

**Monroe County Community School Corporation
Bloomington, Indiana
Community Engagement and Profile Report
October 16, 2020**

**Presented by
Dr. Ronald Barnes, Dr. Debra Hill and Dr. Glenn Schlichting
BWP and Associates Consultants**

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The following report provides data and information gathered through a community engagement and audit process for Monroe County Community School Corporation (MCCSC). The purpose of this process was to conduct a Community Audit and create a Leadership Profile which has been approved by the MCCSC Board of Education. This profile will be used as the basis for the recruitment, identification, and selection of the superintendent. A special note of thanks is given to Ms. Karen Butcher and the entire District Office staff for their efficiency, gracious hospitality, planning support and assistance.

The information provided reflects the overall themes that emerged from input and feedback from School Board Members and numerous constituent groups September 28 through October 7, 2020. Information was gathered by BWP and Associate consultants via individual face-to-face or phone interviews, sixteen (16) virtual focus group discussions, two (2) community forums, and an online survey utilizing Survey Monkey in which nine hundred twenty-nine (929) responses were received. In order to address Board and community concerns about engaging all segments of the community and most importantly those individuals considered to be in “marginalized” groups, in some cases focus group participants were asked to serve as “search ambassadors”, and use their contacts and outreach efforts to inform and encourage participation within the entire community. The focus group facilitator team included Drs. Ronald Barnes, Debra Hill, and Glenn Schlichting. All data was gathered and analyzed exclusively by the BWP team.

Of the survey respondents the following should be noted: forced choice was required to fill in some questions in order to gather quantitative data that could be charted. Additionally, there was an opportunity for open ended responses which are included in the survey report document and names of individuals were redacted.

The survey did not specifically track duplication or multiple responses given by a single individual, but no aberrations were noted. The survey data also does not account for individuals who participated in the focus groups and took the survey as well.

Finally, while notes were taken, they were not meant to be provided as verbatim statements but rather summarized thoughts while capturing the essence of the participants’ perceptions as related to the question prompts. This qualitative information paired with the survey’s quantitative data provided the consultants with information regarding common themes that

emerged through this community engagement process and enabled the development of a Leadership Profile.

Appendix A provides the themes which emerged from both the qualitative and quantitative data collected. The themes listed are not in priority order but summarize and capture the essence of the community's perceptions about the MCCSC community and what will be required for success for the new superintendent.

Appendix B presents the "Leadership Profile" which emerged from the analyzed data collected. This information was presented to the Board on October 7 who, after review, approved the document. The approved "Leadership Profile of Skills and Characteristics" will be used as a recruitment and screening tool for all applicants by the consultants and Board of Education.

Appendix C provides demographic data for the constituent participants of the interviews, focus groups and community forums. Seven (7) Board Members were interviewed; approximately six hundred fifty (650) individuals were invited to attend sixteen (16) Focus Groups. There was a total of one hundred twenty-three (**123**) focus group participants. There were two (2) sections for the (2) Community Forums with a total fifty-two (52) participants registered and nineteen (**19**) in attendance. Overall, there were one hundred forty-two (**142**) participants in the qualitative component of the audit.

Overall, a total of nine hundred twenty-nine (929) surveys were completed. **Appendix D** provides the results of the survey data collected.

Using a general frequency distribution strategy when analyzing the response data from members of the community across groups, there were approximately one thousand fifty-two (1,052)

individuals who participated in the interviews, focus groups, community forum and surveys used to identify the afore mentioned themes and Leadership Profile.

In summary, approximately one thousand fifty-two (1,052), community members participated in engagement activities (not including duplication). The MCCSC community should be proud of the extent to which multiple segments of the population participated in this search process.

APPENDICES

Appendix A - Themes from the Community Engagement Activities

Appendix B - Approved Leadership Profile (approved 10.7.20)

Appendix C - Invited Community Organizations and Individuals List

Appendix D - Online Survey Results

Appendix A

Themes from MCCSC Community Engagement

Identified Strengths

- Outstanding, dedicated teachers
 - Focus on student needs
 - Skilled caring professionals and strong leadership
 - Sponsor and support a wide variety of extracurricular programs
 - Provide flexible and caring in support of students and families during COVID
 - Provide strong parent communication
 - Robust learning and program opportunities for students during the school day and beyond
 - Solid special education programs, fine arts, academies, advanced placement
- High performing schools which also focus on safety and student experiences
- Supportive, proud, caring, and diverse community which is collaborative and intersects in our schools
- Financially solid as the community has presented a unified front in passing two most recent referendums
- Respected teacher voice throughout the community
- Excellent community resources, including the university, which enhance student learning opportunities
- Facilities and technology – well developed and maintained
- Location – a selling point – University Town with strong marketable employment industries
- Collaborative relations and partnerships with local, county and state government

Issues and Challenges

- Equity
 - Racial, cultural, and socioeconomic make up of neighborhood elementary schools is quite different across the district
 - Unequal resources available to elementary schools based on availability of family and neighborhood means
 - Consideration of re-districting elementary schools
 - Achievement/Opportunity gap
 - Disproportionate disciplinary consequences for under-represented groups of students
 - Need for increased voice, agency for under-represented groups
 - Staff does not reflect student diversity
 - Need to raise awareness about the diversity within the community
 - Need to expand definition of diversity to move beyond just race

- Uncertain Funding based enrollment decline, coming referendum, and economic downturn
- Financial challenges
 - Upcoming referendum – federal and state aid
 - Residual effect of the pandemic
- COVID transition has accentuated some issues of mistrust about district leadership
- COVID transition and what becomes the new normal
- Relationship with IU
- Teacher perceptions of top-down district administration
- Balancing the opinions of all segments of a strong community
- Reaching all students
- Finding and keeping staff that reflects the diversity of the students
- Continued support for staff
- Moving beyond a one-size-fits-all mentality

Appendix B

Desired Skills and Characteristics for the MCCSC Superintendent

An Excellent Communicator – with strong communication skills and understands the need for transparency with the ability to listen and appreciate diverse points of view and share a mutual understanding that opinions are appreciated and valued and who will seek opportunities for all voices to be heard;

An Accomplished Leader – with a commitment to equity as a guiding leadership principle and who can bring a fresh perspective to the school corporation;

A Strong Visionary Leader – one who is inclusive in decision making and can make the tough decisions, move others to share the collective vision for the present and the future, and articulate the rationale and stick to the decisions;

A Student-Centered Leader – who recognizes that students are our richest resource and will work hard to ensure equity, safety, success, and enrichment;

