QUALITIES DESIRED IN THE NEW SUPERINTENDENT

Saint Paul Public Schools is searching for a new superintendent and is seeking community feedback. Your responses to this survey are critical to help identify the qualities that are most important to the community and will help inform the Board on its final selection. Please complete by Jan. 23, 2017.

Who do you primarily represent? (Please choose only one)

<table>
<thead>
<tr>
<th>Parent/Guardian</th>
<th>School Staff</th>
<th>Community/Business Partner</th>
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</thead>
<tbody>
<tr>
<td>Student</td>
<td>Non-School Staff</td>
<td>Other</td>
</tr>
<tr>
<td>Classroom Teacher</td>
<td>Community Member/Taxpayer</td>
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</tbody>
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Race/Ethnicity?

<table>
<thead>
<tr>
<th>American Indian or Alaska Native</th>
<th>Hispanic or Latino</th>
<th>White</th>
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<tbody>
<tr>
<td>Asian or Asian American</td>
<td>Native Hawaiian</td>
<td>Bi/Multiracial</td>
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<tr>
<td>Black or African American</td>
<td>Pacific Islander</td>
<td>Prefer not to answer</td>
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QUALITIES DESIRED

Instructions: Please read each of the following statements before selecting 10 of the qualities that are most important to you in a new superintendent. Place an X in the box next to your selection. Please select only 10.

1. Is willing to consider different perspectives before making decisions.
2. Has experience integrating technology into classroom instruction.
3. Demonstrates a deep understanding of racial equity and how it impacts teaching practices and student learning.
4. Has work experience in a similar district.
5. Understands the legislative process and is able to work with lawmakers on key topics to benefit the district.
6. Understands and values students’ gender identity and gender expression.
7. Is a strong communicator; speaking, listening and writing.
8. Demonstrates a commitment to the community by working with a broad range of community groups and organizations.
9. Demonstrates ability to work cooperatively with the Board of Education and keep them informed.

(Continued on back)
10. Demonstrates the ability to enhance student performance and narrow achievement gaps between student groups.

11. Is able to bring people together who have different viewpoints.


13. Is strongly committed to putting students first in all decisions.

14. Demonstrates ability to increase enrollment through marketing, innovative recruitment and quality programming.

15. Has successful experience including others in planning and decision-making.

16. Has experience dealing with employee labor unions.

17. Is able to delegate authority appropriately while maintaining accountability.

18. Has experience in the management of district resources and knowledge of budget procedures.

19. Ability to present a positive image of the district to the public and media.

20. Has been a superintendent or has worked in a senior leadership position in a school district.

21. Is capable of developing both short and long-term district goals.

22. Can make challenging decisions that may not be popular with everyone.

23. Demonstrates a deep understanding of special education that meets the individualized needs of each student.

24. Promotes a positive school climate to ensure a safe learning environment.

25. Provides leadership in the planning, implementation, and assessment of relevant professional development for all staff members.

26. Demonstrates ability to engage families and increase involvement in their child’s education.

27. Is able to identify school and central office administrators who are capable of advancing the district vision.

28. Is comfortable leading new and innovative strategic plans for a school district.

29. Has the ability to develop and maintain relationships between business and community partners.

30. Makes recommendations and decisions that are based on data.

31. Has knowledge of emerging research and best practices in curriculum and instruction.
Please list any questions that you would like the Board to consider asking superintendent candidates during their interview process.

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