

# Superintendent Hiring Survey Results

June 2020



# Overview

In the search for a new superintendent, Jefferson Parish Schools conducted a stakeholder survey from June 5-June 19, 2020. The Jefferson Parish School Board will use survey feedback as they make a decision about hiring the next superintendent.

## Survey Details:

- There were three questions on the online survey:
  1. Please select the option that best describes your position within Jefferson Parish Schools.
  2. Please describe the characteristics you would like to see in the next superintendent of Jefferson Parish Schools.
  3. Name (optional)
- Available in English, Spanish, Arabic and Vietnamese



# 1,163 Stakeholders Responded

Stakeholder	English	Spanish	Arabic	Vietnamese	By stakeholder
Student	32	2	0	0	3% (34)
Parent/Guardian	450	33	2	0	42% (485)
Employee	592	6	0	0	51% (598)
Community Member	45	1	0	0	4% (46)
<b>By language</b>	<b>96% (1119)</b>	<b>4% (42)</b>	<b>2</b>	<b>0</b>	<b>TOTAL: 1163</b>

# Summary of Superintendent Characteristics

When describing our next superintendent in one or two words, common themes included:

Kids First	Supports Educators	Experienced	Visible
Compassionate	Knowledgeable	Communicator	Ethical
Supports <i>2024</i>	Visionary	Committed	Equity
Listener	Collaborative	Transparent	Open-minded
Honest	Integrity	Caring	Understanding

# Desired Characteristics

Using stakeholder quotes, the most desired skill sets, experiences, and traits included:

Do what's best for all students.

Support teachers and staff.

Be an experienced and knowledgeable educator.

Engage with stakeholders, listen, and use feedback.

Support the district's current plan and direction.

Be invested in our community.

Prioritize equity and diversity.

Be caring, honest, and fair.



# Do what's best for all students.

- “The next superintendent should have the heart and mind to do what's best for the students first, then staff and parents!” –Employee
- “A person who puts the students first and wants to approach the whole child.” -Employee
- “Someone who is truly there for the students and families, not just in words but in actions. Someone who makes changes in line with what is good for all students, not just some.” -Parent
- “Someone dedicated to the education of all students no matter who they are.” – Parent
- “The next superintendent should have the student's futures in best interest.” – Student
- “A leader who is eager to make change for the benefit of the district and continues to do what is best for children and not just best for parents.” – Student
- “High expectations for student outcomes.” –Community Member



# Support teachers and staff.

- “A leader that provides professional feedback to develop teachers and administrators to directly impact student achievement.” –Employee
- “One who also cares for all of his/her employees. It is not just teachers who enrich the lives of Jefferson Parish students. We need someone who is also going to take care of the parishes’ coaches, custodians, clerks, and secretaries.” - Employee
- “The best candidate for Superintendent would be someone who values, supports, and listens to teachers so that teachers can provide the best opportunities for students.” – Employee
- “I hope our next superintendent understands that employees deserve respect, first and foremost.” –Employee
- “Willing to advocate for the teachers and enforce the discipline policies as listed in the manual and hold students/parents accountable for their actions.” –Employee
- “Someone who will hold principals and teachers accountable, but also give them more resources to be successful.” -Parent



# Be an experienced and knowledgeable educator.

- “An experienced educator who puts the needs of the students first and values the expertise of the teachers.” –Employee
- “Respect for teachers as professionals, expectation of cleanliness in schools, dedicated to updating facilities and technology, classroom experience at many levels, mindful of all populations of students including SPED.” –Employee
- “Someone who has been a teacher and knows what both teachers and students need to be successful.” –Employee
- “A leader with a lot of experience as an educator with a good reputation amongst parents and students as well as his/her colleagues and willing to listen to what we have to say.” –Parent
- “Experience in the classroom, experience with diverse educational needs including gifted, talented, students with 504/IEP, committed to equality and justice in the classroom, supporter of inclusive educational methods.” –Parent
- “Understands the needs of children both educationally and socially, supports physical education, supports healthy meals, understands the needs of working families, loyal, patient, supports the needs of teachers, financially and emotionally.” -Parent