A Politically Savvy Leader – who will generate enthusiasm and buy-in for all staff, students, and stakeholders in a diverse community and continue to support collaboration with other community entities;

A Personable Leader – who understands that the positive emotional intelligence of an organization affects the success of the organization and that when people feel valued, respected, and appreciated they will continue to strive for excellence;

A Relationship Mender – who understands the need for equity in all aspects of the school operation, who will be an advocate for the schools, the employees, the students, the parents and community and build long-term trusting relationships within these groups;

A Visible Leader – who will enjoy being in the schools, attending school and community events plus have a presence in working with the community and state government officials;

A Leader Effective in Working with the Board – who understands school governance and can help and lead the Board in its growth and development, who effectively works with the Board in carrying out separate but mutually supportive roles in school governance;

A Team Builder – who can plan, problem solve, delegate and lead utilizing the skills and talents of the MCCSC staff and administrators;

A Fiscal Leader – who understands Indiana school finance; collaborate on seeking additional resources and also can lead a community through its next referendum.

Appendix C

Invited Interviews/Focus Groups (17)

The following departments, organizations and partners were invited to send representatives to participate in small focus groups on Tuesday October 6, 2020. The purpose was to provide qualitative perceptions and input regarding the strengths, issues and challenges that may be observed in MCCSC as well as to list skillsets and characteristics a new superintendent should possess in order to be successful in the position. Participants were also asked to provide additional information the Board should consider in reviewing candidates. In some instances, they were asked to serve as ambassadors in soliciting feedback and input from their constituent groups and community members at large through the community forum and the District Input Survey. The goal was to ensure that all members of the community were aware of the superintendent identification and selection process and the role the community plays in providing feedback and input.

Invited Groups

(*indicates multiple groups)

Board Members	Parents (2)
Business Leaders	Bus Drivers/Custodians/Maintenance
Support Staff and Others	Boosters/Athletic/Band/Choir/PTOs
Administrators	Students
Central Office Directors	Clergy
Community Leaders (2)	Elementary Teachers
Secondary Teachers	MCEA Officers
Community Forum – Open to all with required registration to ensure virtual protocol would be followed.	

**APPENDIX D Monroe County
Community School Corporation
Survey Results**

Q1 Please indicate all which apply to you:

Answered: 922 Skipped: 7

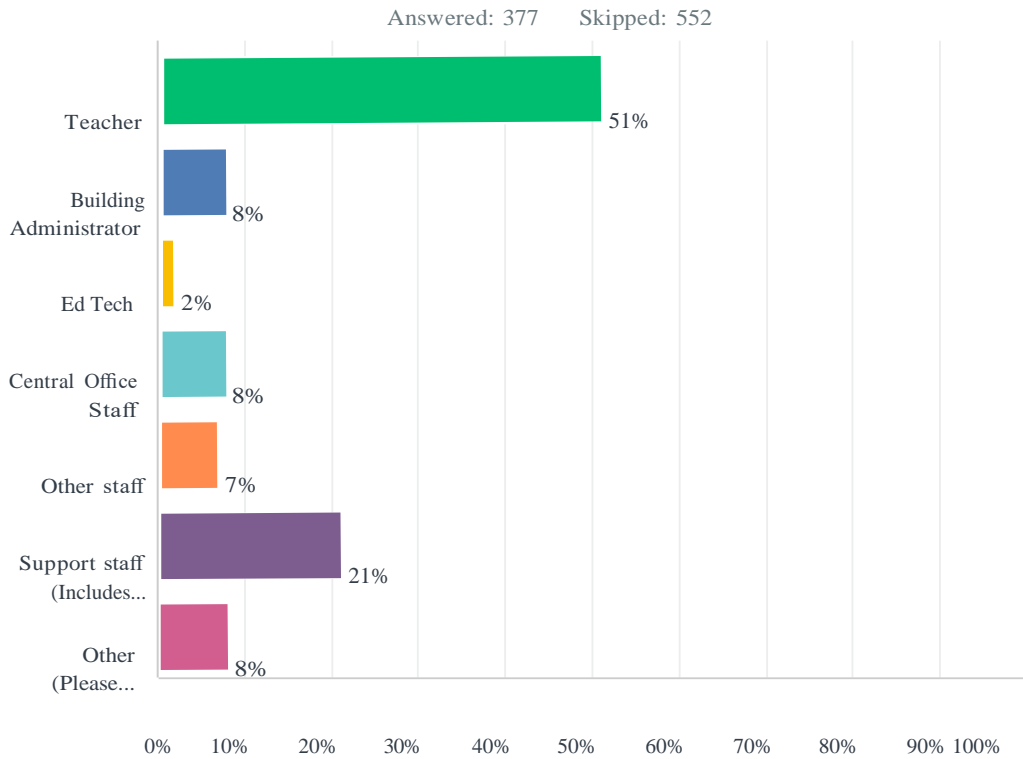
ANSWER CHOICES	RESPONSES	
I live in the MCCSC attendance area.	82%	755
My children attend a MCCSC public school(s).	64%	587
My children attended a MCCSC public school(s).	23%	213
I am a student in a MCCSC public school.	2%	22
My children or I currently attend or have attended a private or charter school in the MCCSC attendance area.	9%	81
I am a graduate of one of the MCCSC public schools.	21%	192
I represent a current non-child household.	11%	102
I volunteer in the MCCSC public schools.	11%	105
I am retired.	4%	41
I hold an elected political office.	0%	1
I am a member or have been a member of the MCCSC School Board.	0%	2
I am employed by MCCSC.	40%	369
I am not employed by MCCSC.	35%	322
I have previously been employed by MCCSC.	7%	66
Total Respondents: 922		

Q2 If your child or children attend a school in the MCCSC public school system, please indicate locale(s). Please click all that apply.

Answered: 657 Skipped: 272

ANSWER CHOICES	RESPONSES	
Academy of Science and Entrepreneurship	1%	8
Adult Education	0%	0
Arlington Heights Elementary	4%	23
Batchelor Middle School	7%	47
Binford Elementary	11%	73
Bloomington Graduation School	1%	4
Bloomington High School North	22%	145
Bloomington High School South	24%	157
Childs Elementary	12%	78
Clear Creek Elementary	6%	37
Early Learning	2%	12
Fairview Elementary	3%	19
Grandview Elementary	4%	26
Highland Park Elementary	3%	20
Hoosier Hills Career Center	1%	7
Jackson Creek Middle Schools	14%	93
Lakeview Elementary	5%	33
Marlin Elementary	4%	23
Rogers Elementary	9%	56
Summit Elementary	6%	40
Templeton Elementary	5%	34
Tri-North Middle School	13%	85
Unionville Elementary	4%	25
University Elementary	10%	64
Total Respondents: 657		

Q3 If you are employed by MCCSC, please specify your position. If you are not employed by the district, please proceed to the next question.



