

Woodland Hills School District - May 2022

SEARCH COMMUNITY SURVEY



A successful superintendency is often dependent on finding the right "fit" between the district and the new superintendent. This is accomplished through defining the qualifications and experiences that are desired in the next superintendent of schools as well as the challenges, issues and needs to be met by the district.

PSBA refers to the collective list of these qualifications and professional attributes as the Leadership Profile. To create robust data that is reflective of all stakeholders, a stakeholder input survey was created and included the five questions listed below.

1. Please identify the interest group that best describes you.

Administrator	Staff Member
Community Member	Student
Parent	

2. From the list below, please identify the qualifications and experience you feel are needed by a new Superintendent of Schools based on the level of importance.

Adaptability	Parental Engagement
Administration Management	Personnel Management/Employee Relations
Board Relations	Public Relations
Building Programs	Negotiations
Communication with the Legislature	School Finance
Community Relations/Involvement	Special Education
Comprehensive Planning	Staff Development
Current with legislative developments	Technology
Curriculum/Instruction	Other

3. Please rank the three most important qualifications and experience you feel are needed by a new superintendent.

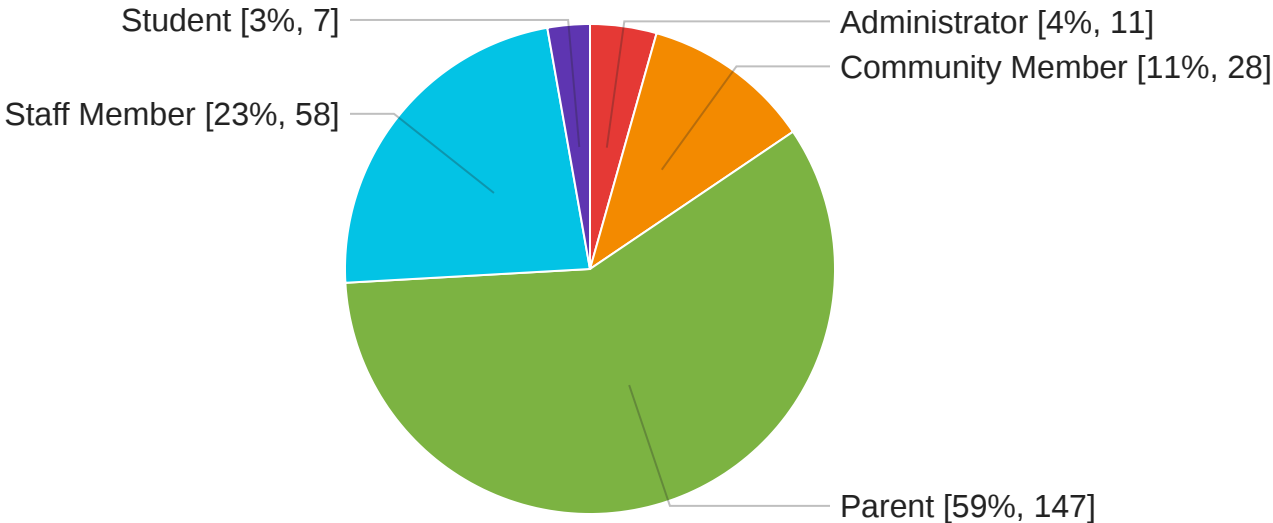
4. From the list below, please identify the challenges, issues and needs that should be addressed based on the level of importance.

Class size	Professional Development
Communication	Leadership
Curriculum	Safety
Finances / Budget of the school district	Staff Morale
Government mandates	Student Achievement
Increasing student enrollment	Student Morale
Integrating technology into the classroom	New Buildings
Other	

5. Please rank the top three areas of focus that should be addressed by a new superintendent.

This report provides a summary of the stakeholder survey responses.

Stakeholder Group



● Administrator ● Community Member ● Parent ● Staff Member ● Student

A total of 251 survey responses were received. Majority of the respondents identified themselves as a Parent (59%, 147).

Q2: ALL STAKEHOLDERS

From the list below, please identify the qualifications and experience you feel are needed by a new Superintendent of Schools based on the level of importance.

