



Ambridge Area School District
Superintendent Search Survey
January 2020

INTRODUCTION

A successful superintendency is often dependent on finding the right "fit" between the district and the new superintendent. This is accomplished through defining the qualifications and experiences that are desired in the next superintendent of schools as well as the challenges, issues and needs to be met by the district.

PSBA refers to the collective list of these qualifications and professional attributes as the Leadership Profile. To create robust data that is reflective of all stakeholders, a stakeholder input survey was created and included the five questions listed below.

QUESTIONS

1. Please identify the interest group that best describes you.

Administrator	Staff Member
Community Member	Student
Parent	

2. From the list below, please identify the qualifications and experience you feel are needed by a new Superintendent of Schools based on the level of importance.

Adaptability	Parental Engagement
Administration Management	Personnel Management/Employee Relations
Board Relations	Public Relations
Building Programs	Negotiations
Communication with the Legislature	School Finance
Community Relations/Involvement	Special Education
Comprehensive Planning	Staff Development
Current with legislative developments	Technology
Curriculum/Instruction	Other

3. Please rank the three most important qualifications and experience you feel are needed by a new superintendent.

4. From the list below, please identify the challenges, issues and needs that should be addressed based on the level of importance.

Class size	Professional Development
Communication	Leadership
Curriculum	Safety
Finances / Budget of the school district	Staff Morale
Government mandates	Student Achievement
Increasing student enrollment	Student Morale
Integrating technology into the classroom	Other
New buildings	

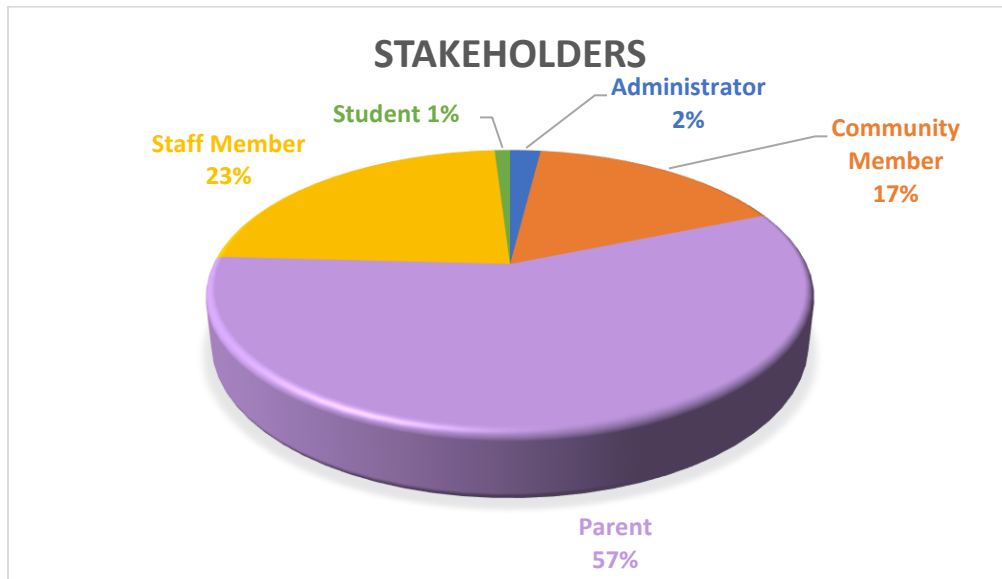
5. Please rank the top three areas of focus that should be addressed by a new superintendent.

This report provides a summary of the stakeholder survey responses.

Question 1: ALL RESPONDENTS

Please identify the interest group that best describes you.

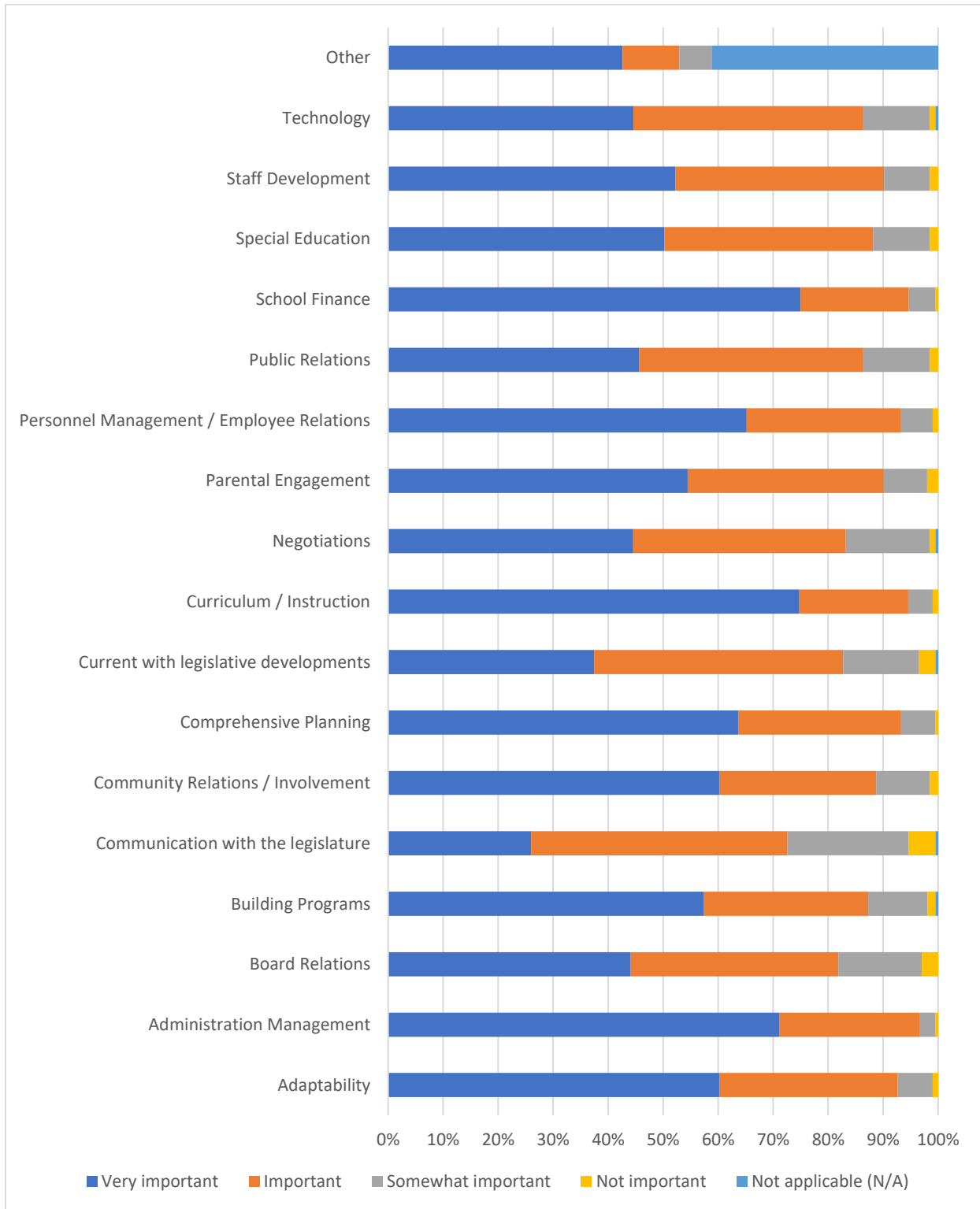
Answer Options	Response Percent	Response Count
Administrator	1.97%	4
Community Member	16.75%	34
Parent	57.14%	116
Staff Member	23.15%	47
Student	.99%	2
	Answered	203



A total of 203 survey responses were received. Majority of the respondents were Parent (57%) and Staff Member (23%).

Question 2: ALL RESPONDENTS

From the list below, please identify the qualifications and experience you feel are needed by a new Superintendent of Schools based on the level of importance.

