



Post Falls School District Superintendent Search 2019-2020

Survey Introduction:

The Board of Trustees of the Post Falls School District is conducting a search for the District's next Superintendent. The Board requests your input regarding the qualifications you feel we need as a District for the ideal candidate. The Superintendent is a leader with a high-level of personal and professional integrity, advanced education, proven success as an administrator, and demonstrated leadership skills.

Please take a moment to complete this brief, six-question survey. This is your opportunity to provide input to this process, and the Board intends to use your feedback as one of the many tools available when it reviews and selects the best candidate for our District. We thank you in advance for taking the time to complete this survey.

Possible Survey Questions:

Question #1: Check the category below that best describes you:

- Parent or caregiver of an Post Falls School District student
- Resident of Post Falls School District
- Employee of Post Falls School District
- Student of Post Falls School District
- Other _____

Question #2: Below is a list of positions that superintendent candidates may have held in the past. Which prior positions do you think would prove most valuable for the next superintendent? (You may check up to THREE positions below.)

- Teacher
- Building Principal
- Assistant Superintendent
- Superintendent in another school district
- Curriculum Development Specialist
- Prior position doesn't matter that much as long as the candidate has the right skill set
- Leadership position outside of education
- Special Education Director
- Public Relations Director
- Community Education Director
- Finance Director
- Human Resource Director

Question #3: Please note professional qualities you feel would be important for the new Superintendent of Post Falls School District. Read through the list and choose up to THREE professional qualities that you would like the next Superintendent to have.

Professional qualities:

- Has positive experiences dealing with conflict and problem management
- Experience administering the development/maintenance of a positive educational program
- Experience with budgeting and school finance
- Fosters positive community relationships (including parent/student engagement)
- Experience with policy making
- Successful experience with technology implementation
- Successful experience with managing staff (including teacher recruitment and retention)
- Strong background in curriculum, supervision, human relation skills, and team building
- Experience evaluating the effectiveness of all phases of the school program (i.e. curriculum, instruction, supervision, etc.)
- Experience working with and building consensus with diverse ethnic and cultural groups
- Analyzes, understands, and relies on data for making decisions in line with the continuous improvement plan
- Strong organizational and management skills
- Has clear understanding of curriculum and instruction
- Understands the importance of accountability for and by staff, parents, students, and patrons.
- Able to assess, analyze and anticipate emerging trends and initiatives to adapt leadership strategies
- Experience in planning both long and short range district goals
- Other (please specify)

Question #4: Please note personal qualities you feel would be important for the new Superintendent of Post Falls School District. In your response, you could select some of the qualities which you feel would be a priority or compose your own.

Personal qualities:

- Is committed to a “students first” philosophy in all decisions
- Shows good judgment and common sense, basing decisions on facts and without prejudice
- Good character with high morals and unquestioning integrity
- Demonstrate leadership and high ability in business and educational affairs
- Expects trust, transparency, and openness in leadership
- Inspires others to continually strive to achieve at the highest levels
- Fosters a positive working environment
- Shows respect for all students, staff, parents, stakeholders, and the community at large
- Open to new ideas and willing to implement change, as appropriate
- Recognizes the value of high visibility in the schools and the community
- Is a good listener
- Is confident
- Demonstrates care for the District community
- Other (please specify) _____

Question #5: In choosing the next superintendent, which path or strategy below do you think the Board of Education should take? (Choose ONE answer.)

- Find a candidate with the same basic educational and management philosophy as the current administration, but who can make some necessary changes
- Find a candidate who will stay the course and continue the good work of the current administration
- Find a very different kind of candidate—one who is ready to take the District in a significantly different direction

Question #6: Please note a question you would ask the superintendent candidates.

Those are all the questions we have for you. Thank you again for your willingness to provide input to this important process!