

Survey Results: Staff Input for Future PCSD Administrators

February 19, 2025



Agenda

1 | METHODOLOGY & SURVEY QUESTIONS

2 | REVIEW SURVEY RESULTS

3 | QUESTIONS

Methodology

SURVEY ADMINISTRATION

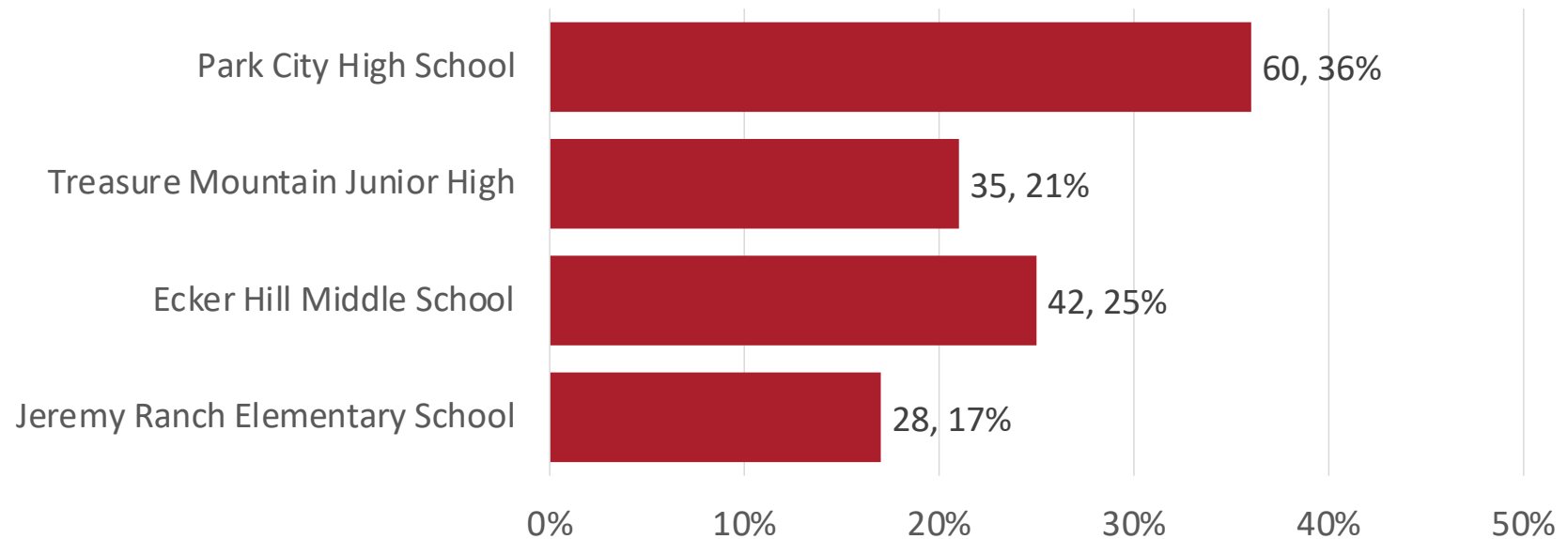
- February 5TH – 14TH, 2025
- Distributed via Qualtrics to staff at JRES, EHMS, TMJH, and PCHS
- Received 165 Responses

SURVEY QUESTIONS (6)

- School affiliation within PCSD
- Top three (3) essential qualities for an effective school administrator
- Leadership style that best support staff and student success
- Top two (2) school challenges for administrator prioritization
- Key characteristic you personally value most in a school leader (*open response*)
- Additional thoughts or feedback on building needs (*open response*)