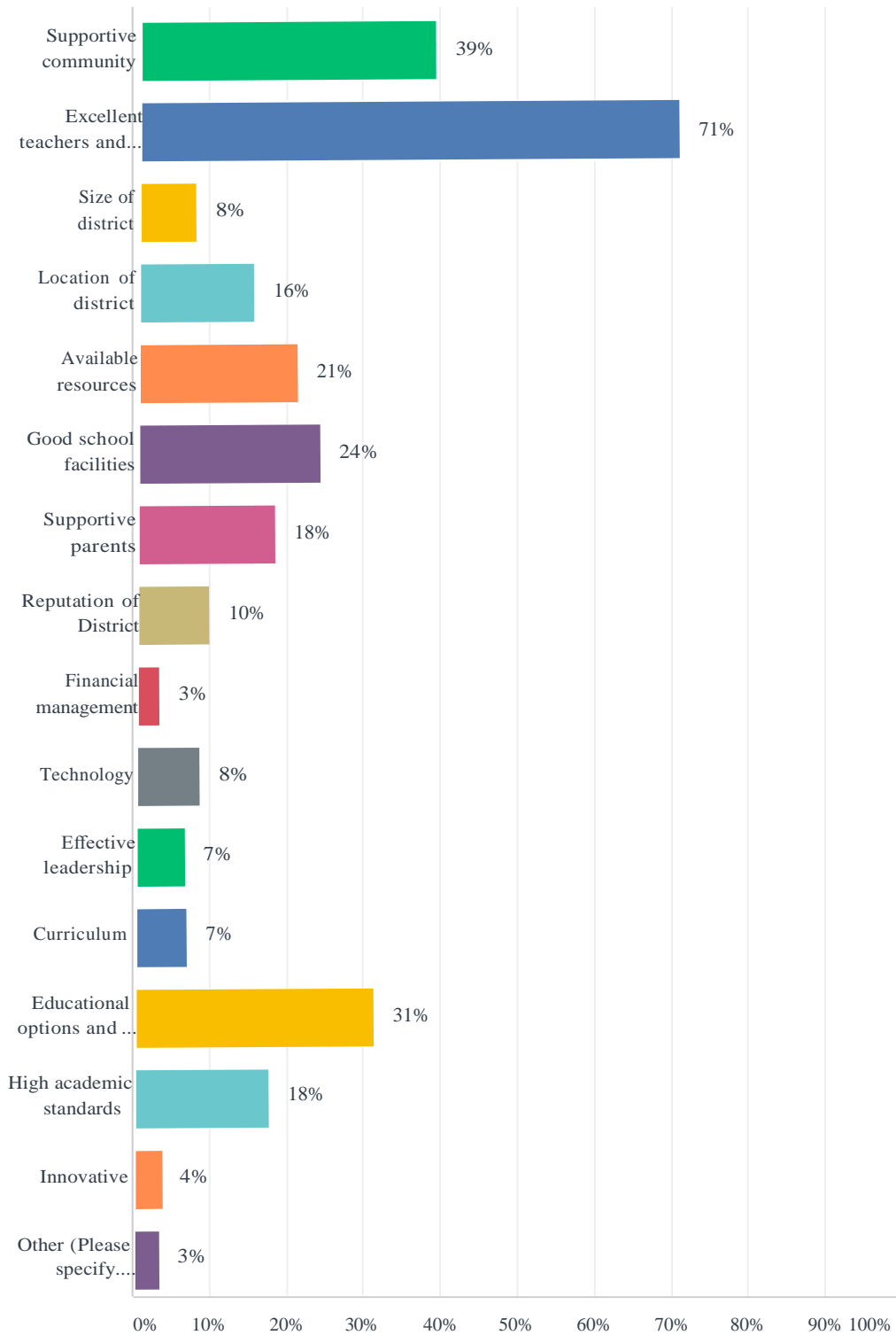
ANSWER CHOICES	RESPONSES	
Teacher	51%	192
Building Administrator	8%	29
Ed Tech	2%	6
Central Office staff	8%	29
Other staff	7%	25
Support staff (includes secretary, instructional assistant, custodian, bus driver, food service, maintenance)	21%	79
Other (Please specify. Response format is limited to 50 characters.)	8%	30
Total Respondents: 377		

Monroe County Community School Corporation (MCCSC) Profile Survey

#	OTHER (PLEASE S P E C I F Y . RESPONSE FORMAT IS LIMITED TO 50 CHARACTERS.)	DATE
1	Specials artist	10/6/2020 8:57 PM
2	SLP	10/6/2020 8:36 PM
3	Retired teacher	10/6/2020 5:19 PM
4	Counselor	10/6/2020 4:19 PM
5	Para	10/6/2020 3:10 PM
6	social worker	10/6/2020 2:01 PM
7	Instructional Coach	10/6/2020 12:46 PM
8	contracted to do some work in the district	10/6/2020 11:24 AM
9	Special Education Paraeducator	10/6/2020 10:55 AM
10	Counselor	10/2/2020 2:41 PM
11	Preschool teacher	10/2/2020 2:07 PM
12	Paraprofessional	10/2/2020 1:46 PM
13	Speech Language Pathologist	10/2/2020 1:45 PM
14	Central Office Administrator	10/2/2020 1:37 PM
15	Psychologist	10/1/2020 8:32 PM
16	substitute teacher	10/1/2020 2:35 PM
17	Substitute; former teacher	10/1/2020 9:37 AM
18	Coach	9/30/2020 10:20 PM
19	Parent	9/30/2020 8:41 PM
20	Extended Day	9/30/2020 3:43 PM
21	Substitute teacher	9/30/2020 3:12 PM
22	currently an MSW intern at a MCCSC school	9/30/2020 2:46 PM
23	Security Officer	9/30/2020 8:32 AM
24	Consultant	9/29/2020 5:36 PM
25	Athletic Coach	9/29/2020 8:46 AM
26	Substitute Teacher	9/29/2020 7:50 AM
27	Guest teacher	9/29/2020 5:38 AM
28	Coach	9/29/2020 12:32 AM
29	Social Worker	9/28/2020 9:05 PM
30	Counselor	9/28/2020 2:32 PM

