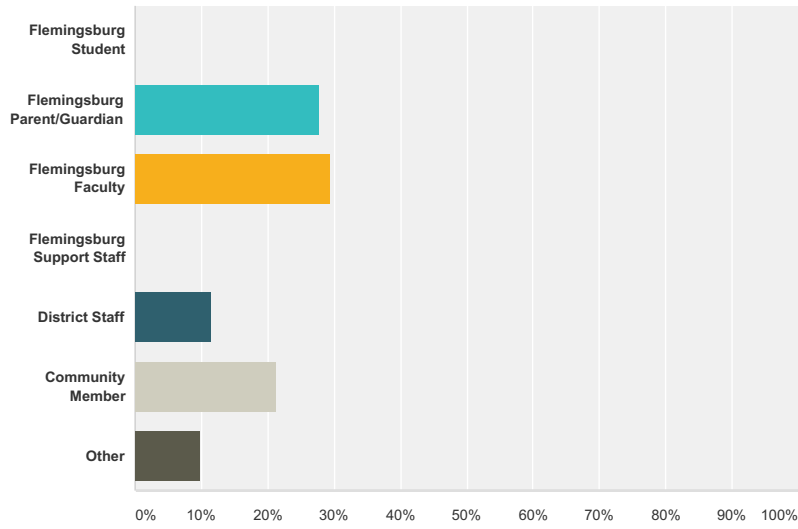


Q1 What is your current connection to Flemingsburg Elementary School?

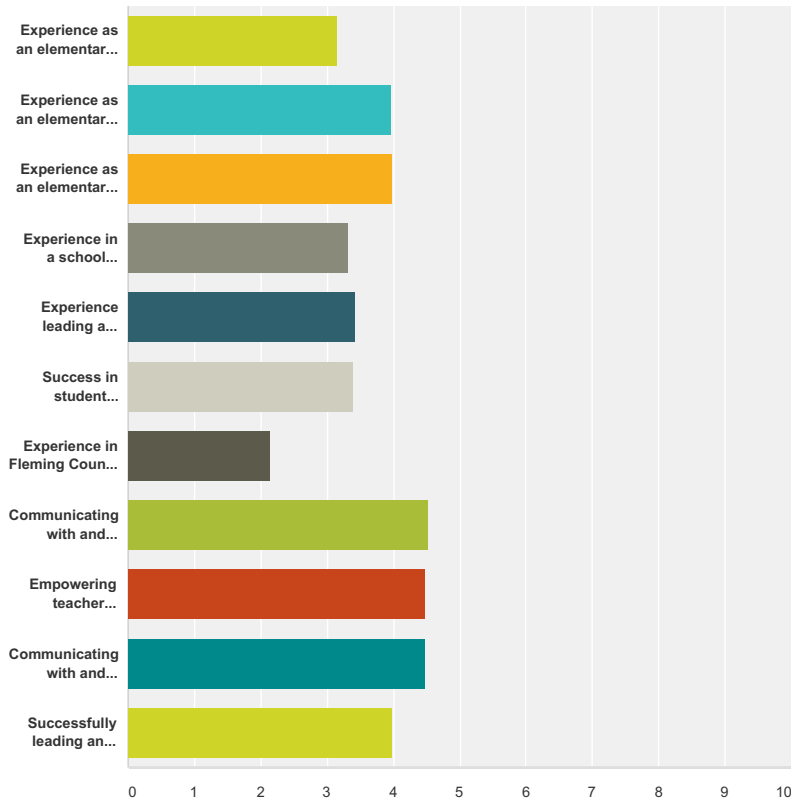
Answered: 61 Skipped: 0



Answer Choices	Responses
Flemingsburg Student	0.00% 0
Flemingsburg Parent/Guardian	27.87% 17
Flemingsburg Faculty	29.51% 18
Flemingsburg Support Staff	0.00% 0
District Staff	11.48% 7
Community Member	21.31% 13
Other	9.84% 6
Total	61

Q2 How important is it that the principal has a work history that includes:

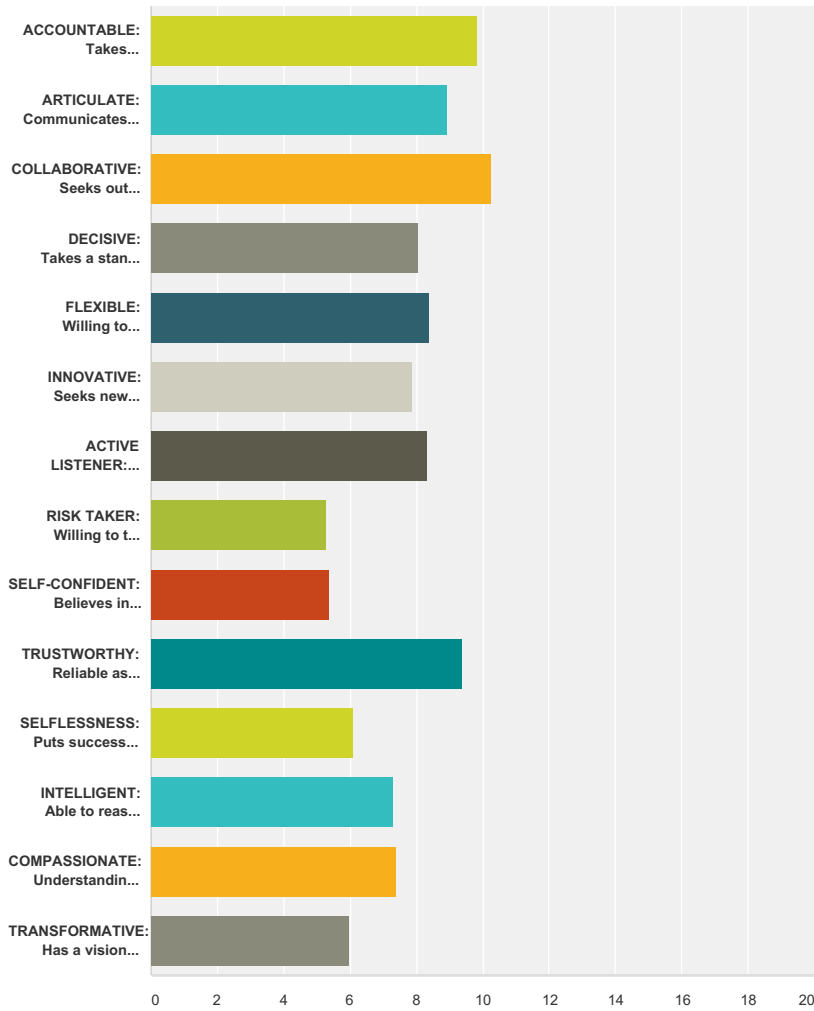
Answered: 61 Skipped: 0



	Not Important	A Little Important	Important	Very Important	Critically Important	Total	Weighted Average
Experience as an elementary school principal?	9.84% 6	18.03% 11	34.43% 21	21.31% 13	16.39% 10	61	3.16
Experience as an elementary school (other than Principal)?	4.92% 3	3.28% 2	18.03% 11	37.70% 23	36.07% 22	61	3.97
Experience as an elementary school teacher?	8.20% 5	3.28% 2	11.48% 7	36.07% 22	40.98% 25	61	3.98
Experience in a school similar to Flemingsburg Elementary School (in terms of performance)?	8.20% 5	14.75% 9	29.51% 18	32.79% 20	14.75% 9	61	3.31
Experience leading a school during transition/transformation?	8.20% 5	13.11% 8	26.23% 16	32.79% 20	19.67% 12	61	3.43
Success in student achievement (based on test results)?	8.20% 5	8.20% 5	36.07% 22	29.51% 18	18.03% 11	61	3.41
Experience in Fleming County Schools?	47.54% 29	13.11% 8	19.67% 12	16.39% 10	3.28% 2	61	2.15
Communicating with and engaging students?	3.28% 2	0.00% 0	3.28% 2	27.87% 17	65.57% 40	61	4.52
Empowering teacher leaders?	3.28% 2	1.64% 1	4.92% 3	24.59% 15	65.57% 40	61	4.48
Communicating with and engaging parents and the community?	3.28% 2	1.64% 1	4.92% 3	24.59% 15	65.57% 40	61	4.48
Successfully leading an organization with over 15 employees?	6.56% 4	8.20% 5	6.56% 4	37.70% 23	40.98% 25	61	3.98

Q3 Please identify the top five personal characteristics you believe are necessary for a principal to be successful at Flemingsburg Elementary School?