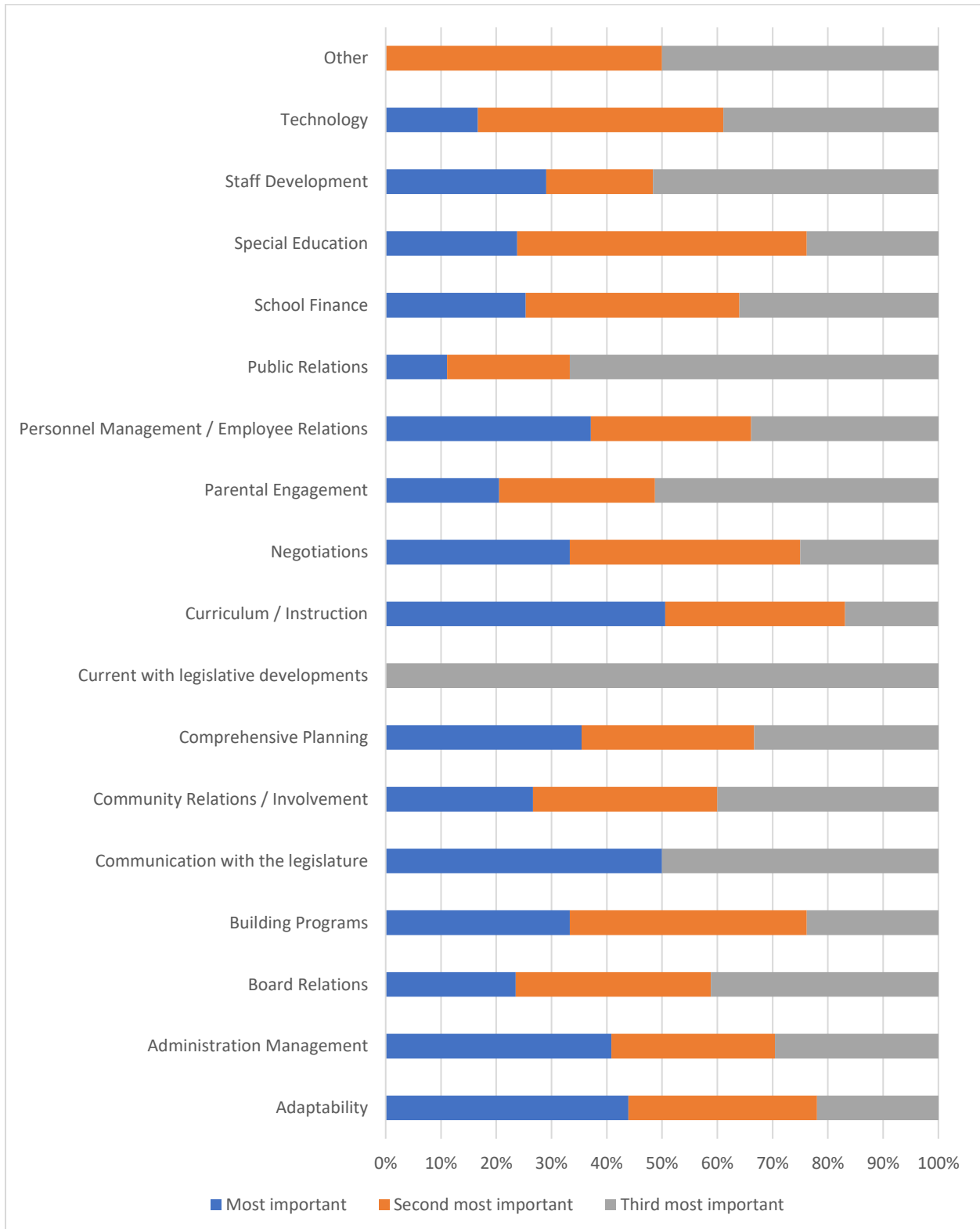


Question 2: ALL RESPONDENTS

1. We need someone that loves kids. An individual that has kids of their own so they can understand students and parents. We don't need someone that is in our school district only to hire their friends and family.
2. Clean reputation and integrity
3. Integrity, personal accountability
4. Creativity, Passion for education, psychology - particularly in childhood development, a working knowledge of the area and its strengths and weaknesses, safety
5. Increase substitute teacher pool and keep class sizes low.
6. Support for the Arts
7. It is important that the new superintendent be selected based on qualifications and experience. The academic success of the students should be top priority. This doesn't necessarily mean that this individual MUST be an Ambridge alumni or someone who has lived in the district for many years. LOOK OUTSIDE OF THE BUBBLE!! Unfortunately, the current superintendent seemed to be leading the district in the right direction. There will always be naysayers.
8. Previous superintendent experience.
9. Accountability of all employees, transparency and efforts to raise standardized test scores, holding administrators accountable who do not do their jobs instead of sweeping it under the carpet like at the middle school for the past several years
10. Charter and cyber charter reform.
11. They need to stop with nepotism and favoritism. It's about students, not helping their friends get ahead.
12. Holds a Doctoral Degree from a major research extensive higher education institution.
13. How was this person rated from his previous employer
14. Need more than 2 year contract to get things done
15. We need a superintendent who has been at a very high performing school who can bring best practices to Ambridge.
16. Building our district up & modern technology
17. Team player
18. Who We Serve// Students- What is Old is New Again
19. Need to be committed to racial inclusion. This district has often shown micro-aggressions against people of color and more specifically Black people. The new superintendent must be committed to creating a racially and culturally inclusive environment where all students feel same and are empowered to learn.
20. Interaction with other schools. (charters, Lincoln Park, etc.)
21. Not being a self absorbed narcissist on a power trip
22. Have children either in school or put through school to make them more relatable and a person of color
23. Treating staff and educators as human beings and making sure their input is not only listened to, but considered when making decisions that will effect the entire district.
24. being a presence in the community - do you live here?
25. Transparency about what's actually happening in the district
26. Engage with students. Keep up with those that are falling behind. Spec Ed programs need to actually teach the hard to teach kids and not just pass them along.
27. Creating a positive culture and good attitudes.
28. Able to handle answering questions the public asks. Able to schedule a meeting with teachers every 2 months. Able to handle criticism without getting "even."
29. establishing a regular schedule/presence for consistent walkthroughs in all school buildings