Field	Very Important	Important	Somewhat Important	Not Important	Not Applicable (N/A)
Personnel Management/Employee Relations	168	59	14	1	0
Community Relations/Involvement	163	70	10	2	0
Adaptability	155	82	7	0	0
Administration Management	154	78	14	0	0
Comprehensive Planning	148	81	12	1	1
Curriculum/Instruction	146	72	27	0	0
Parental Engagement	145	77	20	1	1
School Finance	140	82	22	0	0
Special Education	121	95	24	5	0
Building Programs	119	91	31	0	0
Staff Development	118	100	23	2	0
Public Relations	116	87	41	0	1
Board Relations	91	104	47	4	0
Negotiations	89	105	49	1	0
Current with Legislative Developments	83	110	49	3	0
Communication with the Legislature	83	108	49	5	0
Technology	82	114	37	10	0
Other	64	0	1	1	10

Q2: ALL STAKEHOLDERS

Text Response to "Other"

Ability to advocate

Ability to heal relationships between admin/board/parents.

Accountability & Safety

Available

Being able to lead the district in the right direction. Helping to fix the discipline problem throughout the buildings. Being visible to all staff in each building.

Being able to stand up for the students/staff in the district

Building Climate- Staff Moral

Building Maintenance

Can we please keep the current super intendent. He is well qualified for this position

Common Sense

Communication with parents and showing support for all of the activities in the District not just the football team or basketball team like those in the past

Communication with staff and parents

Community involvement

District Wide Behavior Management

Diversity

Diversity

Diversity/Educational Diversity

Dr. Castagna

Dr. Castagna has been doing a phenomenal job. The interim role needs to be removed and make him a full time superintendent!! He know the right direction in which to lead our district and students.

Dr. Castagna is doing a great job. The children of our District is one of his main concerns. He wants our children to be the best they can be. He should be our permanent superintendent!!!

Dr. Castagna is the right superintendent for our District. He cares about all our children in the district. He wants them all to succeed and that's important in today's world.

Dr. Castagna needs to be hired as the District's superintendent. From what I've seen so far he's doing an excellent job!!

Emotional Intelligence

Equity amongst staff

Ethics

Ethics

Experience

Experience in education

Focus on three RRRs; not on wokeness

Good Role Model

Holding students accountable

Honesty

Honesty

IMAGE!!!!

Improving school climate for students and staff

Innovative thinking is highly important. We need someone with a clear vision for the district and its strengths and weaknesses.

Integrity

Integrity

Integrity

Integrity and reputation

Integrity. No arrest history..

Keep him here!!

Keep the current superintendent

Leadership skills

Longevity within the district (i.e. has worked in many roles in the district; local)

More help for students with special needs

Multicultural Competency

N/A

N/a

N/a

NA

NA

Na

Na

Na

No DUI history

No DUIs

No arrests

No criminal convictions

No criminal history

None

Not influenced by outside trends or f groups, but instead keeping our own district's needs as the top priority.

PR and the ability to convince parents that could afford private schools that Woodland Hills is not a terrible decision for their children

Prior superintendent experience in a similar setting

Prombles for autism children

Role model to students

Same quality the last one had

Satisfaction

School Safety

School environment

Sensitivity to diversity issues

Someone that can be kind to everyone but also be tuff and tell it like it is

Someone who will not embarrass our district

Sports management

Staff Needs and Desires for their classrooms to better impact their students

Staff support

Strength of Character

Student Discipline

The Super Intendent is a pillar of the community and a representative of our core values.

The administrator must be the end all be all. The administrators job is to put the children first and to do whatever it takes to make sure every student has an equal chance to succeed. The administrator should also be vitally aware that education is changing at a rapid rate and theses kids need to fit into the education program. I feel the education system is antiquated and must evolve to suit the needs of this generation.

This person must have educational experience. It would be nice to have someone with Classroom, principal, and Superintendent experience from Pennsylvania and urban schools.

Understanding THIS Community and it's DIVERSITY

Upstanding Personal Character

Using Tax Money for the district itself instead of a six figure salary

We want Dan!!!!

Willing to learn about what is already in place instead of bringing new policies/new programs, then leaving the district

good moral character

kindness and compassion

na

none

strong moral character

transportation

Q3: ALL STAKEHOLDERS

Please rank the three most important qualifications and experience you feel are needed by a new superintendent.

