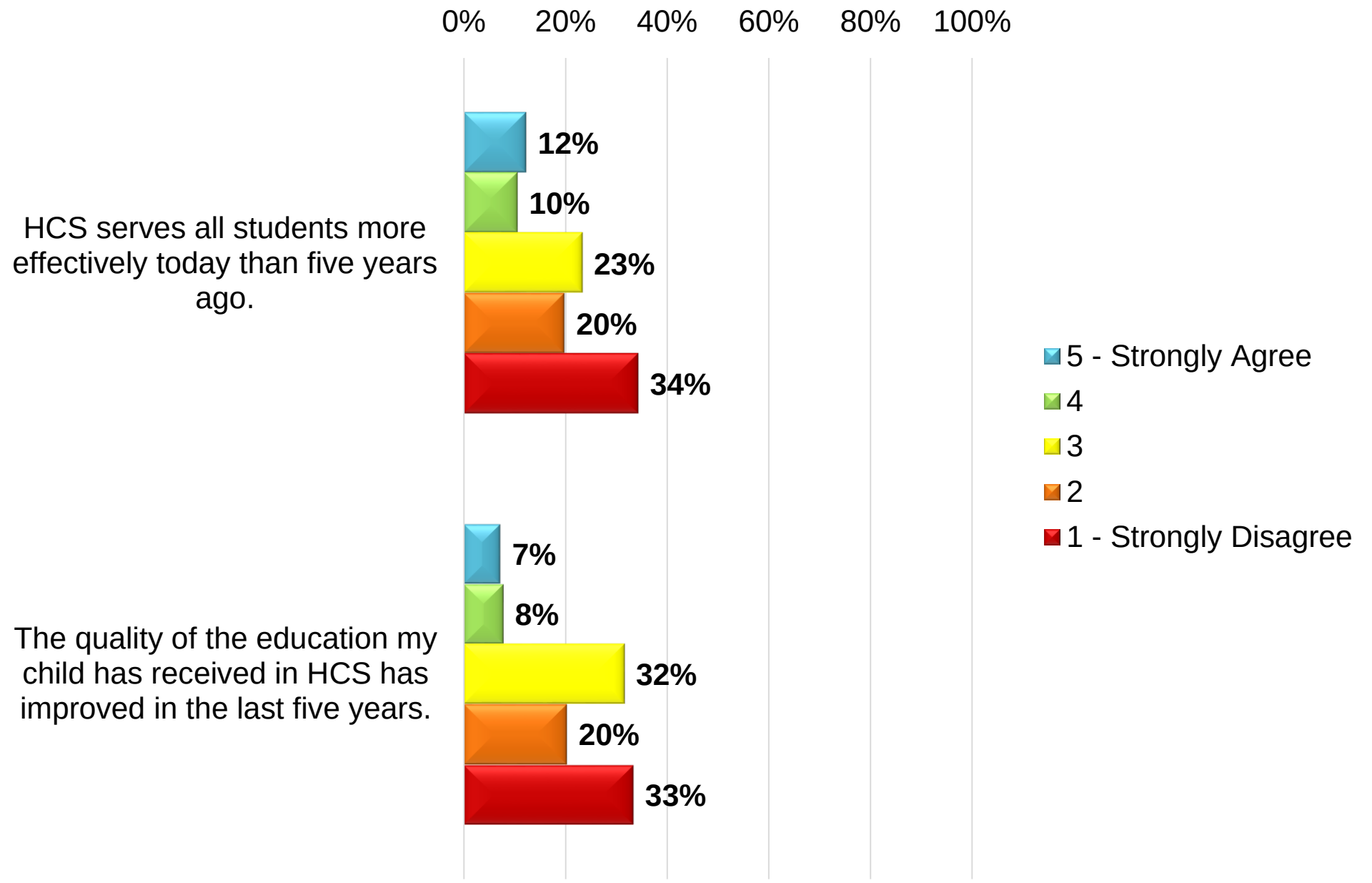
In general:
(All respondents)




In general:
(All parents)
0%
20%
40%
60%
80%
100%
HCS serves all students more effectively today than five years ago.
10%
14%
24%
21%
31%
The quality of the education my child has received in HCS has improved in the last five years.
8%
11%
28%
19%
34%
5 - Strongly Agree
4
3
2
1 - Strongly Disagree


In general:
(All employees)
0%
20%
40%
60%
80%
100%
HCS serves all students more effectively today than five years ago.
9%
17%
27%
21%
27%
The quality of the education my child has received in HCS has improved in the last five years.
5%
14%
31%
23%
28%
5 - Strongly Agree
4
3
2
1 - Strongly Disagree

In general:
(All residents)



Questions?