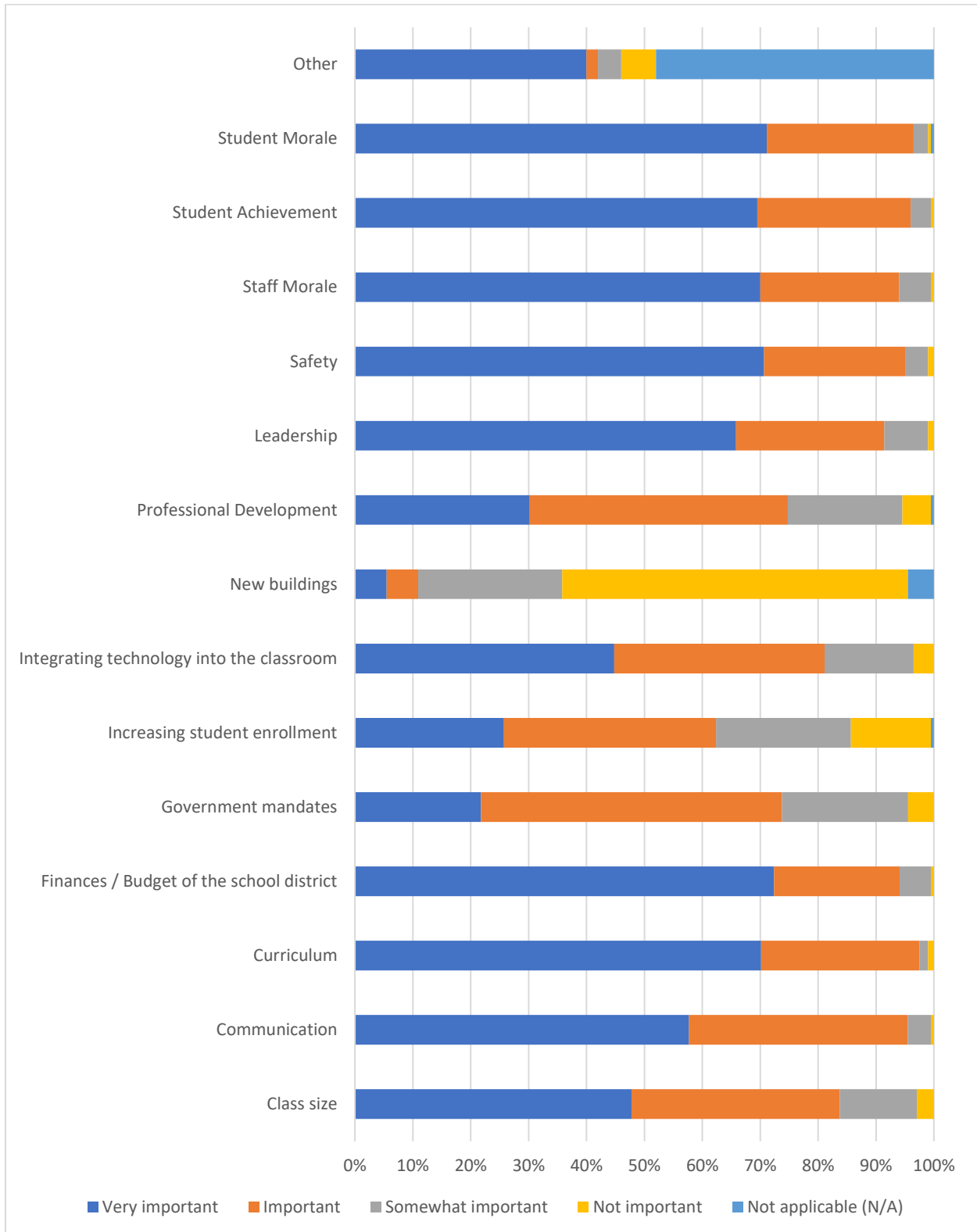
Question 3: ALL RESPONDENTS

Please rank the three most important qualifications and experience you feel are needed by a new superintendent.



Question 4: ALL RESPONDENTS

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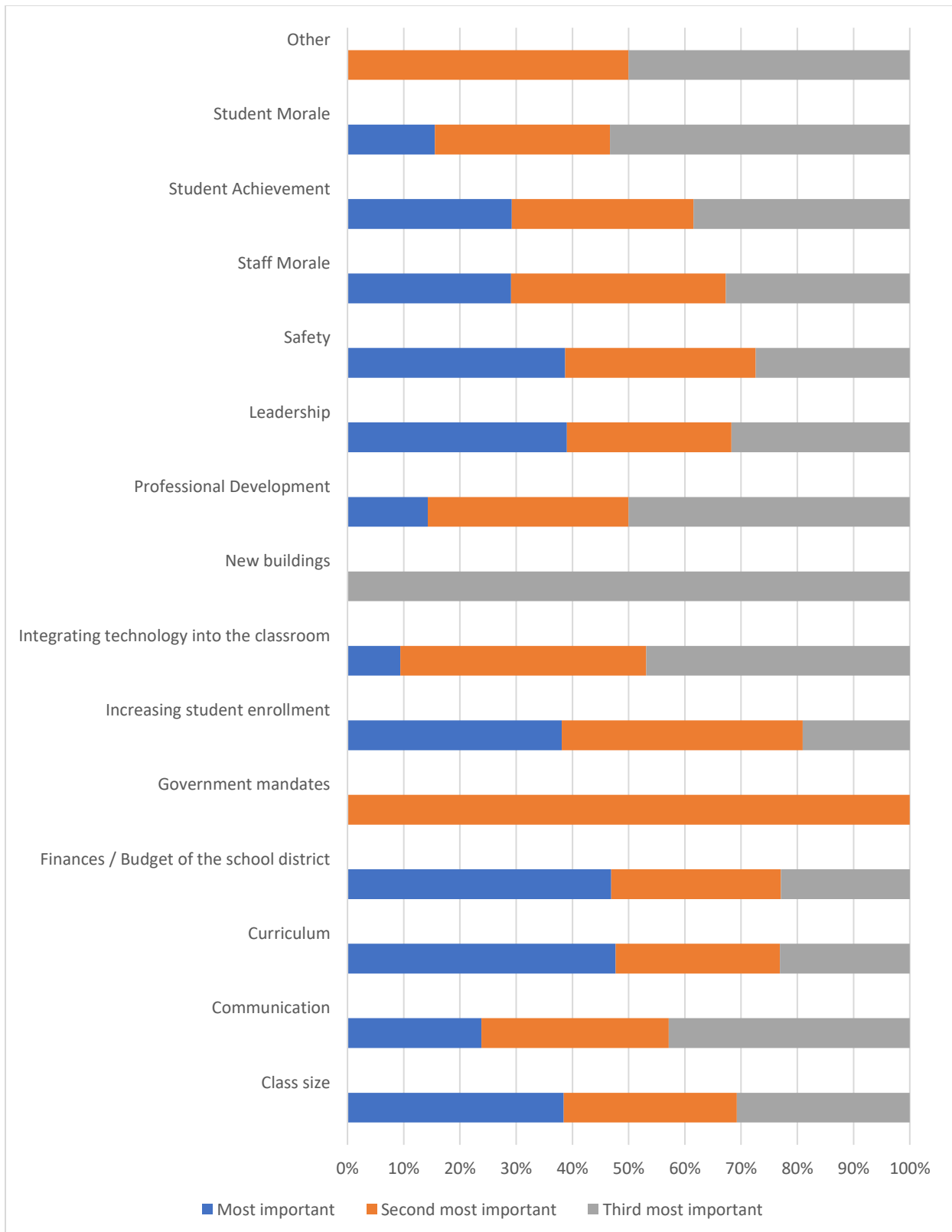
Question 4: ALL RESPONDENTS

OTHER

1. Identifying with the student population and area in which they serve, driving innovation in the district, the safety of our schools, outstanding communication skills, supporter of public education, continuous learner, and flexibility
2. Providing services for special needs students and counselors at Elementary level.
3. Need to be sure to retain many of the good teachers you have. Student achievement is very important. Parental involvement is a large part of this. If achievement is not stressed at home, there is only so much teachers can do.
4. Decreasing student misbehavior in the school's which detracts from learning for students.
5. Charter brick and mortar solutions
6. Keep curriculum current and pay for good stuff...quit going cheap.
7. Approachable personable more visible
8. Modern technology
9. Excellent Relationship with both parents and staff and less homework
10. Separate lunch by grades in middle school & elementary
11. positive community presence
12. Maybe offer more enrichment activities such as STEM, the arts, a musical, or free music lessons, the sort of things that attract students to Baden Academy
13. FINDING SUITABLE SUBSTITUTES
14. Student discipline
15. Improving the image of the District and regaining students from Charter schools