Q4 Select from the list below the three most significant strengths of MCCSC:

Answered: 883 Skipped: 46



Monroe County Community School Corporation (MCCSC) Profile Survey

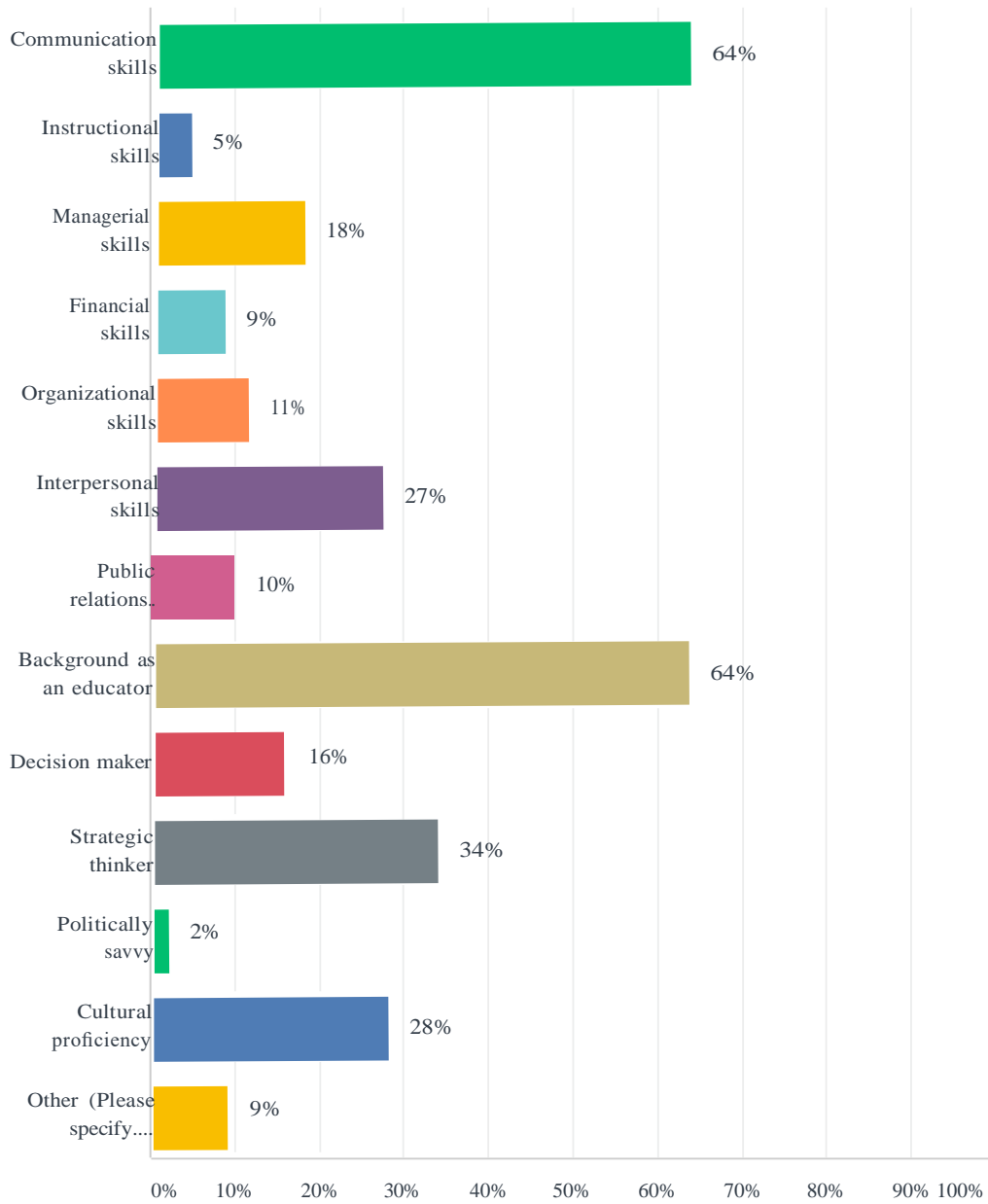
ANSWER CHOICES	RESPONSES	
Supportive community	39%	348
Excellent teachers and staff	71%	626
Size of district	8%	72
Location of district	16%	138
Available resources	21%	188
Good school facilities	24%	215
Supportive parents	18%	162
Reputation of District	10%	87
Financial management	3%	29
Technology	8%	75
Effective leadership	7%	60
Curriculum	7%	61
Educational options and programs	31%	276
High academic standards	18%	156
Innovative	4%	34
Other (Please specify. Response format is limited to 50 characters.)	3%	30
Total Respondents: 883		

Monroe County Community School Corporation (MCCSC) Profile Survey

#	OTHER (PLEASE S P E C I F Y . RESPONSE FORMAT IS LIMITED TO 50 CHARACTERS.)	DATE
1	Attention to needs of underserved	10/6/2020 11:27 PM
2	Special Education	10/6/2020 10:24 PM
3	ALPS Program	10/6/2020 10:10 PM
4	IB program	10/6/2020 9:01 PM
5	None	10/6/2020 8:30 PM
6	Inclusive	10/6/2020 3:11 PM
7	Support for the fine arts.	10/6/2020 2:49 PM
8	Serves all students in the district	10/6/2020 1:38 PM
9	Concern for disadvantaged populations	10/4/2020 2:07 PM
10	Sports	10/4/2020 11:26 AM
11	I really don't know	10/3/2020 8:11 AM
12	Diversity of students	10/3/2020 7:39 AM
13	supports for LGBTQIA+ community	10/2/2020 2:38 PM
14	online very workable	10/2/2020 7:55 AM
15	Focus on equity and inclusion at Highland Park	10/1/2020 4:58 PM
16	Orchestra and Hoosier Hills	10/1/2020 4:46 PM
17	Diversity	10/1/2020 6:40 AM
18	We've felt unsupported here.	9/30/2020 8:25 PM
19	ample opportunities for students to excel.	9/30/2020 4:19 PM
20	Grade specific field trips	9/30/2020 3:34 PM
21	Access to IU's resources	9/30/2020 3:23 PM
22	Not pleased this year.	9/30/2020 2:59 PM
23	i don't have any frame of reference	9/30/2020 2:53 PM
24	That's all.	9/30/2020 2:43 PM
25	None	9/30/2020 2:16 PM
26	Accountability to public	9/30/2020 12:45 PM
27	It's free	9/29/2020 2:30 PM
28	very diverse	9/29/2020 9:39 AM
29	Relative acceptance of diversity.	9/28/2020 11:54 PM
30	Very Active/Involved Teachers' Union	9/28/2020 2:35 PM