Answered: 61 Skipped: 0

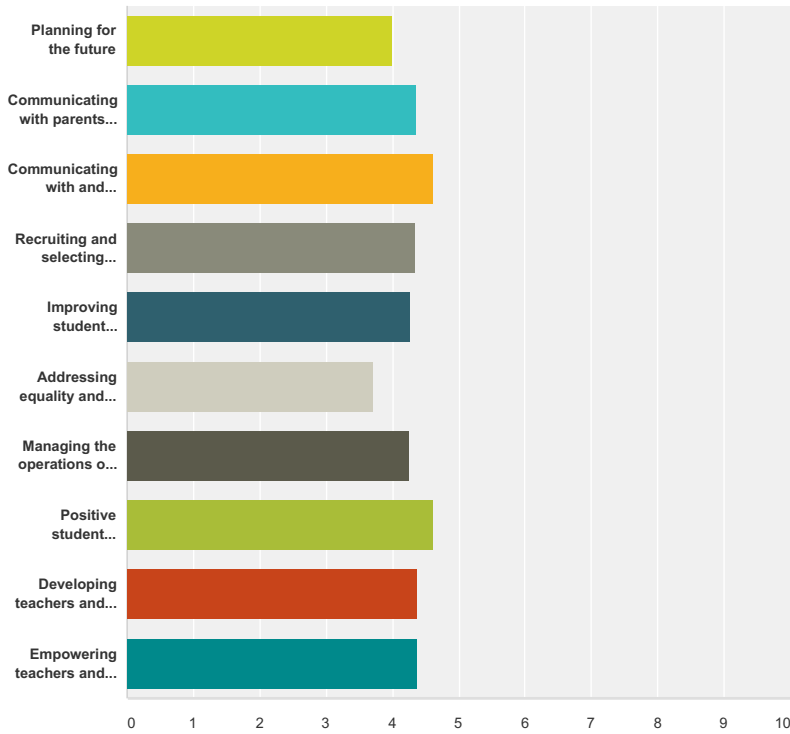


	1	2	3	4	5	6	7	8	9	10	11	12	13	14	Other	Total	Score
ACCOUNTABLE: Takes responsibility and accepts consequences	13.11% 8	13.11% 8	6.56% 4	13.11% 8	6.56% 4	16.39% 10	3.28% 2	1.64% 1	3.28% 2	4.92% 3	1.64% 1	0.00% 0	3.28% 2	3.28% 2	9.84% 6	61	9.85
ARTICULATE: Communicates effectively with others	6.56% 4	8.20% 5	13.11% 8	9.84% 6	3.28% 2	13.11% 8	8.20% 5	8.20% 5	3.28% 2	1.64% 1	3.28% 2	4.92% 3	6.56% 4	0.00% 0	9.84% 6	61	8.95
COLLABORATIVE: Seeks out relationships with teachers, staff, and parents, build strong teams	11.48% 7	21.31% 13	16.39% 10	11.48% 7	6.56% 4	3.28% 2	8.20% 5	0.00% 0	0.00% 0	3.28% 2	4.92% 3	4.92% 3	1.64% 1	1.64% 1	4.92% 3	61	10.28
DECISIVE: Takes a stand, acts with certainty	4.92% 3	8.20% 5	4.92% 3	11.48% 7	6.56% 4	8.20% 5	9.84% 6	9.84% 6	4.92% 3	3.28% 2	8.20% 5	4.92% 3	4.92% 3	3.28% 2	6.56% 4	61	8.07
FLEXIBLE: Willing to adapt for best interests of all	3.28% 2	4.92% 3	9.84% 6	4.92% 3	11.48% 7	8.20% 5	14.75% 9	8.20% 5	9.84% 6	8.20% 5	3.28% 2	1.64% 1	1.64% 1	1.64% 1	8.20% 5	61	8.38

INNOVATIVE: Seeks new ideas, fosters change	3.28% 2	6.56% 4	3.28% 2	8.20% 5	8.20% 5	9.84% 6	9.84% 6	13.11% 8	9.84% 6	8.20% 5	4.92% 3	4.92% 3	0.00% 0	3.28% 2	6.56% 4	61	7.91
ACTIVE LISTENER: Considers feedback and input of others	4.92% 3	3.28% 2	9.84% 6	6.56% 4	14.75% 9	8.20% 5	4.92% 3	14.75% 9	6.56% 4	4.92% 3	8.20% 5	3.28% 2	3.28% 2	0.00% 0	6.56% 4	61	8.33
RISK TAKER: Willing to take calculated risks when opportunities arise that offer potential benefits to the school	0.00% 0	0.00% 0	9.84% 6	4.92% 3	0.00% 0	1.64% 1	3.28% 2	9.84% 6	6.56% 4	13.11% 8	6.56% 4	14.75% 9	14.75% 9	8.20% 5	6.56% 4	61	5.30
SELF-CONFIDENT: Believes in their own ability	0.00% 0	4.92% 3	3.28% 2	1.64% 1	1.64% 1	3.28% 2	4.92% 3	6.56% 4	13.11% 8	13.11% 8	14.75% 9	4.92% 3	13.11% 8	8.20% 5	6.56% 4	61	5.40
TRUSTWORTHY: Reliable as honest and truthful	22.95% 14	4.92% 3	6.56% 4	9.84% 6	8.20% 5	3.28% 2	6.56% 4	3.28% 2	9.84% 6	9.84% 6	3.28% 2	1.64% 1	3.28% 2	1.64% 1	4.92% 3	61	9.40
SELFLESSNESS: Puts success of others or group before self	4.92% 3	4.92% 3	6.56% 4	3.28% 2	3.28% 2	8.20% 5	0.00% 0	3.28% 2	9.84% 6	9.84% 6	9.84% 6	13.11% 8	6.56% 4	13.11% 8	3.28% 2	61	6.10
INTELLIGENT: Able to reason, shows good judgment	3.28% 2	8.20% 5	6.56% 4	4.92% 3	13.11% 8	3.28% 2	8.20% 5	4.92% 3	4.92% 3	4.92% 3	13.11% 8	14.75% 9	4.92% 3	1.64% 1	3.28% 2	61	7.32
COMPASSIONATE: Understanding and concern for others	11.48% 7	6.56% 4	0.00% 0	6.56% 4	9.84% 6	6.56% 4	8.20% 5	6.56% 4	4.92% 3	3.28% 2	1.64% 1	13.11% 8	9.84% 6	6.56% 4	4.92% 3	61	7.41
TRANSFORMATIVE: Has a vision and understands how to engage stakeholders	9.84% 6	4.92% 3	3.28% 2	3.28% 2	6.56% 4	3.28% 2	4.92% 3	4.92% 3	4.92% 3	1.64% 1	8.20% 5	1.64% 1	18.03% 11	21.31% 13	3.28% 2	61	5.98

