

## Q1 Please indicate all which apply to you:

Answered: 499 Skipped: 1

ANSWER CHOICES	RESPONSES	
I live in the Hawthorn District 73 attendance area.	42.5%	212
My children attend a school in Hawthorn District 73.	27.7%	138
My children attended a school in Hawthorn District 73.	16.2%	81
I am a student in a school in Hawthorn District 73.	0.4%	2
I represent a current non-child household.	6.8%	34
I volunteer in Hawthorn District 73.	12.2%	61
I am retired.	2.0%	10
I hold an elected political office.	0.6%	3
I am employed by Hawthorn District 73.	66.9%	334
I am not employed by Hawthorn District 73.	17.4%	87
I am a member of the Board of Education for Hawthorn District 73.	0.4%	2
Total Respondents: 499		

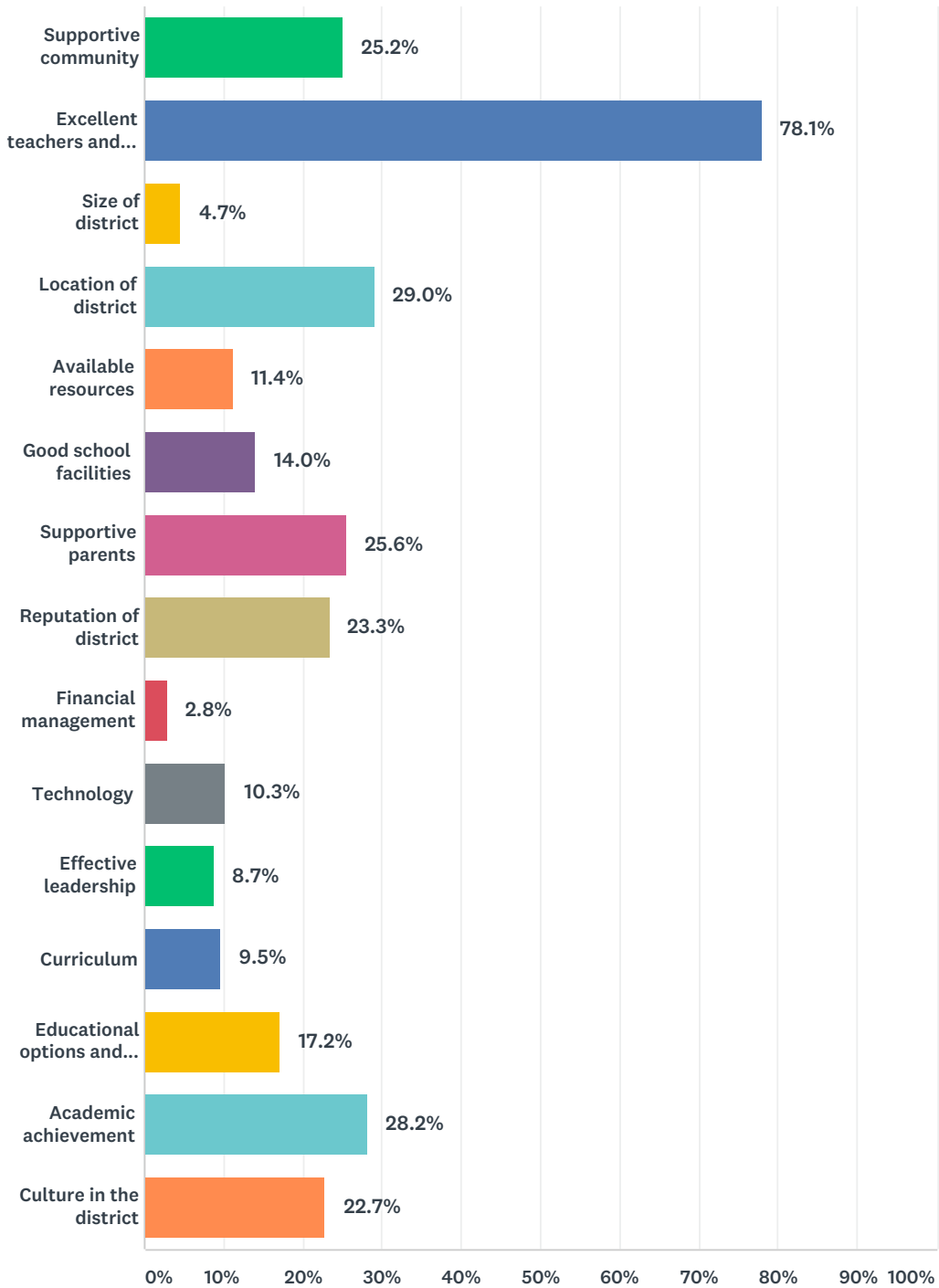
## Q2 If you are employed by Hawthorn District 73, please specify your position:

Answered: 338 Skipped: 162

ANSWER CHOICES	RESPONSES	
Teacher	76.9%	260
Administrator	3.8%	13
Other certified staff	7.4%	25
Support staff (includes secretary, instructional assistant, custodian, bus driver, food service, maintenance)	10.1%	34
Other	2.7%	9
Total Respondents: 338		

### Q3 Select from the list below the three most significant strengths of the district:

Answered: 493 Skipped: 7



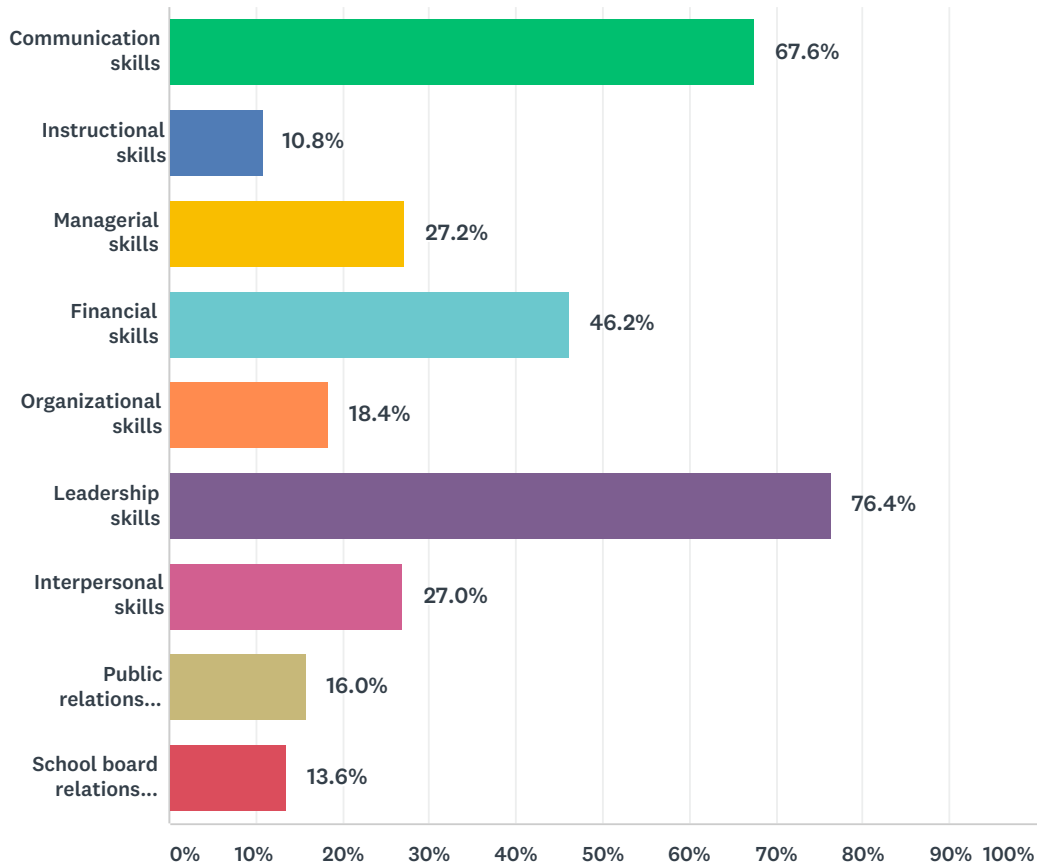
ANSWER CHOICES	RESPONSES	
Supportive community	25.2%	124
Excellent teachers and staff	78.1%	385

