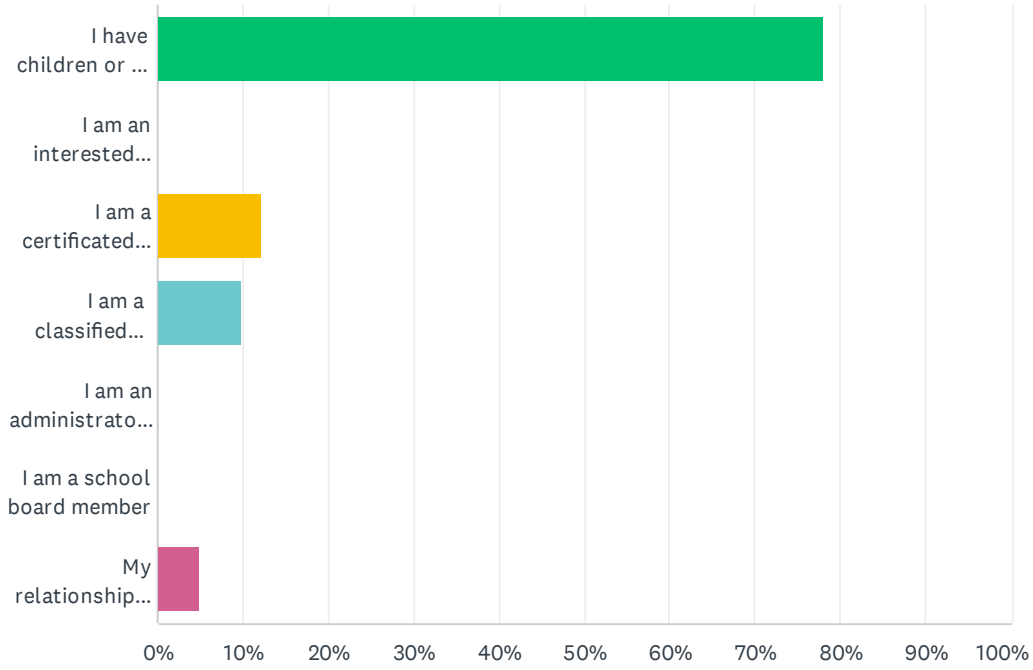
Q1 Please indicate your relationship to the Dunham Elementary School District.If you have more than one role from the list below, please choose the one role that is most important to you when thinking about a new superintendent/principal.