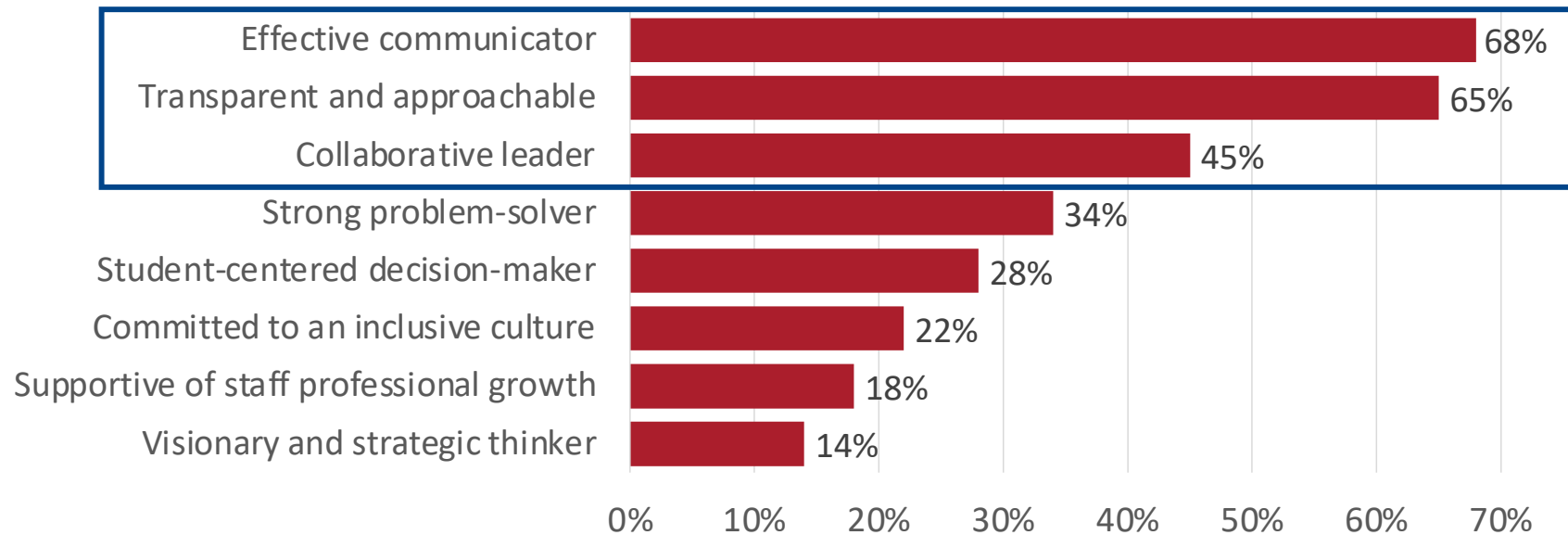
Survey Participation by School

Please select your school from the list below



Administrator Qualities

What qualities do you believe are the most essential for an effective school administrator?