# Engage with stakeholders, listen, and use feedback.

- “Listening and communicating with respect and answering those in the community who want change for the students.” –Student
- “Candidate should possess the ability to think strategically and incorporate all key stakeholders in the community.” –Community Member
- “The best candidate for Superintendent would be someone who values, supports, and listens to teachers so that teachers can provide the best opportunities for students.” –Employee
- “Open communication with staff, families and students.” –Employee
- “I would like to see a superintendent who listens to the voices and opinions of all stakeholders and use those to make decisions for the best outcomes of our students.” –Employee
- “Transparent, willing to admit when mistakes are made, will allow parents to have a voice when decisions are made that affect them, take those voices into consideration when making decisions that affect them.” –Parent
- “Someone who will listen to parents and employees to find out what our children need to succeed.” –Parent



# Support the district's current plan and direction.

- “The next superintendent should be someone who is able to work with students, teachers, parents and stakeholders to advance the school system's strategic plan.” –Community Member
- “I would like to see the next person keep the 2024 plan. I would also like to see them keep the curriculum that we are currently using. Now that we have a good curriculum, it would greatly benefit the students and district if we all got used to it.” –Employee
- “Someone who will continue the work we have started. We don't want to start over.” –Employee
- “Changing too many structures, systems, and programs will cause major exhaustion, burnout and turnover. Stay on the same trajectory.” –Employee
- “Committed to continue the work that Dr. Brumley started to meet strategic goals set for 2024.” –Parent
- “A leader that puts kids first. We have a plan and believe he/she should follow the 2024 Plan.” –Parent



# Be invested in our community.

- “Someone committed to the continued growth of Jefferson Parish schools and families.”  
–Employee
- “Someone who wants to lead this parish long term and see results of his or her plans in action.” –Employee
- “I believe our next superintendent should be promoted from within our own school system.”  
–Employee
- “Strong leader with compassion, education, and commitment to the families of Jefferson Parish.” - Employee
- “We as a district needs someone who is ready to take charge for an extended period of time; who is invested in our parish. We understand we can't see into the future, but someone who has a vision and might be here to see that vision to fruition would be outstanding.” –Parent
- “I want someone that currently works within the Jefferson Parish School System. I'm tired of Jefferson Parish changing things every 2 to 3 years. We need to stay consistent.” -Parent



# Prioritize equity and diversity.

- “The characteristics I would like to see in the next Superintendent include a caring individual who takes into consideration all cultures as well as working parents, single parents, and married individuals in which many students come from.” – Employee
- “I would like to see a new superintendent who is sensitive to the needs of all populations. Our ESL community is large and needs lots of help. Our SPED population is large and needs to be managed better. Our general population needs to be addressed in many ways: some of our students have anger issues, many are below level, some of our students do not feel part of their community. A new superintendent should be aware of all of these issues while maintaining academics and social learning.” –Employee
- “I would like for more money to be put in schools with the most challenging students.” – Employee
- “Our next superintendent of Jefferson Parish should be culturally competent and understand the diverse needs of this district. An overwhelming number of students don't have the needed home support for various reasons. As a result, many students need extra support at school.” -Parent



# Be caring, honest, and fair.

- “Consistent. Fair. Not indebted to anyone. Understanding and flexible, especially with the current challenges caused by the pandemic. Willing to learn and values urgency in educating our students.” –Employee
- “The person should be fair and used to working with the challenges our district currently faces.” –Employee
- “I am looking for someone who will put the children's needs first. I want someone who will fight for the kids and be fair. I want someone who going to be kind, patient, but stern.” –Parent
- “I would like someone who is fair, transparent, and has the students and teachers best interest in mind. Someone who doesn't play politics, and will actually listen to the concerns of parents and the community.” –Parent
- “Someone who is trustworthy, caring, sincere, involves all stakeholders in his/her decision-making and will always do what's best for the children.” –Parent
- “We need someone that cares about the students, ALL students and be willing to listen to the stakeholders.” –Community Member