Most Important Qualification or Experience

Field	Choice Count
Curriculum/Instruction	37
Administration Management	32
Personnel Management/Employee Relations	31
Community Relations/Involvement	31
Adaptability	27
Parental Engagement	20
Comprehensive Planning	17
Other	12
Special Education	8
Staff Development	6
School Finance	6
Building Programs	6
Public Relations	2
Negotiations	1
Current with Legislative Developments	1
Board Relations	1

Second Most Important Qualification or Experience

Field	Choice Count
Parental Engagement	30
Personnel Management/Employee Relations	28
Curriculum/Instruction	26
Community Relations/Involvement	24
Administration Management	20
Building Programs	19
School Finance	18
Comprehensive Planning	15
Adaptability	13
Public Relations	11
Staff Development	10
Special Education	10
Current with Legislative Developments	4
Board Relations	4
Other	2
Technology	2
Negotiations	2

Third Most Important Qualification or Experience

Field	Choice Count
Community Relations/Involvement	30
Parental Engagement	25
Curriculum/Instruction	25
Personnel Management/Employee Relations	22
Staff Development	18
Administration Management	18
Comprehensive Planning	14
Building Programs	14
Special Education	13
School Finance	13
Public Relations	10
Other	8
Board Relations	8
Adaptability	8
Technology	4
Current with Legislative Developments	4
Negotiations	2
Communication with the Legislature	2

Q4: ALL STAKEHOLDERS

From the list below, please identify the challenges, issues, and needs that should be addressed based on the level of importance.

Field	Very Important	Important	Somewhat Important	Not Important	Not Applicable (N/A)
Safety	209	30	3	0	0
Student Morale	190	47	6	0	0
Staff Morale	185	49	7	2	0
Leadership	183	51	8	0	0
Student Achievement	171	57	12	0	0
Communication	170	61	11	0	0
Finances/Budget of the District	135	84	23	1	0
Curriculum	134	84	21	1	0
Class Size	113	76	45	7	0
Increasing Student Enrollment	91	67	55	29	2
Integrating Technology into Classrooms	90	93	51	9	0
Professional Development	78	102	55	8	0
Government Mandates	52	108	68	15	0
Other	39	2	2	1	12
New Buildings	35	50	86	69	3

Q4: ALL STAKEHOLDERS

Text Response to "Other"

A person who has common sense, not afraid of the parents, and supports faculty and staff with unreasonable parents

AP classes

BOARD professionalism

Bad Administrators/Teachers

Behavior Development

Better programs and social work for problem students who start fights and cause trouble. Making progress on their attitudes is far more beneficial than focusing on current test scores.

Building Up-Keep

Bullying

Can we please keep the current super intendent. He is well qualified for this position

Class for autism children

Communication

Community Needs

Disconnect bw Board, Admin, Staff, Parents ans Students

Diversity

Don't threaten politicians

Dr. Castagna cares about our children and want them to graduate and succeed in life. It's hard to find a good superintendent that truly cares as he does.

Dr. Castagna has shown how important it is to develop relationships with the students. He truly cares about our children and the district as a whole. He needs to be our permanent superintendent so he can continue his role in making our district one to be proud of.

Dr. Dan is our man!! Drop the interim role and bring him on as the district's superintendent.

Experience in a inner city school

Extracurriculars

Flexibility

Focus on kids with health issues

Gender and sexual offense

Getting all staff leaders on the same level, and preventing any of them from changing the rules as they go. Keeping those leases accountable for their decisions.

Hiring QUALIFIED staff members instead of who will be the cheapest option.

Hold students accountable

Involvement in as many activities and meetings within the District to show support for ALL students

Keep Dr. C here

Keeping class sizes small

Leadership Role Model

Listen to parents

Making this district desirable in which to live

N/A

N/A

N/a

N/a

NA

NA

Na

Na

Na

None

Not woke

Pandemic Management Experience

Personal Integrity.

Please make Dr. Castagna the superintendent!! He has shown in a few short months how much he cares about our district as a whole and how important our kids stay safe and succeed. Why should the district spend money on searching for a superintendent when you already have the best man for the job!!

Purposeful Teaching and Learning

Realignment of principals

Safety first

Safety of students in schools

Satisfaction

Staff Support

Staff Turn Over

State test planning that makes sense

Student discipline

Supporting teachers being able to teach in a safe environment

This district needs a strong leader with PA superintendent experience. Someone with an urban setting experience.

Transparency

Transportation

Vision, accountability, and consistency

We need to keep Dr. Castagna

We want Dan!!!

Winning teams

You have the right man there now!

didn't mean to select this

none

public image

school safety

teacher morale

Q5: ALL STAKEHOLDERS

Please rank the top three areas of focus that should be addressed by a new superintendent.

