



# Superintendent Search Survey

The School Board of Cook County ISD 166 is conducting a search for a new superintendent. The Board is soliciting input from stakeholders to help in the search, and the Minnesota School Boards Association (MSBA) will summarize the results for presentation to the Board. Information from this survey will provide valuable input for the Board to consider as they move forward in selecting the new superintendent. Please complete and return the survey by April 15, 2021, to the District office at 101 W 5th Street, Grand Marais, MN 55604. Thank you for your participation.

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Please select the title or role that best reflects the underlying basis or foundation for your responses. Use only one response.

	Business Owner/Agriculture
	Community Member
	Parent
	Staff Member
	Student
	Other (please specify)

Read the list provided below. From this list, **choose the top six areas of expertise** you believe the next superintendent must possess. Leave the remaining choices blank.

	Budget and Finance
	Business Partnerships
	Collaborative Leadership
	Contract Administration and Negotiations
	Cultural Competence
	Curriculum Development/Evaluation
	Declining/Increasing Enrollment
	Diversity, Equity and Inclusion
	Fundraising/Grant Writing
	Oversight Special Education
	Personnel Management
	Public Relations
	School Facility Oversight
	School Reform (i.e., strategic planning, etc.)
	Student Testing Results and Achievement
	Support Services
	Technology

Read the list provided below. From this list, **choose the top six most important traits or skills** the next superintendent must possess. Leave the remaining choices blank.

	A "people person" with proven abilities in human relations and communications
	A visionary, creative thinker
	Acts with honesty and in an ethical manner with the School Board, staff, and community
	Delegates authority while maintaining accountability
	Develops and directs an effective leadership team
	Develops trust and works collaboratively with diverse groups of stakeholders
	Effectively mediates and accommodates different perspectives; values teamwork
	Experience in fundraising and/or grant writing
	Experience in implementing educational priorities
	Experience in managing transition
	Experience in school district management practices
	Experience in school finance
	Familiar with state and federal education laws
	Follows the School Board's chosen educational philosophy which reflects the community's values
	Keeps up on changes in legislation and helps the School District engage the legislative process
	Knowledge of and experience with equity leadership challenges and opportunities
	Knowledge of and experience with negotiations and the collective bargaining process
	Knowledge of and experience with special ed needs and/or a diverse student body
	Knowledge of technology and web-based education curricula
	Maintains a good working relationship with the media
	Possesses a strong academic background with experience in curriculum
	Promotes business and community involvement in schools
	Provides written, understandable administrative procedures that implement School Board policy
	Understands the effects of poverty on student learning and achievement
	Uses curriculum and other resources to improve test scores
	Visible and accessible to the School Board, staff, students, parents, and community
	Works cooperatively with the School Board; provides options and recommendations

**It is important that the next superintendent have previous experience as a superintendent:**

Yes \_\_\_\_\_ No \_\_\_\_\_

Read the list provided below. From this list, **choose the top six personal characteristics** you believe the next superintendent must have. Leave the remaining choices blank.

	Confident
	Consistent
	Creative
	Effective Communicator
	Empathetic
	Enthusiastic
	Flexible
	Honest and Ethical
	Inclusive
	Influential
	Intellectual
	Personable
	Problem Solver
	Resourceful
	Sense of Humor
	Tenacious
	Transparent

**Please read and respond to the following questions:**

1. What are some of the good things taking place in Cook County ISD 166 today?

2. What challenges do you see ahead for the District over the next five years?

Please limit any additional comments to the space provided below:

*Please call Barb at 507-508-5501 if you have any questions regarding this survey. Thank you!*