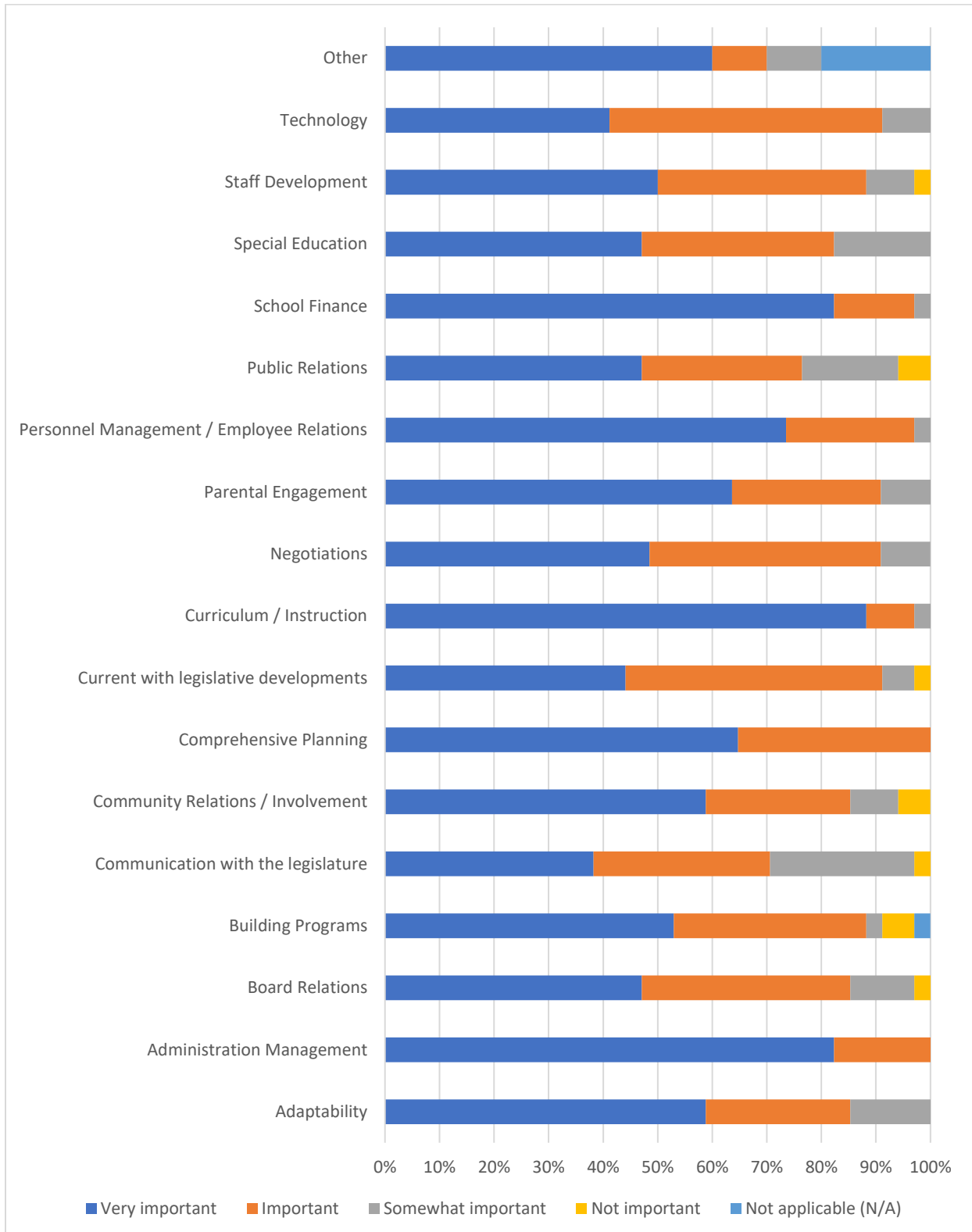
Question 5: ALL RESPONDENTS

Please rank the top three areas of focus that should be addressed by a new superintendent.



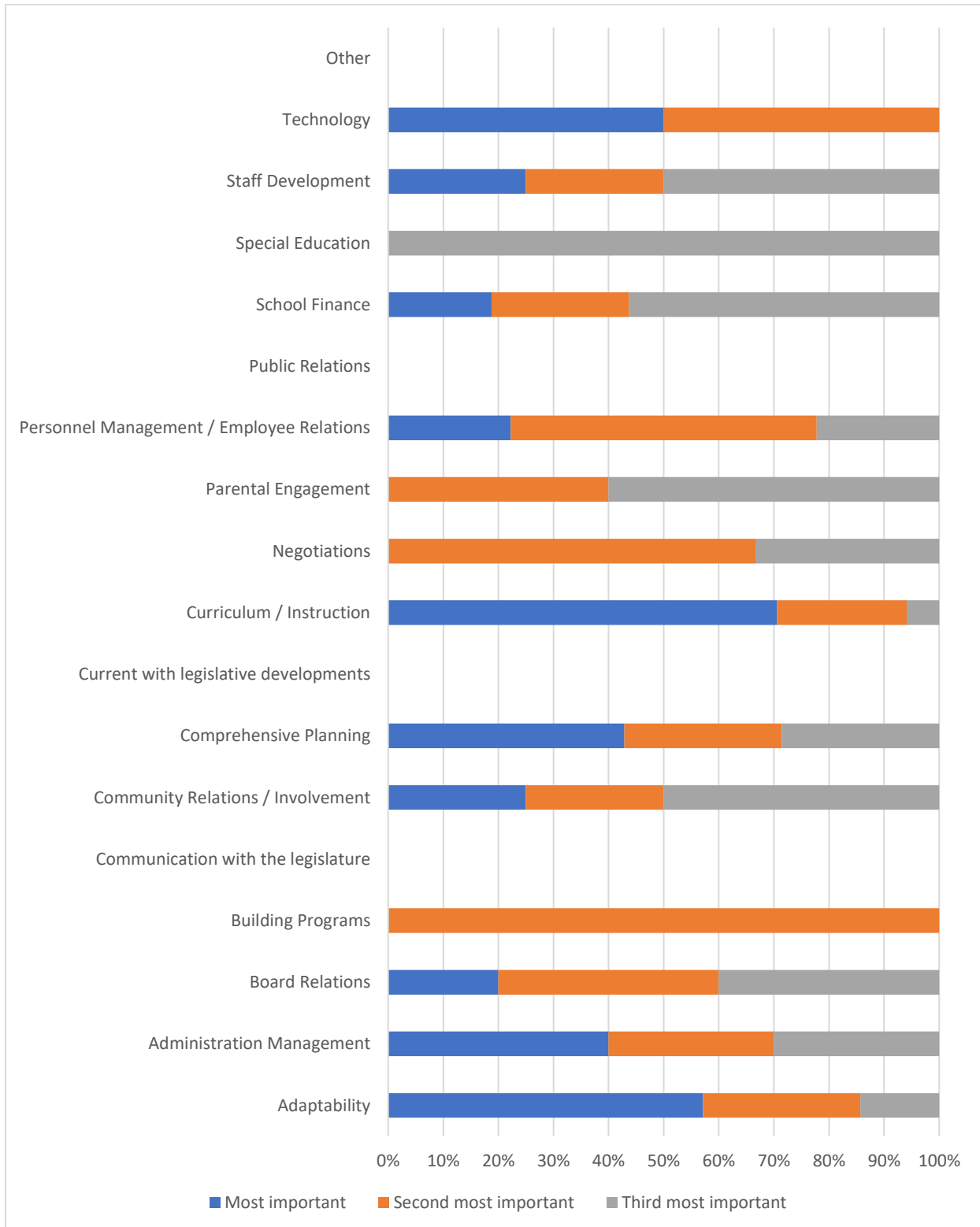
Question 2: COMMUNITY MEMBER

From the list below, please identify the qualifications and experience you feel are needed by a new Superintendent of Schools based on the level of importance.



