

**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