



Southwestern Consolidated Schools of Shelby County

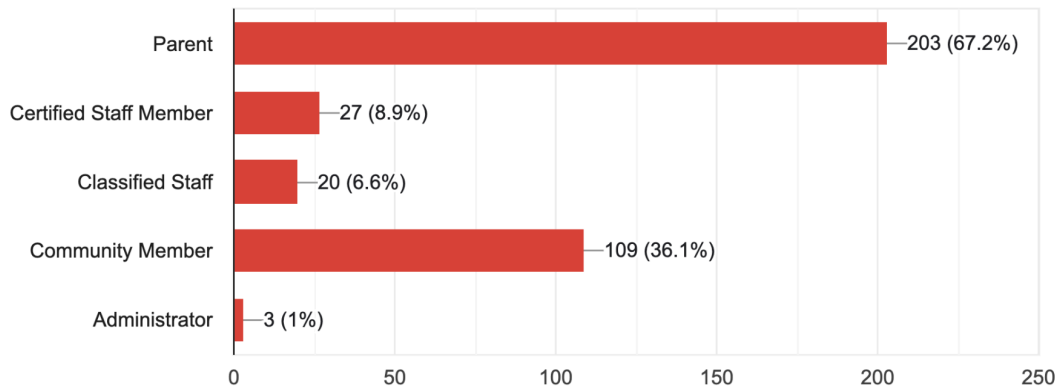
Superintendent Survey Results

February 19, 2024

Prepared by: University Search Team

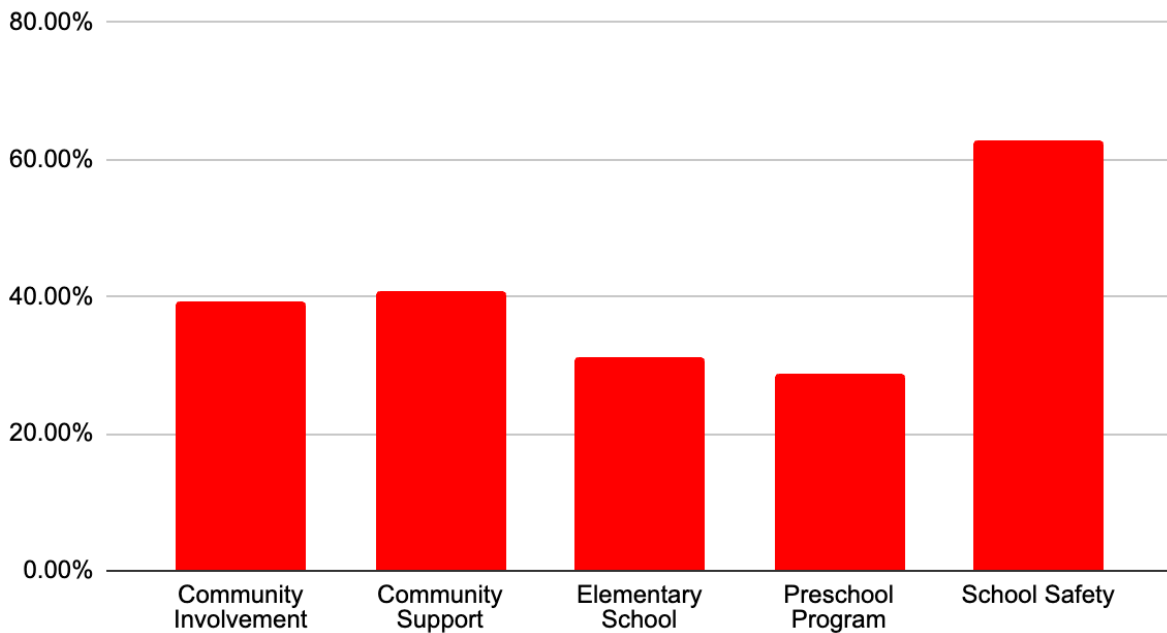
How do you best describe your relationship with the school district? (please mark all that apply)

