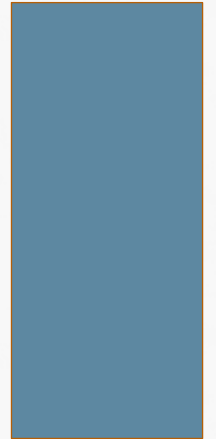


SURVEY - NEW LAKE WASHINGTON
SCHOOL DISTRICT SUPERINTENDENT

NOVEMBER 7, 2011



SURVEY ADMINISTRATION

- Online survey developed in conjunction with experts at K-12 Insight
- Open from October 13-29
- Email to staff, parents with the link
- Link posted on home page of the website
- Information on the survey provided to local media, along with the link
- Total of 1797 responses:
 - 948 parents who are not staff;
 - 788 staff (including 181 who are also parents);
 - 19 community members who are not parents or staff
 - 4 students

TOP FIVE ISSUES

Q1. Select the top five issues that you believe will be most critical for our school district over the next five years. Please rank order your top five issues. Rank 1 = Most Critical Rank 2 = Second Most Critical, etc.

Responses	Rank 1	Rank 2	Rank 3	Rank 4	Rank 5	Weighted Rank (Score)
Budget Shortfall/Decreasing State Funding	825	251	163	114	112	1 (5958)
Finding and Retaining High Quality Staff	367	506	267	172	132	2 (5136)
Improving Student Academic Achievement	216	257	255	184	160	3 (3401)
Ensuring that Students Are Prepared for the Global Workplace	150	208	244	216	161	4 (2907)
Ensuring Student Preparation for College	63	123	152	171	152	5 (1757)

NEXT ISSUES

Resources for Programs for Diverse Students' Needs	55	114	116	173	120	6 (1545)
Preventing Harassment, Intimidation, and Bullying	50	82	132	133	137	7 (1377)
Providing Professional Development for Staff	11	58	126	119	186	8 (1089)
Modernizing Aging Schools	17	53	103	124	176	9 (1030)
Updating Technology (Computers, Internet)	9	46	91	142	161	10 (947)

TOP ISSUES

- Parents (948) ranked “finding and retaining high quality staff” first. Otherwise, parents and staff matched well in top five.

Differences in lower ranked items:

- Parents ranked “Updating technology” two spots higher (8th instead of 10th)
- Staff (788) ranked “Providing professional development for staff” two spots higher (6th instead of 8th)
- Staff ranked “Ensuring preparation for college” much lower (9th instead of 5th)

OTHER ISSUES

Issues that had 15 or more mentions:

- Staff:
 - Class sizes (31)
 - Transition to middle school model/reconfiguration (31)
 - Workload/number & speed of initiatives (22)
 - Special education resources/placements/program (18)
 - Overcrowding/boundary issues/enrollment (17)
- Parents:
 - Class sizes (45)
 - Overcrowding/boundary issues/enrollment (44)

REASONS FOR SELECTIONS - PARENTS

Themes that had 25 or more mentions:

- Good teachers make all the difference (193)
- Critical to be able to deal well with budget shortfalls (76)
- Make sure our students remain competitive for the global workplace (68)
- Make sure our students remain competitive for college (64)
- Academic achievement is key (49)
- Prevent harassment, intimidation, bullying (47)
- Make sure staff and students have the technology they need (41)
- Involve parents (40)
- Continue to modernize & fix buildings (29)
- Reduce class sizes (26)

REASONS FOR SELECTIONS - STAFF

Themes that had 25 or more mentions:

- Budget impacts everything/makes everything possible (91)
- Hiring, retaining high quality teachers key to high quality education (82)
- Preparation for global workplace critical, including those not college bound (49)
- Student learning/achievement should be #1 (40)
- Need professional development to improve/keep up (36)
- Teacher pay declining/driving teachers out (25)

OPERATIONAL MANAGEMENT & EXTERNAL RELATIONS

Q4. Operational Management and External Relations In my opinion, the next superintendent should have experience, skills or abilities in the following areas: Please select the top two items most important for our superintendent to have. Please rank order these top two items. Rank 1 = Most Important Rank 2 = Second Most Important