Q5 Select from the list below the three most important leadership skills you would like to see in a superintendent:

Answered: 866 Skipped: 63



Monroe County Community School Corporation (MCCSC) Profile Survey

ANSWER CHOICES	RESPONSES	
Communication skills	64%	553
Instructional skills	5%	42
Managerial skills	18%	157
Financial skills	9%	76
Organizational skills	11%	99
Interpersonal skills	27%	237
Public relations skills	10%	83
Background as an educator	64%	551
Decision maker	16%	136
Strategic thinker	34%	293
Politically savvy	2%	18
Cultural proficiency	28%	243
Other (Please specify. Response format is limited to 50 characters.)	9%	78
Total Respondents: 866		

Monroe County Community School Corporation (MCCSC) Profile Survey

#	OTHER (PLEASE S P E C I F Y . RESPONSE FORMAT IS LIMITED TO 50 CHARACTERS.)	DATE
1	Academic, not political, focus	10/6/2020 11:47 PM
2	Honesty, not just strength and positivity	10/6/2020 10:44 PM
3	Transparency.. regarding response to the pandemic	10/6/2020 10:38 PM
4	Listen to the community	10/6/2020 9:55 PM
5	Transparent without hidden agenda	10/6/2020 9:39 PM
6	Critical Thinker	10/6/2020 8:39 PM
7	primary concern with student/teacher well being	10/6/2020 7:36 PM
8	Reachable to be able to discuss decisions	10/6/2020 5:53 PM
9	Good judgment	10/6/2020 5:07 PM
10	Commitment to equity & plan to achieve this	10/6/2020 4:59 PM
11	will keep critical race theory out of classrooms	10/6/2020 4:29 PM
12	Transparency please	10/6/2020 3:47 PM
13	Understanding of racial equity	10/6/2020 3:19 PM
14	Transparency	10/6/2020 2:53 PM
15	Cares about students without involved parents.	10/6/2020 1:57 PM
16	Values teacher input above all others	10/6/2020 1:53 PM
17	elementary experience	10/6/2020 1:01 PM
18	Outreach and collaboration with teachers	10/6/2020 10:09 AM
19	Someone local invested in our system	10/5/2020 11:02 PM
20	actively anti-racist	10/5/2020 8:42 PM
21	Courage to speak to socially accepted wrongs.	10/5/2020 3:46 PM
22	Ability to be authentic/transparent	10/5/2020 2:05 PM
23	Innovative Thinking	10/5/2020 7:21 AM
24	Diverse training	10/4/2020 11:27 AM
25	Cares about teachers. Not a figure head	10/3/2020 6:28 PM
26	Not [NAME REDACTED], someone who will make change	10/3/2020 9:26 AM
27	Transparency about decisions.	10/2/2020 2:33 PM
28	LEADERSHIP skills	10/2/2020 2:16 PM
29	Use science/critical thinking to make decisions.	10/2/2020 2:10 PM
30	Holds librarianship in high regard	10/2/2020 1:42 PM
31	TRANSPARENCY	10/2/2020 1:36 PM
32	Able to lead a paradigm and cultural shift	10/1/2020 7:35 PM
33	Commitment to diversity and equity	10/1/2020 4:59 PM
34	Willingness to hear the truth	10/1/2020 2:43 PM
35	Leads w positivity. Open to parent communication	10/1/2020 1:19 PM
36	Have an antiracist scope	10/1/2020 12:17 PM
37	A commitment to diversity and inclusion.	10/1/2020 10:08 AM