302 responses

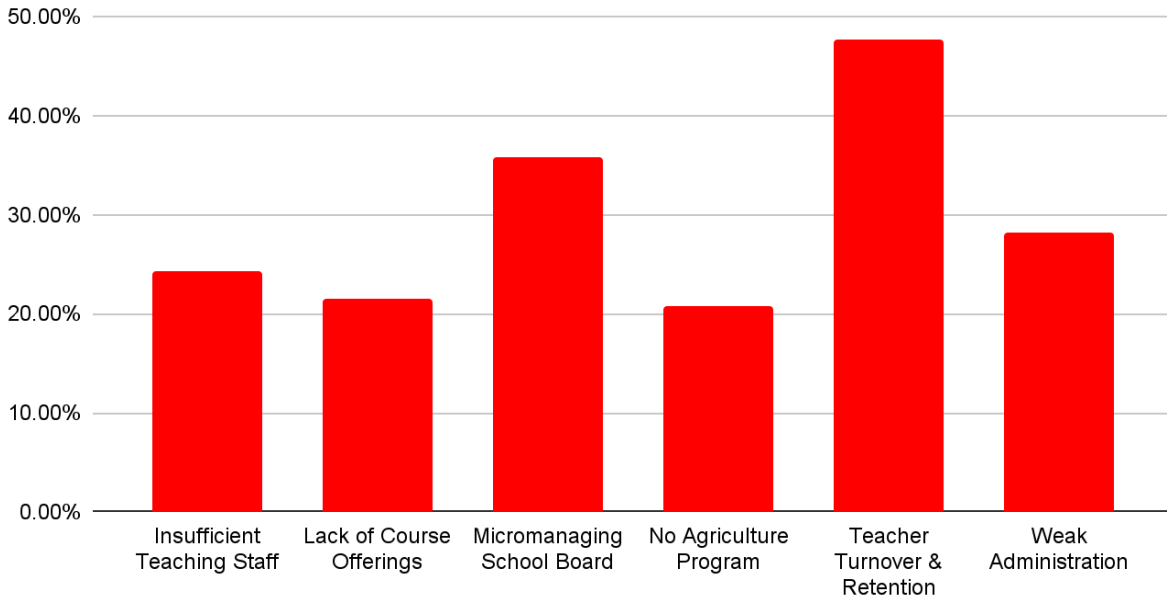


Note: Some survey participants selected more than one descriptor, so category responses when added together exceed the survey responses of 302.

