

# **Osseo Area Schools ISD 279**

## **Thirty Characteristics Report Explanation**

**January 30, 2018**

The attached report is a result of the survey conducted in the District that asked Board members, employees and other constituents to select ten most desirable characteristics from the thirty listed in the survey instrument.

On the first page, you will note that all the groups are identified across the top of the sheet with an abbreviated definition of the thirty items listed vertically on the right side of the sheet. In each of the cells of the report there is a "raw" score of how many people actually chose the item and a "rank" which is depicted by a number from one to 30, except in the case of ties. For example, observing item number five (5) which refers to "builds trusting relationship with families, staff" in the fourth two columns (Parents/Guardians), three hundred nine (309) people chose the item and it ranked 1<sup>st</sup>. Another example toward the bottom of the page for number thirty (30) in the first two columns (District Teachers), eight (8) people chose the "demonstrates deep understanding of special education meeting individualized student needs" item, thus it ranked 30<sup>th</sup>.

On the second page, only the ranks are listed for comparison. This is done in order to control for the size of the group and to avail the Board the opportunity to easily see what was important to each group. The data is reported in this manner so that no group overpowers another by sheer size. Each of the thirty items are totaled according to rank from left to right and those totals indicated in the column labeled "Total." These totals are then ranked and reported in the column labeled "Combined Ranking." Note that the lower the total, the higher the ranking.

In analyzing the results, the consultants look for those characteristics chosen most in common by the various groups and indicate those recommended or those thought to be worthy of consideration. On some occasions, two of the items may be combined when they are closely related in context. Those items that seem to be important to some groups but not to others may be used in the recruitment of candidates and as questions during the interview process by the Board.

At the encouragement of the consultants, many survey respondents provided additional comments to the Board which are presented as a part of this report.

# Osseo Area Schools ISD 279 Superintendent Search Constituent/Staff/Board Survey Results

DATE: January 30, 2018

*Prepared and Presented  
By*

*Ray and Associates, Inc.*

*Cedar Rapids, IA*

# Osseo Area Schools ISD 279

## Raw Scores Sheet

Qualities Desired in a New Superintendent	District Teachers (226)		District Administrators (45 + 1 Hmong)		District Support Staff (91)		Parents/Guardians (416 + 10 Spanish and 1 Vietnamese)		Students (238)		Community Residents/Taxpayers (86)		School Board (5)		Abbreviated Definition of Quality and Characteristics
	Raw	Rank	Raw	Rank	Raw	Rank	Raw	Rank	Raw	Rank	Raw	Rank	Raw	Rank	
1	118	4	39	1	62	2	209	6	159	2	44	4	1	17	1. Intentionally seeks different perspectives before making decisions
2	99	8	26	5	40	9	165	8	129	5	39	6	1	17	2. Has a deep understanding of racial equity and how it affects teaching/learning
3	101	7	10	21	43	6	137	13	52	22	30	12	1	17	3. Understands the legislative process and can work with lawmakers on topics to benefit district
4	157	1	5	24	18	22	102	23	59	19	19	23	0	26	4. Has an advanced degree in an education-related field
5	115	5	30	4	70	1	309	1	158	3	57	1	4	1	5. Builds trusting relationships with families, staff, community members and the school board
6	55	19	33	2	47	3	214	5	140	4	40	5	2	7	6. Strong communicator in speaking, writing, and listening
7	28	26	15	14	19	21	104	22	55	21	25	15	2	7	7. Commitment to visibility with high interest in a broad range of community groups
8	81	11	11	19	16	23	94	26	80	12	21	19	4	1	8. Ability to work cooperatively with the school board and keep them informed
9	57	16	11	19	42	7	224	4	86	10	37	7	2	7	9. Ability to engage families and increase involvement in their child's education
10	43	23	5	24	10	30	38	30	24	29	19	23	1	17	10. Has experience working with employee labor groups
11	80	12	19	9	29	15	121	18	65	16	26	14	2	7	11. Ability to delegate authority while maintaining accountability
12	56	17	13	17	36	11	145	10	48	24	32	11	3	4	12. Previous experience in management of district resources and budget planning process
13	18	28	23	7	29	15	98	24	59	19	28	13	4	1	13. Articulate spokesperson for school district and represents district favorably to the public
14	86	10	2	30	12	28	69	28	21	30	19	23	2	7	14. Has business/private sector experience in addition to a successful career in PreK-12
15	148	2	18	11	32	14	174	7	119	7	37	7	1	17	15. Able to bring people together who have different viewpoints
16	35	25	31	3	46	5	268	2	164	1	49	3	1	17	16. Strongly committed to putting students first in all decisions
17	64	14	12	18	25	18	106	21	69	15	25	15	2	7	17. Capable of developing both short and long-term district goals
18	56	17	19	9	34	12	132	14	51	23	20	20	1	17	18. Communicates clear vision of excellence and continuous improvement consistent with goals
19	140	3	14	15	37	10	145	10	76	14	35	9	2	7	19. Ability to make challenging decision that may not be popular with everyone
20	49	20	20	8	47	3	253	3	126	6	51	2	2	7	20. Promotes a positive school climate to ensure a safe and healthy learning environment
21	44	21	4	27	13	27	111	20	30	28	20	20	0	26	21. Leadership in planning/implementation/assessment of relevant staff professional development
22	63	15	5	24	14	26	70	27	43	26	18	27	3	4	22. Ability to identify school and central office administrators capable of advancing district mission
23	42	24	9	22	27	17	97	25	45	25	24	18	2	7	23. Been a Superintendent or worked in senior leadership position in district of similar size
24	25	27	16	12	22	19	126	17	91	9	16	29	1	17	24. Is comfortable leading new and innovative strategic goals for the district
25	16	29	4	27	12	28	132	14	77	13	11	30	0	26	25. Knowledgeable about effective use of technology in classroom instruction
26	111	6	6	23	15	25	59	29	40	27	19	23	1	17	26. Has ability to develop and maintain relationships between the business and community partners
27	44	21	25	6	41	8	145	10	82	11	34	10	2	7	27. Ability to ensure high levels of student achievement; accelerate student growth and close gaps
28	91	9	14	15	16	23	112	19	61	17	20	20	3	4	28. Makes recommendations and decisions that are based on data
29	72	13	4	27	20	20	164	9	61	17	25	15	0	26	29. Knowledge of emerging research and best practices in curriculum and instruction
30	8	30	16	12	33	13	129	16	99	8	18	27	0	26	30. Demonstrates deep understanding of special education meeting individualized student needs