Most Important Area of Focus

Field	Choice Count
Safety	55
Leadership	32
Curriculum	27
Communication	25
Student Morale	21
Student Achievement	21
Staff Morale	18
Finances/Budget of the District	17
Class Size	9
Other	8
Increasing Student Enrollment	5
Integrating Technology into Classrooms	2
Professional Development	1
Government Mandates	1
New Buildings	0

Second Most Important Area of Focus

Field	Choice Count
Safety	55
Leadership	32
Curriculum	27
Communication	25
Student Morale	21
Student Achievement	21
Staff Morale	18
Finances/Budget of the District	17
Class Size	9
Other	8
Increasing Student Enrollment	5
Integrating Technology into Classrooms	2
Professional Development	1
Government Mandates	1
New Buildings	0

Third Most Important Area of Focus

Field	Choice Count
Safety	55
Leadership	32
Curriculum	27
Communication	25
Student Morale	21
Student Achievement	21
Staff Morale	18
Finances/Budget of the District	17
Class Size	9
Other	8
Increasing Student Enrollment	5
Integrating Technology into Classrooms	2
Professional Development	1
Government Mandates	1
New Buildings	0

PARENT

Q2: PARENT

From the list below, please identify the qualifications and experience you feel are needed by a new superintendent.

Field	Very Important	Important	Somewhat Important	Not Important	Not Applicable (N/A)
Community Relations/Involvement	113	28	4	1	0
Parental Engagement	102	33	9	0	1
Curriculum/Instruction	96	34	15	0	0
Adaptability	95	50	1	0	0
School Finance	90	40	14	0	0
Personnel Management/Employee Relations	87	46	11	1	0
Comprehensive Planning	86	51	7	0	1
Administration Management	84	55	7	0	0
Special Education	80	50	13	3	0
Staff Development	77	53	14	1	0
Building Programs	76	52	16	0	0
Public Relations	71	43	31	0	1
Technology	55	65	18	6	0
Board Relations	53	63	27	3	0
Negotiations	49	60	36	0	0
Current with Legislative Developments	49	66	29	2	0
Communication with the Legislature	49	69	26	2	0
Other	39	0	1	1	8

Q2: PARENT

Text Response to "Other"

Ability to advocate

Ability to heal relationships between admin/board/parents.

Accountability & Safety

Available

Common Sense

Communication with parents and showing support for all of the activities in the District not just the football team or basketball team like those in the past

Community involvement

Diversity

Diversity

Diversity/Educational Diversity

Dr. Castagna

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Dr. Castagna needs to be hired as the District's superintendent. From what I've seen so far he's doing an excellent job!!

Emotional Intelligence

Ethics

Ethics

Experience in education

Focus on three RRRs; not on wokeness

Good Role Model

Honesty

Innovative thinking is highly important. We need someone with a clear vision foe the district and it's strengths and weaknesses.

Integrity

Integrity

Integrity and reputation

Integrity. No arrest history..

Longevity within the district (i.e. has worked in many roles in the district; local)

More help for students with special needs

Multicultural Competency

N/a

N/a

NA

NA

Na

Na

No DUI history

No DUIs

No arrests

No criminal convictions

No criminal history

None

Not influenced by outside trends Orr f groups, but instead keeping our own district's needs as the top priority.

PR and the ability to convince parents that could afford private schools that Woodland Hills is not a terrible decision for their children

Prombles for autism children

Role model to students

Same quality the last one had

Satisfaction

School environment

Sensitivity to diversity issues

Someone that can be kind to everyone but also be tuff and tell it like it is

Someone who will not embarrass our district

Strength of Character

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The administrator must be the end all be all. The administrators job is to put the children first and to do whatever it takes to make sure every student has an equal chance to succeed. The administrator should also be vitally aware that education is changing at a rapid rate and theses kids need to fit into the education program. I feel the education system is antiquated and must evolve to suit the needs of this generation.

Understanding THIS Community and it's DIVERSITY

Upstanding Personal Character

kindness and compassion

na

none

transportation

Q3: PARENT

Please rank the three most important qualifications and experience you feel are needed by a new superintendent.