Monroe County Community School Corporation (MCCSC) Profile Survey

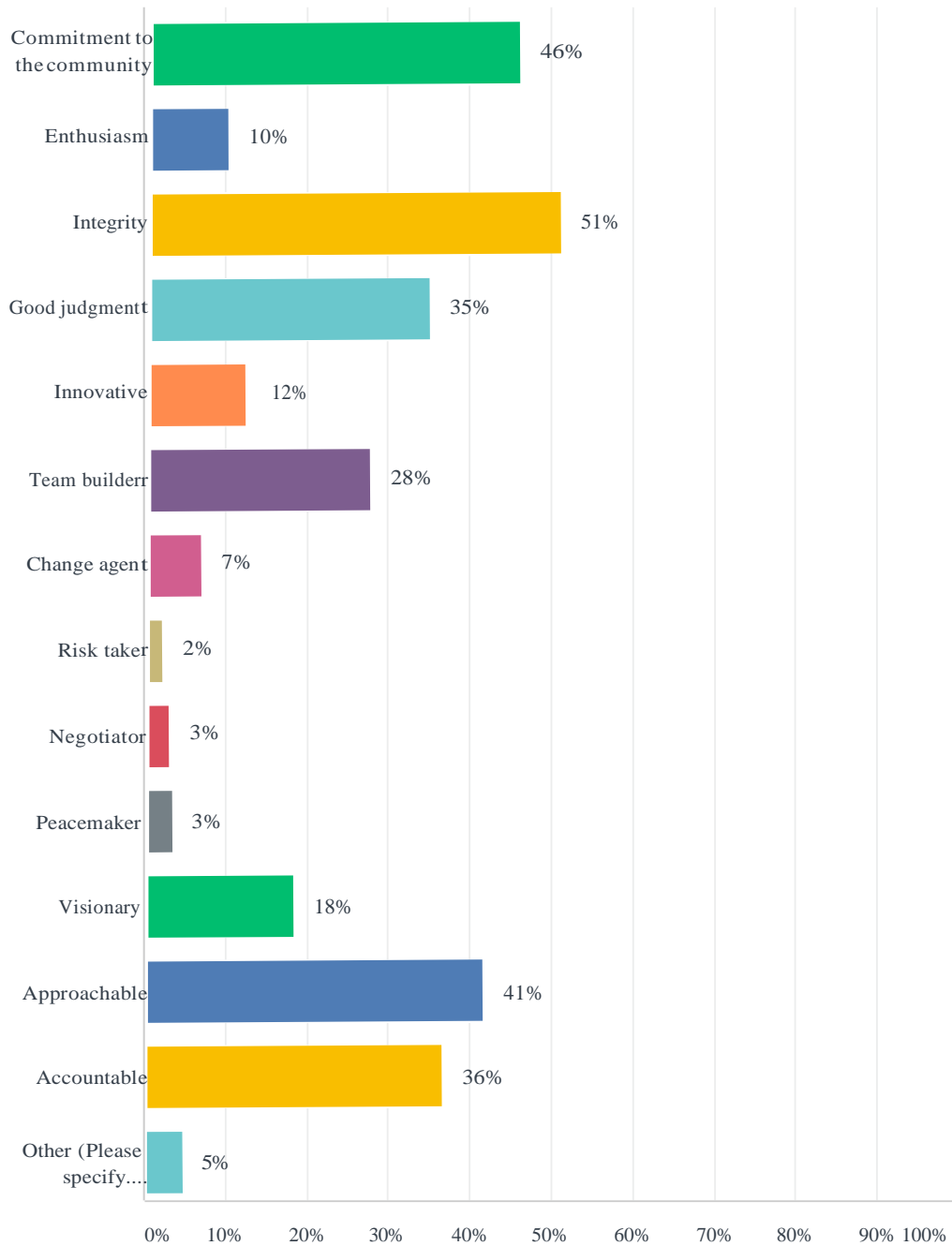
38	I think MCCSC has great teachers and staff	10/1/2020 9:30 AM
39	won't be swayed by a loud minority	10/1/2020 9:03 AM
40	technology proficient	10/1/2020 8:13 AM
41	Can they advertise and promote referendums?	10/1/2020 6:45 AM
42	expanding the diversity in student body	10/1/2020 6:41 AM
43	Committed to the PLC process.	9/30/2020 8:03 PM
44	Transparency	9/30/2020 7:01 PM
45	Insists on a focus on learning and actual PLCs	9/30/2020 4:45 PM
46	Teacher Satisfaction Oriented/Transparency	9/30/2020 4:20 PM
47	parents	9/30/2020 3:48 PM
48	Sensitivity to struggling students	9/30/2020 3:39 PM
49	accessibility and availability to parent(s)	9/30/2020 3:37 PM
50	listen to teachers/families, creative thinker	9/30/2020 3:20 PM
51	Passion for equity	9/30/2020 3:18 PM
52	full transparency to the community	9/30/2020 3:12 PM
53	Honestly	9/30/2020 3:03 PM
54	Controls all schools equal	9/30/2020 3:01 PM
55	Nonpolitical	9/30/2020 2:55 PM
56	scientific literacy and research skills	9/30/2020 2:53 PM
57	Terminal degree preferably	9/30/2020 2:51 PM
58	Background in educational research	9/30/2020 2:45 PM
59	gutsy enough to impose sexism training for South	9/30/2020 2:45 PM
60	Love USA, not promoting Marxism/Socialism	9/30/2020 1:11 PM
61	TRANSPARENCY, ACCOUNTABILITY	9/30/2020 12:46 PM
62	Man or woman of faith	9/30/2020 10:42 AM
63	Works with community service organizations	9/30/2020 2:22 AM
64	Understanding of whole child	9/29/2020 5:37 PM
65	Listens, not submissive, able to see from all pov	9/29/2020 2:33 PM
66	Someone who actually cares about kids for a change	9/29/2020 11:33 AM
67	Honesty in presenting facts not an agenda	9/29/2020 10:57 AM
68	Transparency with decision making	9/29/2020 10:02 AM
69	Transparency and a true TEAM leader	9/29/2020 7:50 AM
70	Listens to the parent voices	9/29/2020 6:40 AM
71	Progressively minded (education methods)	9/29/2020 4:17 AM
72	Open, honest, collaborative	9/28/2020 11:56 PM
73	Thoughtful of ALL socio-economical families	9/28/2020 3:57 PM
74	Collaborative, Communicative, Not Top Down	9/28/2020 2:06 PM
75	Strong instructional success with application	9/28/2020 1:43 PM

Monroe County Community School Corporation (MCCSC) Profile Survey

76	transparent	9/28/2020 1:03PM
77	supportive of teachers and staff	9/28/2020 12:31PM
78	Prioritizes equity and racial justice	9/28/2020 12:04 PM

Q6 Select from the list below the three most important characteristics you would like a superintendent to exhibit:

Answered: 859 Skipped: 70



Monroe County Community School Corporation (MCCSC) Profile Survey

ANSWER CHOICES	RESPONSES	
Commitment to the community	46%	395
Enthusiasm	10%	88
Integrity	51%	439
Good judgment	35%	300
Innovative	12%	106
Team builder	28%	238
Change agent	7%	60
Risk taker	2%	18
Negotiator	3%	25
Peacemaker	3%	29
Visionary	18%	156
Approachable	41%	355
Accountable	36%	312
Other (Please specify. Response format is limited to 50 characters.)	5%	40
Total Respondents: 859		

Monroe County Community School Corporation (MCCSC) Profile Survey

#	OTHER (PLEASE S P E C I F Y . RESPONSE FORMAT IS LIMITED TO 50 CHARACTERS.)	DATE
1	support kids of color & students in special ed	10/6/2020 11:09 PM
2	Commitment to diversity and anti-racism	10/6/2020 10:56 PM
3	honesty	10/6/2020 10:29 PM
4	Need to have cultural competency	10/6/2020 9:42 PM
5	Transparent	10/6/2020 9:02 PM
6	primary concern student/teacher	10/6/2020 7:37 PM
7	Cares about teachers and their needs	10/6/2020 7:34 PM
8	Understand the importance of athletics in schools	10/6/2020 5:55 PM
9	good judgment	10/6/2020 5:07 PM
10	keeps critical race theory out of classrooms x 3	10/6/2020 4:30 PM
11	Willingness to fight for what is best for children	10/6/2020 2:55 PM
12	Add 'humility' +'integrity' is a non-negotiable.	10/6/2020 2:00 PM
13	Commitment to students without involved parents.	10/6/2020 1:58 PM
14	Open and honest	10/6/2020 1:43 PM
15	Equity for all not just race.	10/5/2020 8:26 PM
16	Courage to tackle controversial issues.	10/5/2020 3:47 PM
17	A good attitude toward the crew.	10/4/2020 2:42 PM
18	Communicative	10/4/2020 1:36 PM
19	Put students' learning on top of the priorities.	10/4/2020 4:04 AM
20	Again not [NAME REDACTED]	10/3/2020 9:27 AM
21	LGBT & diversity friendly.	10/2/2020 2:10 PM
22	Appreciative/Supportive of teachers	10/2/2020 1:27 PM
23	Strong work ethic	10/2/2020 12:03 PM
24	Culturally competent and responsive	10/1/2020 10:10 AM
25	Diversity	10/1/2020 6:42 AM
26	I'm disappointed by the management-speak choices	9/30/2020 8:13 PM
27	committed to the right work	9/30/2020 4:46 PM
28	Commitment to MCCSC students, teachers, and staff	9/30/2020 3:40 PM
29	Advocate for staff & students	9/30/2020 3:24 PM
30	Transparent to the community	9/30/2020 3:13 PM
31	Research-oriented (use of data in decision-making)	9/30/2020 2:47 PM
32	Warm, respects teachers, honest	9/30/2020 2:46 PM
33	More knowledge of school/classroom experience	9/30/2020 2:46 PM
34	Supportive of the Arts	9/30/2020 11:52 AM
35	Commitment to the teachers	9/30/2020 11:08 AM
36	Willing to lead but transparent about decisions	9/29/2020 5:36 PM
37	Nonbiased	9/29/2020 2:34 PM