# Osseo Area Schools ISD 279

## Consultant Ranking/Recommendation Sheet

Qualities Desired in a New Superintendent	District Teachers	District Administrators	District Support Staff	Parent/Guardian	Students	Community Resident/Taxpayer	Board of Education	Total	Combined Ranking	Consultant Recommendation	Abbreviated Definition of Quality and Characteristics
	Rank	Rank	Rank	Rank	Rank	Rank	Rank	Raw	Rank		
1	4	1	2	6	2	4	17	36	2	Recommend	1. Intentionally seeks different perspectives before making decisions
2	8	5	9	8	5	6	17	58	6	Recommend	2. Has a deep understanding of racial equity and how it affects teaching/learning
3	7	21	6	13	22	12	17	98	13		3. Understands legislative process and can work with lawmakers on topics to benefit district
4	1	24	22	23	19	23	26	138	23		4. Has an advanced degree in an education-related field
5	5	4	1	1	3	1	1	16	1	Combine w/#6	5. Builds trusting relationships with families, staff, community members and the school board
6	19	2	3	5	4	5	7	45	3	Combine w/#5	6. Strong communicator in speaking, writing, and listening
7	26	14	21	22	21	15	7	126	19		7. Commitment to visibility with high interest in a broad range of community groups
8	11	19	23	26	12	19	1	111	17		8. Ability to work cooperatively with the school board to keep them informed
9	16	19	7	4	10	7	7	70	9	Recommend	9. Ability to engage families and increase involvement in their child's education
10	23	24	30	30	29	23	17	176	30		10. Has experience working with employee labor groups
11	12	9	15	18	16	14	7	91	11	Recommend	11. Ability to delegate authority while maintaining accountability
12	17	17	11	10	24	11	4	94	12	Recommend	12. Previous experience in management of district resources and budget planning process
13	28	7	15	24	19	13	1	107	14	Recommend	13. Articulate spokesperson for school district and represents district favorably to the public
14	10	30	28	28	30	23	7	156	27		14. Has business/private sector experience in addition to a successful career in PreK-12
15	2	11	14	7	7	7	17	65	7	Recommend	15. Able to bring people together who have different viewpoints
16	25	3	5	2	1	3	17	56	5	Recommend	16. Strongly committed to putting students first in all decisions
17	14	18	18	21	15	15	7	108	16	Consider	17. Capable of developing both short and long-term district goals
18	17	9	12	14	23	20	17	112	18		18. Communicates clear vision of excellence and continuous improvement consistent with goals
19	3	15	10	10	14	9	7	68	8	Recommend	19. Ability to make challenging decisions that may not be popular with everyone
20	20	8	3	3	6	2	7	49	4	Recommend	20. Promotes a positive school climate to ensure a safe and healthy learning environment
21	21	27	27	20	28	20	26	169	29		21. Leadership in planning/implementation/assessment of relevant staff professional development
22	15	24	26	27	26	27	4	149	25		22. Ability to identify school and central office administrators capable of advancing district vision
23	24	22	17	25	25	18	7	138	23		23. Been a Superintendent or worked in senior leadership position in district of similar size
24	27	12	19	17	9	29	17	130	21		24. Is comfortable leading new and innovative strategic goals for the district
25	29	27	28	14	13	30	26	167	28		25. Knowledgeable about effective use of technology in classroom instruction
26	6	23	25	29	27	23	17	150	26		26. Has ability to develop and maintain relationships between the business community partners
27	21	6	8	10	11	10	7	73	10		27. Ability to ensure high levels of student achievement; accelerate student growth and close gaps
28	9	15	23	19	17	20	4	107	14	Consider	28. Makes recommendations and decisions that are based on data
29	13	27	20	9	17	15	26	127	20		29. Knowledge of emerging research and best practices in curriculum and instruction
30	30	12	13	16	8	27	26	132	22		30. Demonstrates deep understanding of special education meeting individualized student needs

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