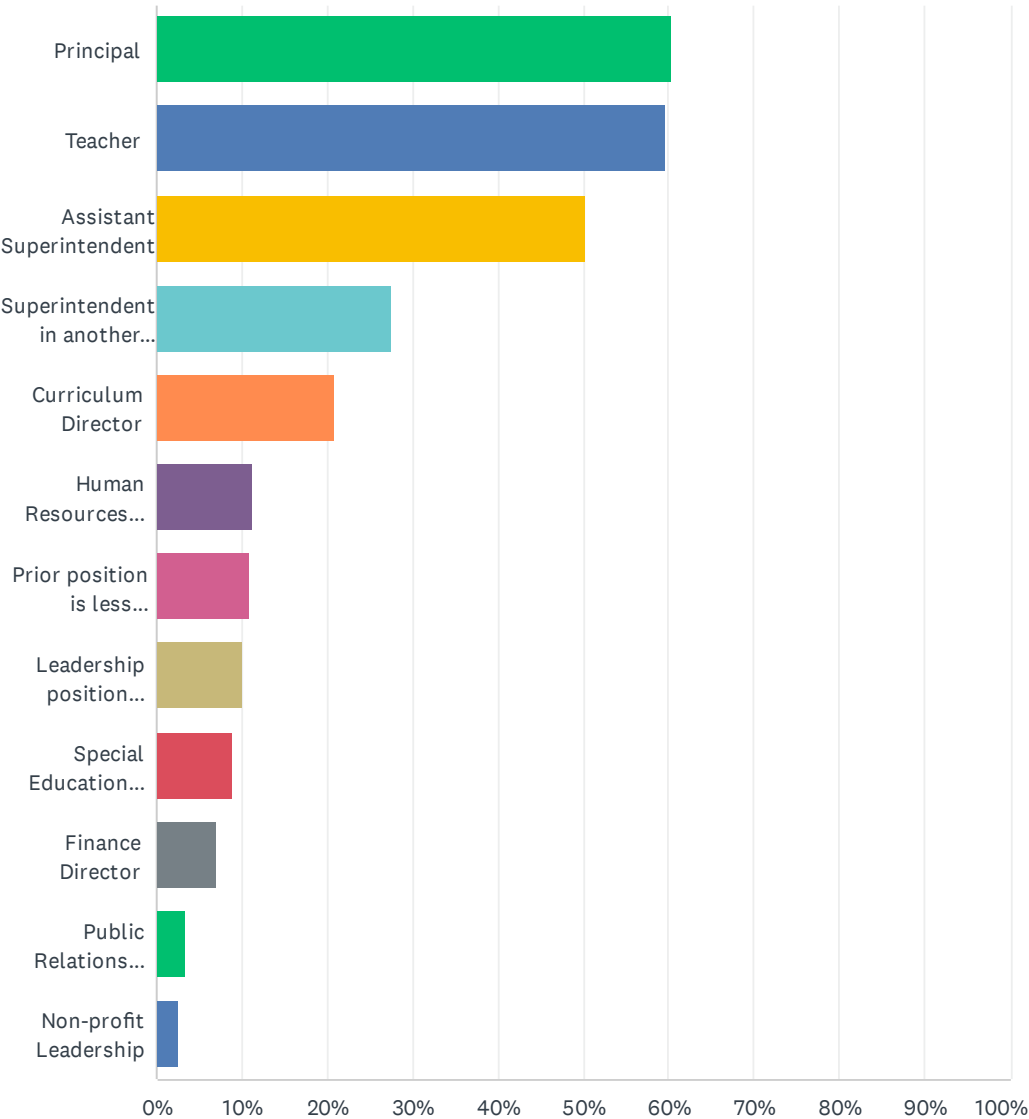


Q1 Below is a list of positions that superintendent candidates may have held in the past. Although all are valuable, which prior positions do you think would prove most valuable for your next superintendent? (You may check up to THREE positions below.)