Monroe County Community School Corporation (MCCSC) Profile Survey

38	effective communication skills including listening	9/29/2020 12:56 PM
39	caring and kind	9/28/2020 11:53 PM
40	Commitment to Students and Support for Teachers	9/28/2020 2:28PM

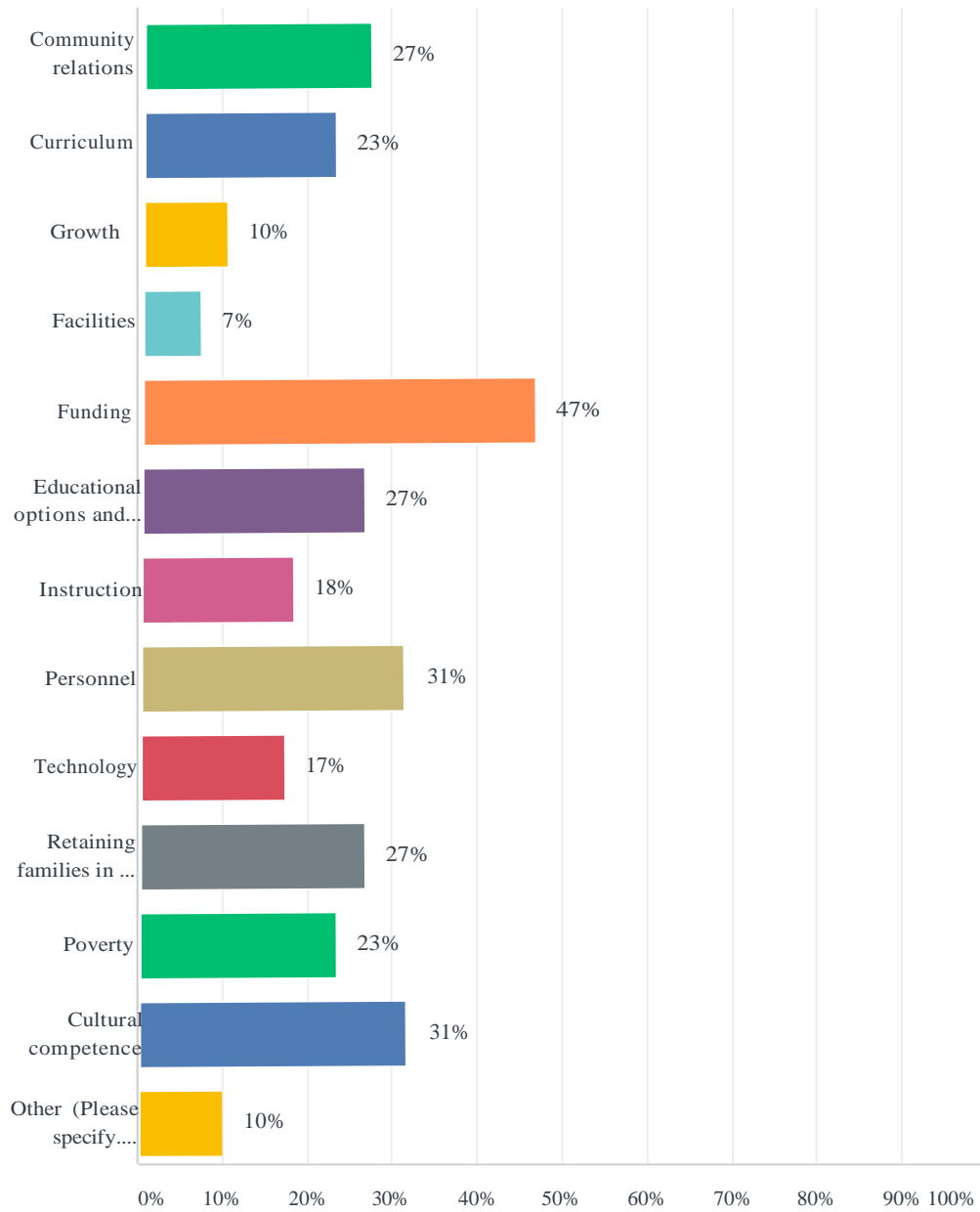
Q7 For each of the items below, indicate whether you believe the item is either extremely important, important, or not important in the new superintendent:

Answered: 827 Skipped: 102

	EXTREMELY IMPORTANT	IMPORTANT	NOT IMPORTANT	TOTAL
Doctorate degree	18% 147	44% 361	38% 308	816
Experience as a superintendent with a proven record of success	34% 277	49% 398	18% 144	819
Experience as a superintendent in a district of similar size	18% 152	49% 406	32% 265	823
Experience as an assistant superintendent	17% 137	51% 417	32% 263	817
Experience as a district level administrator	28% 226	56% 457	16% 128	811
Experience as a principal	37% 303	51% 415	12% 98	816
Experience as a classroom teacher	64% 529	29% 242	6% 50	821
Experience in finance	22% 178	64% 523	14% 113	814
Experience in personnel	36% 291	57% 467	7% 61	819
Experience in instruction	48% 393	47% 384	5% 40	817
Proven track record in improving student performance	40% 331	48% 396	11% 93	820
Experience with technology	25% 202	60% 496	15% 122	820
Experience in an inclusive multi-cultural environment	53% 436	39% 321	8% 62	819
Experience in strategic planning	47% 384	50% 411	3% 24	819
Experience in labor relations	28% 231	63% 517	8% 67	815
Experience in working with Federal, state, and local laws and funding	40% 331	55% 451	4% 36	818
Long term commitments to school districts	56% 462	38% 315	6% 46	823

Q8 What do you consider to be the three most important issues or concerns facing the MCCSC in the next five years?