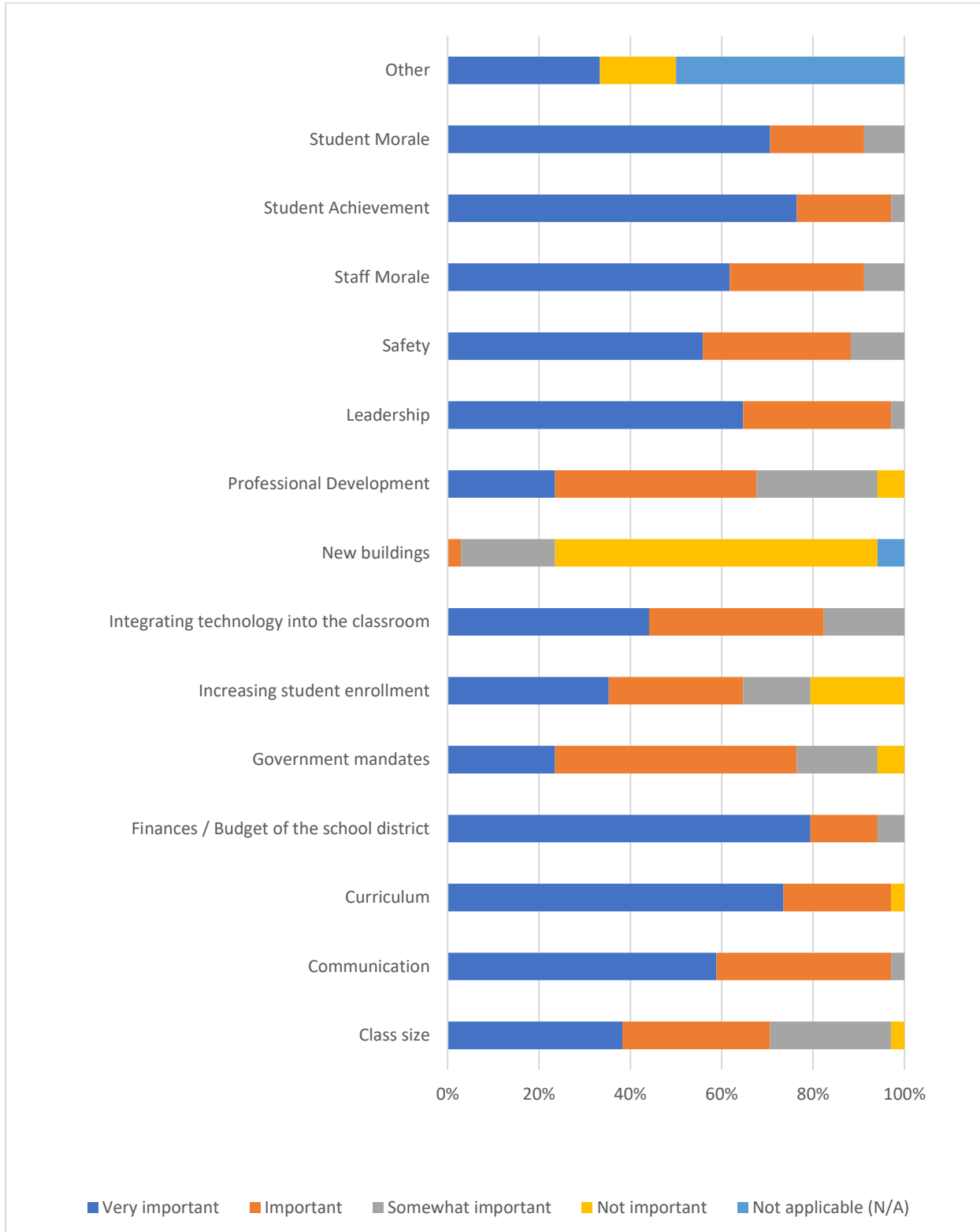
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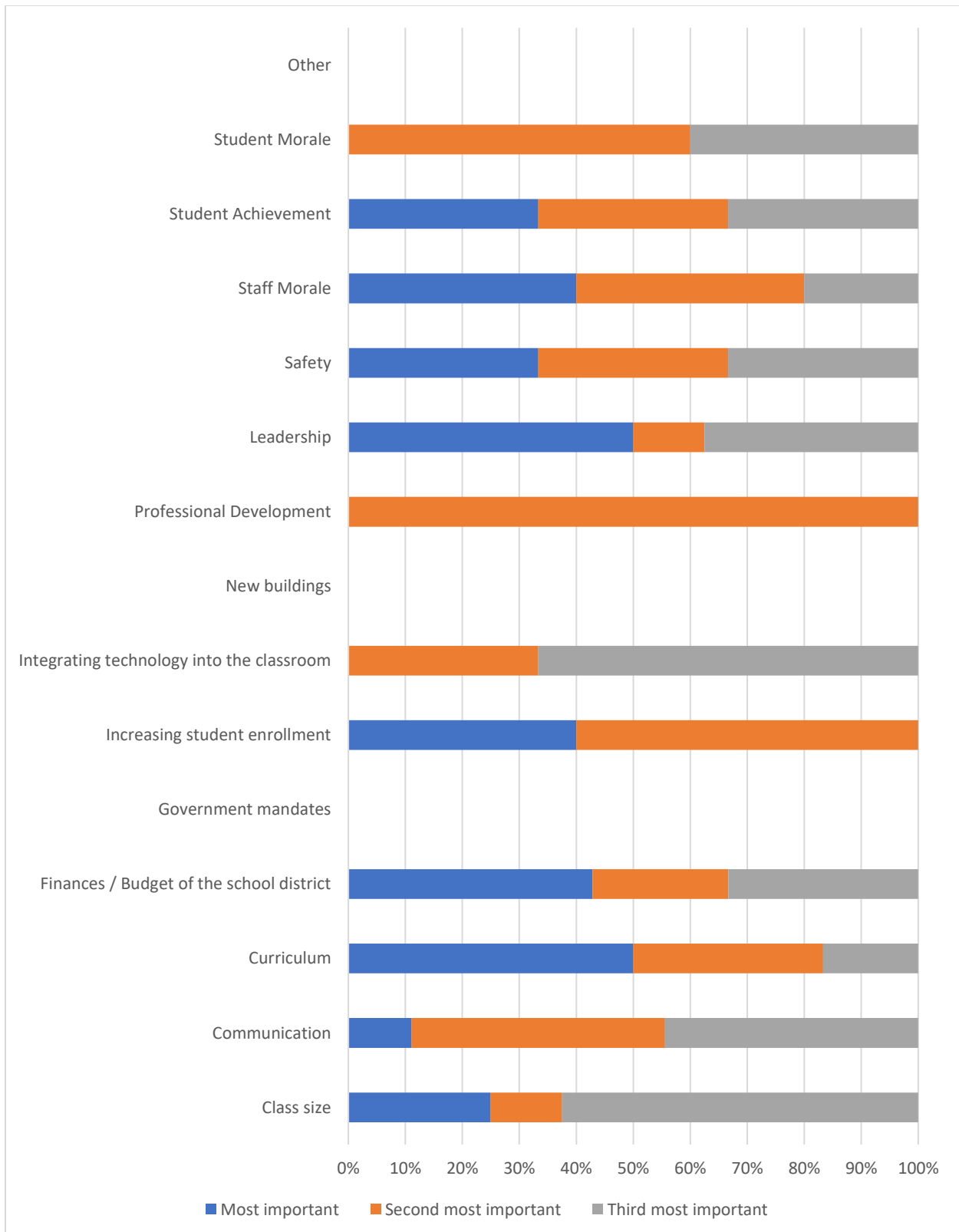
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