Answered: 894 Skipped: 0

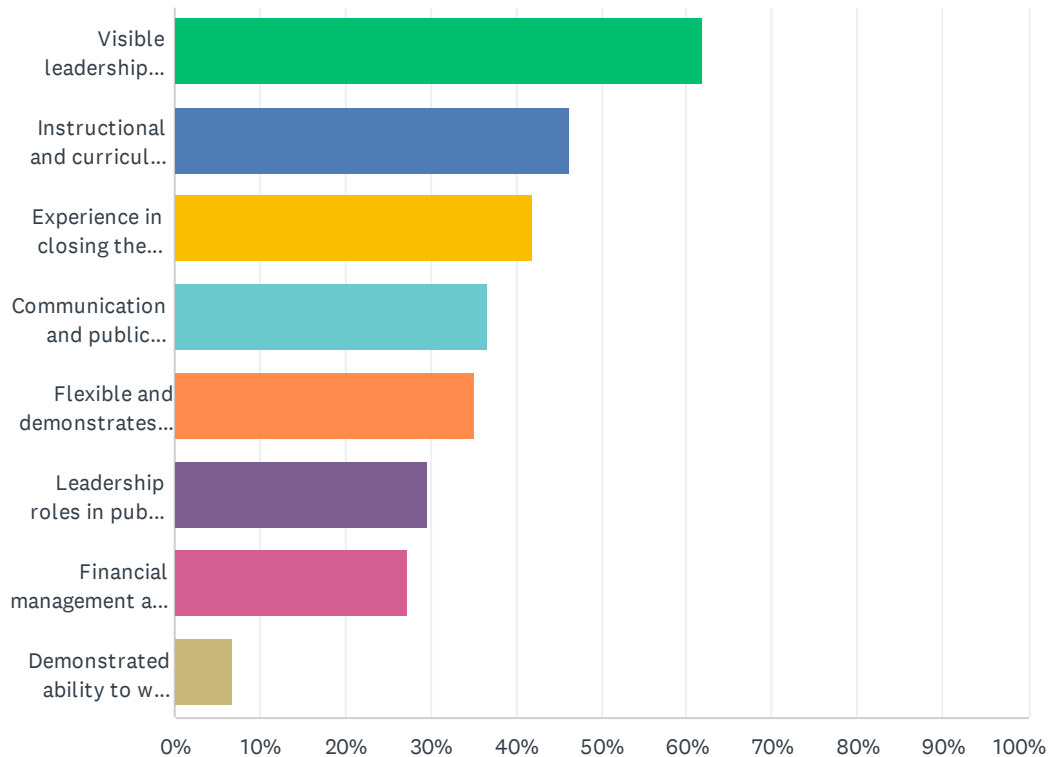


Henry County Schools Survey - Superintendent Qualifications

ANSWER CHOICES	RESPONSES	
Principal	60.40%	540
Teacher	59.62%	533
Assistant Superintendent	50.22%	449
Superintendent in another school district	27.40%	245
Curriculum Director	20.92%	187
Human Resources Director	11.30%	101
Prior position is less important, as long as the candidate has the right skill set	10.96%	98
Leadership position outside of education	10.07%	90
Special Education Director	9.06%	81
Finance Director	6.94%	62
Public Relations Director	3.47%	31
Non-profit Leadership	2.57%	23
Total Respondents: 894		

Q2 In light of the District's current strengths and areas for growth, which skills do you believe are most important for your superintendent to possess? (You may choose up to THREE.)