Answered: 826 Skipped: 103



Monroe County Community School Corporation (MCCSC) Profile Survey

ANSWER CHOICES	RESPONSES	
Community relations	27%	226
Curriculum	23%	191
Growth	10%	86
Facilities	7%	61
Funding	47%	385
Educational options and programs	27%	219
Instruction	18%	150
Personnel	31%	258
Technology	17%	141
Retaining families in the Monroe County Community School Corporation	27%	219
Poverty	23%	191
Cultural competence	31%	260
Other (Please specify. Response format is limited to 50 characters.)	10%	81
Total Respondents: 826		

Monroe County Community School Corporation (MCCSC) Profile Survey

#	OTHER (PLEASE S P E C I F Y . RESPONSE FORMAT IS LIMITED TO 50 CHARACTERS.)	DATE
1	Not politically motivated	10/6/2020 11:51 PM
2	Not basing public health/safety issues on politics	10/6/2020 11:04 PM
3	Equity	10/6/2020 10:49 PM
4	Retaining Quality teachers	10/6/2020 10:42 PM
5	Special Education	10/6/2020 10:26 PM
6	Supporting online students and their teachers	10/6/2020 10:14 PM
7	Tangible commitment to racial/economic equity	10/6/2020 9:46 PM
8	COVID-19	10/6/2020 9:07 PM
9	Recruiting and retaining excellent teachers	10/6/2020 9:06 PM
10	Transparency	10/6/2020 9:04 PM
11	Retaining teachers in the next 5 years	10/6/2020 9:01 PM
12	Health	10/6/2020 8:43 PM
13	Hiring faculty reflective of demographics	10/6/2020 8:38 PM
14	creative unique learning	10/6/2020 7:40 PM
15	Retaining teachers after COVID stresses	10/6/2020 7:36 PM
16	Redistricting	10/6/2020 7:30 PM
17	political indoctrination of students	10/6/2020 5:08 PM
18	Secondary teacher recruiting & retention	10/6/2020 4:55 PM
19	keep critical race theory out of classrooms x3	10/6/2020 4:32 PM
20	Not transparent enough	10/6/2020 4:28 PM
21	Racial equity	10/6/2020 3:22 PM
22	Equity	10/6/2020 3:13 PM
23	Personnel management	10/6/2020 3:13 PM
24	Child-center practices	10/6/2020 2:56 PM
25	Maintaining strong fine arts programs.	10/6/2020 2:53 PM
26	Student health	10/6/2020 2:05 PM
27	Empathy for and connection with teachers	10/6/2020 2:02 PM
28	Closing achievement gaps	10/6/2020 2:00 PM
29	Support for Special Education programs	10/6/2020 12:40 PM
30	Building collaboration/partnership with community.	10/6/2020 11:32 AM
31	meeting needs of individual students	10/6/2020 10:59 AM
32	educational equity (more than slogans)	10/6/2020 10:13 AM
33	segregation/inequity within district	10/5/2020 8:51 PM
34	COVID 19 strategies- careful but not eccentric	10/5/2020 6:38 PM
35	No psychiatric drugs or labels for minors.	10/5/2020 3:50 PM
36	Redistricting with the intent of Education Equity	10/5/2020 7:24 AM
37	Fighting off privatization of public schools	10/4/2020 8:34 PM

Monroe County Community School Corporation (MCCSC) Profile Survey

38	Decrease enrollment (aka enrollment cliff)	10/3/2020 7:45 AM
39	Put families' and staff's interest first.	10/2/2020 7:26 PM
40	Covid-19 repercussions/recovery	10/2/2020 2:45 PM
41	Retaining teachers in MCCSC	10/2/2020 2:20 PM
42	teacher shortage	10/2/2020 2:13 PM
43	Listen to employees, not politicians.	10/2/2020 2:13 PM
44	appropriate pay for support staff within MCCSC	10/2/2020 1:57 PM
45	COVID-19 Fallout	10/2/2020 1:54 PM
46	School desegregation	10/1/2020 10:40 AM
47	Charter schools competition	10/1/2020 7:04 PM
48	Equity among elementary schools, redistricting	10/1/2020 5:03 PM
49	Creative solutions to new world problems	10/1/2020 1:23 PM
50	Keeping politics out of schools	10/1/2020 5:19 AM
51	Equitable resource distribution (by need)	9/30/2020 8:36 PM
52	Safe response to COVID	9/30/2020 8:33 PM
53	Redistricting elementary school boundaries	9/30/2020 8:15 PM
54	Student achievement	9/30/2020 4:48 PM
55	Ensuring teachers are well-compensated	9/30/2020 4:24 PM
56	Coronavirus and other pandemics	9/30/2020 3:53 PM
57	Equity	9/30/2020 3:21 PM
58	Debt, Being overleveraged.	9/30/2020 3:10 PM
59	COVID	9/30/2020 3:08 PM
60	Keeping education nonpolitical	9/30/2020 2:57 PM
61	Retaining Teachers	9/30/2020 2:54 PM
62	content, sexual, rude, goes unchecked at south	9/30/2020 2:47 PM
63	Teacher retention	9/30/2020 2:47 PM
64	Risk of losing teachers	9/30/2020 2:46 PM
65	Preparing students for a changing economy	9/30/2020 2:21 PM
66	Teacher rights and retention.	9/30/2020 1:41 PM
67	COVID and appropriate teacher support	9/30/2020 12:48 PM
68	combatting white supremacy and racism	9/30/2020 12:43 PM
69	Responsibility- faculty and students	9/30/2020 10:26 AM
70	Recruiting & retaining superb & diverse educators	9/30/2020 9:47 AM
71	equity	9/30/2020 9:02 AM
72	Unequal educational opportunities	9/30/2020 7:57 AM
73	Improving support and salaries for staff/teachers	9/29/2020 5:38 PM
74	Providing safe places and air in school	9/29/2020 2:16 PM
75	Old buildings that replaced	9/29/2020 12:14 PM

Monroe County Community School Corporation (MCCSC) Profile Survey

76	Equity in student outcomes	9/29/2020 12:07 PM
77	Rebuilding community faith in the district.	9/29/2020 11:37 AM
78	Equity among schools	9/29/2020 6:55 AM
79	Repair trustworthiness & integrity	9/29/2020 5:49 AM
80	Equity among all schools; internal choice	9/28/2020 3:36PM
81	redistricting	9/28/2020 2:10 PM