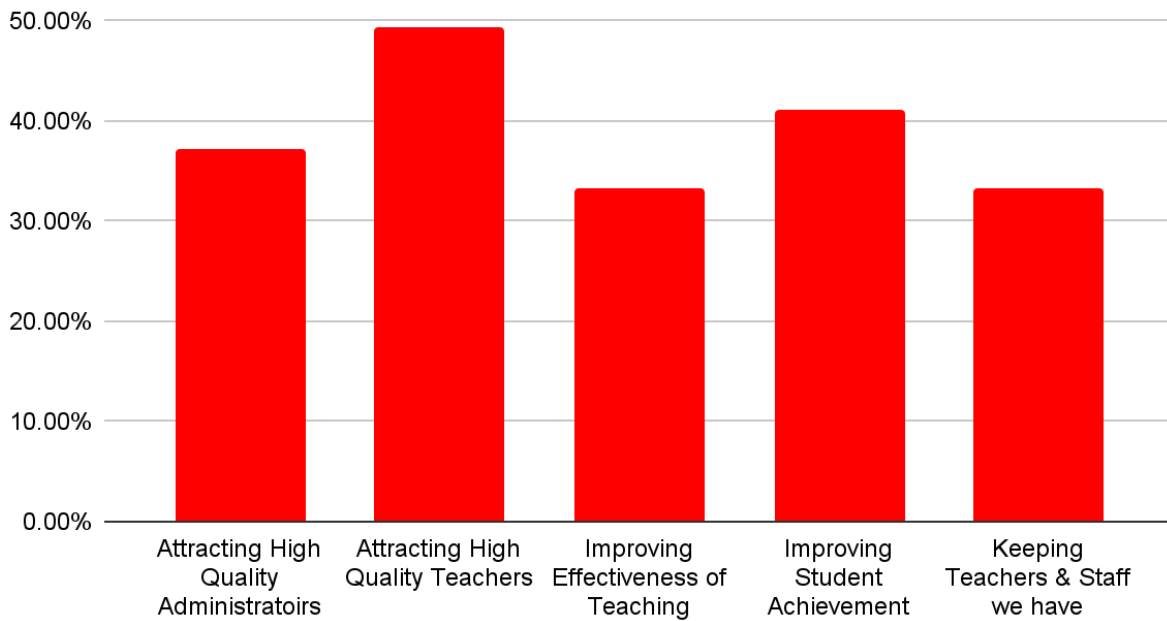
Strengths of Southwestern Schools



Challenges of Southwestern Schools

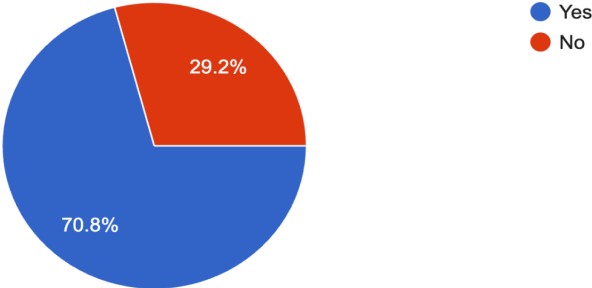


Priorities of Southwestern Schools



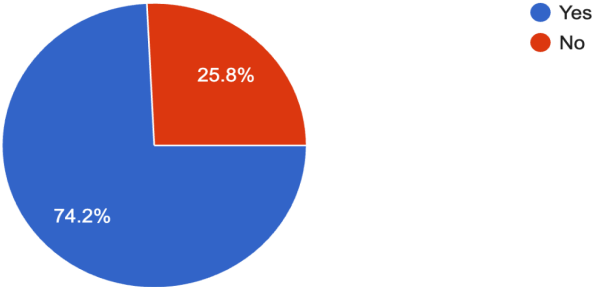
Is it important that the superintendent have previous experience as a superintendent?

298 responses



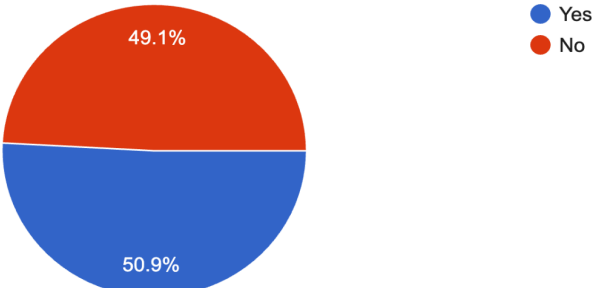
Is it important that the next superintendent have previous central office experience?

291 responses

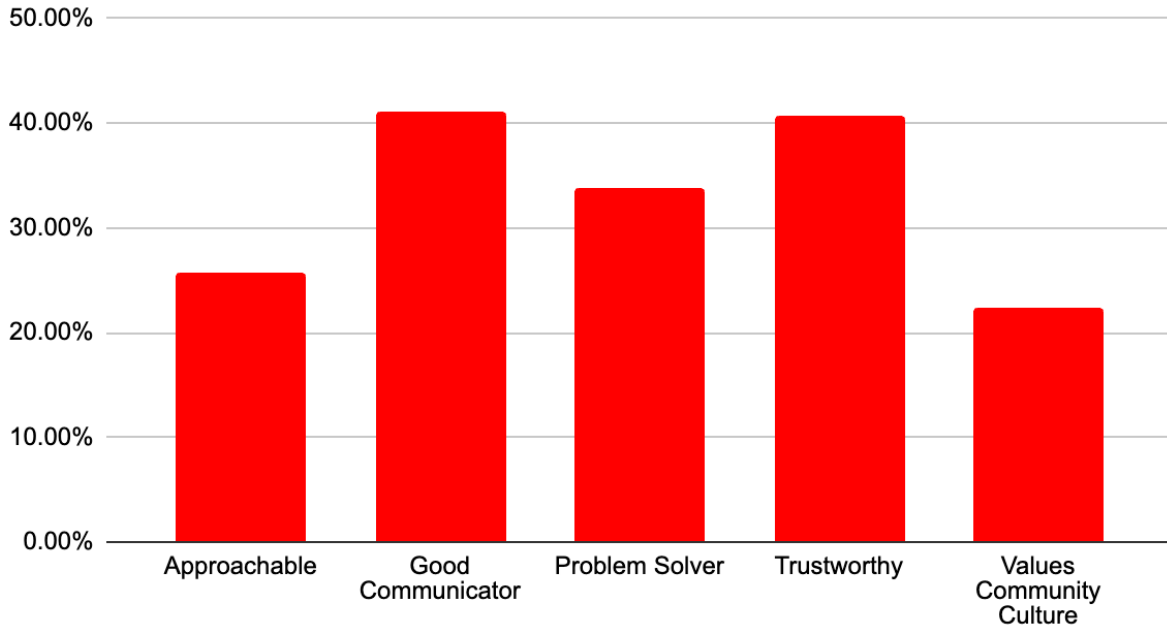


Should the next superintendent have a doctorate (EdD or PhD degree)?