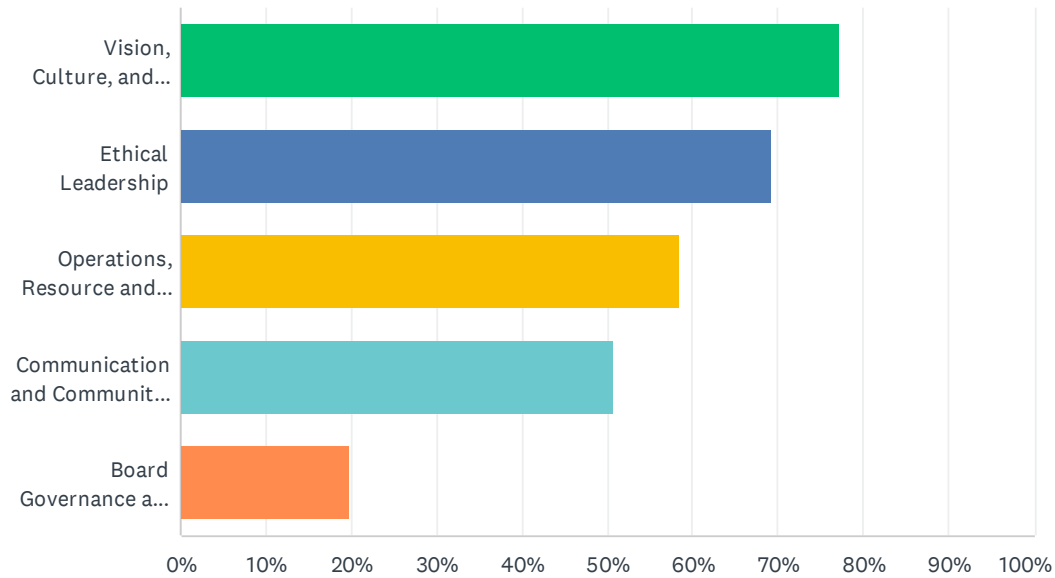
Answered: 891 Skipped: 3



ANSWER CHOICES	RESPONSES	
Visible leadership style, including accessibility to community, staff and students	61.84%	551
Instructional and curricular expertise	46.24%	412
Experience in closing the Achievement Gap	42.09%	375
Communication and public relations skills	36.70%	327
Flexible and demonstrates comfort with change and innovative practices	35.13%	313
Leadership roles in public education	29.74%	265
Financial management and budgeting expertise	27.27%	243
Demonstrated ability to work with elected officials	6.73%	60
Total Respondents: 891		

Q3 Which skills (Superintendent Job Standards) are needed most in the Henry County School Superintendent? (You may check the THREE most important skills needed)

