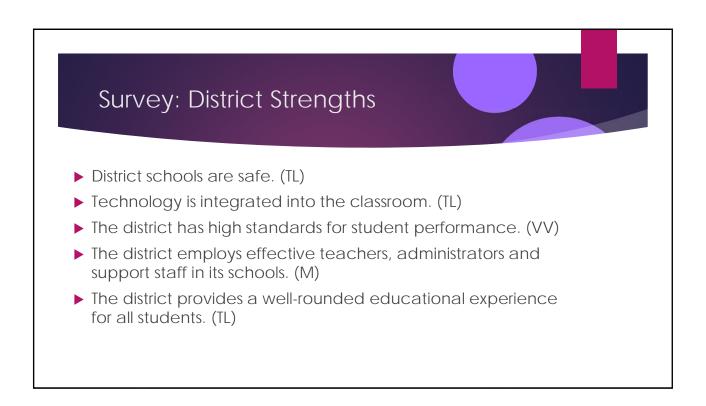
Superintendent Search Survey, Interview & Focus Group Results

> FAIRFIELD PUBLIC SCHOOL DISTRICT MAY 7, 2019



- Leadership Standards Related to:
 - ► Vision and Values (VV)
 - ▶ Teaching and Learning (TL)
 - Community Engagement (CE)
 - ► Management (M)

GROUP	NUMBER	PERCENT	
ADMINISTRATOR	20	1.8	
COMMUNITY	77	7.0	1
PARENTS	726	66.2	
students	8	0.7	
SUPPORT STAFF	64	5.8	
teachers	202	18.4	
	1097	100	



Survey: Top Rated Characteristics

- Foster a positive, professional climate of mutual trust and respect among faculty, staff, and administrators (CE)
- Demonstrate a deep understanding of educational research and emerging best practices and implement strategies (VV)
- Recruit, employ, and retain effective personnel throughout the District and its schools (M)
- Establish a culture of high expectations for all students and personnel (VV)
- Effectively plan and manage the long-term financial health of the District (M)

Interviews & Focus Groups Participants

GROUP	NUMBER	PERCENT-100%	
BOARD	9	5.8	
PUBLIC TOWN OFFICIALS	13	8.4	
ADMINISTRATORS	40	25.9	
COMMUNITY MEMBERS	Combined 20		
PARENTS	Combined 39	25.3	
STUDENTS	39	25.3	
SUPPORT STAFF	3	1.9	
TEACHERS	11	7.1	
	154	100	

Interviews: District Strengths

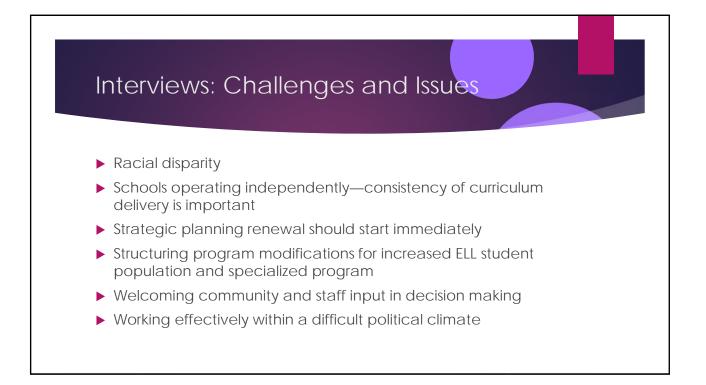
- A strong and challenging academic curriculum that presents high expectations for students
- An engaged community (public, parents, town government) that supports education
- Citizens who understand the value of education and what's offered by the district
- Co-curricular and extra-curricular activities that support the arts, athletics
- Commitment to Special Education programs to meet the needs of students
- Committed parents who provide timely assistance to the school district
- Diversity that exceeds other Fairfield County school systems
- ▶ Encouragement to implement best practices and successful current educational trends
- Even though not a small town a strong sense of community

Interviews: District Strengths

- Fairfield's location and access to higher education, the arts, businesses, and recreational opportunities
- ▶ Fairfield's sense of community (small town feel)
- ▶ High performing district that is still focused on improving
- Motivated students eager to learn and succeed
- Schools and staff are welcoming
- Talented teachers that are dedicated, committed, and responsive to parents as well as students
- ▶ Town and the community support for financial resources for the schools



- Achievement data provided to parents should be consistent, available, and user friendly
- Building collegial relations with singular and multiple issue groups as well as the business community
- ► Effectively dealing with Federal, State and local budget constraints
- Maintaining excellent working relationships with the Selectmen, RTM, BOF
- Planning for continued maintenance and renovations of older facilities, including a systemic approach to air conditioning, ECC and Alternative High School



Draft of Desired Characteristics

FPS seeks a strong educational leader who:

- Attends functions, is visible in the schools and engaged with students
- Builds consensus and seeks buy-in from all constituents
- Connects with parents in a caring and cheerful manner through personal meetings and electronic media
- Fosters relationships within all political spectrums
- Invites and considers divergent opinions yet decisive and strong when required
- Leads by example
- Listens and communicates effectively with all publics
- Respects and gains the respect of all stakeholders
- Transitions to the district thoughtfully; listens, observes, and learns before implementing change
- ▶ Withstands criticism and critics graciously; is tough and thick-skinned
- Works effectively with the Board, Selectmen, and RTM

Draft of Desired Characteristics

FPS prefers a leader who has experience in:

- Academic programs and teaching
- Fiscal planning and management
- Leading a district with diversity in all forms
- Managing large capital projects
- PreK-12 education
- Strategic planning and implementation