Q4 How important is each of the following areas of responsibility for the principal?

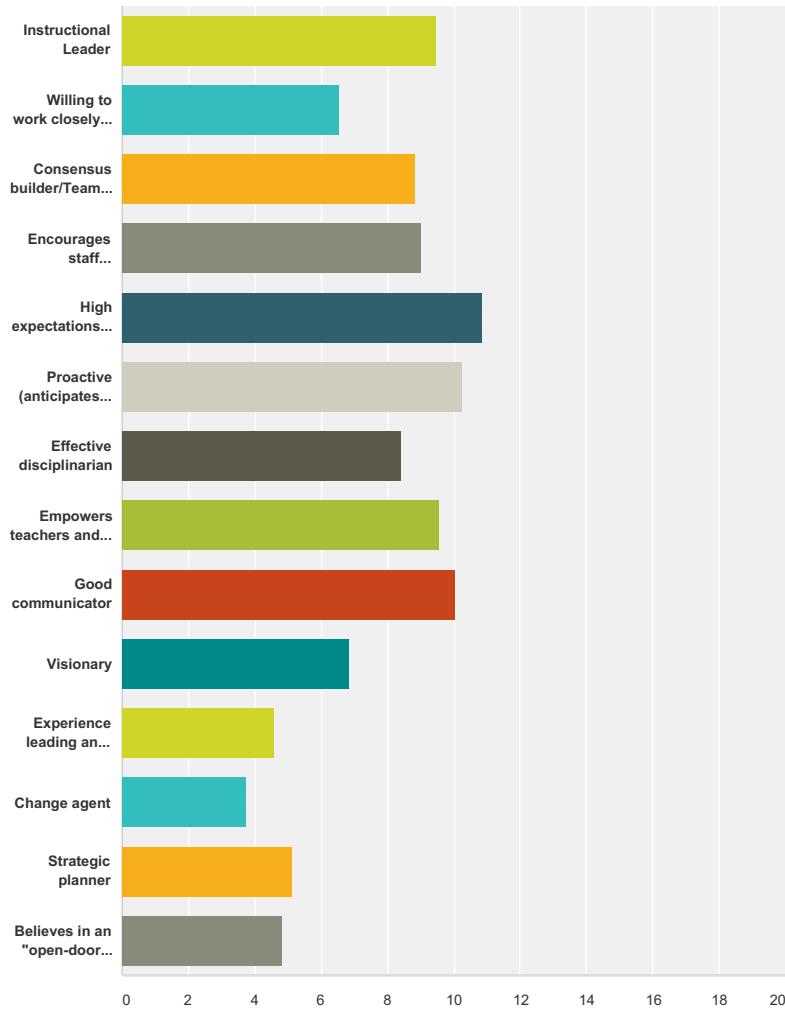
Answered: 61 Skipped: 0



	Not Important	A Little Important	Important	Very Important	Critically Important	Total	Weighted Average
Planning for the future	3.28% 2	3.28% 2	14.75% 9	47.54% 29	31.15% 19	61	4.00
Communicating with parents and community	3.28% 2	1.64% 1	4.92% 3	36.07% 22	54.10% 33	61	4.36
Communicating with and managing/leading all teachers and staff	3.28% 2	0.00% 0	3.28% 2	19.67% 12	73.77% 45	61	4.61
Recruiting and selecting quality teachers and other school staff	3.28% 2	1.64% 1	6.56% 4	34.43% 21	54.10% 33	61	4.34
Improving student achievement	3.28% 2	0.00% 0	6.56% 4	45.90% 28	44.26% 27	61	4.28
Addressing equality and diversity	4.92% 3	4.92% 3	26.23% 16	40.98% 25	22.95% 14	61	3.72
Managing the operations of the school (administrative, instruction and facility)	4.92% 3	3.28% 2	4.92% 3	36.07% 22	50.82% 31	61	4.25
Positive student interaction	3.28% 2	0.00% 0	4.92% 3	16.39% 10	75.41% 46	61	4.61
Developing teachers and staff	3.28% 2	1.64% 1	6.56% 4	29.51% 18	59.02% 36	61	4.39
Empowering teachers and staff to lead	3.28% 2	0.00% 0	9.84% 6	27.87% 17	59.02% 36	61	4.39