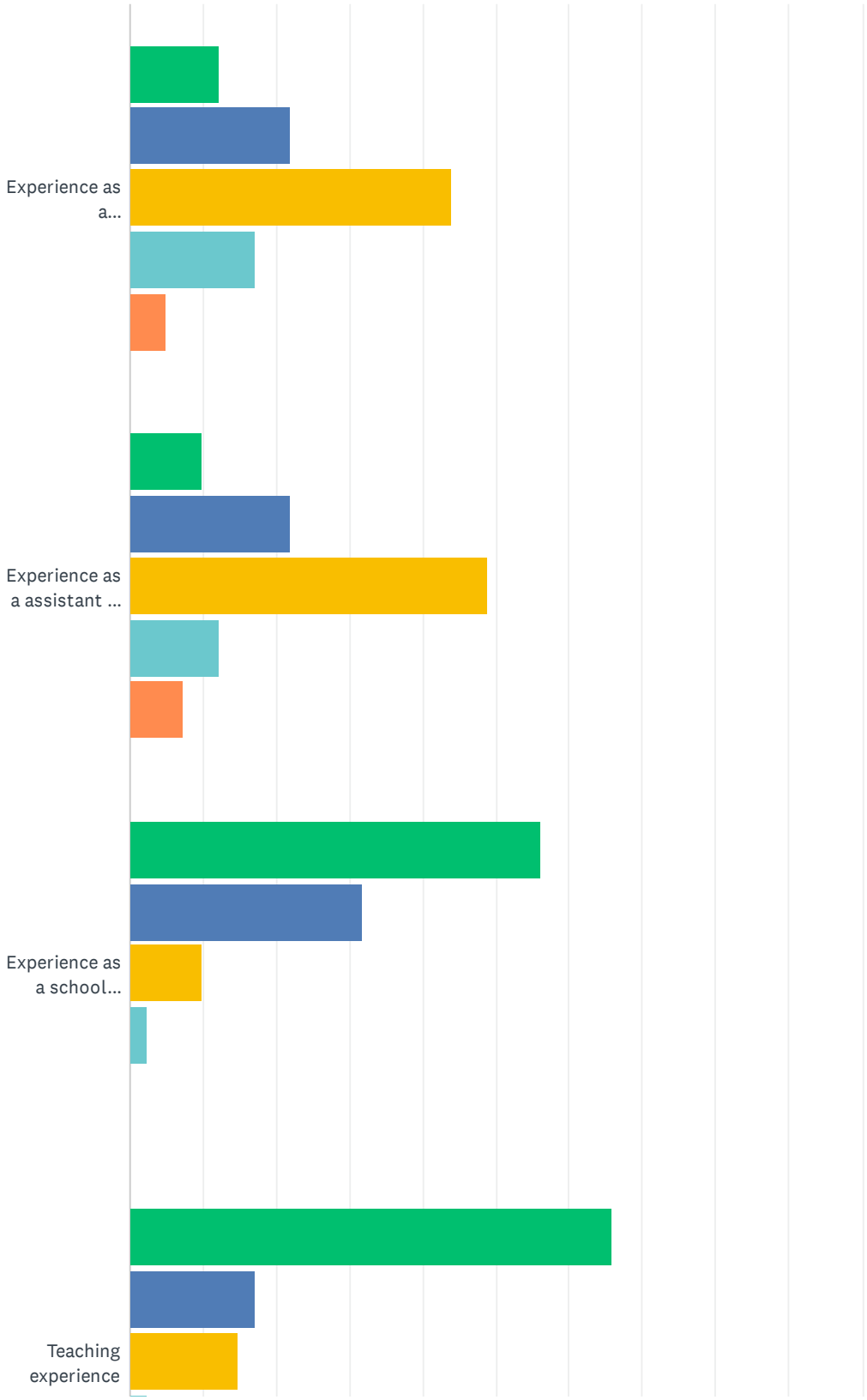
Answered: 41 Skipped: 0

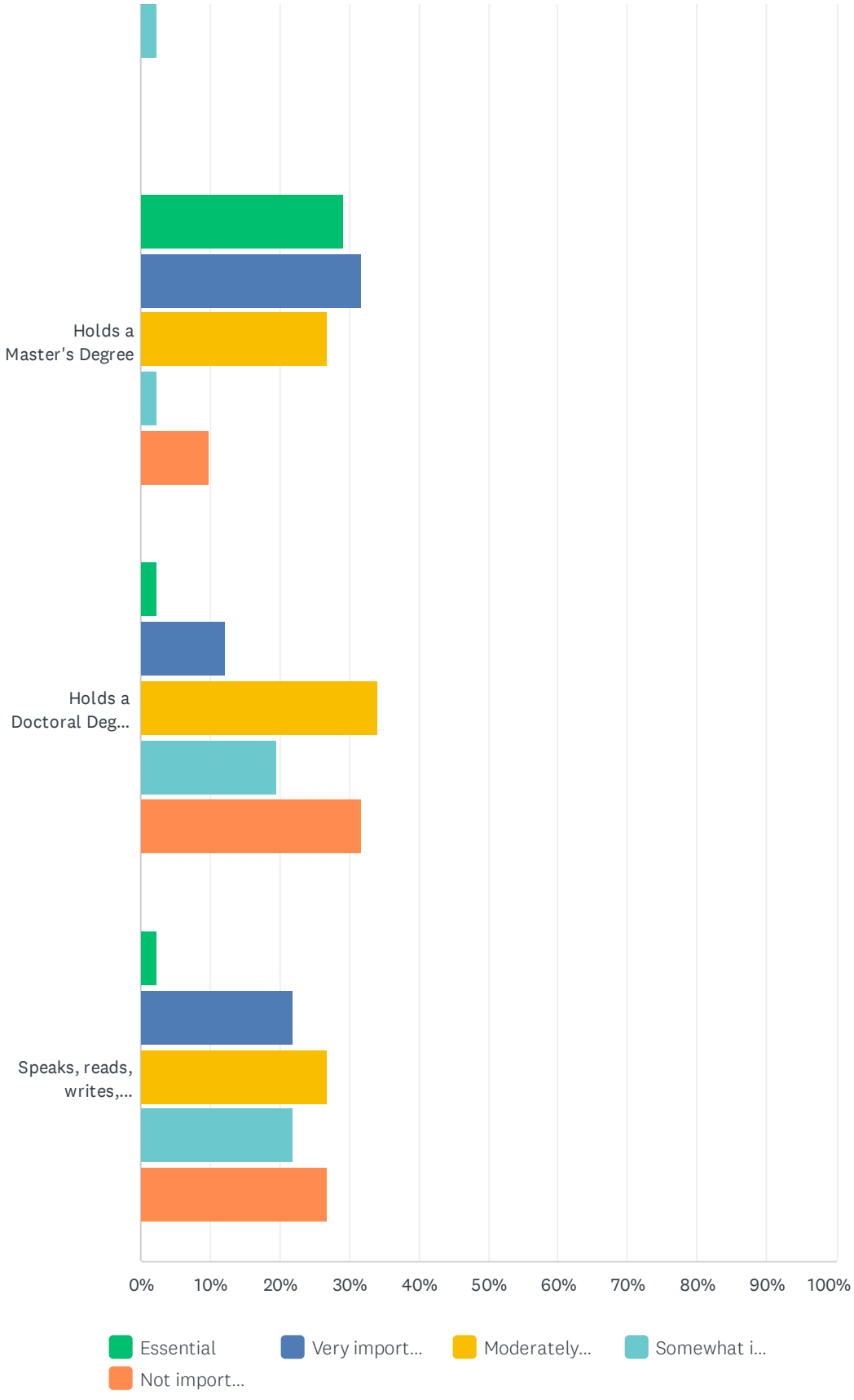


ANSWER CHOICES	RESPONSES	
I have children or a child who attends Dunham School	78.05%	32
I am an interested community member with no children in the district	0.00%	0
I am a certificated Dunham employee	12.20%	5
I am a classified Dunham employee	9.76%	4
I am an administrator who works in the district	0.00%	0
I am a school board member	0.00%	0
My relationship to the district is not listed	4.88%	2
Total Respondents: 41		

Q2 Please rate the level of importance for the following BASIC QUALIFICATIONS.