## <br>Superintendent Search Survey

Size of district	4.7%	23
Location of district	29.0%	143
Available resources	11.4%	56
Good school facilities	14.0%	69
Supportive parents	25.6%	126
Reputation of district	23.3%	115
Financial management	2.8%	14
Technology	10.3%	51
Effective leadership	8.7%	43
Curriculum	9.5%	47
Educational options and programs	17.2%	85
Academic achievement	28.2%	139
Culture in the district	22.7%	112
Total Respondents: 493		

## Q4 Select from the list below the three most important skills you would like to see in a superintendent:

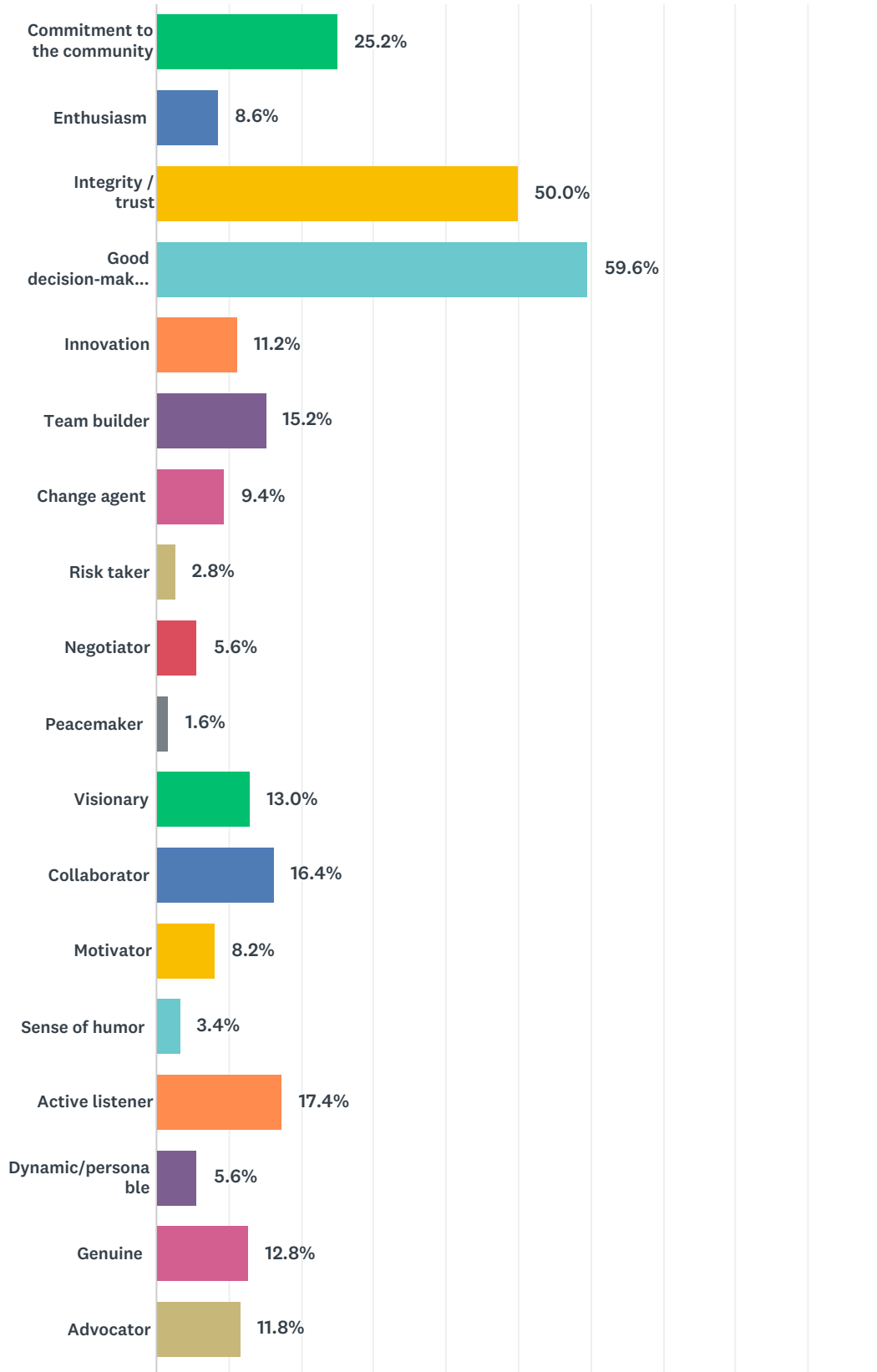
Answered: 500 Skipped: 0



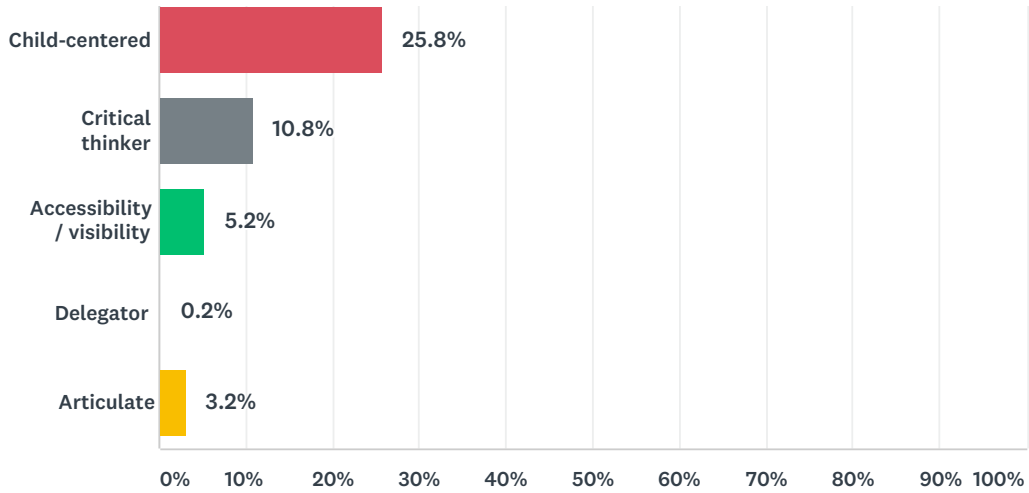
ANSWER CHOICES	RESPONSES	
Communication skills	67.6%	338
Instructional skills	10.8%	54
Managerial skills	27.2%	136
Financial skills	46.2%	231
Organizational skills	18.4%	92
Leadership skills	76.4%	382
Interpersonal skills	27.0%	135
Public relations skills	16.0%	80
School board relations skills	13.6%	68
Total Respondents: 500		

### Q5 Select from the list below the three most important characteristics you would like a superintendent to exhibit:

Answered: 500 Skipped: 0



## Superintendent Search Survey



ANSWER CHOICES	RESPONSES	
Commitment to the community	25.2%	126
Enthusiasm	8.6%	43
Integrity / trust	50.0%	250
Good decision-maker / problem solver	59.6%	298
Innovation	11.2%	56
Team builder	15.2%	76
Change agent	9.4%	47
Risk taker	2.8%	14
Negotiator	5.6%	28
Peacemaker	1.6%	8
Visionary	13.0%	65
Collaborator	16.4%	82
Motivator	8.2%	41
Sense of humor	3.4%	17
Active listener	17.4%	87
Dynamic/personable	5.6%	28
Genuine	12.8%	64
Advocator	11.8%	59
Child-centered	25.8%	129
Critical thinker	10.8%	54
Accessibility / visibility	5.2%	26
Delegator	0.2%	1
Articulate	3.2%	16