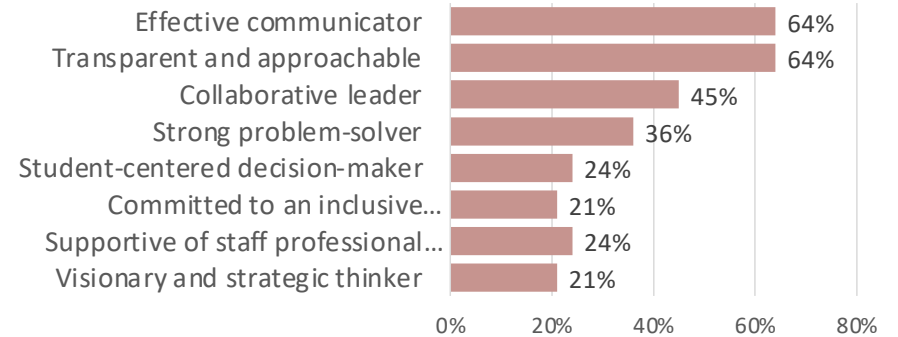


Administrator Qualities

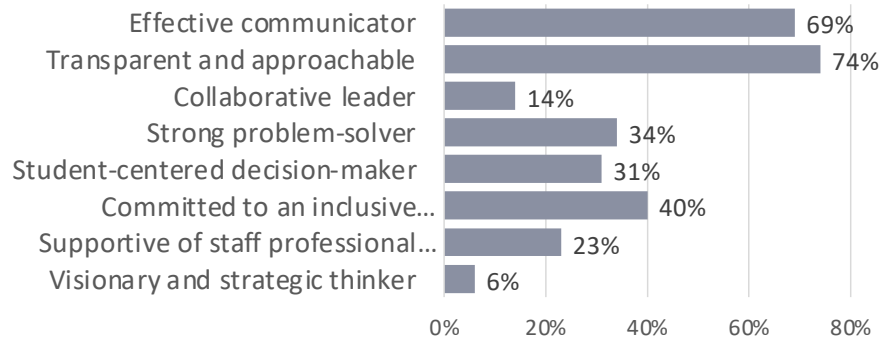
JRES



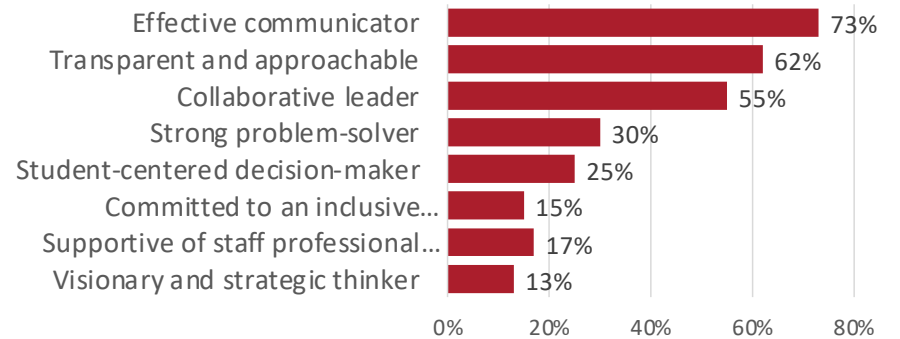
EHMS



TMJH



PCHS

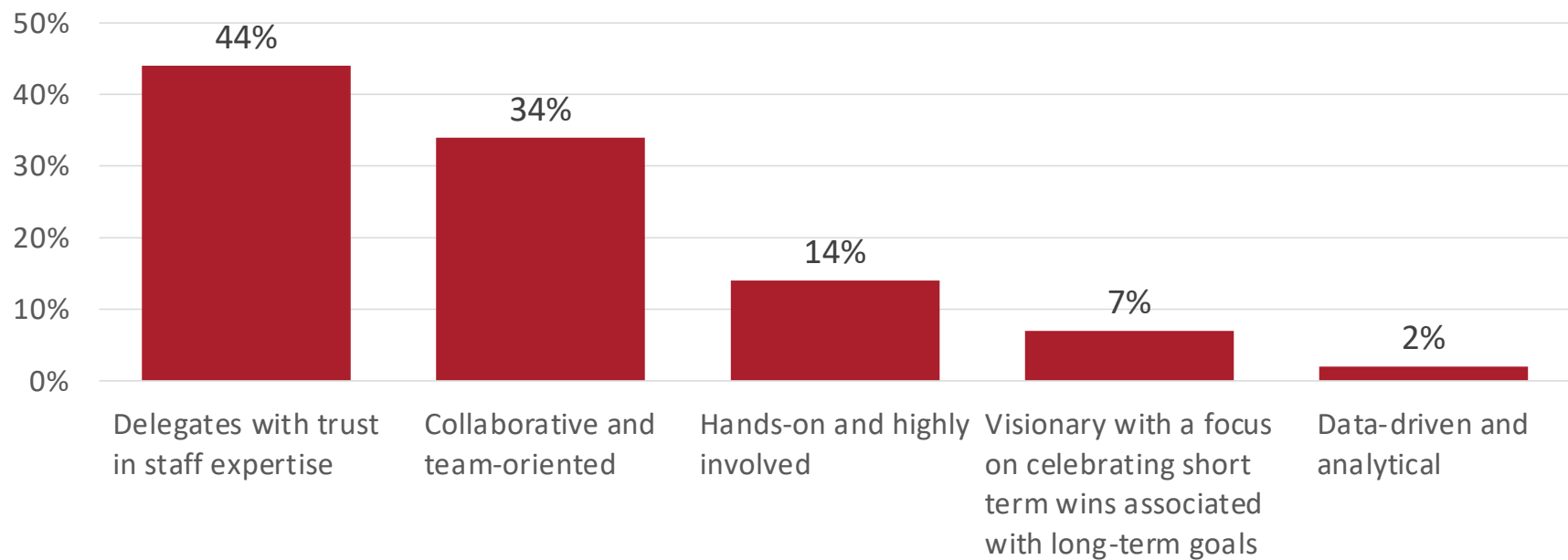


Administrator Qualities (Top 3)