Most Important Qualification or Experience

Field	Choice Count
Curriculum/Instruction	29
Community Relations/Involvement	27
Adaptability	18
Parental Engagement	17
Administration Management	9
Other	7
Comprehensive Planning	7
Special Education	5
Staff Development	5
School Finance	5
Personnel Management/Employee Relations	5
Building Programs	3
Public Relations	2
Board Relations	1

Third Most Important Qualification or Experience

Field	Choice Count
Community Relations/Involvement	20
Curriculum/Instruction	19
Parental Engagement	16
Staff Development	12
Building Programs	10
Special Education	9
Personnel Management/Employee Relations	9
School Finance	8
Administration Management	8
Comprehensive Planning	7
Other	5
Public Relations	5
Current with Legislative Developments	3
Board Relations	3
Technology	2
Adaptability	2
Negotiations	1
Communication with the Legislature	1

Second Most Important Qualification or Experience

Field	Choice Count
Parental Engagement	25
Curriculum/Instruction	17
Building Programs	12
Community Relations/Involvement	11
Personnel Management/Employee Relations	10
Administration Management	10
Adaptability	10
Comprehensive Planning	9
Special Education	8
School Finance	7
Staff Development	6
Public Relations	6
Board Relations	3
Technology	2
Negotiations	2
Other	1
Current with Legislative Developments	1

Q4: PARENT

From the list below, please identify the challenges, issues, and needs that should be addressed based on the level of importance.

Field	Very Important	Important	Somewhat Important	Not Important	Not Applicable (N/A)
Safety	122	22	0	0	0
Student Morale	121	21	2	0	0
Student Achievement	105	29	9	0	0
Staff Morale	104	33	5	2	0
Leadership	99	37	7	0	0
Communication	99	36	9	0	0
Curriculum	94	41	8	0	0
Finances/Budget of the District	70	58	15	1	0
Class Size	69	42	28	5	0
Integrating Technology into Classrooms	61	55	22	7	0
Professional Development	52	59	29	5	0
Increasing Student Enrollment	49	36	32	26	2
Government Mandates	32	60	41	12	0
New Buildings	23	29	49	43	1
Other	19	2	2	1	8

Q4: PARENT

Text Response to "Other"

AP classes

BOARD professionalism

Bad Administrators/Teachers

Better programs and social work for problem students who start fights and cause trouble. Making progress on their attitudes is far more beneficial than focusing on current test scores.

Bullying

Class for autism children

Community Needs

Disconnect bw Board, Admin, Staff, Parents ans Students

Diversity

Don't threaten politicians

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Dr. Dan is our man!! Drop the interim role and bring him on as the district's superintendent.

Extracurriculars

Flexibility

Focus on kids with health issues

Getting all staff leaders on the same level, and preventing any of them from changing the rules as they go. Keeping those leases accountable for their decisions.

Involvement in as many activities and meetings within the District to show support for ALL students

Keeping class sizes small

Leadership Role Model

Listen to parents

Making this district desirable in which to live

N/A

N/a

NA

NA

Na

Na

None

Not woke

Pandemic Management Experience

Personal Integrity.

Please make Dr. Castagna the superintendent!! He has shown in a few short months how much he cares about our district as a whole and how important our kids stay safe and succeed. Why should the district spend money on searching for a superintendent when you already have the best man for the job!!

Purposeful Teaching and Learning

Realignment of principals

Safety first

Safety of students in schools

Satisfaction

Transportation

none

school safety

Q5: PARENT

Please rank the top three areas of focus that should be addressed by a new superintendent.

Most Important Area of Focus

Field	Choice Count
Safety	34
Student Morale	20
Curriculum	20
Student Achievement	15
Communication	14
Leadership	12
Finances/Budget of the District	7
Other	6
Class Size	6
Staff Morale	4
Integrating Technology into Classrooms	2
Increasing Student Enrollment	2
Professional Development	1
Government Mandates	1
New Buildings	0

Second Most Important Area of Focus

Field	Choice Count
Staff Morale	26
Student Morale	19
Curriculum	18
Student Achievement	17
Safety	17
Leadership	10
Finances/Budget of the District	8
Communication	6
Professional Development	5
Increasing Student Enrollment	5
Class Size	5
Integrating Technology into Classrooms	4
Other	3
Government Mandates	1
New Buildings	0

Third Most Important Area of Focus

Field	Choice Count
Staff Morale	21
Student Morale	19
Student Achievement	17
Safety	17
Communication	15
Leadership	13
Curriculum	11
Class Size	8
Increasing Student Enrollment	7
Integrating Technology into Classrooms	5
Finances/Budget of the District	5
Professional Development	4
Other	1
New Buildings	1
Government Mandates	0

COMMUNITY MEMBER

Q2: COMMUNITY MEMBER

From the list below, please identify the qualifications and experience you feel are needed by a new superintendent.