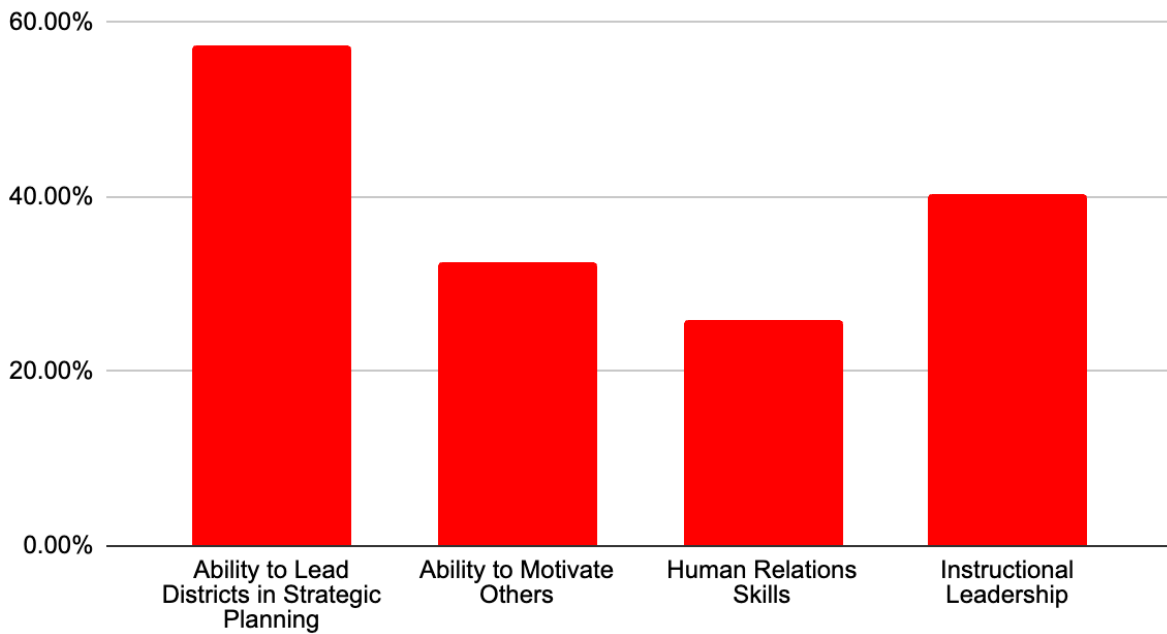
293 responses



Personal Characteristics of Next Superintendent



Professional Characteristics of Next Superintendent



Summary of Comments in Survey

Three main themes presented themselves in the over 125 comments that people left in the survey. To protect individuals who might be identified by their comments, those themes are summarized below.

Theme One: The first major theme was the board relationship with the community and school families, and communication with those groups. This group of comments could be summarized as overall board transparency and was defined as the board recognizing their role as board members and making sure that those roles do not interfere with the role of the superintendent. In addition, there was a substantial subset of comments which expressed disappointment in specific board members and those board members' actions which the commenters interpreted as benefitting their family members and not the community as a whole. It was important to stakeholders that the superintendent be given the authority to lead the district and not have day-to-day supervision managed by the board.

Theme Two: The next major set of comments talked about how Southwestern Schools had a strong past and how important it was for all students and the community that the school district look to becoming strong again. Specific comments included looking to improve the building and district cultures, supporting all students and teachers, and working together instead of fragmented. Several stakeholders noted that teacher turnover was high and that specific programs and students were left without quality programming due to that turnover. They noted that families and students deserve better.

Theme Three: Thirty-six stakeholders responded with specific information about what skill sets the next superintendent needs to have. Common comments included: experience, a heart for all students, outside the school system, and strong enough to lead the district without interference from others (school board was most commonly defined 'other'). All respondents wanted a future leader who focused on Southwestern Shelby Schools and was supportive of its families, teachers, and students.