Q5 Please identify the Top 5 leadership qualities that you believe the principal of Flemingsburg Elementary School should possess.

Answered: 61 Skipped: 0

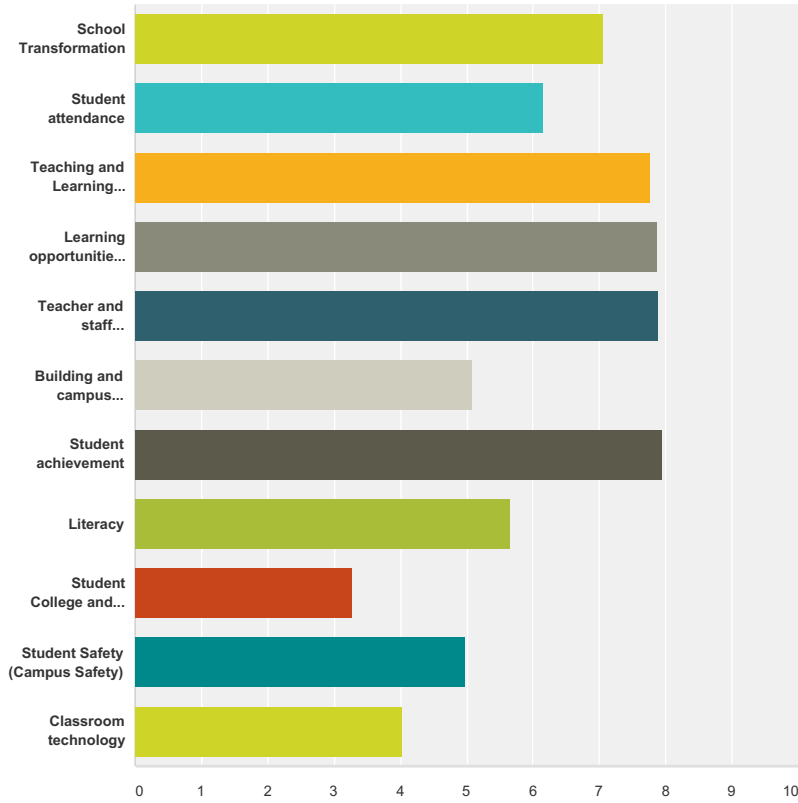


	1	2	3	4	5	6	7	8	9	10	11	12	13	14	Other	Total	Score
Instructional Leader	11.48% 7	6.56% 4	6.56% 4	6.56% 4	11.48% 7	9.84% 6	3.28% 2	4.92% 3	8.20% 5	0.00% 0	1.64% 1	3.28% 2	1.64% 1	1.64% 1	22.95% 14	61	9.49
Willing to work closely with predecessor for seamless transition	4.92% 3	6.56% 4	0.00% 0	4.92% 3	6.56% 4	18.03% 11	4.92% 3	6.56% 4	0.00% 0	0.00% 0	1.64% 1	4.92% 3	9.84% 6	19.67% 12	11.48% 7	61	6.57
Consensus builder/Team leader	4.92% 3	11.48% 7	11.48% 7	8.20% 5	0.00% 0	9.84% 6	19.67% 12	9.84% 6	4.92% 3	8.20% 5	3.28% 2	1.64% 1	3.28% 2	0.00% 0	3.28% 2	61	8.85
Encourages staff professional growth	3.28% 2	11.48% 7	13.11% 8	14.75% 9	4.92% 3	3.28% 2	9.84% 6	14.75% 9	8.20% 5	3.28% 2	0.00% 0	3.28% 2	1.64% 1	3.28% 2	4.92% 3	61	9.02
High expectations (for students, teachers, staff and self)	26.23% 16	9.84% 6	8.20% 5	13.11% 8	14.75% 9	9.84% 6	3.28% 2	4.92% 3	3.28% 2	4.92% 3	0.00% 0	1.64% 1	0.00% 0	0.00% 0	0.00% 0	61	10.84