Field	Very Important	Important	Somewhat Important	Not Important	Not Applicable (N/A)
Personnel Management/Employee Relations	20	4	1	0	0
Administration Management	20	5	2	0	0
Adaptability	18	7	1	0	0
Curriculum/Instruction	17	8	2	0	0
Comprehensive Planning	17	9	0	0	0
Parental Engagement	16	9	0	1	0
Building Programs	16	8	2	0	0
Public Relations	14	11	2	0	0
Technology	13	9	2	2	0
School Finance	13	11	3	0	0
Current with Legislative Developments	13	5	8	0	0
Community Relations/Involvement	13	10	3	0	0
Board Relations	12	9	6	0	0
Staff Development	11	12	3	0	0
Negotiations	9	13	4	0	0
Communication with the Legislature	9	10	6	2	0
Special Education	8	16	2	0	0
Other	6	0	0	0	0

Q2: COMMUNITY MEMBER

Text Response to "Other"

Holding students accountable

IMAGE!!!!

Sports management

Student Discipline

Using Tax Money for the district itself instead of a six figure salary

good moral character

strong moral character

Q3: COMMUNITY MEMBER

Please rank the three most important qualifications and experience you feel are needed by a new superintendent.

Most Important Qualification or Experience

Field	Choice Count
Curriculum/Instruction	5
Administration Management	5
Personnel Management/Employee Relations	3
Community Relations/Involvement	3
Adaptability	3
Other	2
Parental Engagement	2
Comprehensive Planning	2
Current with Legislative Developments	1

Third Important Qualification or Experience

Field	Choice Count
Personnel Management/Employee Relations	6
Parental Engagement	4
Community Relations/Involvement	3
Staff Development	2
Comprehensive Planning	3
Board Relations	2
Adaptability	2
Technology	1
Curriculum/Instruction	1
Building Programs	1
Administration Management	1

Second Most Important Qualification or Experience

Field	Choice Count
School Finance	5
Public Relations	3
Curriculum/Instruction	3
Community Relations/Involvement	3
Building Programs	3
Personnel Management/Employee Relations	2
Parental Engagement	2
Administration Management	2
Staff Development	1
Current with Legislative Developments	1
Adaptability	1

Q4: COMMUNITY MEMBER

From the list below, please identify the challenges, issues, and needs that should be addressed based on the level of importance.

Field	Very Important	Important	Somewhat Important	Not Important	Not Applicable (N/A)
Staff Morale	23	3	0	0	0
Safety	22	2	1	0	0
Leadership	21	4	1	0	0
Student Morale	20	6	0	0	0
Finances/Budget of the District	20	5	1	0	0
Student Achievement	18	6	0	0	0
Class Size	17	7	1	0	0
Communication	16	9	0	0	0
Curriculum	14	11	0	0	0
Integrating Technology into Classrooms	11	11	3	0	0
Increasing Student Enrollment	11	6	7	2	0
Professional Development	10	11	4	0	0
Government Mandates	8	11	5	1	0
Other	6	0	0	0	1
New Buildings	6	2	10	7	1

Q4: COMMUNITY MEMBER

Text Response to "Other"

Communication

Hiring QUALIFIED staff members instead of who will be the cheapest option.

Hold students accountable

N/a

Student discipline

Winning teams

public image

Q5: COMMUNITY MEMBER

Please rank the top three areas of focus that should be addressed by a new superintendent.

Most Important Area of Focus

Field	Choice Count
Safety	6
Leadership	5
Finances/Budget of the District	3
Other	2
Student Achievement	2
Communication	2
Class Size	2
Student Morale	1
Staff Morale	1
Increasing Student Enrollment	1
Curriculum	1

Second Most Important Area of Focus

Field	Choice Count
Staff Morale	4
Student Morale	3
Student Achievement	3
Safety	3
Professional Development	2
Finances/Budget of the District	2
Curriculum	2
Communication	2
Leadership	1
New Buildings	1
Integrating Technology into Classrooms	1
Increasing Student Enrollment	1
Class Size	1

Third Most Important Area of Focus

Field	Choice Count
Safety	6
Leadership	5
Finances/Budget of the District	3
Other	2
Student Achievement	2
Communication	2
Class Size	2
Student Morale	1
Staff Morale	1
Increasing Student Enrollment	1
Curriculum	1

STAFF

Q2: STAFF

From the list below, please identify the qualifications and experience you feel are needed by a new superintendent.

