

# Superintendent Search Survey, Interview & Focus Group Results

FAIRFIELD PUBLIC SCHOOL DISTRICT  
MAY 7, 2019

## On-Line Survey Methodology

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

## Survey Respondents

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

## Survey: District Strengths

- ▶ District schools are safe. (TL)
- ▶ Technology is integrated into the classroom. (TL)
- ▶ The district has high standards for student performance. (VV)
- ▶ The district employs effective teachers, administrators and support staff in its schools. (M)
- ▶ The district provides a well-rounded educational experience for all students. (TL)

## 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 39	25.3
PARENTS		
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

## Interviews: Challenges and Issues

- ▶ 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

## Interviews: Challenges and Issues

- ▶ Racial disparity
- ▶ Schools operating independently—consistency of curriculum delivery is important
- ▶ Strategic planning renewal should start immediately
- ▶ Structuring program modifications for increased ELL student population and specialized program
- ▶ Welcoming community and staff input in decision making
- ▶ Working effectively within a difficult political climate

## 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