Proactive (anticipates problems and acts quickly to find solutions)	9.84% 6	16.39% 10	14.75% 9	13.11% 8	9.84% 6	11.48% 7	6.56% 4	6.56% 4	1.64% 1	3.28% 2	1.64% 1	1.64% 1	0.00% 0	1.64% 1	1.64% 1	61	10.28
Effective disciplinarian	9.84% 6	6.56% 4	8.20% 5	4.92% 3	4.92% 3	6.56% 4	21.31% 13	8.20% 5	11.48% 7	1.64% 1	4.92% 3	3.28% 2	6.56% 4	0.00% 0	1.64% 1	61	8.45
Empowers teachers and staff	8.20% 5	14.75% 9	8.20% 5	8.20% 5	11.48% 7	8.20% 5	3.28% 2	14.75% 9	9.84% 6	4.92% 3	1.64% 1	1.64% 1	0.00% 0	0.00% 0	4.92% 3	61	9.55
Good communicator	13.11% 8	9.84% 6	19.67% 12	9.84% 6	6.56% 4	4.92% 3	1.64% 1	9.84% 6	18.03% 11	3.28% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	3.28% 2	61	10.05
Visionary	6.56% 4	3.28% 2	1.64% 1	4.92% 3	8.20% 5	3.28% 2	1.64% 1	4.92% 3	14.75% 9	29.51% 18	9.84% 6	4.92% 3	3.28% 2	0.00% 0	3.28% 2	61	6.86
Experience leading an Elementary Literacy Program	0.00% 0	0.00% 0	3.28% 2	0.00% 0	1.64% 1	0.00% 0	6.56% 4	1.64% 1	4.92% 3	22.95% 14	32.79% 20	11.48% 7	4.92% 3	6.56% 4	3.28% 2	61	4.61
Change agent	0.00% 0	0.00% 0	0.00% 0	1.64% 1	3.28% 2	0.00% 0	1.64% 1	4.92% 3	6.56% 4	3.28% 2	21.31% 13	29.51% 18	11.48% 7	13.11% 8	3.28% 2	61	3.76
Strategic planner	1.64% 1	1.64% 1	1.64% 1	8.20% 5	3.28% 2	3.28% 2	6.56% 4	3.28% 2	4.92% 3	3.28% 2	9.84% 6	21.31% 13	26.23% 16	1.64% 1	3.28% 2	61	5.12
Believes in an "open-door policy"	0.00% 0	1.64% 1	3.28% 2	1.64% 1	11.48% 7	8.20% 5	4.92% 3	1.64% 1	0.00% 0	6.56% 4	6.56% 4	4.92% 3	22.95% 14	21.31% 13	4.92% 3	61	4.83

Q6 What do you believe are the three most important issues facing Flemingsburg Elementary School that the principal must be ready to deal with immediately?

Answered: 61 Skipped: 0



	1	2	3	4	5	6	7	8	9	10	11	Other	Total	Score
School Transformation	21.31% 13	9.84% 6	4.92% 3	6.56% 4	6.56% 4	8.20% 5	6.56% 4	4.92% 3	6.56% 4	4.92% 3	6.56% 4	13.11% 8	61	7.06
Student attendance	6.56% 4	6.56% 4	3.28% 2	11.48% 7	13.11% 8	9.84% 6	11.48% 7	8.20% 5	4.92% 3	8.20% 5	3.28% 2	13.11% 8	61	6.15
Teaching and Learning (Standards, Curriculum, Assessments, Engagement)	9.84% 6	18.03% 11	21.31% 13	13.11% 8	9.84% 6	8.20% 5	4.92% 3	4.92% 3	3.28% 2	1.64% 1	3.28% 2	1.64% 1	61	7.77
Learning opportunities provided for students at all levels	16.39% 10	18.03% 11	11.48% 7	16.39% 10	11.48% 7	4.92% 3	9.84% 6	1.64% 1	3.28% 2	0.00% 0	4.92% 3	1.64% 1	61	7.88
Teacher and staff development	14.75% 9	8.20% 5	11.48% 7	19.67% 12	22.95% 14	11.48% 7	4.92% 3	3.28% 2	1.64% 1	0.00% 0	0.00% 0	1.64% 1	61	7.90
Building and campus cleanliness	1.64% 1	4.92% 3	3.28% 2	8.20% 5	3.28% 2	26.23% 16	11.48% 7	13.11% 8	4.92% 3	13.11% 8	8.20% 5	1.64% 1	61	5.10
Student achievement	14.75% 9	16.39% 10	16.39% 10	8.20% 5	16.39% 10	6.56% 4	11.48% 7	6.56% 4	1.64% 1	0.00% 0	0.00% 0	1.64% 1	61	7.95
Literacy	4.92% 3	3.28% 2	9.84% 6	8.20% 5	6.56% 4	8.20% 5	22.95% 14	18.03% 11	9.84% 6	4.92% 3	3.28% 2	0.00% 0	61	5.66