Answered: 41 Skipped: 0

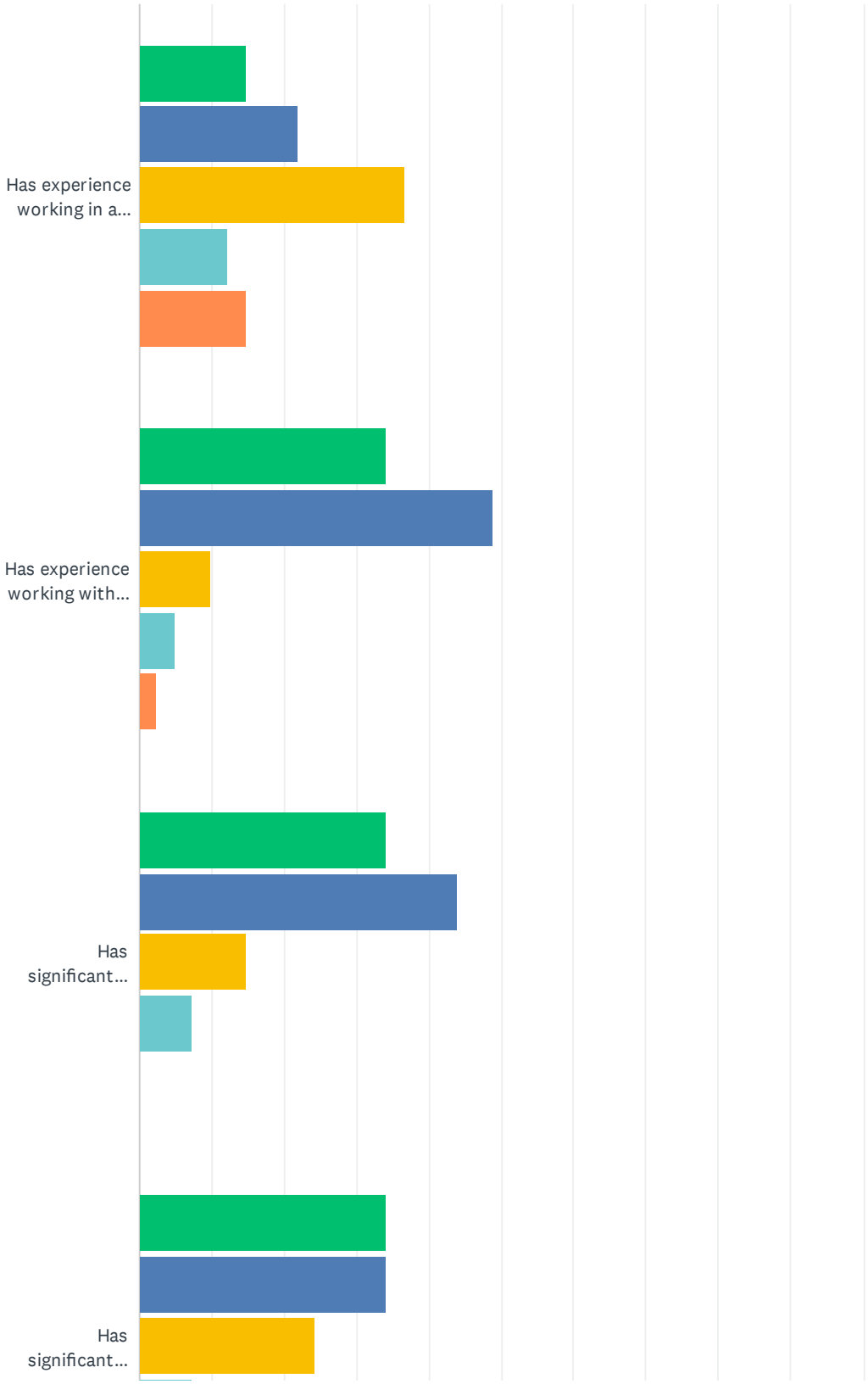


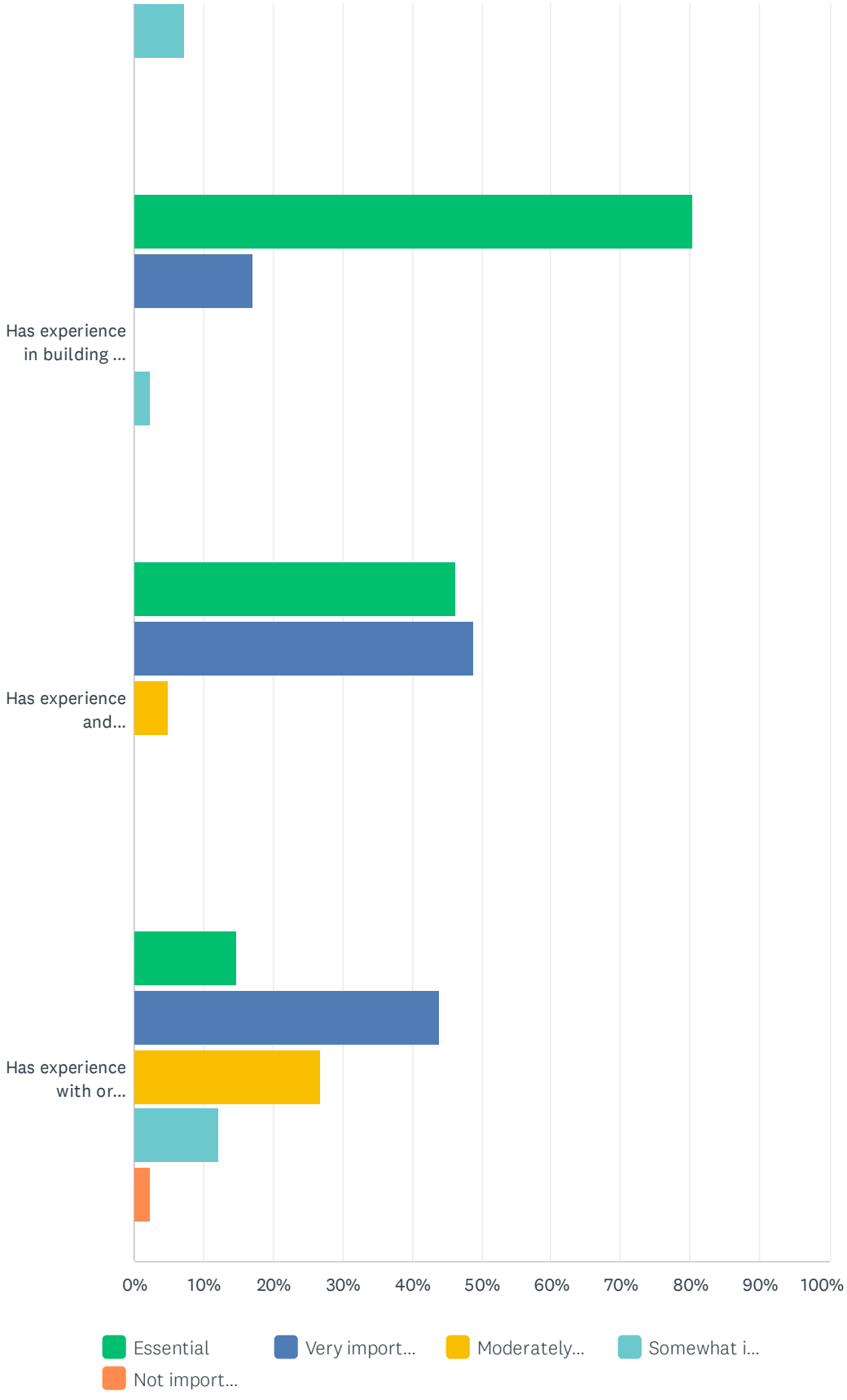

Holds a Master's Degree
Holds a Doctoral Deg...
Speaks, reads, writes,...
0%
10%
20%
30%
40%
50%
60%
70%
80%
90%
100%
Essential
Very import...
Moderately...
Somewhat i...
Not import...

	ESSENTIAL	VERY IMPORTANT	MODERATELY IMPORTANT	SOMEWHAT IMPORTANT	NOT IMPORTANT AT ALL	TOTAL	WEIGHTED AVERAGE
Experience as a superintendent	12.20% 5	21.95% 9	43.90% 18	17.07% 7	4.88% 2	41	2.80
Experience as a assistant or deputy superintendent	9.76% 4	21.95% 9	48.78% 20	12.20% 5	7.32% 3	41	2.85
Experience as a school principal	56.10% 23	31.71% 13	9.76% 4	2.44% 1	0.00% 0	41	1.59
Teaching experience	65.85% 27	17.07% 7	14.63% 6	2.44% 1	0.00% 0	41	1.54
Holds a Master's Degree	29.27% 12	31.71% 13	26.83% 11	2.44% 1	9.76% 4	41	2.32
Holds a Doctoral Degree (i.e., Ph.D. or Ed.D)	2.44% 1	12.20% 5	34.15% 14	19.51% 8	31.71% 13	41	3.66
Speaks, reads, writes, understands Spanish	2.44% 1	21.95% 9	26.83% 11	21.95% 9	26.83% 11	41	3.49

Q3 Please rate the level of importance for the following types of PROFESSIONAL EXPERIENCES.

