



**BENICIA UNIFIED SCHOOL DISTRICT
SUPERINTENDENT SEARCH SURVEY
AVAILABLE MARCH 14 - 31, 2022**

INTRODUCTION

The Benicia Unified School District Board of Education is asking for your help in selecting our next superintendent. To ensure this is a collaborative and inclusive process, the Board is providing this online survey and encourages your participation. We have requested that consultants from Leadership Associates, who are assisting the Board with the search, conduct an online survey to solicit input from students, staff, parents, and community.

The following survey asks you to respond to several critical questions. The information generated from this anonymous survey will be used to develop a profile which indicates desired qualities and characteristics in the next superintendent. It will also guide the recruitment and reference checking process as well as development of questions for the interview. The survey also seeks your perspectives on District strengths, challenges, and our community. Consultants will compile a report summarizing survey results and share it with the Board.



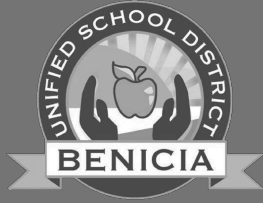
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BACKGROUND INFORMATION

PLEASE TAKE A MOMENT TO PROVIDE THE FOLLOWING INFORMATION:

1. My perspectives come from being a (check all that apply):

- ☐ Parent/Guardian
- ☐ Student
- ☐ Community Member
- ☐ Teacher
- ☐ Classified Employee
- ☐ Administrator
- ☐ Certificated, Other
- ☐ School Volunteer
- ☐ Public Official
- ☐ Business Owner / Partner
- ☐ Non-Profit Staff / Board
- ☐ Other (please specify)



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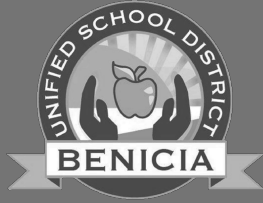
DISTRICT STRENGTHS & CHALLENGES; COMMUNITY

2. What do you see as the strengths of the District?

3. What do you see as the major challenges which will confront our new superintendent?

4. What is important for our next superintendent to know about our community?

5. Please add any other qualities and characteristics which you think are important for our next superintendent to possess.



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DESIRED PROFESSIONAL EXPERIENCE

6. Please rank, in order of importance between 1 and 7, (1 being the most important), the following professional experiences that you believe are most important for the next superintendent to possess, as they relate to the needs of the District.



Experience in California public education, either teaching and/or site administration



Experience as a district-level executive leader (such as an assistant superintendent or superintendent)



Experience as a superintendent in a comparable district



Experience in oversight of school district finances, budgets, and business management



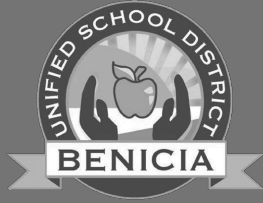
Experience in transformation and school turnaround



A proven track record of growing academic achievement for all students, including special needs children, second language learners, and children experiencing poverty



Bilingual and/or experience in working with diverse communities



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DESIRED PROFESSIONAL LEADERSHIP CHARACTERISTICS

7. Please rank, in order of importance between 1 and 7, (1 the being most important), the following professional leadership characteristics that you believe are most important for the next superintendent to possess, as they relate to the needs of the District.



Is a strong instructional leader who will maintain and improve student achievement gains made in the District



Will bring the entire community together toward a strong vision of student achievement



Will place the highest priority on safe environments for students and staff



Has strong human relations skills and is a "people person"



Will be accessible to parents and staff



Will be highly visible at our schools and community events



Has ability to coach and develop potential leaders within the District, and create a strong, cohesive working team

8. Please rank, in order of importance between 1 and 9, (1 being the most important), the following personal characteristics that you believe are most important for the next superintendent to possess, as they relate to the needs of the District.



Empathetic and a good listener



Equity-Minded



Consensus Builder



Accessible and engaged



Collaborative



Accountable



Courageous



Visionary/Innovator



Strong communication skills