

4. Based on your perceptions of the needs of the District, please rank the following characteristics/skills in order of importance from 1-15 with 1 being most important.

_____ Ability and willingness to deal directly and fairly with faculty, staff, students and parents

_____ Accountable and holds everyone in the organization accountable for his/her respective area of responsibility

_____ Awareness of instructional and administrative applications of technology

_____ Belief in data-based decision making that focuses on the individual needs of students

_____ Collaborative

_____ Decisive

_____ Direct in stating needs to community leaders

_____ Effective communication skills: verbal, written and listening

_____ Experience as a superintendent

_____ Experience in a multi-racial, multi-ethnic, and multi-cultural environment

_____ Fiscal management expertise

_____ Knowledge of emerging research and best-practice in the area of curriculum/instructional design and implementation

_____ Organizational/Management skills

_____ Personal interest and involvement in the community – responsiveness

_____ Understands the respective roles of the Board and the superintendent

5. Please share any additional thoughts below or on an additional sheet of paper.

6. Do you know someone you feel would be a good candidate for the superintendent's position? If so, please write his/her name and address or phone number here or send it to Hazard, Young, Attea & Associates, Ltd. at the address or phone numbers listed below, or via email to office@hyasearch.com.

Thank you for your comments. Please bring this completed form to your interview session/community forum, or return it by March 19, 2010 by mail, e-mail or fax to the following:

HAZARD, YOUNG, ATTEA & ASSOCIATES, Ltd.
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email: office@hyasearch.com
fax: 847-724-8467

Additional copies of this assessment can be obtained from the PCSB website at www.polk-fl.net.