	ALL	JRES	EHMS	TMJH	PCHS
1	Effective Communicator	Effective Communicator	Effective Communicator	Transparent & Approachable	Effective Communicator
2	Transparent & Approachable	Transparent & Approachable	Transparent & Approachable	Effective Communicator	Transparent & Approachable
3	Collaborative Leader	Collaborative Leader	Collaborative Leader	Inclusive Culture	Collaborative Leader

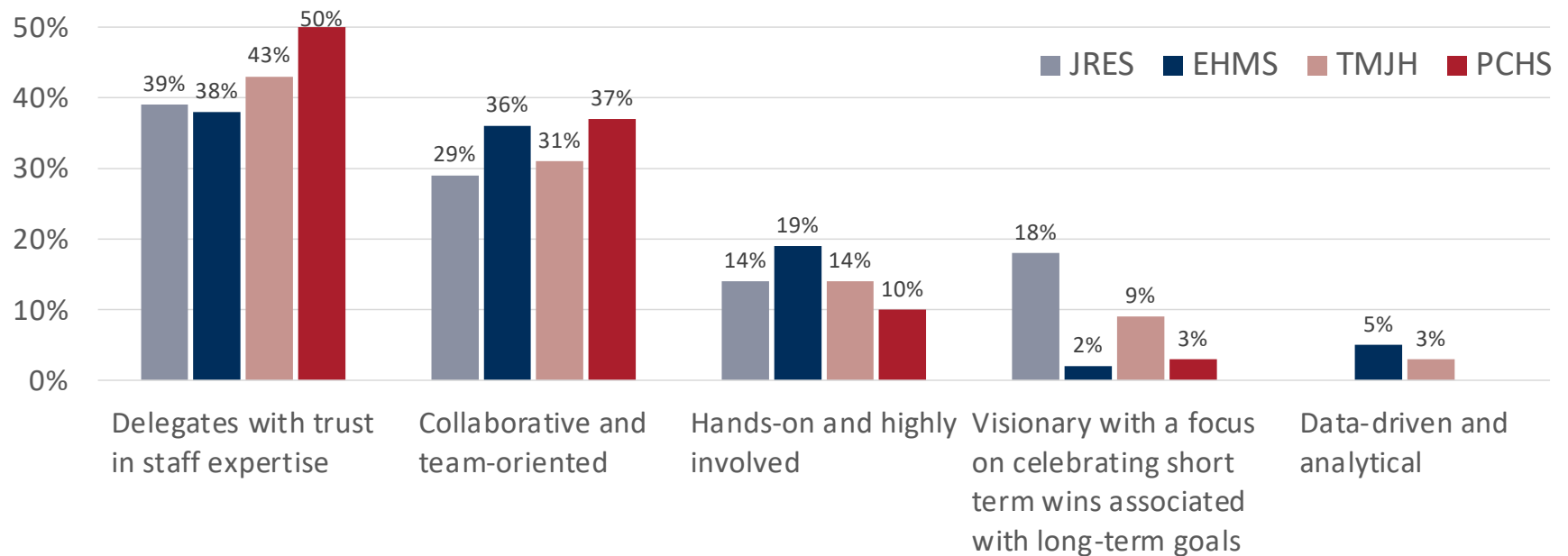
Leadership Style

What leadership style do you feel best supports staff and student success at your site?



