

Superintendent Search
Survey Results Presentation

Montgomery County Schools

February 3, 2025

Presented by North Carolina School Boards Association

NORTH CAROLINA SCHOOL BOARDS ASSOCIATION

Community Surveys Started:

112 (including three Spanish)

Community Surveys Completed:

96 (including three Spanish)

Community Comments:

60

Staff Surveys Started:

254

Staff Surveys Completed:

222

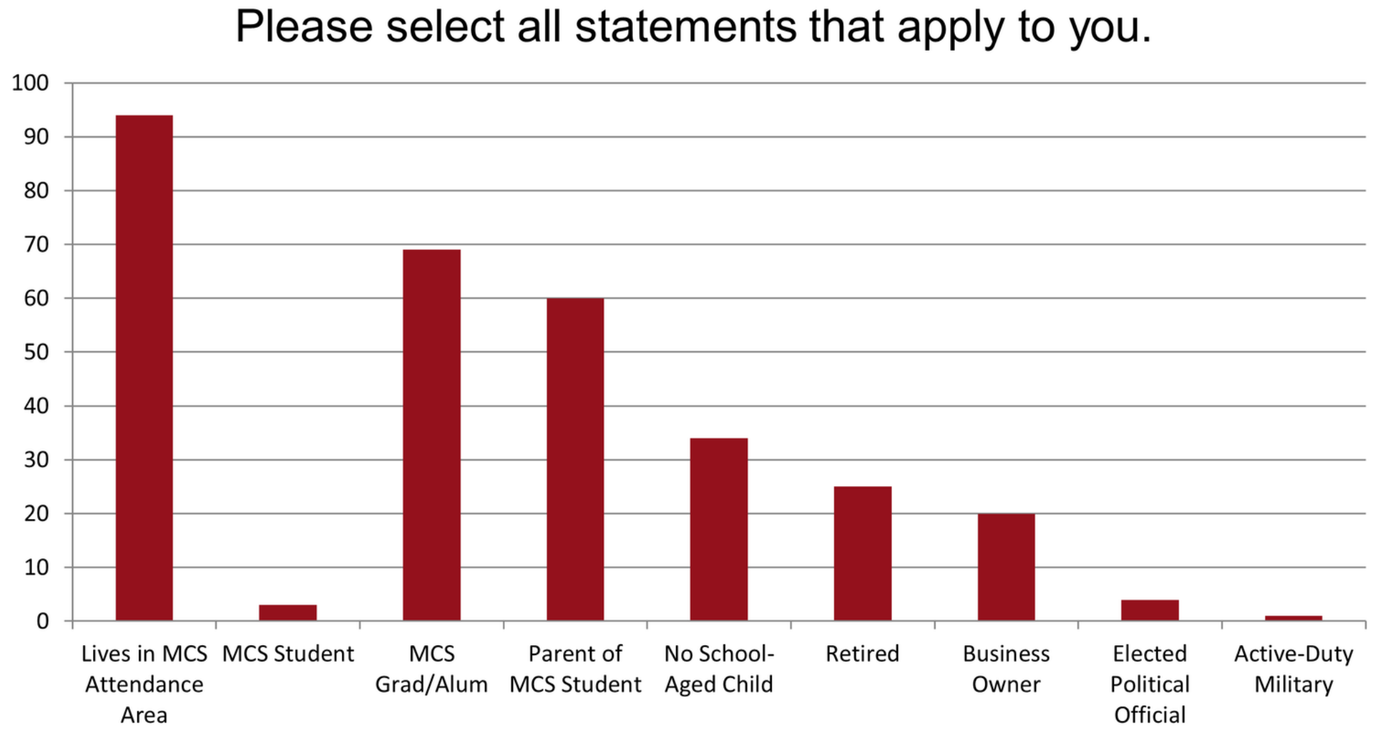
Staff Comments:

87

All surveys were completed and submitted to NCSBA by January 21, 2025.