Answered: 41 Skipped: 0

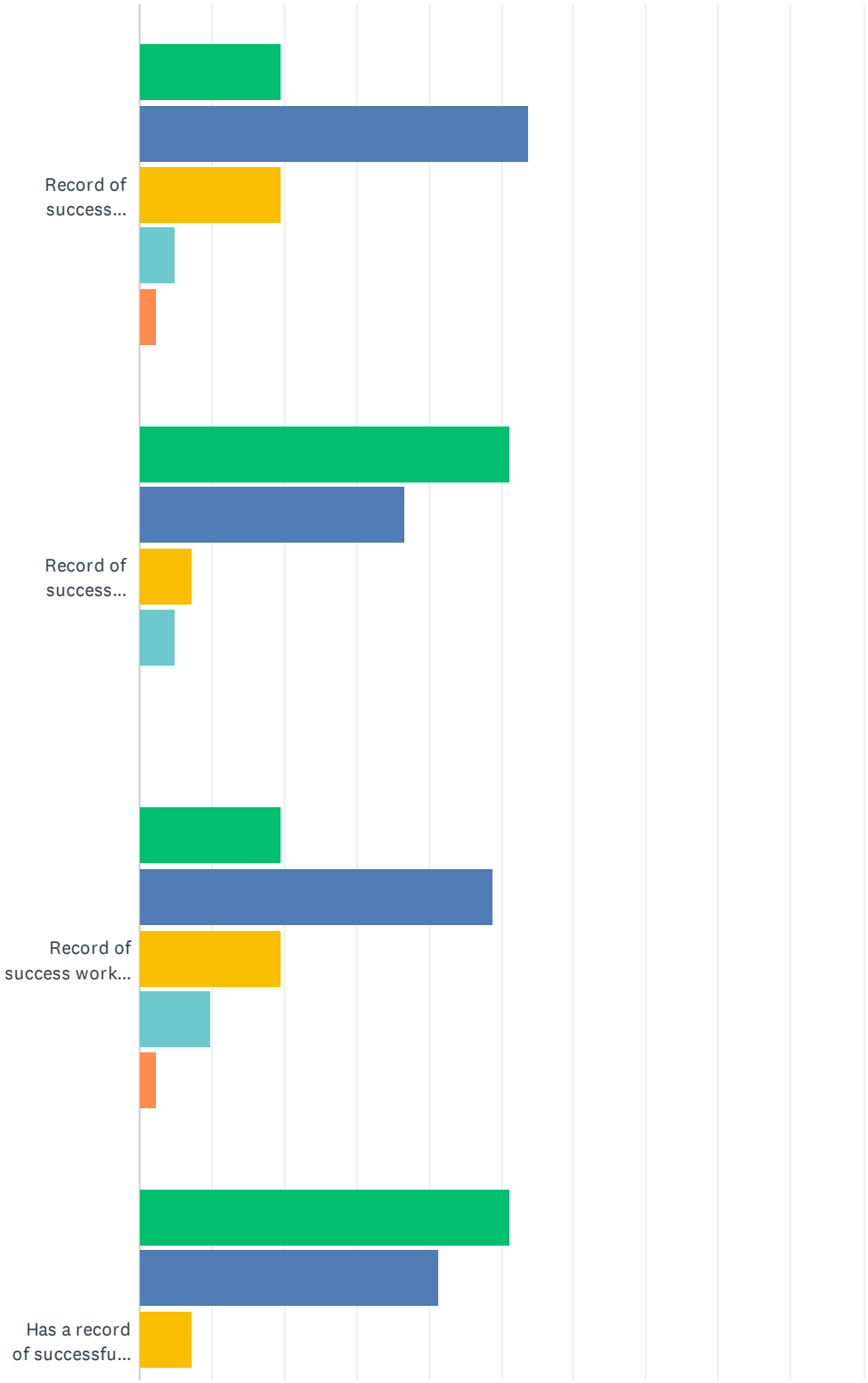


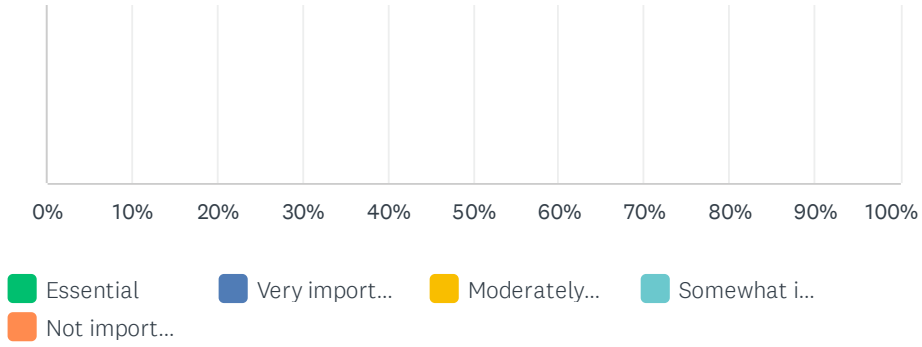

Has experience in building ...
Has experience and...
Has experience with or...
0%
10%
20%
30%
40%
50%
60%
70%
80%
90%
100%
Essential
Very import...
Moderately...
Somewhat i...
Not import...

	ESSENTIAL	VERY IMPORTANT	MODERATELY IMPORTANT	SOMEWHAT IMPORTANT	NOT IMPORTANT AT ALL	TOTAL	WEIGHTED AVERAGE
Has experience working in a school with a significant population English Learners	14.63% 6	21.95% 9	36.59% 15	12.20% 5	14.63% 6	41	2.90
Has experience working with California State Standards and accountability measures	34.15% 14	48.78% 20	9.76% 4	4.88% 2	2.44% 1	41	1.93
Has significant knowledge and experience with 21st Century Learning and Teaching in schools & school districts and utilizes the most modern research-based practices	34.15% 14	43.90% 18	14.63% 6	7.32% 3	0.00% 0	41	1.95
Has significant knowledge and experience with instructional and curricular technology (i.e. Utilizing computers and other types of technology to improve teaching and learning)	34.15% 14	34.15% 14	24.39% 10	7.32% 3	0.00% 0	41	2.05
Has experience in building and sustaining a positive culture	80.49% 33	17.07% 7	0.00% 0	2.44% 1	0.00% 0	41	1.24
Has experience and understanding of District budgets and budget management	46.34% 19	48.78% 20	4.88% 2	0.00% 0	0.00% 0	41	1.59
Has experience with or knowledge of charter schools	14.63% 6	43.90% 18	26.83% 11	12.20% 5	2.44% 1	41	2.44

Q4 Please rate the level of importance for the following types of PROFESSIONAL ACHIEVEMENTS.