<br>Superintendent Search Survey

Total Respondents: 500



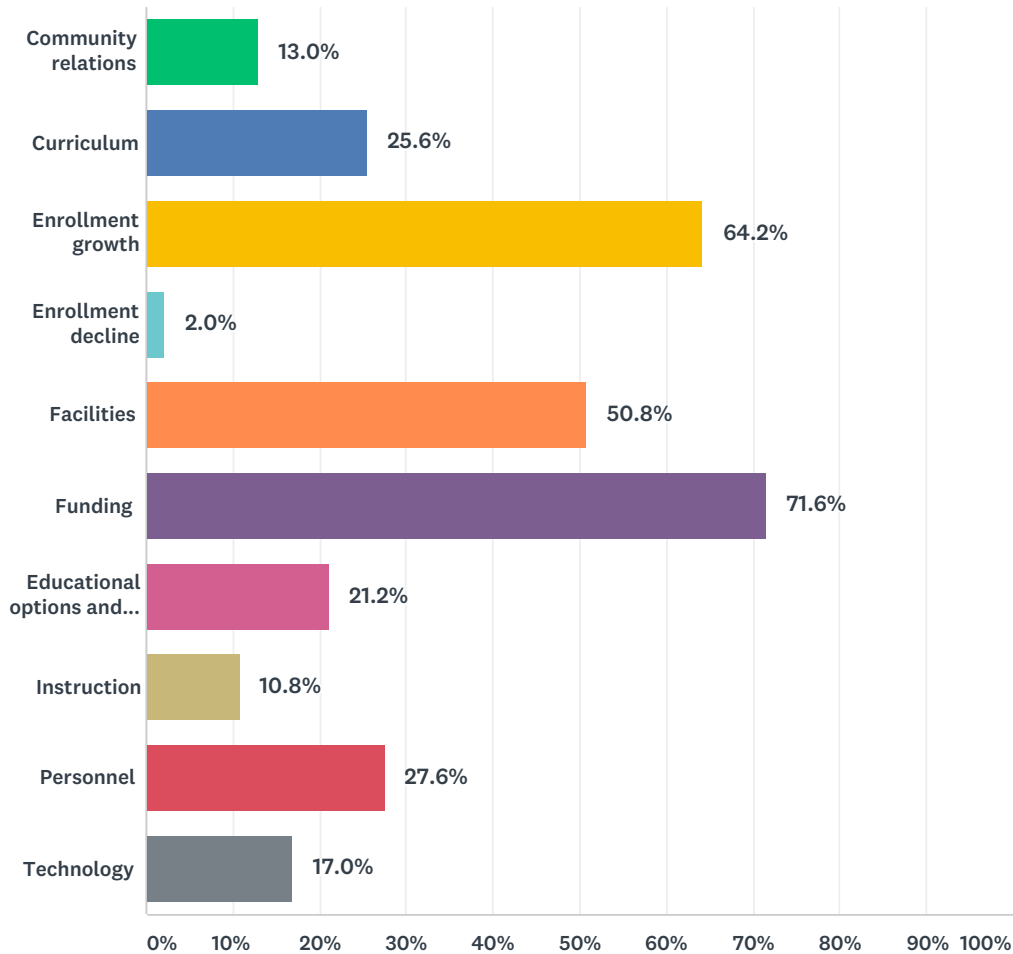
**Q6 For each of the items below, indicate whether you believe the item is either extremely important, important, or not important in the new superintendent:**

Answered: 500 Skipped: 0

	<b>EXTREMELY IMPORTANT</b>	<b>IMPORTANT</b>	<b>NOT IMPORTANT</b>	<b>TOTAL</b>
Doctorate degree	22.1% 104	50.6% 238	27.2% 128	470
Experience as a superintendent with a proven record of success	67.6% 336	28.6% 142	3.8% 19	497
Experience as a superintendent in a district of similar size	42.5% 211	44.6% 221	12.9% 64	496
Experience as an assistant superintendent	22.3% 111	58.4% 291	19.3% 96	498
Experience as a district level administrator	39.8% 197	51.7% 256	8.5% 42	495
Experience as a principal	42.2% 209	48.1% 238	9.7% 48	495
Experience as a classroom teacher	61.2% 305	31.7% 158	7.0% 35	498
Experience in finance	47.0% 235	47.8% 239	5.2% 26	500
Experience in personnel	39.4% 196	55.4% 276	5.2% 26	498
Experience in instruction	46.4% 231	48.4% 241	5.2% 26	498
Experience in facility construction and management	24.5% 122	57.1% 284	18.3% 91	497
Experience with technology	24.4% 121	61.3% 304	14.3% 71	496
Experience in a multi-cultural environment	50.4% 251	41.0% 204	8.6% 43	498
Experience in strategic planning	64.4% 322	34.0% 170	1.6% 8	500
Experience in the Midwest	14.1% 70	36.8% 183	49.1% 244	497

## Q7 What do you consider to be the three most important issues or concerns facing the district in the next five years?

Answered: 500 Skipped: 0



ANSWER CHOICES	RESPONSES	
Community relations	13.0%	65
Curriculum	25.6%	128
Enrollment growth	64.2%	321
Enrollment decline	2.0%	10
Facilities	50.8%	254
Funding	71.6%	358
Educational options and programs	21.2%	106
Instruction	10.8%	54
Personnel	27.6%	138
Technology	17.0%	85