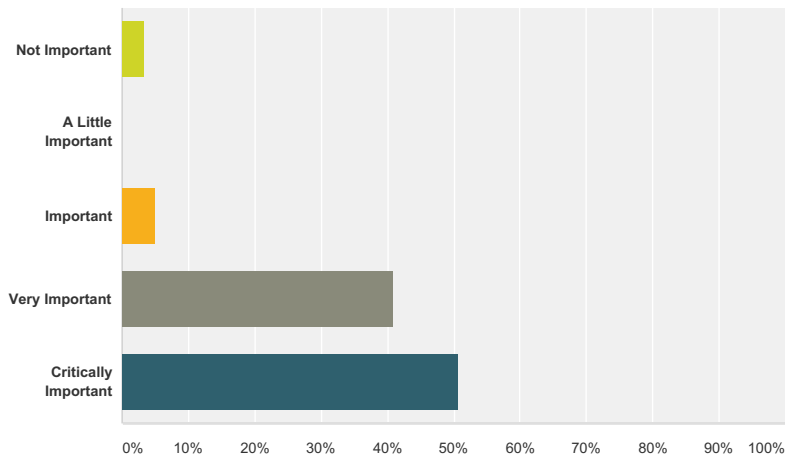
Student College and Career Readiness	0.00% 0	1.64% 1	1.64% 1	0.00% 0	1.64% 1	4.92% 3	8.20% 5	19.67% 12	24.59% 15	13.11% 8	19.67% 12	4.92% 3	61	3.28
Student Safety (Campus Safety)	8.20% 5	6.56% 4	8.20% 5	6.56% 4	4.92% 3	3.28% 2	1.64% 1	4.92% 3	24.59% 15	24.59% 15	4.92% 3	1.64% 1	61	5.00
Classroom technology	1.64% 1	6.56% 4	8.20% 5	0.00% 0	1.64% 1	6.56% 4	4.92% 3	13.11% 8	13.11% 8	22.95% 14	18.03% 11	3.28% 2	61	4.02

**Q7 What do you believe is the top priority at
Flemingsburg Elementary School?**

Answered: 61 Skipped: 0

Q8 How important is it to have a principal who understands the unique dynamics of elementary students, teachers, staff and parents?

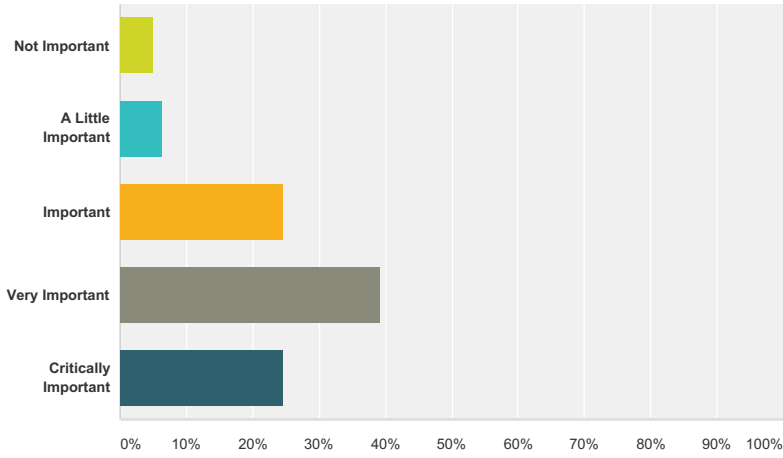
Answered: 61 Skipped: 0



Answer Choices	Responses	
Not Important	3.28%	2
A Little Important	0.00%	0
Important	4.92%	3
Very Important	40.98%	25
Critically Important	50.82%	31
Total		61

Q9 How important is it that the principal values and supports music, arts, physical education, and foreign language education at Flemingsburg Elementary School?