Field	Very Important	Important	Somewhat Important	Not Important	Not Applicable (N/A)
Personnel Management/Employee Relations	50	6	1	0	0
Administration Management	43	11	3	0	0
Comprehensive Planning	35	16	4	1	0
Adaptability	32	22	3	0	0
School Finance	30	23	4	0	0
Negotiations	27	23	6	1	0
Community Relations/Involvement	27	27	3	0	0
Special Education	26	21	8	2	0
Staff Development	25	25	6	1	0
Curriculum/Instruction	25	23	9	0	0
Public Relations	22	29	5	0	0
Parental Engagement	21	28	8	0	0
Communication with the Legislature	19	23	14	1	0
Building Programs	19	25	11	0	0
Board Relations	19	28	9	1	0
Other	15	0	0	0	1
Current with Legislative Developments	15	31	10	1	0
Technology	10	30	15	2	0

Q2: STAFF

Text Response to "Other"

Being able to lead the district in the right direction. Helping to fix the discipline problem throughout the buildings. Being visible to all staff in each building.

Being able to stand up for the students/staff in the district

Building Climate- Staff Moral

Building Maintenance

Can we please keep the current super intendent. He is well qualified for this position

Communication with staff and parents

District Wide Behavior Management

Equity amongst staff

Improving school climate for students and staff

Integrity

Keep the current superintendent

Na

Prior superintendent experience in a similar setting

Staff Needs and Desires for their classrooms to better impact their students

Staff support

This person must have educational experience. It would be nice to have someone with Classroom, principal, and Superintendent experience from Pennsylvania and urban schools.

We want Dan!!!!

Willing to learn about what is already in place instead of bringing new policies/new programs, then leaving the district

Q3: STAFF

Please rank the three most important qualifications and experience you feel are needed by a new superintendent.

Most Important Qualification or Experience

Field	Choice Count
Personnel Management/Employee Relations	22
Administration Management	14
Comprehensive Planning	7
Other	3
Curriculum/Instruction	3
Special Education	2
Building Programs	2
Community Relations/Involvement	1
Adaptability	1
School Finance	1

Second Most Important Qualification or Experience

Field	Choice Count
Personnel Management/Employee Relations	13
Community Relations/Involvement	8
Administration Management	7
School Finance	4
Comprehensive Planning	4
Staff Development	3
Parental Engagement	3
Curriculum/Instruction	3
Building Programs	3
Special Education	2
Adaptability	2
Other	1
Public Relations	1
Current with Legislative Developments	1
Board Relations	1

Third Important Qualification or Experience

Field	Choice Count
Administration Management	7
Personnel Management/Employee Relations	6
Public Relations	5
Parental Engagement	5
Community Relations/Involvement	5
School Finance	4
Curriculum/Instruction	4
Adaptability	4
Special Education	3
Comprehensive Planning	3
Building Programs	3
Other	2
Staff Development	2
Negotiations	1
Current with Legislative Developments	1
Board Relations	1

Q4: STAFF

From the list below, please identify the challenges, issues, and needs that should be addressed based on the level of importance.

Field	Very Important	Important	Somewhat Important	Not Important	Not Applicable (N/A)
Safety	52	3	2	0	0
Leadership	50	7	0	0	0
Staff Morale	48	8	1	0	0
Communication	45	10	2	0	0
Student Morale	38	17	2	0	0
Student Achievement	38	17	2	0	0
Finances/Budget of the District	35	17	5	0	0
Increasing Student Enrollment	28	19	10	0	0
Class Size	24	23	10	0	0
Curriculum	21	25	10	0	0
Professional Development	15	20	20	2	0
Integrating Technology into Classrooms	13	23	19	2	0
Government Mandates	11	27	17	2	0
Other	10	0	0	0	2
New Buildings	5	16	21	13	1

Q4: STAFF

Text Response to "Other"

A person who has common sense, not afraid of the parents, and supports faculty and staff with unreasonable parents

Behavior Development

Building Up-Keep

Can we please keep the current super intendent. He is well qualified for this position

Na

Staff Support

Staff Turn Over

State test planning that makes sense

Supporting teachers being able to teach in a safe environment

This district needs a strong leader with PA superintendent experience. Someone with an urban setting experience.

Transparency

Vision, accountability, and consistency

We want Dan!!!