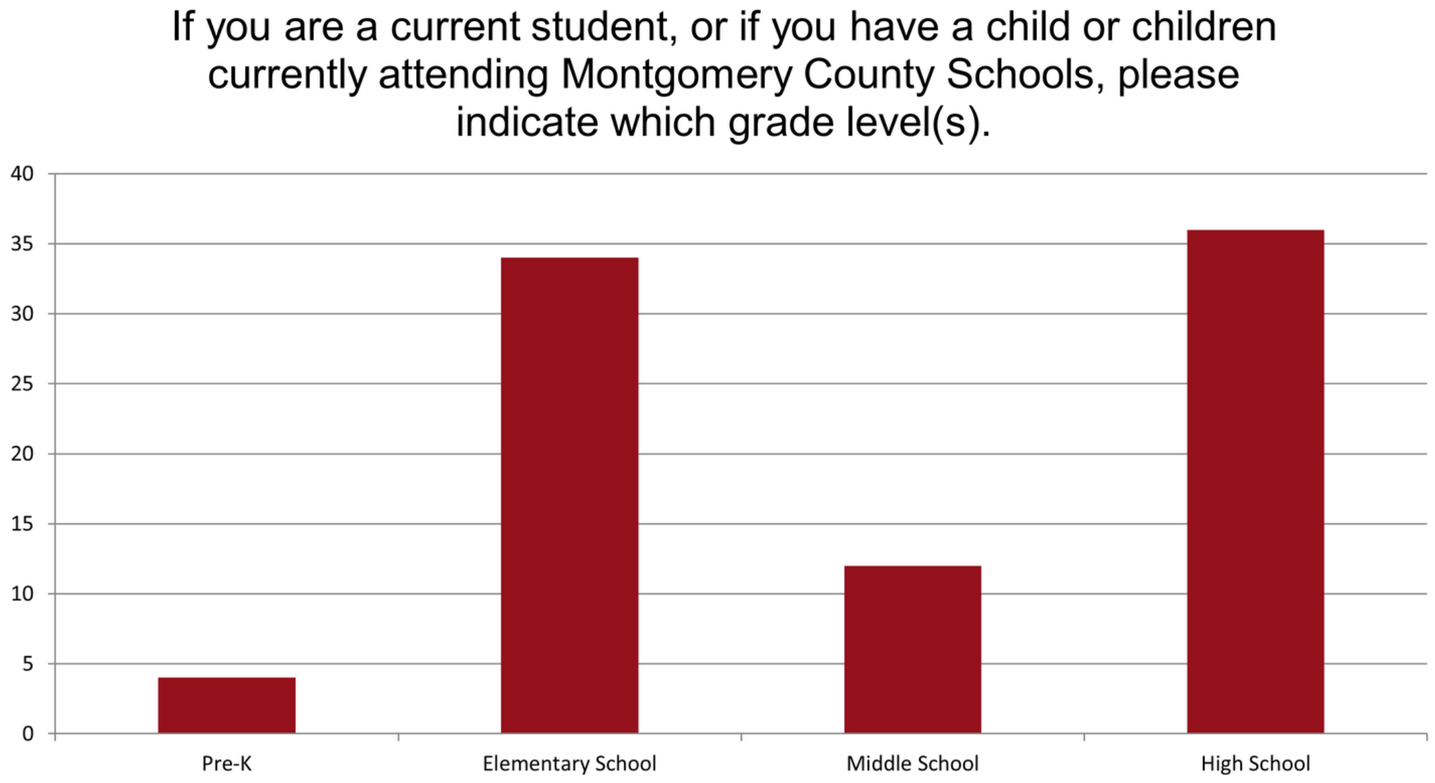
Demographics

Community



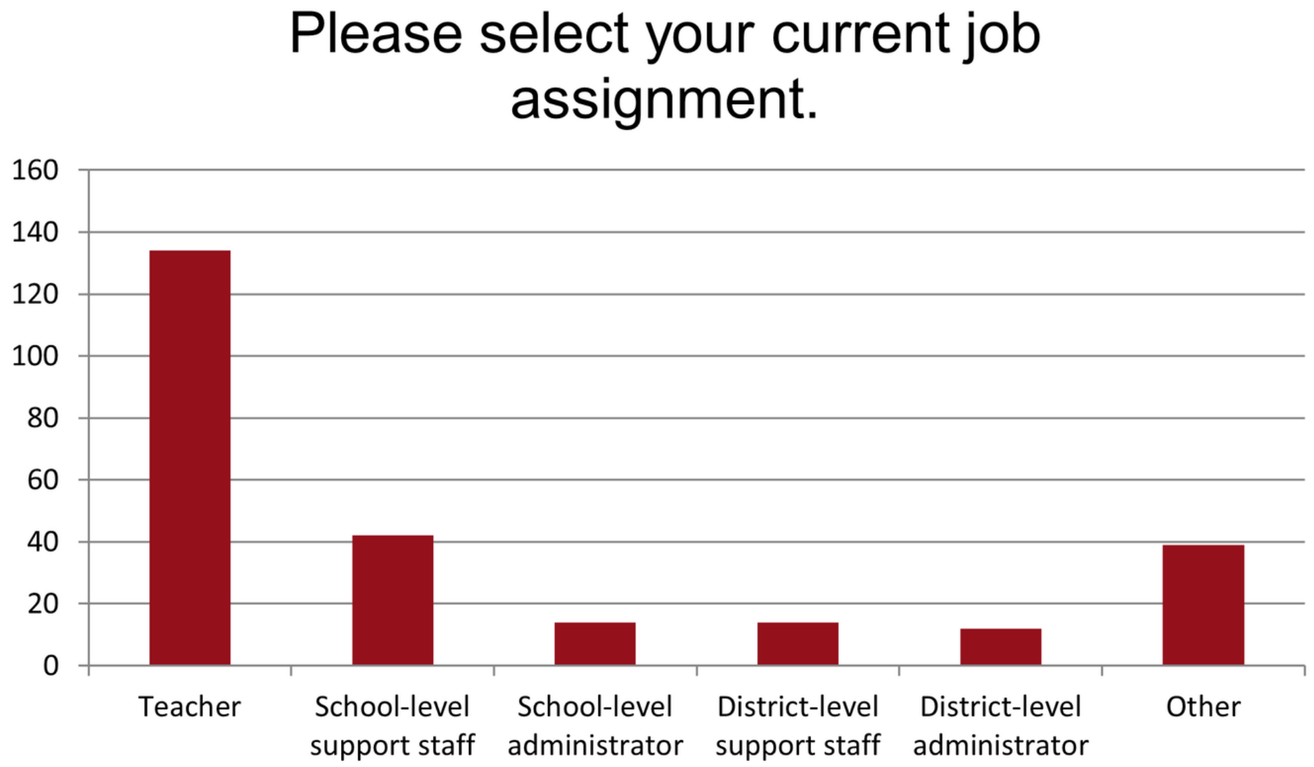
Demographics

Community



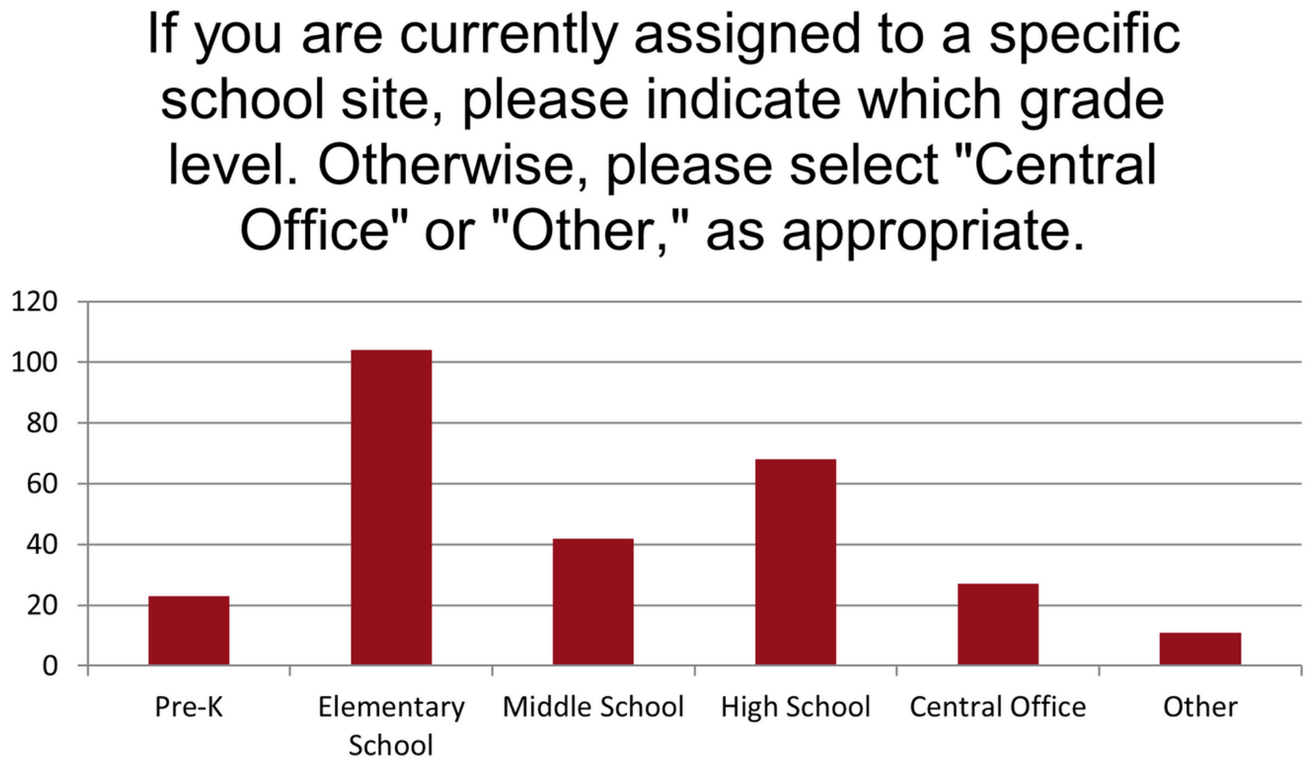
Demographics

Staff



Demographics

Staff



Characteristics

Survey participants rated the following characteristics according to their importance based on the following scale:

1 – Not at all important

2 – Slightly important

3 – Moderately important

4 – Very important

5 – Extremely important

Characteristics

Top 10

Community

1	Models high standards of integrity
2	Understands how to provide safe environments for students and staff
3	Communicates well with people of all races and socioeconomic status
4	Is willing to listen to input
5	Knows how to encourage staff, students, parents, and community members to work together

Staff

1	Understands how to provide safe environments for students and staff
