

SURVEY RESULTS



QUALITIES OF A SUPERIOR SCHOOL LEADER

In one word, please identify the most important attribute that you believe a superintendent needs to be successful in the Kennett Consolidated School District.

1. **Communication and Collaboration***: Words like "communication," "collaborative," "communicative," and "good communication with students" highlight the importance of effective interaction and teamwork.
2. **Dedication and Investment**: Terms such as "dedicated," "invested," and "commitment" reflect the desire for a superintendent who is deeply committed to the district and its stakeholders.
3. **Leadership and Vision**: Attributes like "leader," "leadership skills," "visionary," and "decisive" suggest the community values strong, forward-thinking leadership.
4. **Empathy and Understanding**: Words like "empathy," "understanding," and "compassion" indicate the need for a superintendent who is sensitive to the needs and feelings of others.
5. **Community and Student Focus**: Phrases like "community-oriented," "student-centered," and "family oriented" emphasize the importance of prioritizing the needs of students and the community.
6. **Integrity and Honesty**: "Integrity," "honest," and "ethical" are mentioned, highlighting the need for a superintendent who is principled and trustworthy.



*Spanish Survey Priority
English responses: 310 Spanish responses: 4

KEY CHALLENGES

Please list the biggest challenge facing KCSD for which the next superintendent will need to take the lead in finding a solution.

1. **Educational Quality and Curriculum:** Concerns about improving the quality of education, enhancing the curriculum, especially at the high school level, and ensuring that all students, including middle performers, receive adequate attention and resources.
2. **Teacher and Staff Support:** Challenges related to retaining quality teachers, addressing teacher burnout, and ensuring sufficient staffing, including substitutes, to maintain effective teaching environments.
3. **Community Engagement and Communication:** The need for better engagement with the community, improving communication, and building stronger relationships between the district and its stakeholders.
4. **Administrative and Leadership Issues:** The necessity of resolving conflicts within the administrative team, creating a strong leadership team, and addressing perceived shortcomings in current administrative policies and decisions.
5. **Diversity and Inclusivity*:** Addressing the needs of a diverse student body, including ESL (English as a Second Language) students, and ensuring diversity among teachers and administrators.
6. **Infrastructure and Resources:** Ensuring that facilities and resources, including technology and physical infrastructure, are adequate and modernized to support the educational mission.
7. **Student Well-being and Support:** Concerns about student achievement, particularly among Latino students, the need for more lunch/recess time in elementary schools, and generally ensuring that all students' needs are met effectively.



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OBSTACLES TO STUDENT ACHIEVEMENT

Identify the number one obstacle to student achievement the next superintendent will need to address.

1. **Curriculum and Academic Standards:** Concerns about the need to improve the curriculum, ensure it is challenging enough, and align it with current educational standards and research.
2. **Resource Allocation:** The need for equitable distribution of resources and materials, especially for English Language Learners (ELL) and underperforming sub-groups, and addressing issues related to class sizes and staffing.
3. **Student Engagement and Motivation*:** Challenges related to student attendance, motivation, and engagement in learning, including the impact of social issues like vaping.
4. **Teacher and Staff Support:** The importance of supporting teachers and staff, addressing morale, and ensuring effective communication and professional development.
5. **Diversity and Inclusivity*:** Addressing the diverse needs of students from different cultural backgrounds and ensuring that all students, regardless of their socioeconomic status, have equal opportunities for success.
6. **Administrative and Leadership Effectiveness:** Concerns about the leadership at the district office and the need for strong, effective leadership in special education and across the board.
7. **Behavioral and Disciplinary Issues:** Managing student behavior, establishing clear expectations and consequences, and maintaining a disciplined learning environment.
8. **Parental and Community Involvement:** The need for more active and mandatory involvement of parents and the community in the educational process and in supporting student achievement.

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OPPORTUNITIES FOR IMPROVEMENT

What changes would most improve the Kennett Consolidated School District?