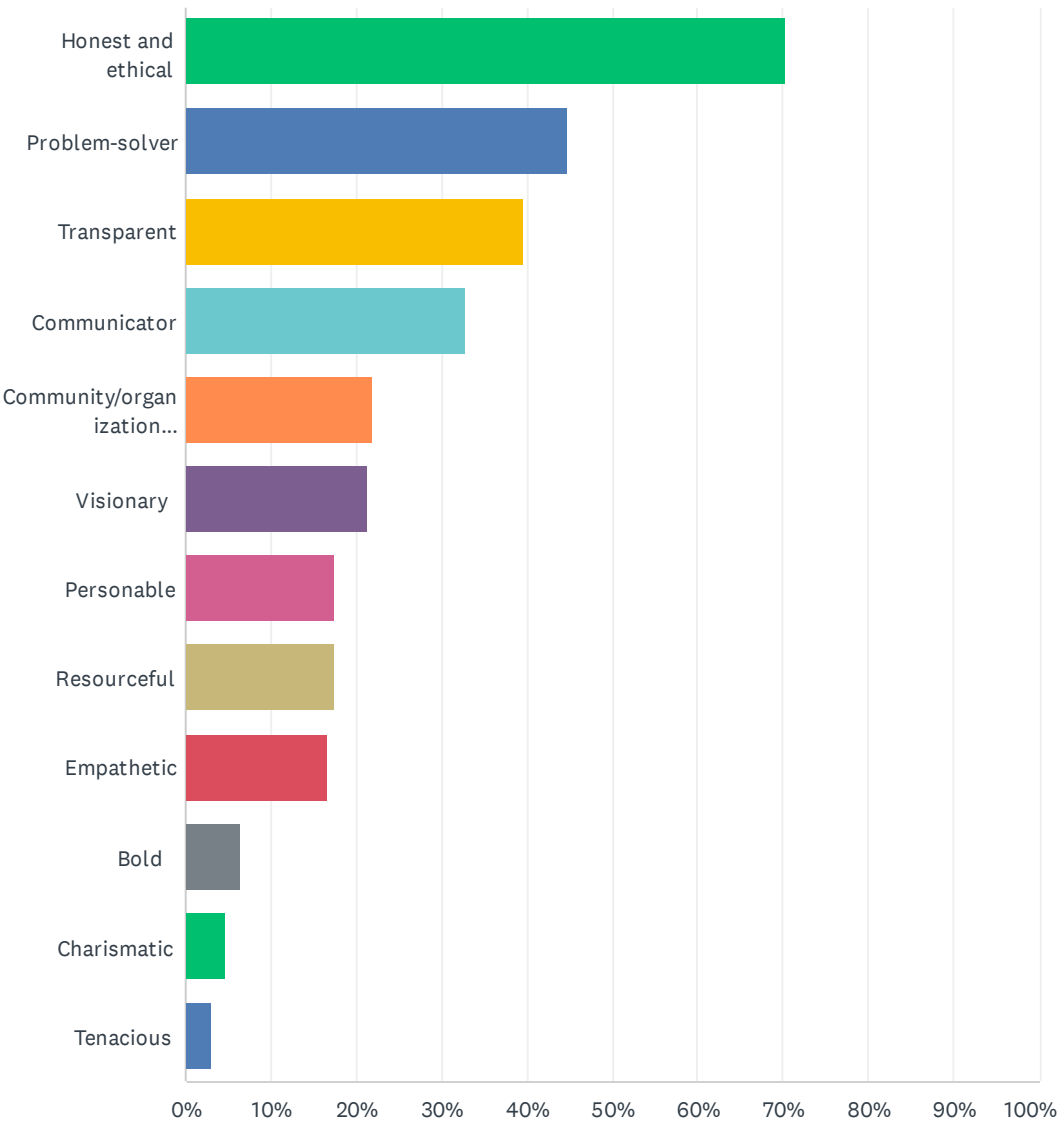
Answered: 894 Skipped: 0



ANSWER CHOICES	RESPONSES	
Vision, Culture, and Instructional Leadership	77.18%	690
Ethical Leadership	69.35%	620
Operations, Resource and Personnel Management	58.50%	523
Communication and Community Relations	50.67%	453
Board Governance and Policy	19.91%	178
Total Respondents: 894		

Q4 In light of the District's current strengths and areas for growth, which personal traits do you believe your superintendent should possess? (You may choose up to three.)