You have the right man there now!

didn't mean to select this

teacher morale

Q5: STAFF

Please rank the top three areas of focus that should be addressed by a new superintendent.

Most Important Area of Focus

Field	Choice Count
Safety	13
Staff Morale	12
Leadership	12
Finances/Budget of the District	5
Communication	5
Curriculum	4
Student Achievement	3
Increasing Student Enrollment	2

Second Most Important Area of Focus

Field	Choice Count
Staff Morale	12
Safety	8
Student Achievement	6
Leadership	6
Communication	6
Class Size	6
Increasing Student Enrollment	4
Student Morale	2
New Buildings	2
Finances/Budget of the District	2
Other	1
Curriculum	1

Third Most Important Area of Focus

Field	Choice Count
Safety	13
Staff Morale	12
Leadership	12
Finances/Budget of the District	5
Communication	5
Curriculum	4
Student Achievement	3
Increasing Student Enrollment	2

ADMINISTRATION

Q2: ADMINISTRATION

From the list below, please identify the qualifications and experience you feel are needed by a new superintendent.

Field	Very Important	Important	Somewhat Important	Not Important	Not Applicable (N/A)
Personnel Management/Employee Relations	8	2	0	0	0
Adaptability	7	2	0	0	0
Comprehensive Planning	6	3	1	0	0
Board Relations	6	2	2	0	0
Administration Management	6	4	0	0	0
School Finance	5	5	0	0	0
Public Relations	5	3	2	0	0
Other	4	0	0	0	0
Parental Engagement	4	5	1	0	0
Curriculum/Instruction	4	6	0	0	0
Current with Legislative Developments	4	6	0	0	0
Community Relations/Involvement	4	5	0	1	0
Communication with the Legislature	4	3	2	0	0
Building Programs	4	6	0	0	0
Staff Development	3	7	0	0	0
Negotiations	3	7	0	0	0
Technology	2	7	1	0	0
Special Education	2	7	1	0	0

Q2: ADMINISTRATION

Text Response to "Other"

Experience

Honesty

Keep him here!!

Leadership skills

Q3: ADMINISTRATION

Please rank the three most important qualifications and experience you feel are needed by a new superintendent.

Most Important Qualification or Experience

Field	Choice Count
Adaptability	3
Administration Management	2
Staff Development	1
Negotiations	1
Personnel Management/Employee Relations	1
Comprehensive Planning	1
Building Programs	1

Second Most Important Qualification or Experience

Field	Choice Count
Personnel Management/Employee Relations	3
School Finance	2
Curriculum/Instruction	1
Current with Legislative Developments	1
Comprehensive Planning	1
Administration Management	1

Third Important Qualification or Experience

Field	Choice Count
Staff Development	2
Community Relations/Involvement	2
School Finance	1
Personnel Management/Employee Relations	1
Comprehensive Planning	1
Communication with the Legislature	1
Board Relations	1

Q4: ADMINISTRATION

From the list below, please identify the challenges, issues, and needs that should be addressed based on the level of importance.

Field	Very Important	Important	Somewhat Important	Not Important	Not Applicable (N/A)
Safety	8	2	0	0	0
Leadership	8	2	0	0	0
Student Morale	7	3	0	0	0
Finances/Budget of the District	7	3	0	0	0
Communication	7	3	0	0	0
Student Achievement	6	3	1	0	0
Staff Morale	6	4	0	0	0
Other	3	0	0	0	0
Integrating Technology into Classrooms	3	4	3	0	0
Class Size	3	2	4	0	0
Increasing Student Enrollment	2	4	4	0	0
Curriculum	2	6	1	1	0
Professional Development	1	7	1	1	0
New Buildings	1	2	3	4	0
Government Mandates	1	8	1	0	0

Q4: ADMINISTRATION

Text Response to "Other"

Experience in a inner city school

Keep Dr. C here

We need to keep Dr. Castagna

Q5: ADMINISTRATION

Please rank the top three areas of focus that should be addressed by a new superintendent.

Most Important Area of Focus

Field	Choice Count
Leadership	3
Communication	3
Finances/Budget of the District	2
Student Achievement	1
Class Size	1

Second Most Important Area of Focus

Field	Choice Count
Staff Morale	3
Safety	2
Finances/Budget of the District	2
Student Achievement	1
Leadership	1
Increasing Student Enrollment	1

Third Most Important Area of Focus

Field	Choice Count
Leadership	3
Communication	3
Finances/Budget of the District	2
Student Achievement	1