2	Communicates well with people of all races and socioeconomic status
3	Models high standards of integrity
4	Is willing to listen to input
5	Understands how to effectively advocate for needed resources

Characteristics

Top 10

Community

6	Is accessible and responds to concerns in a timely fashion
7	Understands how to effectively advocate for needed resources
8	Is able to develop and effectively communicate a vision for the school system
9	Has ideas and approaches to close achievement gaps
10	Supports firm discipline in schools

Staff

6	Knows how to encourage staff, students, parents, and community members to work together
7	Supports firm discipline in schools
8	Has a strong understanding of school finance, budgets, and business management
9	Is able to develop and effectively communicate a vision for the school system
10	Is accessible and responds to concerns in a timely fashion

Experience

Survey participants rated the following experience according to their importance based on the following scale:

1 – Not at all important

2 – Slightly important

3 – Moderately important

4 – Very important

5 – Extremely important

Experience

Top 5

Community

1	Has worked in North Carolina public education
2	Has experience with building, maintaining, and managing schools
3	Has been a successful assistant or associate superintendent
4	Has been an effective classroom teacher
5	Has experience in curriculum development and instruction

Staff

1	Has worked in North Carolina public education
2	Has experience with building, maintaining, and managing schools
3	Has been an effective classroom teacher
4	Has been a successful assistant or associate superintendent
5	Has experience in curriculum development and instruction