Answered: 894 Skipped: 0

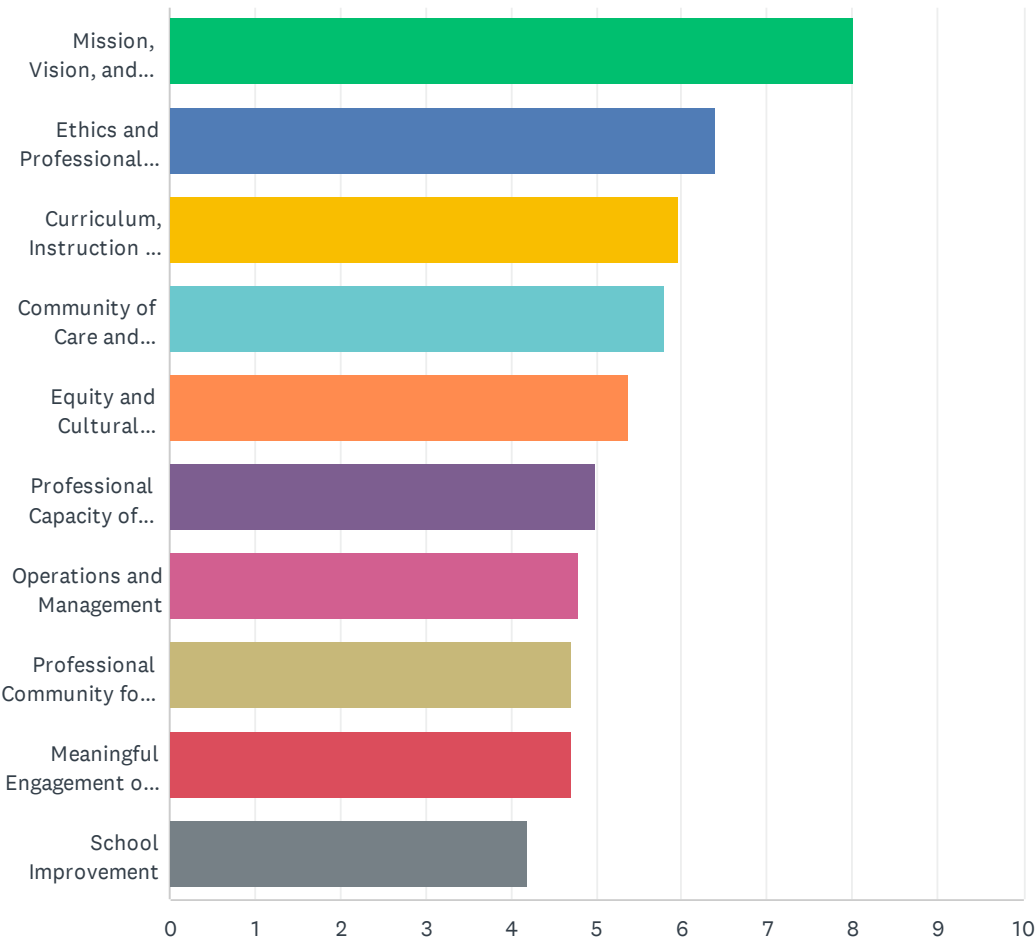


Henry County Schools Survey - Superintendent Qualifications

ANSWER CHOICES	RESPONSES	
Honest and ethical	70.36%	629
Problem-solver	44.85%	401
Transparent	39.71%	355
Communicator	32.89%	294
Community/organization oriented	22.04%	197
Visionary	21.25%	190
Personable	17.45%	156
Resourceful	17.45%	156
Empathetic	16.67%	149
Bold	6.38%	57
Charismatic	4.59%	41
Tenacious	2.91%	26
Total Respondents: 894		

Q5 What are the strengths of the Henry County School System? Rank the following standards from 1 to 10 based on the District's strengths, with 1 representing the system's greatest strength.