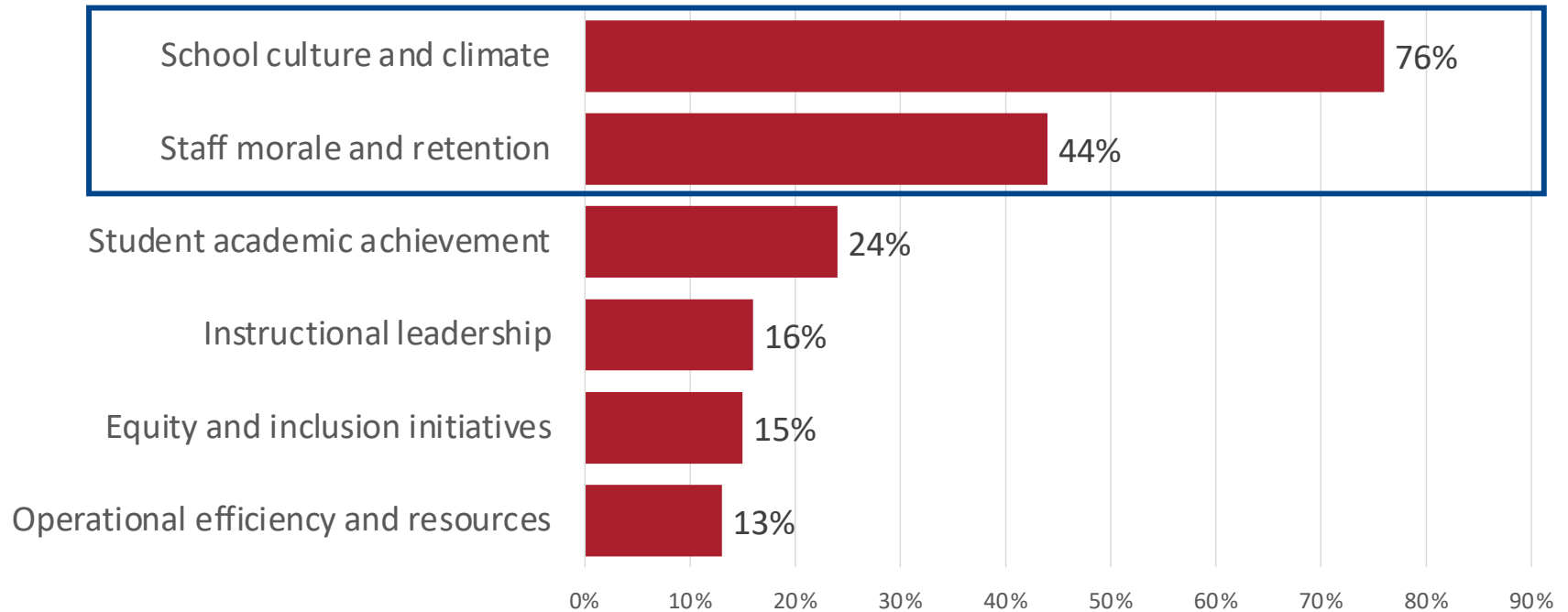
Leadership Style

What leadership style do you feel best supports staff and student success at your site?