Answered: 41 Skipped: 0

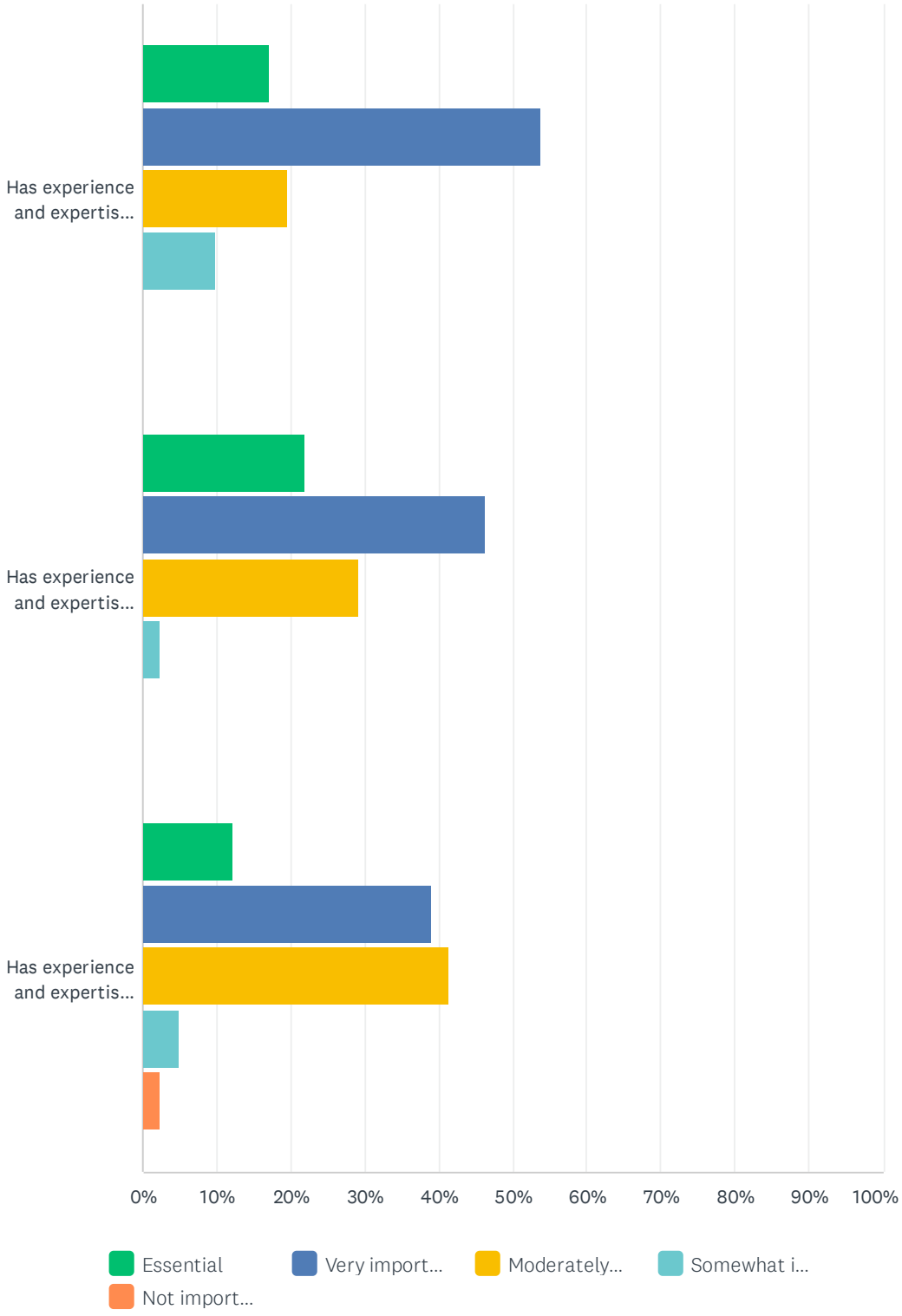




	ESSENTIAL	VERY IMPORTANT	MODERATELY IMPORTANT	SOMEWHAT IMPORTANT	NOT IMPORTANT AT ALL	TOTAL	WEIGHTED AVERAGE
Record of success increasing student academic achievement in reading, writing, and math	19.51% 8	53.66% 22	19.51% 8	4.88% 2	2.44% 1	41	2.17
Record of success promoting and supporting students' emotional and social well-being	51.22% 21	36.59% 15	7.32% 3	4.88% 2	0.00% 0	41	1.66
Record of success working well with employee unions	19.51% 8	48.78% 20	19.51% 8	9.76% 4	2.44% 1	41	2.27
Has a record of successfully communicating with stakeholders, including families, staff and the broader community using technology and electronic forms of communication, including social media	51.22% 21	41.46% 17	7.32% 3	0.00% 0	0.00% 0	41	1.56

Q5 Please rate the level of importance for the following types of PROGRAM EXPERIENCES.

Answered: 41 Skipped: 0



	ESSENTIAL	VERY IMPORTANT	MODERATELY IMPORTANT	SOMEWHAT IMPORTANT	NOT IMPORTANT AT ALL	TOTAL	WEIGHTED AVERAGE
Has experience and expertise with special education students, staff and programs	17.07% 7	53.66% 22	19.51% 8	9.76% 4	0.00% 0	41	2.22
Has experience and expertise with school district funding models, including the Local Control Funding Formula	21.95% 9	46.34% 19	29.27% 12	2.44% 1	0.00% 0	41	2.12
Has experience and expertise with capital improvement projects (has experience with school constriction projects and how they are funded)	12.20% 5	39.02% 16	41.46% 17	4.88% 2	2.44% 1	41	2.46

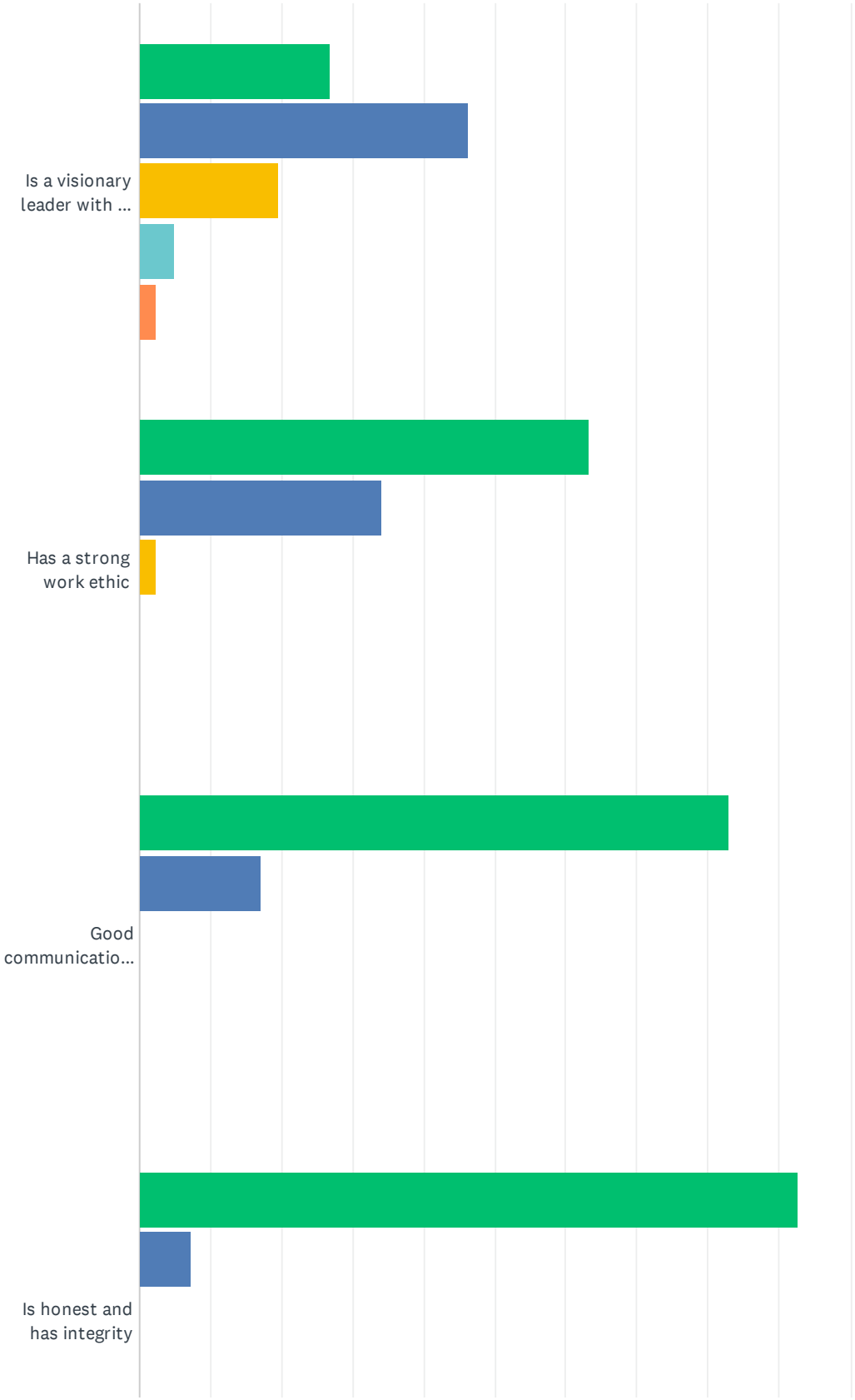
Q6 List in the box any other PROFESSIONAL QUALIFICATIONS you would like your next superintendent/principal to have.