Answered: 894 Skipped: 0

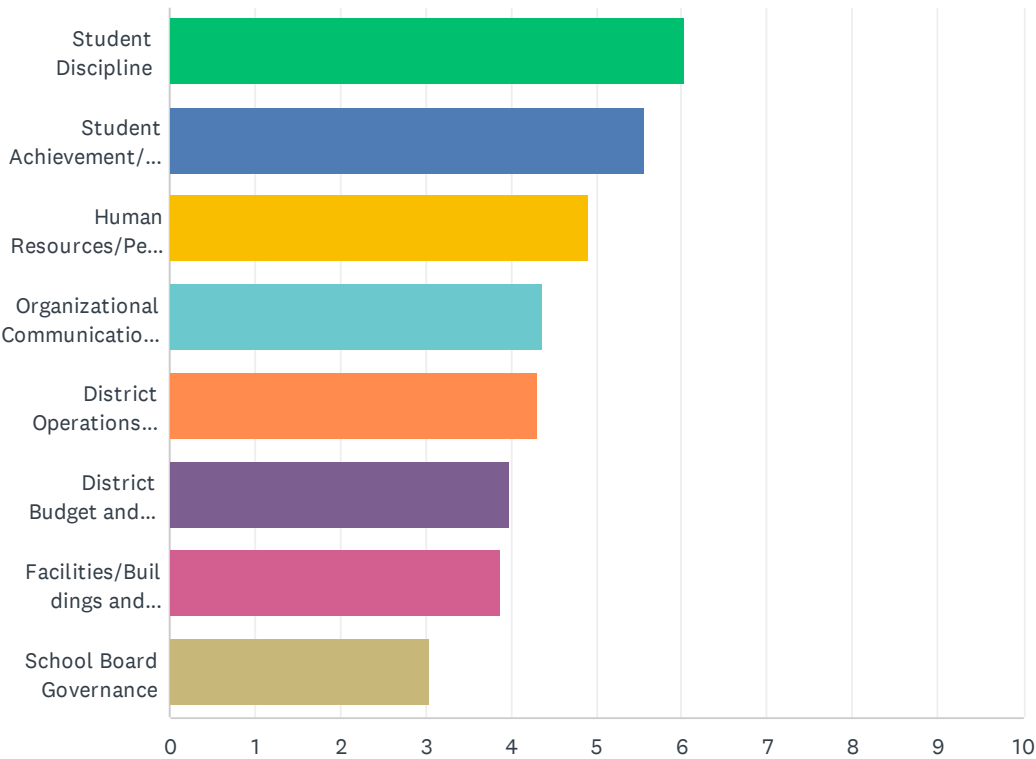


Henry County Schools Survey - Superintendent Qualifications

	1	2	3	4	5	6	7	8	9	10	TOTAL
Mission, Vision, and Core Values	45.53% 407	15.44% 138	8.05% 72	7.27% 65	6.15% 55	4.14% 37	3.36% 30	3.58% 32	2.91% 26	3.58% 32	894
Ethics and Professional Norms	5.59% 50	20.36% 182	16.00% 143	12.42% 111	12.64% 113	7.49% 67	8.84% 79	7.49% 67	6.04% 54	3.13% 28	894
Curriculum, Instruction and Assessment	7.49% 67	11.74% 105	13.31% 119	14.99% 134	12.08% 108	10.29% 92	8.72% 78	8.61% 77	6.49% 58	6.26% 56	894
Community of Care and Support for Students	8.17% 73	8.61% 77	10.85% 97	12.75% 114	14.77% 132	14.43% 129	10.96% 98	7.94% 71	6.26% 56	5.26% 47	894
Equity and Cultural Responsiveness	5.59% 50	8.39% 75	14.99% 134	11.97% 107	10.29% 92	10.51% 94	8.28% 74	8.39% 75	8.95% 80	12.64% 113	894
Professional Capacity of School Personnel	5.03% 45	5.82% 52	6.94% 62	8.61% 77	11.97% 107	17.00% 152	14.21% 127	12.86% 115	11.07% 99	6.49% 58	894
Operations and Management	6.04% 54	10.40% 93	8.39% 75	7.61% 68	7.16% 64	8.39% 75	10.29% 92	9.40% 84	18.68% 167	13.65% 122	894
Professional Community for Teachers and Staff	5.82% 52	6.15% 55	6.15% 55	7.61% 68	10.29% 92	9.73% 87	16.55% 148	14.32% 128	12.53% 112	10.85% 97	894
Meaningful Engagement of Families and Community	4.70% 42	6.94% 62	8.72% 78	9.17% 82	6.94% 62	9.96% 89	11.07% 99	17.67% 158	14.43% 129	10.40% 93	894
School Improvement	6.04% 54	6.15% 55	6.60% 59	7.61% 68	7.72% 69	8.05% 72	7.72% 69	9.73% 87	12.64% 113	27.74% 248	894

Q6 Rank the following challenges based on the areas of need for the Henry County School System from 1 to 8, with 1 representing the system's greatest weakness.

Answered: 876 Skipped: 18



Henry County Schools Survey - Superintendent Qualifications

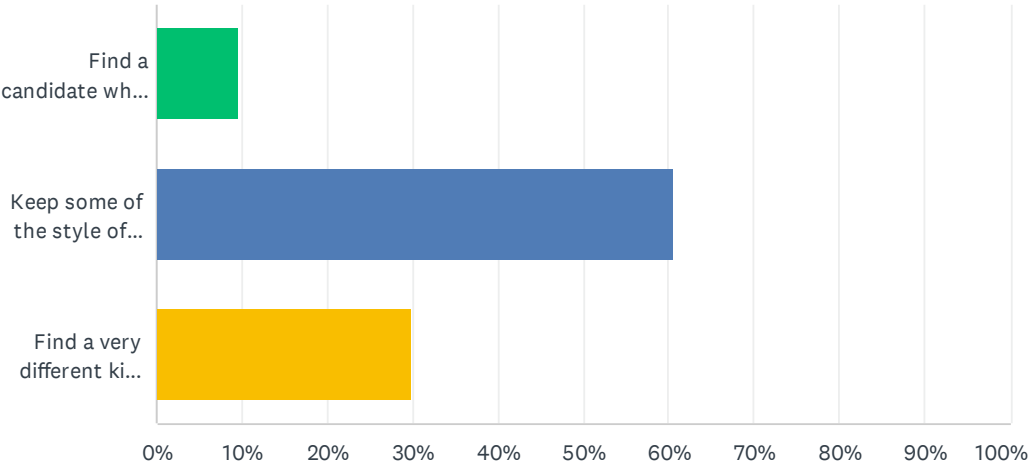
	1	2	3	4	5	6	7	8	TOTAL	SCORE
Student Discipline	33.64% 290	18.45% 159	14.85% 128	9.28% 80	9.40% 81	5.92% 51	5.34% 46	3.13% 27	862	6.03
Student Achievement/Academics	23.72% 204	21.86% 188	12.79% 110	12.09% 104	8.72% 75	6.74% 58	6.40% 55	7.67% 66	860	5.56
Human Resources/Personnel/Staff Quality	11.85% 102	13.82% 119	19.86% 171	13.94% 120	12.08% 104	11.03% 95	10.57% 91	6.85% 59	861	4.90
Organizational Communication/Internal and External	6.42% 55	9.80% 84	14.59% 125	17.50% 150	15.40% 132	15.99% 137	11.67% 100	8.63% 74	857	4.37
District Operations (Transportation, Food Service, Technology, etc.)	10.76% 93	13.08% 113	11.81% 102	12.38% 107	12.04% 104	10.19% 88	12.50% 108	17.25% 149	864	4.31
District Budget and Finance	6.18% 53	8.28% 71	8.28% 71	13.52% 116	16.67% 143	22.73% 195	15.38% 132	8.97% 77	858	3.99
Facilities/Buildings and Grounds	5.33% 46	9.73% 84	11.59% 100	11.94% 103	15.18% 131	13.90% 120	12.86% 111	19.47% 168	863	3.88
School Board Governance	2.90% 25	5.10% 44	6.61% 57	9.40% 81	10.44% 90	13.23% 114	24.94% 215	27.38% 236	862	3.04

