

San Francisco University High School Head of School Survey Report

Survey dated December 3, 2024

This report summarizes the key findings from the UHS community survey conducted in mid-November, and is based on a total of 359 respondents, representing all UHS constituent groups. Respondent groups include: Current Parents, Faculty/Staff, Past Parents, Alumni, Board Members, Current Administration and Students. The results below are the aggregated data by all constituents. We were particularly pleased with the strong response rate among alumni, faculty and current parents.

Valued Aspects of UHS

Key strengths identified include:

1. Academic Excellence: 80.5% highlighted the strength of UHS's academic programs.
2. High-Quality Faculty and Staff: 67.41% praised the commitment of teachers and staff.
3. Student-Teacher Relationships: Close, individualized interactions were valued by 47.63%.
4. Small Class Sizes and low student-teacher ratio: 42.06% .

Opportunities for Growth

Respondents suggested areas for development, including:

1. Recruiting and Retaining Faculty: A top priority for 61% of respondents.
2. Improving Communication of Mission and Core Values: Identified by 42.34%.
3. Strengthen the school's presence and visibility in the greater community: 29.53%.
4. Diversity, Equity, and Inclusion (DEI): Enhancing DEI efforts was a focus for 26.74%.

Key Areas for the next Head of School

1. Faculty Recruiting, Retaining, Development and Compensation: A priority for 67.13% of respondents.
2. Innovative Educational Directions: Highlighted by 46.8%.
3. Strengthening Communication: Seen as critical by 31.75%.
4. Deepen Commitment to DEI at 27.02%.

Desired Professional Qualifications

Respondents emphasized the importance of:

1. Visionary Leadership: 55.71% seek a leader with a clear vision and strategy for future preparedness.
2. Integrity and Honesty: Identified by 54.32%.
3. Community Building: A key trait for 37.33%.
4. Head of School Experience: 36.77%.

Desired Personal Attributes

Preferred qualities for the next leader include:

1. Communication Skills: Highlighted by 54.04% of respondents.
2. Warmth and Empathy: Important for 42.06%.
3. Unquestioned Integrity: Valued by 29.81%.
4. Critical Thinking: Valued by 29.53%.

Summary of Insights

Community Strength. UHS is highly regarded for its academic rigor, dedicated faculty, and strong community spirit.

Leadership Expectations. Respondents desire a visionary and empathetic leader with strong communication skills.

Challenges and Opportunities

Challenges: Addressing DEI initiatives, improving teacher recruitment and retention, and fostering a cohesive community culture were common themes.

Opportunities: Strategic leadership to bridge differences in vision and priorities, while focusing on innovation and community alignment.