### West Ada Survey Response Summary

#### Question 1: Please note professional qualities you feel would be important for the new Superintendent of the West Ada School District. Read through the list and select the five most important qualities.

<table>
<thead>
<tr>
<th>Professional Quality</th>
<th># of Responses</th>
<th>Percentage</th>
<th>Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>Displays strong, positive leadership skills, and successfully leads and mentors staff for high achievement</td>
<td>1469</td>
<td>65.70%</td>
<td>1</td>
</tr>
<tr>
<td>Fosters positive community, staff, parent, and student engagement</td>
<td>1359</td>
<td>60.78%</td>
<td>2</td>
</tr>
<tr>
<td>Strong understanding of successful curriculum and instruction methodologies</td>
<td>976</td>
<td>43.65%</td>
<td>3</td>
</tr>
<tr>
<td>Has effective skills dealing with conflict and problem management</td>
<td>966</td>
<td>43.20%</td>
<td>4</td>
</tr>
<tr>
<td>Fostering an environment of accountability for and by staff, parents, students, and patrons</td>
<td>847</td>
<td>37.88%</td>
<td>5</td>
</tr>
<tr>
<td>Fosters an environment of innovation, adaptability, and successful execution</td>
<td>774</td>
<td>34.62%</td>
<td>6</td>
</tr>
<tr>
<td>Able to lead and successfully execute on board and district established goals and objectives</td>
<td>767</td>
<td>34.30%</td>
<td>7</td>
</tr>
<tr>
<td>Analyzes, understands, and utilizes data in decision making</td>
<td>763</td>
<td>34.12%</td>
<td>8</td>
</tr>
<tr>
<td>Experience with budgeting and school finance</td>
<td>722</td>
<td>32.29%</td>
<td>9</td>
</tr>
<tr>
<td>Excellent communication skills including public speaking, writing, and listening skills</td>
<td>697</td>
<td>31.17%</td>
<td>10</td>
</tr>
<tr>
<td>Successful experience with teacher recruitment and retention</td>
<td>632</td>
<td>28.26%</td>
<td>11</td>
</tr>
<tr>
<td>Understands the importance of and the role of technology in the school</td>
<td>365</td>
<td>16.32%</td>
<td>12</td>
</tr>
<tr>
<td>Experience working with and building consensus with stakeholder groups</td>
<td>274</td>
<td>12.25%</td>
<td>13</td>
</tr>
<tr>
<td>Experience with policy development</td>
<td>190</td>
<td>8.50%</td>
<td>14</td>
</tr>
</tbody>
</table>
### West Ada Survey Response Summary

**Question 2:** Please note personal qualities you feel would be important for the new Superintendent of the West Ada School District. Read through the list and select the five most important qualities.

<table>
<thead>
<tr>
<th>Total Respondents</th>
<th>Parents &amp; Caregivers</th>
<th>Employees</th>
<th>Students</th>
<th>Other Resident</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td># of Responses</td>
<td>Percentage</td>
<td>Rank</td>
<td># of Responses</td>
<td>Percentage</td>
</tr>
<tr>
<td>Shows good judgement and common sense, basing decisions on facts and without prejudice</td>
<td>2236</td>
<td>925</td>
<td>1151</td>
<td>69</td>
<td>77</td>
</tr>
<tr>
<td>is committed to a “students first” philosophy in decision making</td>
<td>1490 66.64% 1</td>
<td>564 60.97% 1</td>
<td>680 59.08% 2</td>
<td>48 69.57% 1</td>
<td>41 53.25% 2</td>
</tr>
<tr>
<td>Good character with high morals and unquestionable integrity</td>
<td>1309 58.54% 2</td>
<td>420 45.41% 6</td>
<td>723 62.81% 1</td>
<td>29 42.03% 5</td>
<td>38 49.35% 4</td>
</tr>
<tr>
<td>Open to new ideas and willing to implement change for the benefit of students</td>
<td>1290 57.69% 3</td>
<td>443 47.89% 5</td>
<td>545 47.35% 5</td>
<td>42 60.87% 2</td>
<td>45 58.44% 1</td>
</tr>
<tr>
<td>Shows respect and care to all students, staff, parents, stakeholders, and the community at large</td>
<td>1217 54.43% 4</td>
<td>374 40.43% 8</td>
<td>642 55.78% 4</td>
<td>26 37.68% 6</td>
<td>35 45.45% 6</td>
</tr>
<tr>
<td>Expects trust, transparency, and openness in leadership</td>
<td>1116 49.91% 6</td>
<td>456 49.30% 4</td>
<td>366 31.80% 8</td>
<td>32 46.38% 4</td>
<td>32 41.56% 8</td>
</tr>
<tr>
<td>Fosters a positive working environment</td>
<td>719 32.16% 7</td>
<td>537 58.05% 2</td>
<td>317 27.54% 10</td>
<td>26 37.68% 6</td>
<td>34 44.16% 7</td>
</tr>
<tr>
<td>Is a strong, collaborative leader</td>
<td>709 31.71% 8</td>
<td>394 42.59% 7</td>
<td>369 32.06% 7</td>
<td>26 37.68% 6</td>
<td>41 53.25% 2</td>
</tr>
<tr>
<td>Inspires others to continually strive to achieve at the highest levels</td>
<td>606 27.10% 9</td>
<td>228 24.65% 9</td>
<td>323 28.06% 9</td>
<td>15 21.74% 10</td>
<td>16 20.78% 11</td>
</tr>
<tr>
<td>Demonstrates leadership and high ability in business and educational affairs</td>
<td>537 24.02% 10</td>
<td>213 23.03% 10</td>
<td>261 22.68% 11</td>
<td>20 28.99% 9</td>
<td>20 25.97% 9</td>
</tr>
<tr>
<td>Is a good listener</td>
<td>350 15.65% 11</td>
<td>183 19.78% 11</td>
<td>454 39.44% 6</td>
<td>12 17.39% 11</td>
<td>14 18.18% 12</td>
</tr>
<tr>
<td>Recognizes the value of high visibility in the schools and the community</td>
<td>249 11.14% 12</td>
<td>144 15.57% 12</td>
<td>143 12.42% 12</td>
<td>11 15.94% 12</td>
<td>19 24.68% 10</td>
</tr>
<tr>
<td>Models and encourages staff to be involved in community activities</td>
<td>111 4.96% 13</td>
<td>54 5.84% 13</td>
<td>116 10.08% 13</td>
<td>2 2.90% 13</td>
<td>1 1.30% 13</td>
</tr>
</tbody>
</table>