Q7 Do you have any general comments to add that will help in the Board's selection of the next superintendent?

Answered: 435 Skipped: 459

Q8 In choosing the Superintendent, which path do you think the School Board should take?

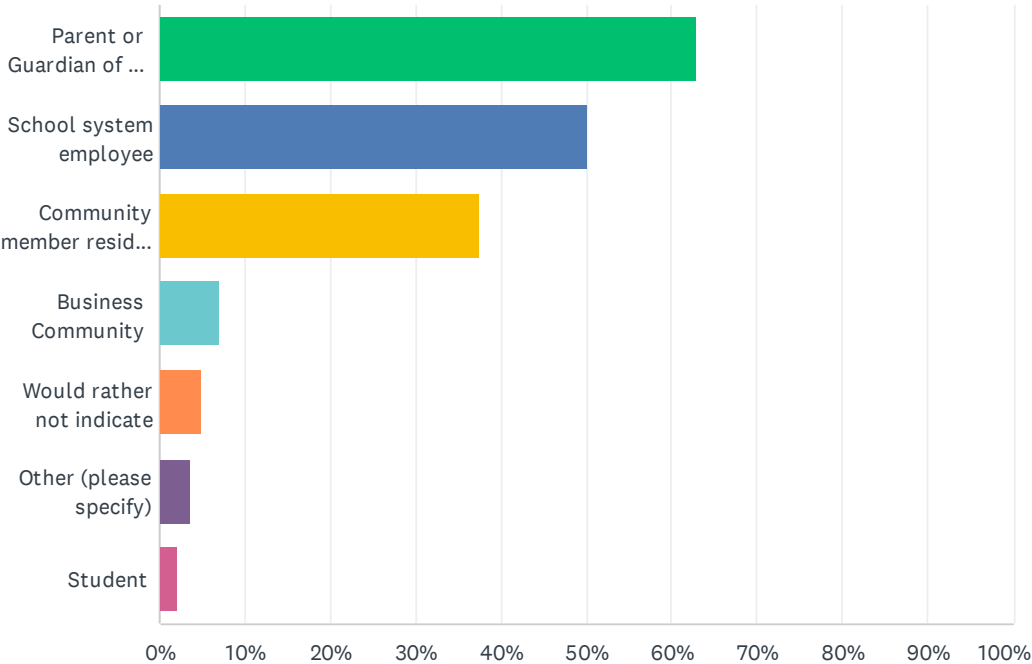
Answered: 894 Skipped: 0



ANSWER CHOICES	RESPONSES	
Find a candidate who will stay the course and continue the style and vision of the previous administration	9.62%	86
Keep some of the style of the previous administration, but with some necessary changes	60.51%	541
Find a very different kind of candidate to go in a new direction	29.87%	267
TOTAL		894

Q9 Please indicate your stakeholder status and select all that apply:

Answered: 894 Skipped: 0



ANSWER CHOICES	RESPONSES	
Parent or Guardian of a student(s)	62.98%	563
School system employee	50.11%	448
Community member residing within the district	37.58%	336
Business Community	6.94%	62
Would rather not indicate	4.92%	44
Other (please specify)	3.69%	33
Student	2.13%	19
Total Respondents: 894		