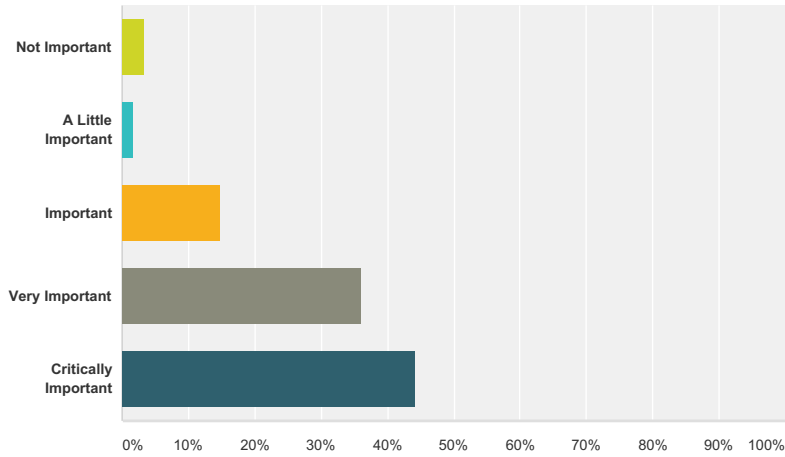
Answered: 61 Skipped: 0



Answer Choices	Responses
Not Important	4.92% 3
A Little Important	6.56% 4
Important	24.59% 15
Very Important	39.34% 24
Critically Important	24.59% 15
Total	61

Q10 How important is it that the principal be able to communicate a vision and plan for Flemingsburg Elementary School?

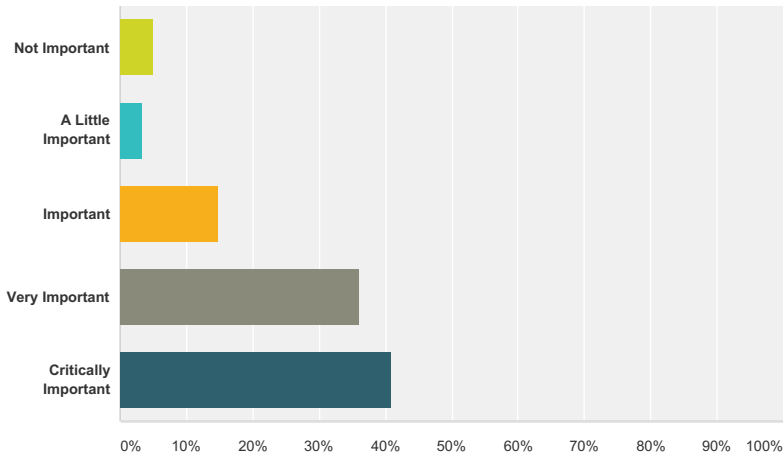
Answered: 61 Skipped: 0



Answer Choices	Responses
Not Important	3.28% 2
A Little Important	1.64% 1
Important	14.75% 9
Very Important	36.07% 22
Critically Important	44.26% 27
Total	61

Q11 How important is it to have a principal who understands how to empower all Flemingsburg Elementary School stakeholders?

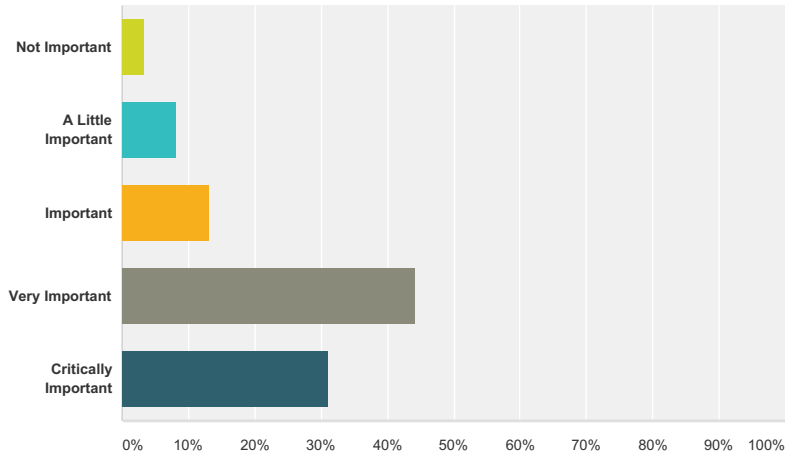
Answered: 61 Skipped: 0



Answer Choices	Responses
Not Important	4.92% 3
A Little Important	3.28% 2
Important	14.75% 9
Very Important	36.07% 22
Critically Important	40.98% 25
Total	61

Q12 How important is it that the principal be invested long-term in the Fleming County community?

Answered: 61 Skipped: 0



Answer Choices	Responses	
Not Important	3.28%	2
A Little Important	8.20%	5
Important	13.11%	8
Very Important	44.26%	27
Critically Important	31.15%	19
Total		61

Q13 In your own words, describe the type of principal you believe would be the best fit for Flemingsburg Elementary School. (If you prefer not to respond enter "NA" in the box below).

Answered: 61 Skipped: 0