- 1. Leadership and Administration:** Many responses call for more effective leadership and administrative practices, including clear communication, visibility of leaders within schools, and stronger accountability systems. There is also a desire for leaders who are actively involved and invested in the community.
- 2. Curriculum and Academic Standards:** Suggestions include updating the curriculum, raising academic standards, and ensuring that teaching methods cater to individual learning styles. There is also mention of expanding advanced and online learning opportunities.
- 3. Teacher and Staff Support:** Responses indicate a need for increased support for teachers and staff, including professional development, better pay, and additional hiring to reduce class sizes and enhance personalized attention to students.
- 4. Communication and Engagement*:** Improved communication with all stakeholders, including parents, and greater community engagement are highlighted as areas needing improvement.
- 5. Student Focus and Accountability:** There is a call for more focus on what's best for students, including addressing their individual needs, holding students accountable for their behavior, and supporting their success beyond standardized testing.
- 6. Facilities and Infrastructure:** Upgrades to school facilities and resources are mentioned as necessary improvements to provide a better learning environment.
- 7. Diversity and Inclusivity:** Enhancing support for diverse student populations, including bilingual education and ensuring that non-English speaking community members are recognized and included.
- 8. Parental Involvement*:** Increasing parent involvement in schools and regular opportunities for parents to engage with the educational process are seen as important changes.

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DISTRICT STRENGTHS

What are the Kennett Consolidated School District's strengths/areas you would like to remain consistent and unchanged?

1. **Community and Diversity:** A strong sense of community and the district's diversity are frequently mentioned as key strengths. The community values the unique identity of KCSD and wishes to maintain its welcoming and inclusive nature.
2. **Quality of Teaching Staff:** Many responses praise the dedicated, caring, and high-quality teachers in the district, emphasizing the importance of continuing to support and invest in the teaching staff.
3. **Academic Excellence:** The strong academic programs, including STEM, music education, and a good range of courses, are seen as vital strengths. There is also a desire to maintain high standards and challenging course selections.
4. **Student Support and Engagement:** The district's focus on supporting students and fostering engagement in learning is highlighted as a crucial area to maintain, including smaller class sizes and a range of extracurricular activities.
5. **Effective Communication:** Effective lines of communication between teachers, principals, and parents are valued, with many responses noting this as a strength that should be preserved.
6. **Educational Infrastructure*:** The quality of educational infrastructure, including facilities and programs like career readiness, is seen as a strength, with a call for continued investment in these areas.
7. **Empathy and Respect:** A culture of empathy and respect among students and staff is recognized as a key asset of the district.
8. **Leadership and Administration:** Some responses indicate satisfaction with the leadership and administrative support at the school and district levels.

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ADDITIONAL COMMENT

Please provide any additional information that you believe is important in selecting the new superintendent.

1. **Leadership and Vision:** The community emphasizes the need for a superintendent with strong leadership skills who can bring new ideas, listen to feedback, and is unafraid to implement necessary changes.
2. **Community Connection and Understanding:** Many responses highlight the importance of selecting a superintendent who understands the local community, values its uniqueness, and is invested in its long-term success.
3. **Recent Educational Experience:** There is a preference for candidates with recent classroom teaching or school administration experience, as this background is seen as crucial for understanding current educational challenges.
4. **Healing and Rebuilding Post-Covid:** Recognizing the impact of the Covid-19 pandemic on the educational system and the need for a superintendent who can help the district recover and redefine its identity.
5. **Commitment and Investment:** The community desires a superintendent who is deeply committed to the district, willing to work hard, and focused on the well-being and success of students, staff, and the community.
6. **Diversity, Inclusion, and Equity:** The need for a leader who recognizes and promotes diversity, inclusion, and equity, ensuring that all students have the opportunity to succeed.
7. **Communication and Collaboration:** The importance of effective communication and collaborative leadership that includes the voices of all stakeholders in the decision-making process.
8. **Educational Quality and Standards:** Concerns about the district's recent performance and the need for a superintendent who can improve educational outcomes and restore confidence in the district.

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