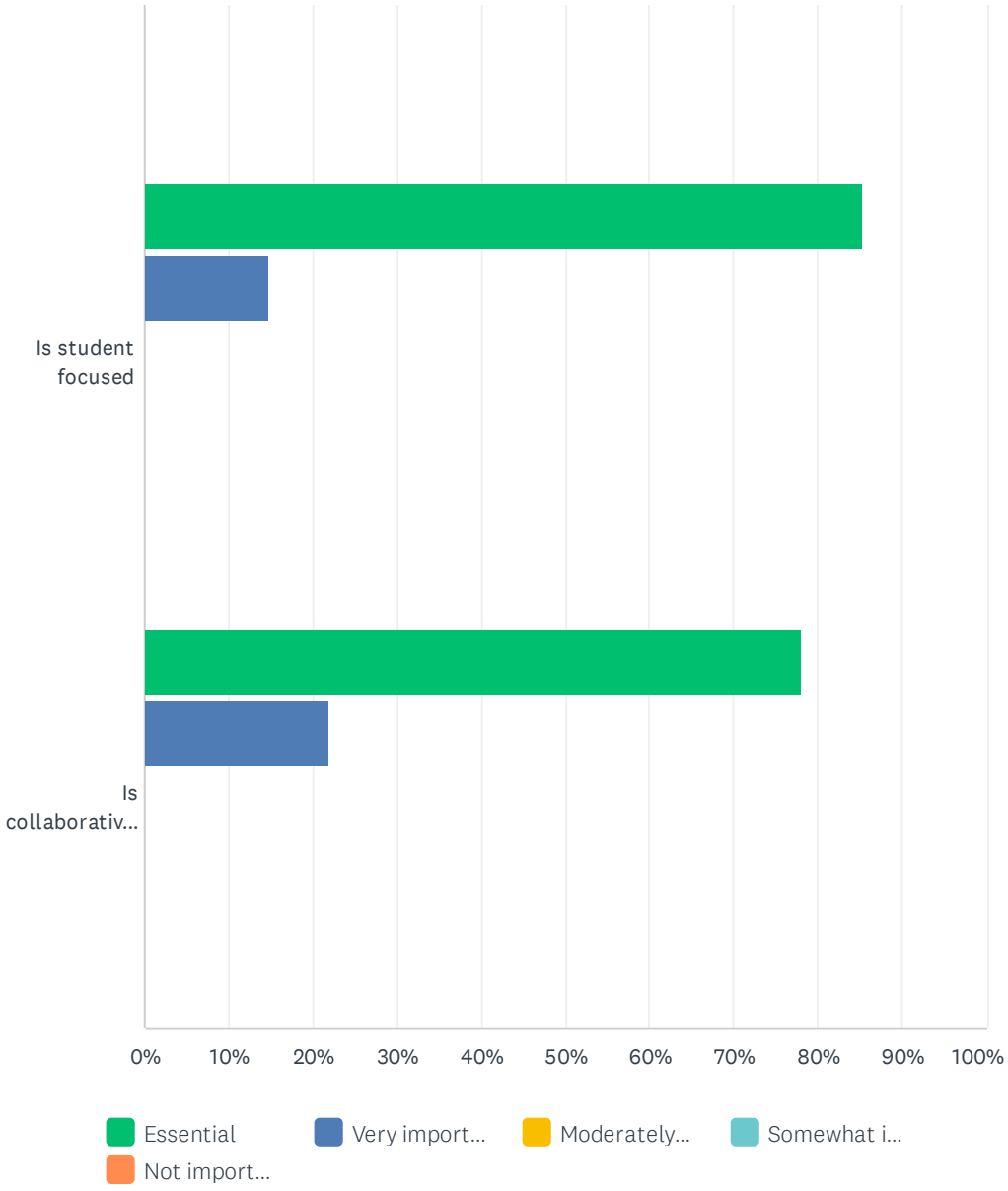
Answered: 19 Skipped: 22

#	RESPONSES	DATE
1	It would be wonderful if the sup/principal was familiar with the Coherence training we went through a few years ago.	5/9/2022 4:12 PM
2	Good communication skills and the ability to get the school's budget back on track. The ability to hire and retain excellent teachers and treat them with respect.	5/7/2022 2:13 PM
3	Experience/knowledge regarding overseeing daycare. Understanding of Classified duties and responsibilities	5/6/2022 1:42 PM
4	Present in the school community	5/3/2022 2:09 PM
5	Understand our individual school culture. We are traditional events and expectations that make us special. New is good but to not ruin our past traditions.	5/2/2022 7:43 PM
6	TOP Priority is education	5/2/2022 10:34 AM
7	Stays longer than two years. Lives in area, not moving, etc. Dedicated to Dunham.	5/2/2022 9:49 AM
8	They like kids, have lots of energy and are involved.	5/1/2022 12:52 PM
9	Experience with small school districts/rural areas would be helpful	4/28/2022 6:44 PM
10	Ability to ask questions/actively listen to all stakeholders not cater to a few. If don't know the answer, able to humbly ask or send surveys to students, parents and/or guardians and staff to get a sense of school climate/culture — dive in!	4/28/2022 4:57 PM
11	They should understand the importance of advertising our school through technology and community involvement. In order for our small school to flourish, this needs to be a priority.	4/28/2022 10:34 AM
12	Fundraising experience would be a big plus.	4/28/2022 8:37 AM
13	Strong philosophy of "what is best for the student." Strong leadership and communication skills. Flexible, open-minded and team-player. Confident decision-maker. Personable, positive, outgoing, and friendly.	4/28/2022 7:53 AM
14	None	4/27/2022 8:19 PM
15	Communication skills / collaboration	4/27/2022 7:23 PM
16	Must be a adept at communicating with parents, teachers, staff and students.	4/27/2022 6:52 PM
17	Experience and expertise in supporting the following areas: visual and performing arts programs, physical education and STEM.	4/27/2022 6:49 PM
18	Leadership	4/27/2022 6:01 PM
19	Great communication, great follow through, And a go getter	4/27/2022 5:57 PM

Q7 Please rate the level of importance for the following:

Answered: 41 Skipped: 0

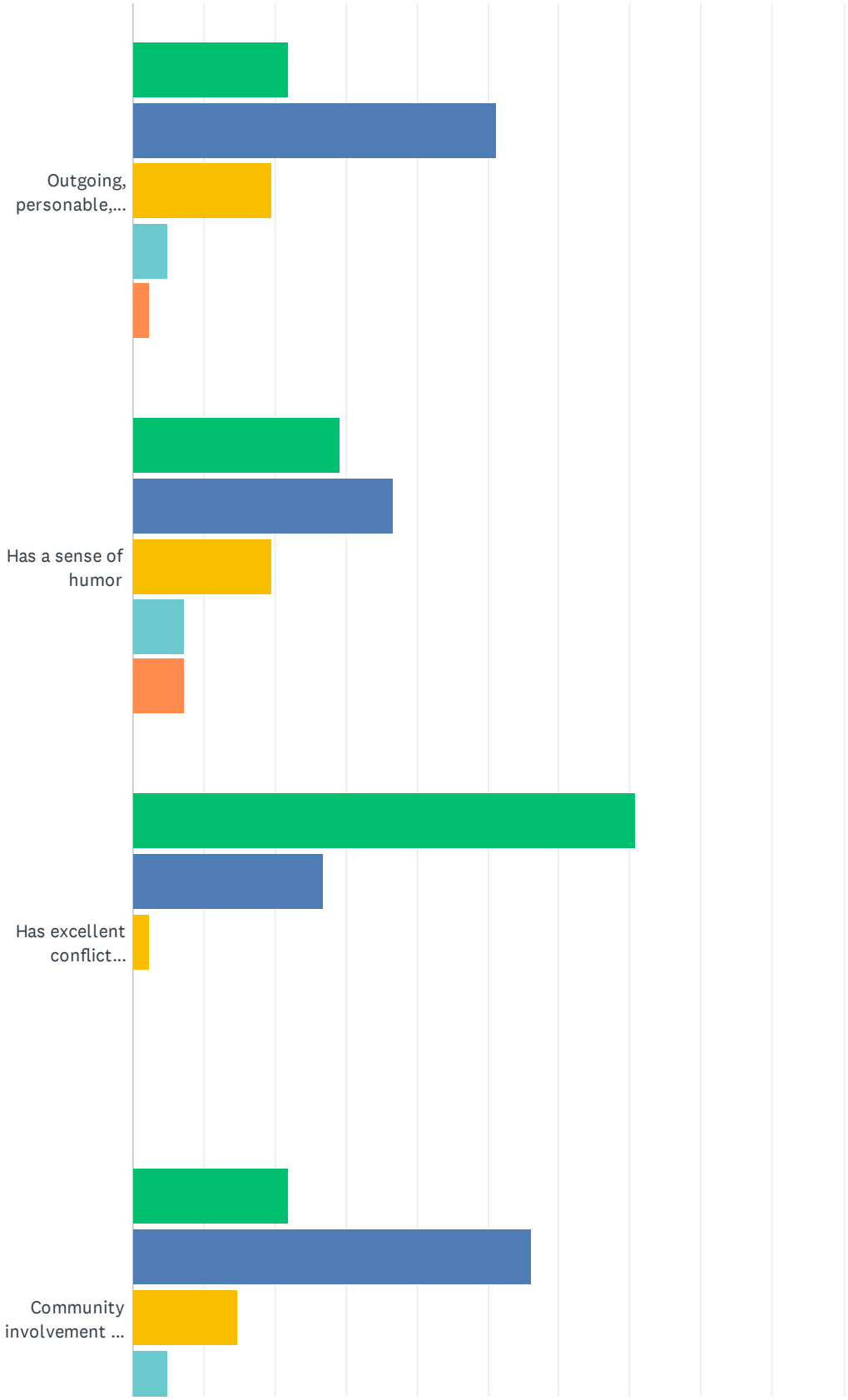


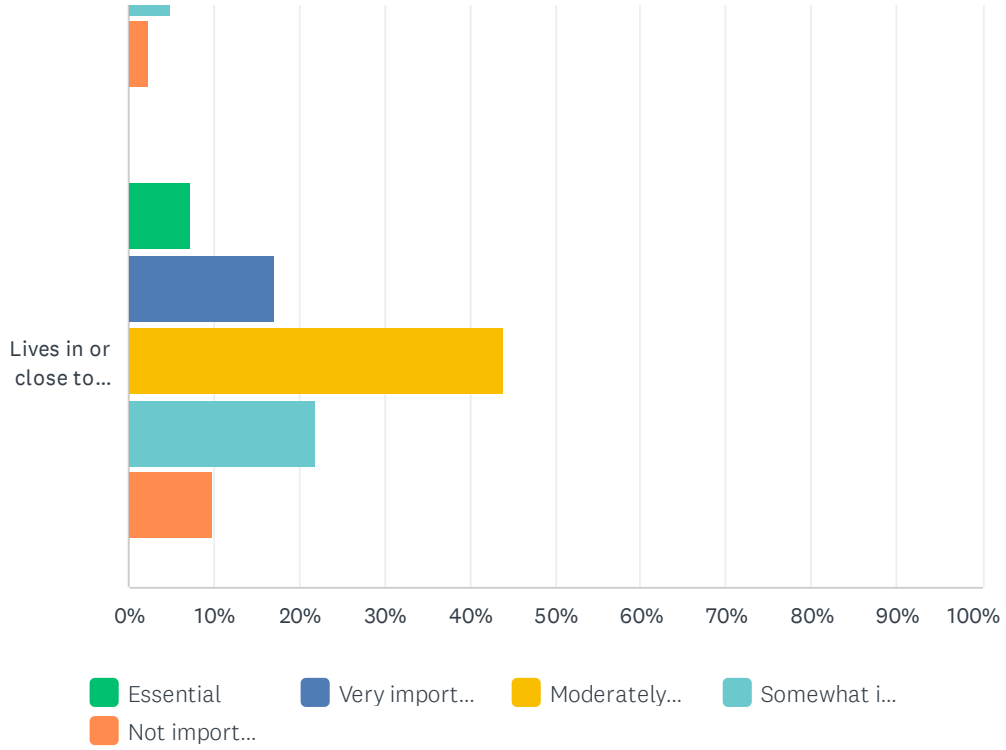

Is student focused
Is collaborativ...
0%
10%
20%
30%
40%
50%
60%
70%
80%
90%
100%
Essential
Very import...
Moderately...
Somewhat i...
Not import...

	ESSENTIAL	VERY IMPORTANT	MODERATELY IMPORTANT	SOMEWHAT IMPORTANT	NOT IMPORTANT AT ALL	TOTAL	WEIGHTED AVERAGE
Is a visionary leader with the skills and personality necessary to ensure the district is recognized locally & statewide as a quality school district	26.83% 11	46.34% 19	19.51% 8	4.88% 2	2.44% 1	41	2.10
Has a strong work ethic	63.41% 26	34.15% 14	2.44% 1	0.00% 0	0.00% 0	41	1.39
Good communication skills (good listener, genuinely listens to the input and. perspectives of others), good eye contact, is articulate and understandable, etc.	82.93% 34	17.07% 7	0.00% 0	0.00% 0	0.00% 0	41	1.17
Is honest and has integrity	92.68% 38	7.32% 3	0.00% 0	0.00% 0	0.00% 0	41	1.07
Is student focused	85.37% 35	14.63% 6	0.00% 0	0.00% 0	0.00% 0	41	1.15
Is collaborative and approachable	78.05% 32	21.95% 9	0.00% 0	0.00% 0	0.00% 0	41	1.22

Q8 Please rate the level of importance for the following:

Answered: 41 Skipped: 0

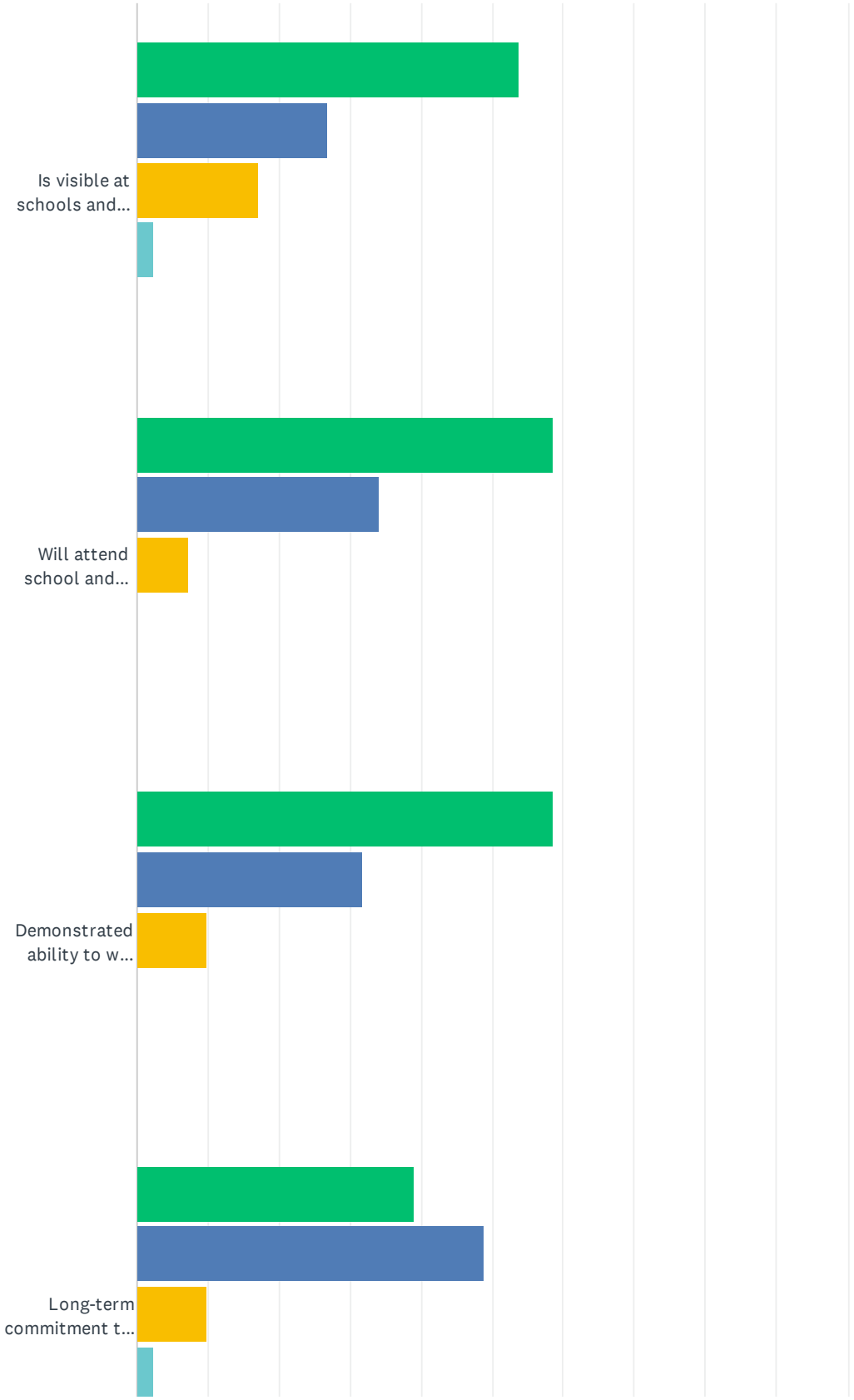


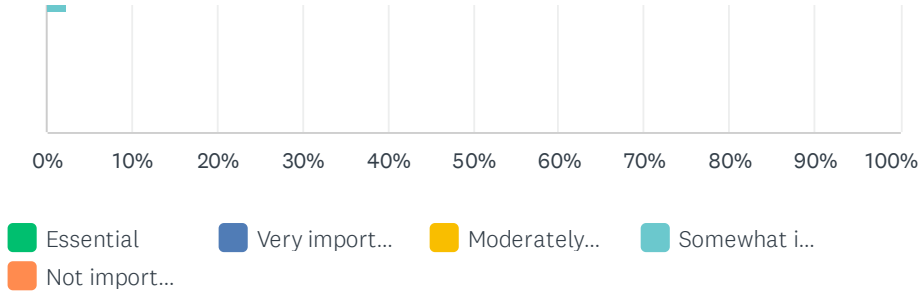


	ESSENTIAL	VERY IMPORTANT	MODERATELY IMPORTANT	SOMEWHAT IMPORTANT	NOT IMPORTANT AT ALL	TOTAL	WEIGHTED AVERAGE
Outgoing, personable, charismatic	21.95% 9	51.22% 21	19.51% 8	4.88% 2	2.44% 1	41	2.15
Has a sense of humor	29.27% 12	36.59% 15	19.51% 8	7.32% 3	7.32% 3	41	2.27
Has excellent conflict management skills (is skilled at resolving conflicts between groups and individuals)	70.73% 29	26.83% 11	2.44% 1	0.00% 0	0.00% 0	41	1.32
Community involvement - will be involved in the broader district and Sonoma County communities	21.95% 9	56.10% 23	14.63% 6	4.88% 2	2.44% 1	41	2.10
Lives in or close to district	7.32% 3	17.07% 7	43.90% 18	21.95% 9	9.76% 4	41	3.10

Q9 Please rate the level of importance for the following:

Answered: 41 Skipped: 0





	ESSENTIAL	VERY IMPORTANT	MODERATELY IMPORTANT	SOMEWHAT IMPORTANT	NOT IMPORTANT AT ALL	TOTAL	WEIGHTED AVERAGE
Is visible at schools and frequently visits classrooms	53.66% 22	26.83% 11	17.07% 7	2.44% 1	0.00% 0	41	1.68
Will attend school and district events	58.54% 24	34.15% 14	7.32% 3	0.00% 0	0.00% 0	41	1.49
Demonstrated ability to work well with a variety of groups of people	58.54% 24	31.71% 13	9.76% 4	0.00% 0	0.00% 0	41	1.51
Long-term commitment to the district	39.02% 16	48.78% 20	9.76% 4	2.44% 1	0.00% 0	41	1.76

Q10 List in the box any other PERSONAL ATTRIBUTES you would like your next superintendent/principal to have.

Answered: 17 Skipped: 24

#	RESPONSES	DATE
1	Clear communicator, interacts with others based on the assumption that we are all here to do the best we can for the students and school	5/9/2022 4:12 PM
2	Warm, student-focused, and passionate.	5/7/2022 2:13 PM
3	Make an effort to get to know all staff on a personal level, not just Certificated.	5/6/2022 1:42 PM
4	Kind and understanding. Not afraid to talk about the hard stuff. To be straight forward and honest	5/2/2022 7:43 PM
5	There must be someone out there that works, lives nearby and wants to head a school and get paid. Hopefully there are a few individuals from which to choose. This can't be a search for the stars, rocket science, etc.	5/2/2022 9:49 AM
6	A true interest in the well being of the school	4/29/2022 11:30 AM
7	Flexible, diplomatic, good with students and families	4/28/2022 6:44 PM
8	Friendly and experience with diverse communities (multiethnic, multi-gender, intergenerational, socioeconomic, etc). Able to engage students and connect on their level. Supportive of music education within the school day. Committed to EVERYONE in this school community.	4/28/2022 4:57 PM
9	Someone who appreciates the rural setting and the family like atmosphere. This person should also want to increase enrollment and they will be the face of the that push.	4/28/2022 10:34 AM
10	It would be great to have someone who is personable and present and has clear communication with students, families and staff. The principal is essential to the heart of the school and how comfortable the community is. We need a leader who is smart but also personable and caring. Someone who will work to connect the parents to the school and keep families engaged in the school culture. We need someone who will advocate for the school and explore fundraising opportunities to keep our small school afloat in these trying times.	4/28/2022 8:37 AM
11	Personable, positive, friendly, supportive, open-minded, ethical.	4/28/2022 7:53 AM
12	Organized and dedicated to students and teachers	4/27/2022 8:19 PM
13	Someone who values and supports our teachers; a team approach, not an authoritative one.	4/27/2022 7:13 PM
14	Open and non-judgemental. Supportive of a Culturally Diverse population.	4/27/2022 6:49 PM
15	Very outgoing and friendly like Mr Hoffman	4/27/2022 6:36 PM
16	Takes ownership	4/27/2022 6:01 PM
17	Sorry I think I put these in my question above	4/27/2022 5:57 PM