

COLUMBUS MUNICIPAL SCHOOL DISTRICT
SCHOOL BOARD MEMBERS SURVEY RESULTS
FEBRUARY 2018

TOP PRIORITIES FOR THE INCOMING SUPERINTENDENT:

1. Staff morale
 - Listen to teachers and administrators
 - Take concerns seriously
2. Community engagement
 - Talk with and listen to community concerns/suggestions
 - Engage and involve parents
3. Board management
 - Improve listening and response skills
4. Recruit and retain top quality educators

MAJOR STRENGTHS OF THE SCHOOL DISTRICT:

Located in hub of higher education and job training areas of the state
MUW, MSU, EMCC, Columbus Air Force Base
Great facilities
Up-to-date technology
Students ready to succeed
Active PTO/Boosters (in some schools)

CHARACTERISTICS OF THE NEXT SUPERINTENDENT:

(From ranking list)

Has successful experience working with minorities
Will involve groups and individuals in decision-making
Demonstrates concern for students
Is able to work cooperatively with the Board
Communicates formally with the Board (written reports)
Communicates informally with the Board (notes, calls, etc.)
Has experience in long-range strategic planning
Can provide educational leadership to develop and improve curriculum and instruction
Relates well to the business community
Visits schools and classrooms regularly
Has the ability to develop a climate of trust and openness
Has a proven track record of moving a school or school district forward academically

(From written comments)

Honesty
Team builder
Effective communicator
Understand budget constraints
Has classroom experience
Has demonstrated success in working with a school board
Recognizes the importance of the teachers

Can develop a good relationship with the media
Rebuilds the trust of CMSD employees, community, parents, board
Upholds and models high ethical standards
Listens, listens, listens
Participates in community events
Makes students the main focus

DEFINITION OF SUCCESS OF THE SUPERINTENDENT AT THE END OF THE FIRST YEAR:

Submits to the board for its consideration a statement of goals and objective which he/she will seek to accomplish
Has become familiar with structure and personnel of administrative staff in central office and their designated responsibilities
Has held a general convocation with all staff and a follow up with active listening sessions at all schools (faculty, staff, students, parents as individual groups)
Presents board members with initial assessment of program current in place
Has developed a formal plan for communication and outreach to outreach to parents, teachers, administrators, students, community, businesses, and the media
Has become active and visible in the community
No schools rated "F"
Increased attendance of students and staff
Decrease in discipline issues
Makes monthly progress reports to the board on goals and objectives and incremental successes

AWARENESS FOR SEARCH CONSULTANTS:

New board members will be appointed in February and March (may not have MSBA Basic Course Training)
Individual board member's approaches to working with the superintendent and individual board member's expectations for the board/superintendent relationships are varied
New superintendent needs to be able to work with all board members
Community members want CMSD to be successful (even those without children in the district)
Realization that the status of the district affects the economics and attractiveness of the city/community
New superintendent needs to be able to work well with every board member

OTHER COMMENTS:

Great expectation and pressure that "we get it right this time" when making the hiring decision