Responses	Rank 1	Rank 2	Weighted Rank (Score)
Managing a school district budget and ensuring the efficient use of public funds.	826	431	1 (2083)
Recruiting, hiring and retaining a dynamic and efficient staff dedicated to education.	558	505	2 (1621)
Securing grants and other sources of funding for district academic and extracurricular programs.	162	246	3 (570)
Working with local lawmakers to establish regulations that are in the best interest of children and families.	119	212	4 (450)
Negotiating with employee representative groups and unions.	63	154	5 (280)

OPERATIONAL MANAGEMENT & EXTERNAL RELATIONS

- Parents ranked “up-to-date” technology for operations one rank higher at 5th
- Staff ranked “working with local lawmakers” 3rd instead of 4th
- Staff ranked “negotiating with employee representative groups” 4th instead of 5th
- Staff ranked “securing grants and other sources of funding” 5th instead of 3rd

MANAGEMENT STYLE

Q5. Management Style In my opinion, the next superintendent should have experience, skills or abilities in the following areas: Please select the top two items most important for our superintendent to have. Please rank order these top two items. Rank 1 = Most Important Rank 2 = Second Most Important

Responses	Rank 1	Rank 2	Weighted Rank (Score)
Listening to and considering alternative views and opinions while making decisions.	474	392	1 (1340)
Demonstrating a track record of problem solving.	429	341	2 (1199)
Inspiring trust and confidence in others.	293	274	3 (860)
Communicating in a clear, easy to understand style.	208	210	4 (626)
Showing commitment to innovation and change.	185	229	5 (599)

MANAGEMENT STYLE

- Parents put “demonstrating a track record of problem solving” first
- Parents ranked “showing commitment to innovation and change” 3rd instead of 5th
- Parents ranked “inspiring trust and confidence” 5th instead of 3rd
- Staff put “inspiring trust and confidence in others” 2nd instead of 3rd
- Staff put “demonstrating a track record of problem solving 3rd

INSTRUCTION

- Q6. Instruction In my opinion, the next superintendent should have experience, skills or abilities in the following areas: Please select the top two items most important for our superintendent to have. Please rank order these top two items. Rank 1 = Most Important Rank 2 = Second Most Important

Responses	Rank 1	Rank 2	Weighted Rank (Score)
Developing and maintaining systems that support high quality instruction.	678	404	1 (1760)
Developing curricula to ensure that all students are challenged and prepared for the future.	502	341	2 (1345)
Ensuring staff is up-to-date and highly effective through professional development.	207	371	3 (785)
Cooperating with other school districts and with other local, state and regional agencies and organizations in the solution of educational problems of common concern.	163	248	4 (574)
Knowledge of Lake Washington School District and community.	172	158	5 (502)

INSTRUCTION

- Parents put “developing curricula to ensure students are challenged...” 1st instead of 2nd
- Staff put “Ensuring staff is up-to-date and highly effective...” 2nd instead of 3rd

OTHER QUALIFICATIONS/EXPERIENCES

15 or more mentions

Parents:

- Good leader (25)
- Classroom teacher experience (20)
- Willingness to be creative/think outside the box (16)
- Clear communication style (15)

Staff:

- Classroom teaching experience, recent/extensive (38)
- Good listener (15)

REASONS FOR SELECTIONS OF QUALIFICATIONS - PARENTS

15 or more mentions:

- Good teachers are essential (33)
- Effective budget management needed (19)
- Good leader is needed (16)
- Good problem solver is needed (15)

REASONS FOR SELECTION OF QUALIFICATIONS - STAFF

Themes that had 15 or more mentions:

- Knowing our community/district is an asset/shortens the learning curve (19)
- Teaching and Learning/instruction is the key (18)
- Top down leadership doesn't work/all voices need to be heard/collaborative decisions are better (18)

OTHER COMMENTS

Themes with 10 or more mentions

Parents:

- Appreciate the chance to provide feedback (11)

Staff:

- Concern about promoting from within/need to go outside to progress (17)
- New superintendent must gain trust with teachers
- Good listener/collaboration (11)
- Hire from within (10)