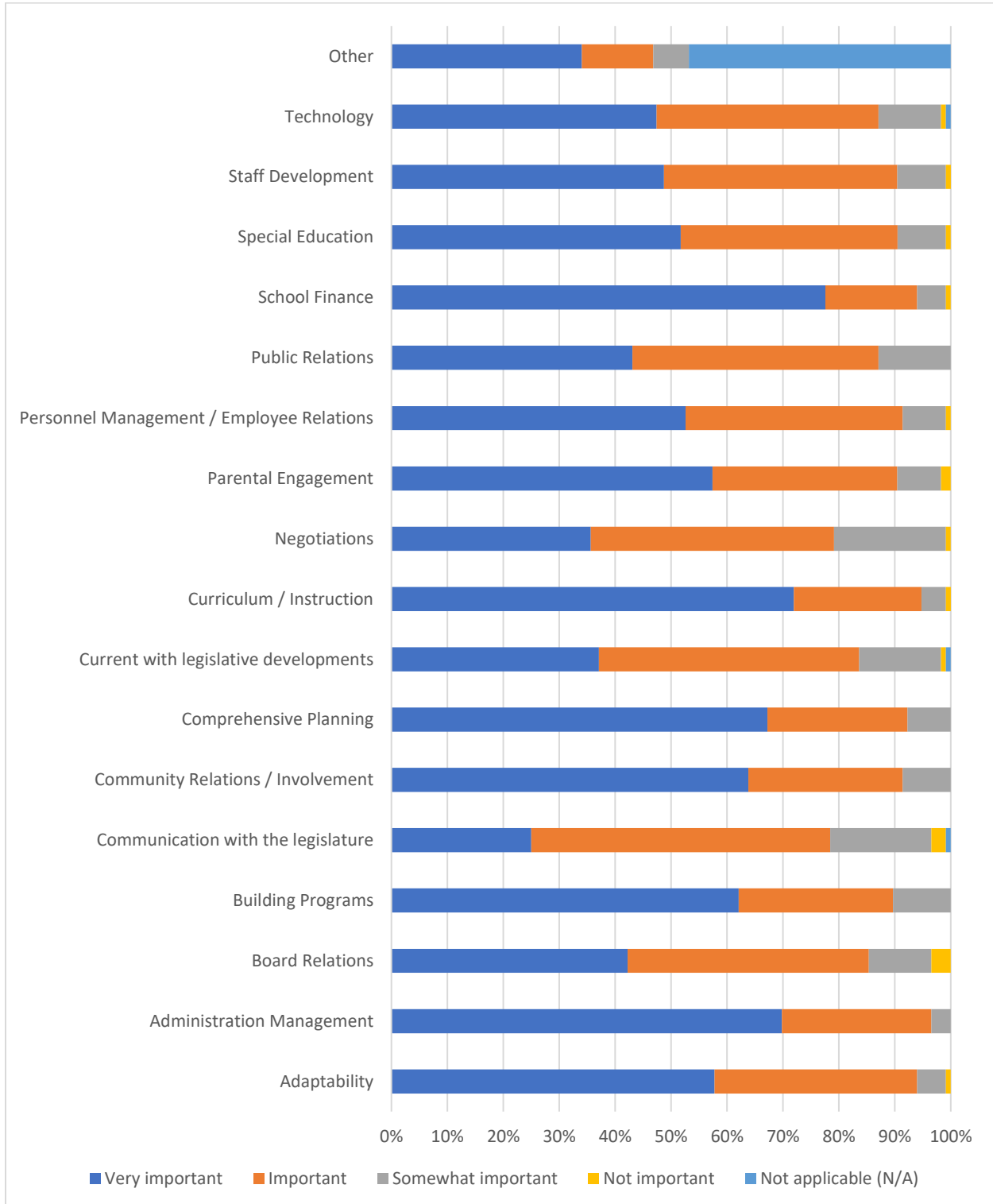
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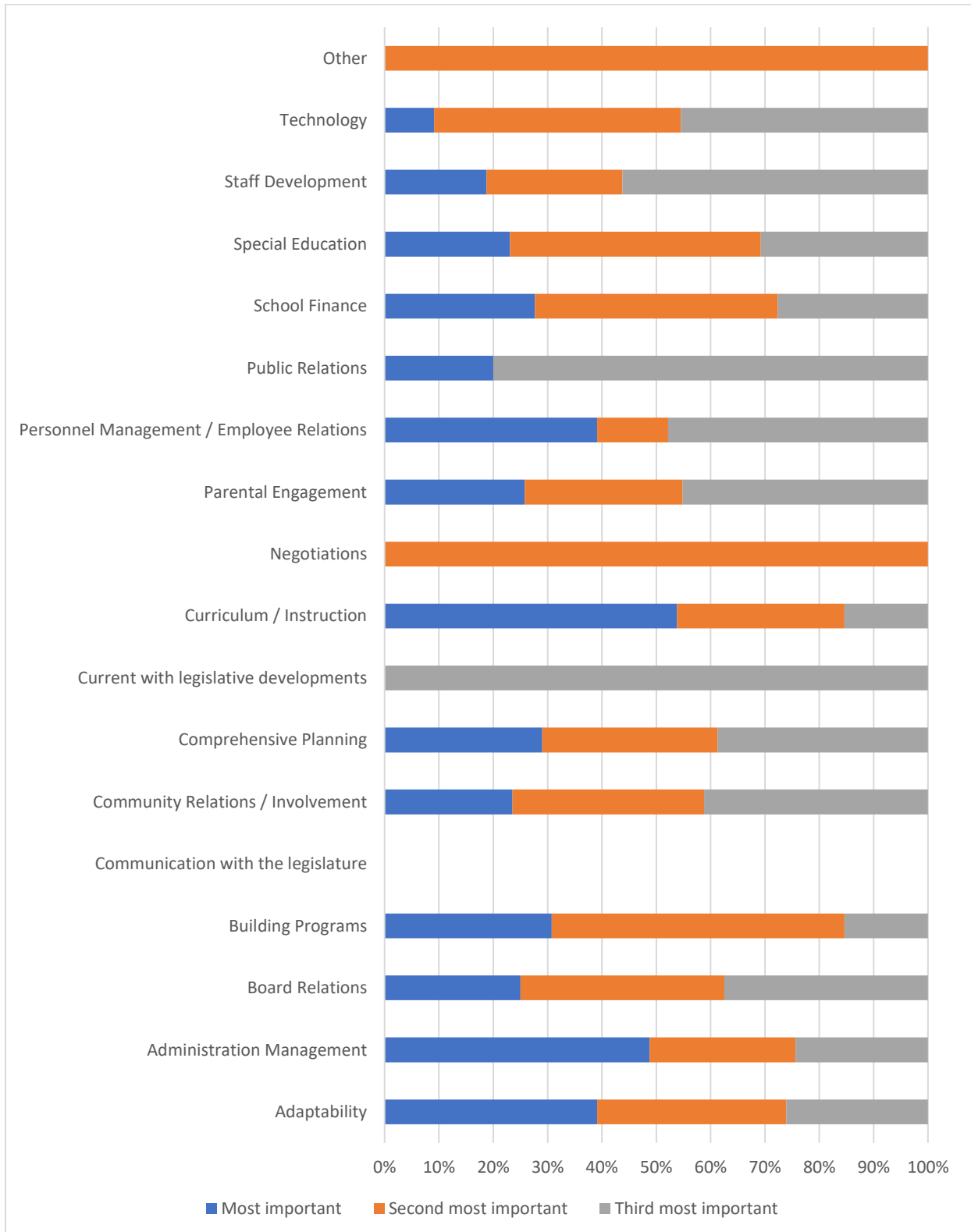
Question 2: PARENTS