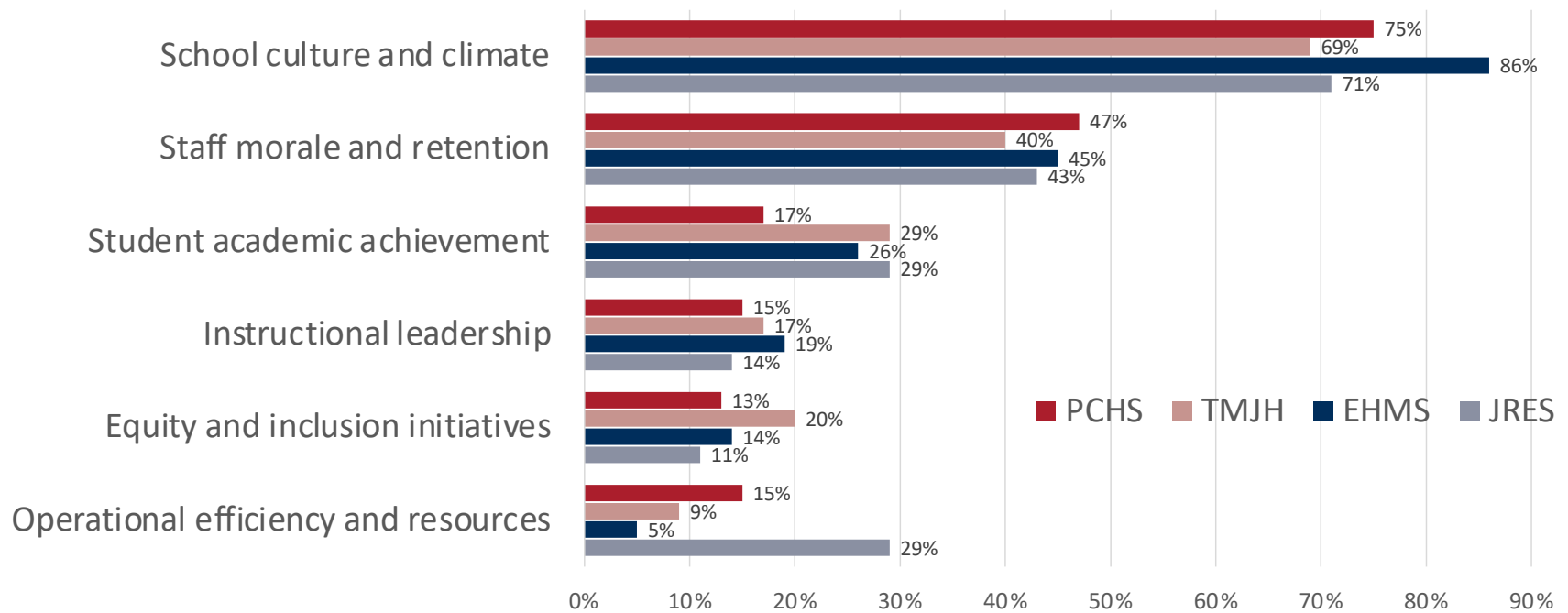
School Priorities

What are the top challenges you believe a future administrator should prioritize addressing at your site?



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Personally Valued Characteristic – Open Response Themes

01 | SUPPORTIVE LEADERSHIP

Supports and values staff and students, helps navigate challenges.

03 | INTEGRITY & ACCOUNTABILITY

Importance of honesty, taking responsibility, and maintaining ethical standards.

05 | COMMUNICATION

Clear and consistent communication at all levels, with transparency around decision making.

07 | COLLABORATION & TEAMWORK

Promotes collaboration and shared decision-making. Recognize the value of collective effort to achieve goals.

09 | POSITIVE SCHOOL CULTURE

Fosters an environment of positive relationships, inclusivity, and sense of community – especially with realignment on the horizon.



02 | TRUST & EMPOWERMENT

Builds mutual trust with staff and gives them autonomy to make decisions. Supports professional growth.

04 | APPROACHABILITY & ACCESSIBILITY

Easy to talk to, open to feedback, actively engages with staff and students. Creates environment where people feel heard and supported.

06 | VISION & STRATEGIC THINKING

Thoughtful decision maker. Clear vision, makes strategic decisions, and plans for growth and improvement.

08 | EMPATHY & EMOTIONAL INTELLIGENCE

Fosters strong, positive relationships. Understands and responds to the needs of staff and students with compassion and sensitivity.

10 | CONSISTENCY & FOLLOW-THROUGH

Honors commitments, maintains consistency in actions to foster trust and stability within the school.

Personally Valued Characteristic – Open Response Themes

01 | SCHOOL CULTURE & CLIMATE

Supportive, positive environment where staff and students feel valued, especially during times of change.

03 | ACCOUNTABILITY & STRUCTURE

Clear expectations and structure, with accountability for both staff and students.

05 | COMMUNICATION

Open channels for feedback and communication. Ensure staff are informed of decisions and expectations.

07 | FAIRNESS & CONSISTENCY

Navigates challenging situations and diverse needs with consistency and fairness towards staff and students.

09 | INCLUSIVITY

Promotes inclusivity and is sensitive to the needs of all staff and students. Ability to unite and create an environment where everyone feels heard and valued.



02 | EXPERIENCE AND KNOWLEDGE

Deep understanding of school and district culture, systems, and specific educational needs, especially during periods of transition.

04 | TRUST, RESPECT, SUPPORT

Easy to talk to, open to feedback, actively engages with staff and students. Creates environment where people feel heard and supported.

06 | STAFF RECOMMENDATIONS

Promoting from within, noting the value of leaders who are familiar with the school community and have established relationships.

08 | REALIGNMENT & VISION FOR THE FUTURE

Clear vision for the future of the school. Focused on long-term goals and invites staff and students work together to achieve shared objectives.

10 | COLLABORATION & TEAMBUILDING

Fosters teamwork, ensures leadership works cohesively with teachers and staff to create an effective and unified school culture.

Questions?

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