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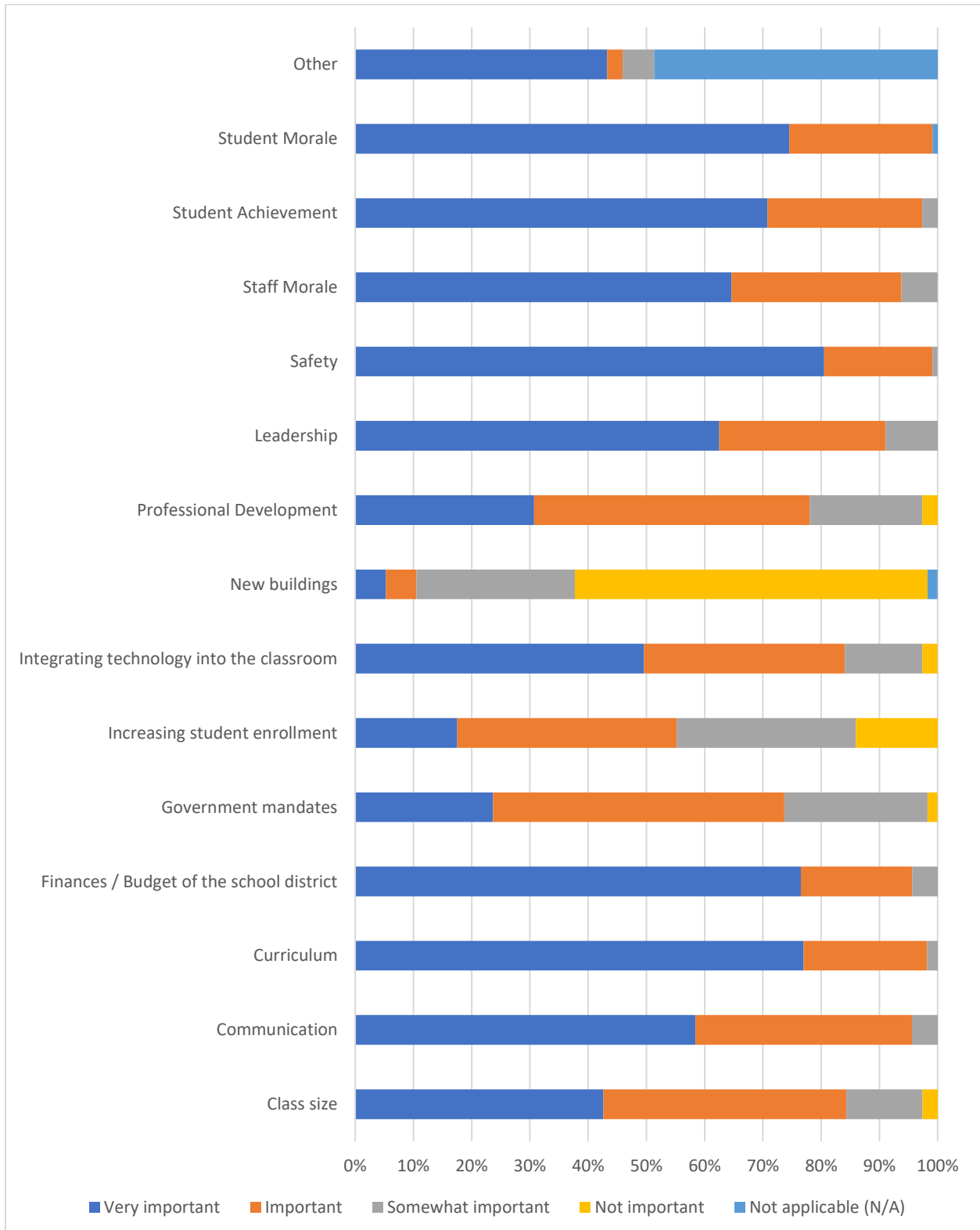
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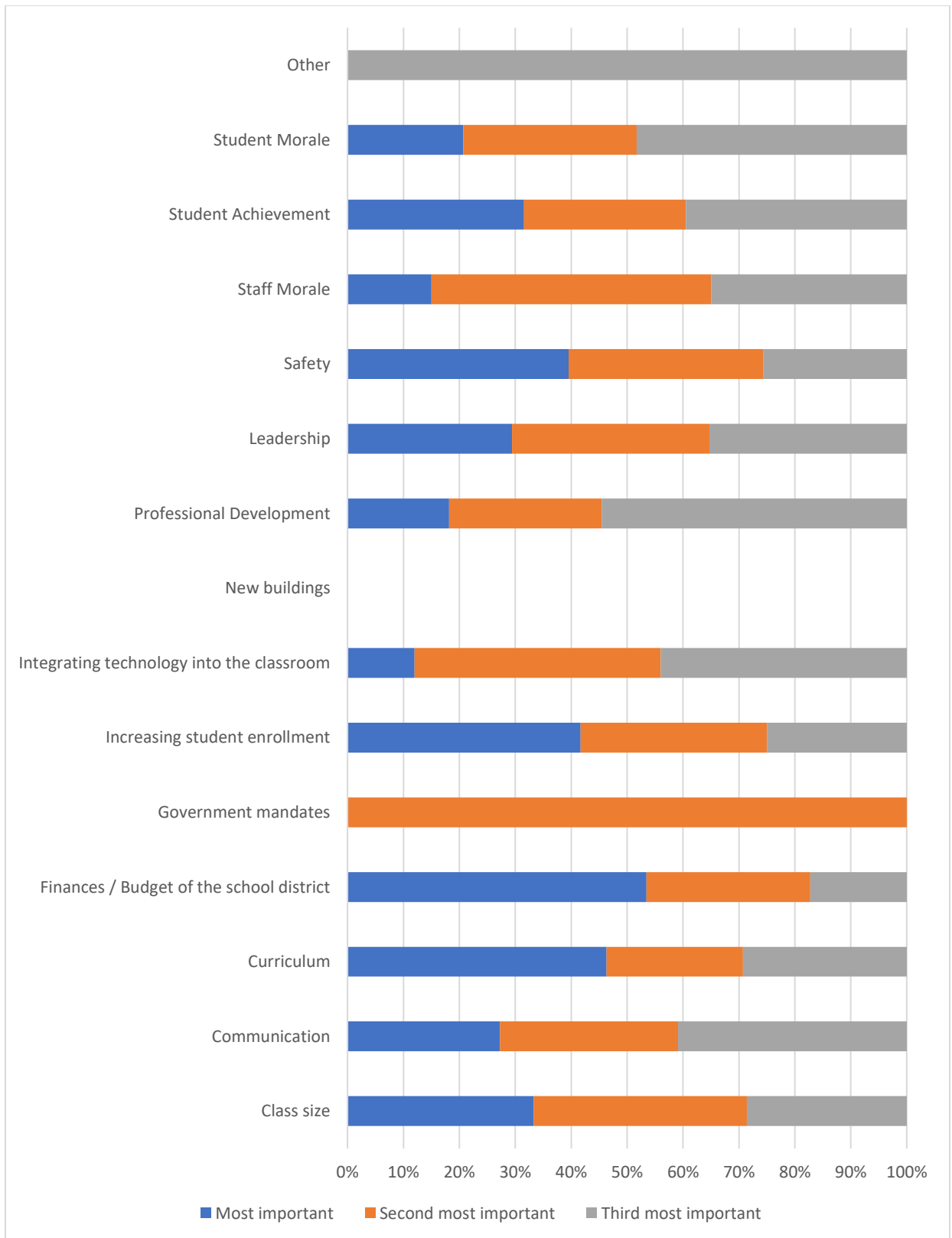
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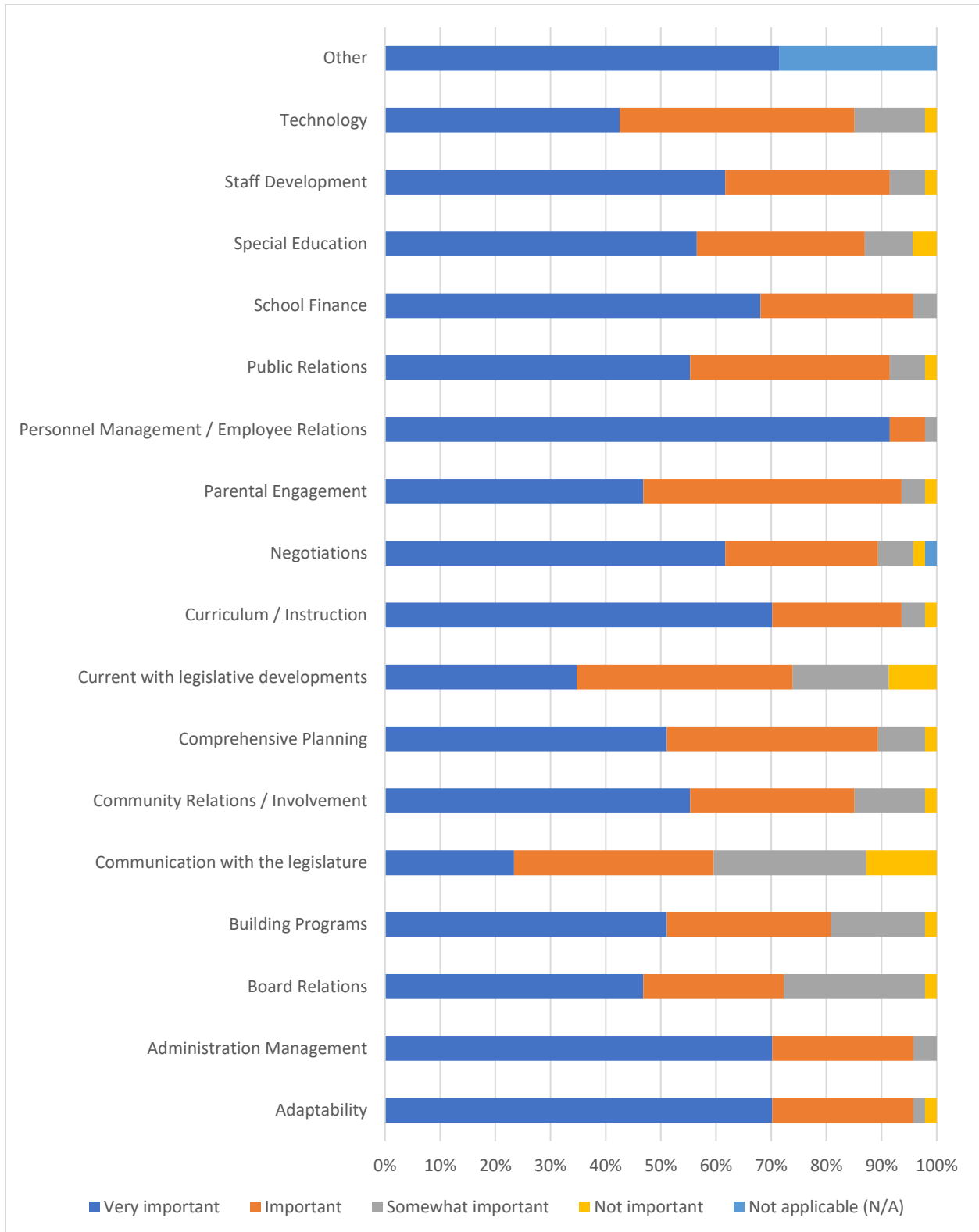
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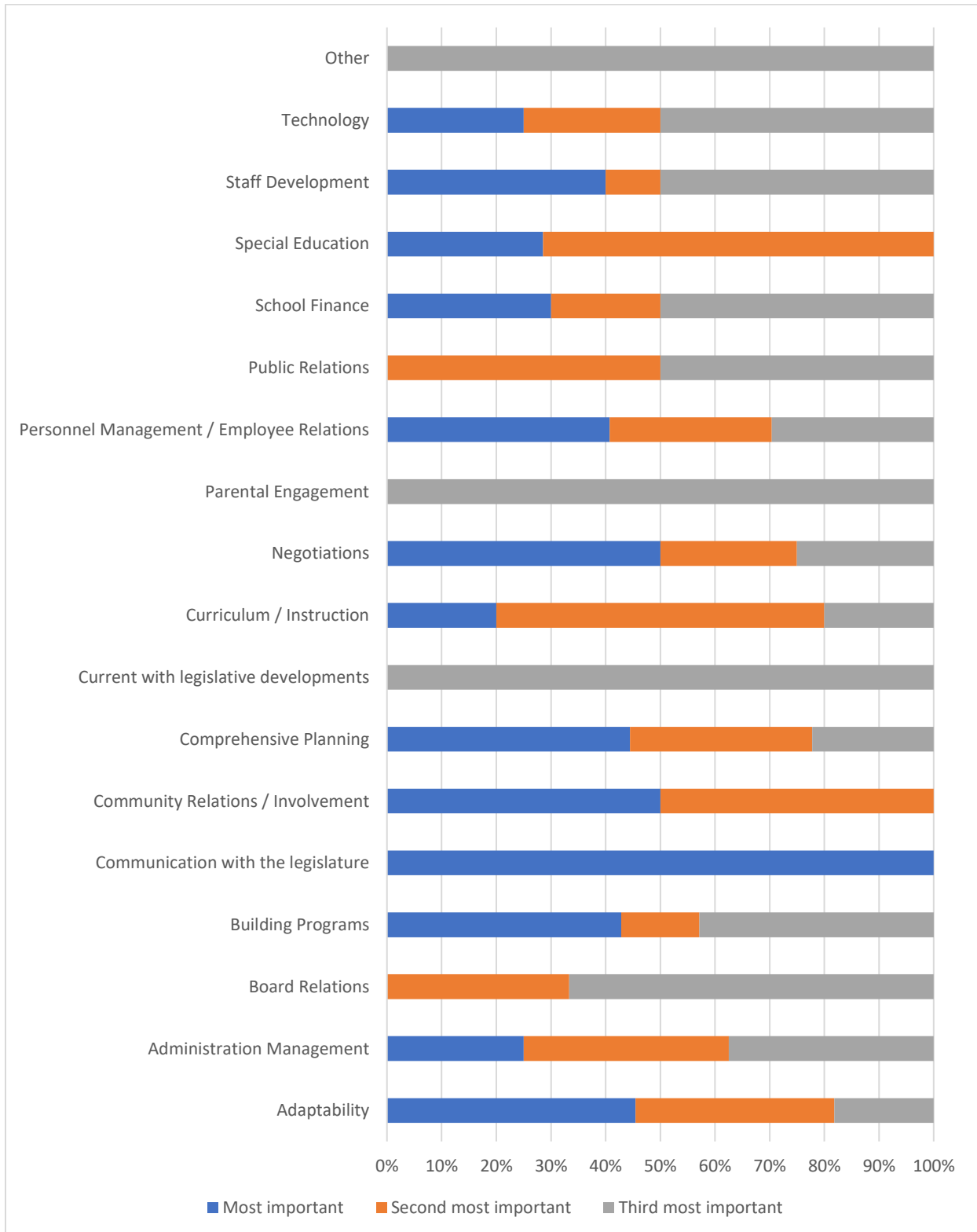
Question 2: STAFF

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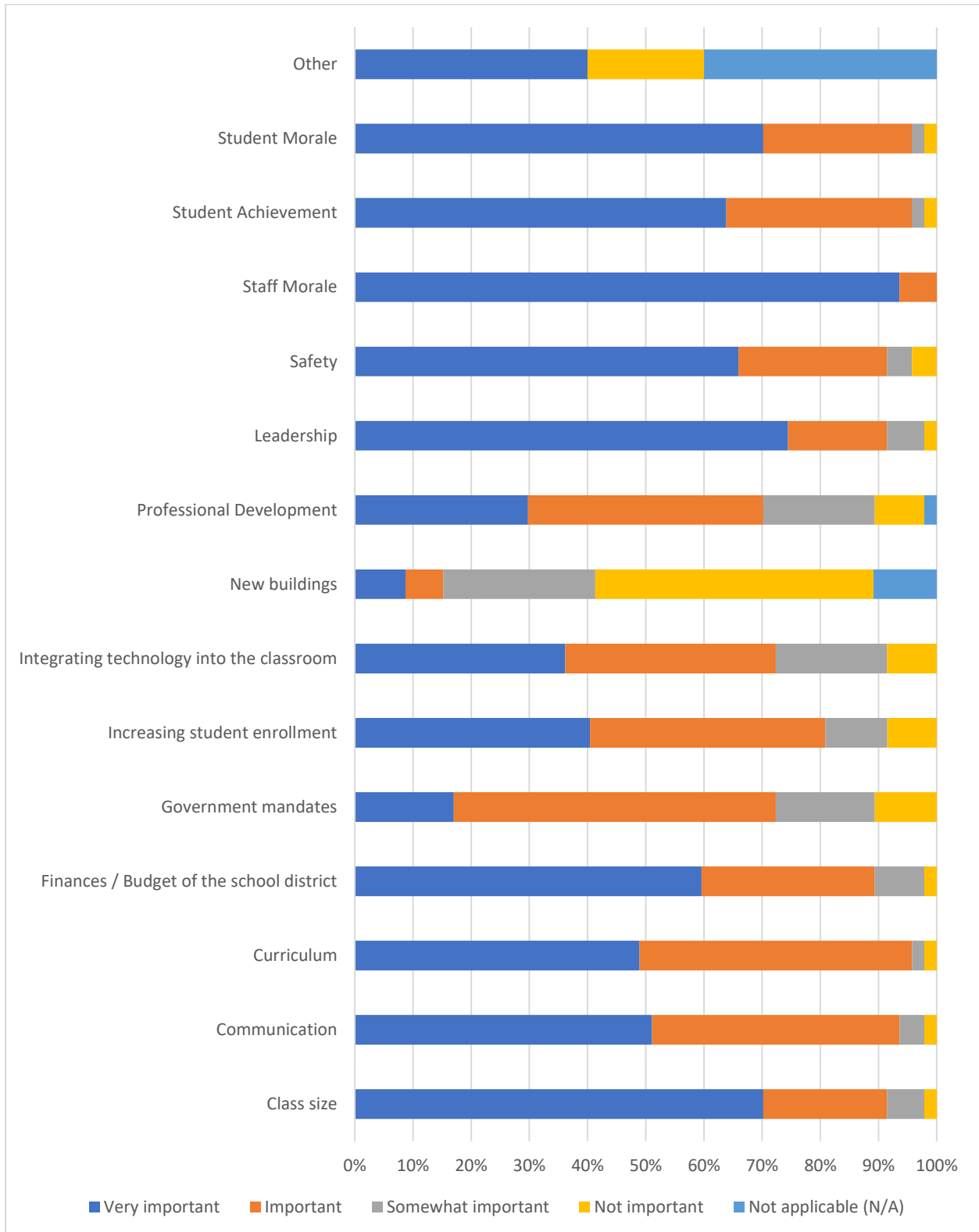
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Question 4: STAFF

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Question 5: STAFF

Please rank the top three areas of focus that should be addressed by a new superintendent.

