



## Sample Stakeholder Survey

The search committee for the position of [position name] at [name of school] is seeking stakeholder input to identify top priorities for this search. Priorities assist in the development of the job description and helps the search committee focus its recruitment efforts. Identified priorities are also a critical component of the selection process to ensure a good match between the candidate and the school. Thank you for taking time to complete this short survey. Please identify your stakeholder group (choose one):

- ☐ School administrator
- ☐ Teacher
- ☐ Paraprofessional (teaching assistant)
- ☐ Professional staff (administrator, counselor, psychologist, social worker, etc.)
- ☐ Staff (administrative assistant, custodial/maintenance worker, food service worker, etc.)
- ☐ Student
- ☐ Parent/Guardian
- ☐ Community member
- ☐ Other – please identify

The job of a school leader is very complex, but it can be broken down into three main domain areas:

- **Culture:** Building a student-centered climate and culture;
- **Systems:** Developing sustainable student-centered systems; and
- **Learning:** Improving learning for students, adults, and the entire school as a whole.

Step 1: Priority rank the three domain areas using the following scale:

1. Highest priority for the school.
2. Second highest priority for the school.
3. Third highest priority for the school.

Step 2: Identify your top three dimensions (essential behaviors) in each domain you feel should be a priority for the new leader.

Step 3: Provide additional information you would like the committee to consider as they identify priorities.

### ☐ CULTURE DOMAIN

The organization's efforts to create, foster, and sustain a student-centered climate and culture where all adults strive to build positive and unconditional relationships with all students, while ensuring equitable access and opportunities to high-quality programs.

#### ☐ Relationships

Focuses on developing and strengthening internal, personal, and external relationships that support the school's mission and vision and creates an environment where a diversity of ideas and opinions can be shared, appreciated, and respected.

#### ☐ Student Centeredness

Cultivates an educational environment that addresses the distinct academic, social, emotional, and physical needs of all students and conveys high expectations, support, and mutual respect among all staff and students.

#### ☐ Wellness

Fosters and supports a culture of physical, mental, and social-emotional wellness for the entire school community.

#### ☐ Equity

Focuses on creating an environment that accentuates fairness by collaboratively developing and implementing a clear vision of equity for all stakeholders in which individual differences are recognized and accommodated to eliminate and prevent inequities.

#### ☐ Traditions/Celebration

Nurtures an environment that models and builds a culture of mutual respect and recognizes, celebrates, and honors all students, staff, and community for their achievements and service to others.

#### ☐ Ethics

Cultivates an environment in which each individual demonstrates and exemplifies ethical behaviors, values, and respect for others.

#### ☐ Global Mindedness

Creates an environment that builds, models, and endorses a global-minded perspective for all stakeholders through the promotion of cultural diversity, partnerships, and community connections.

### ☐ SYSTEMS DOMAIN

The organization's efforts to assess a learning organization's current systems, initiate a cycle of inquiry focused on dismantling historically inequitable systems, and engage stakeholders in a collective effort to establish sustainable student-centered systems.

#### ☐ Vision/Mission

Fosters an environment in which the school's vision and mission drive the strategic alignment of organizational decisions and resources.

#### ☐ Communication

Utilizes a collaborative process to ensure safe and meaningful communication with and among all stakeholders that supports the school's vision and mission.

#### ☐ Collaborative Leadership

Builds a culture of professional learning, mutual trust, and shared responsibility by focusing on empowering and supporting others as leaders.

#### ☐ Data Literacy

Promotes a data-driven culture of decision-making for continuous improvement.

#### ☐ Strategic Management

Employs a process of setting goals aligned to the school's mission and vision, developing plans for meeting those goals, mobilizing the resources needed for implementation, and evaluating the results of those actions in order to determine next steps as part of a model of continuous improvement.

#### ☐ Safety

Establishes expectations, processes, and procedures to ensure the physical, mental, and emotional safety of all stakeholders.

#### ☐ Operations

Manages system's logistics to leverage the educational, operational, and financial affairs and resources of the school to effectively balance operational efficiencies and student learning needs.

### ☐ LEARNING DOMAIN

The organization's efforts, to create and sustain a culture of ongoing reflective, culturally responsive, and inclusive learning for students, adults, and the entire learning organization as a whole.

#### ☐ Reflection/Growth

Nurtures a culture of self-reflection that allows each stakeholder and the school to achieve peak performance.

#### ☐ Result-Oriented

Cultivates an environment in which high, data-driven expectations of results for student learning are embraced and drive organizational and personal growth.

#### ☐ Curriculum

Ensures a learning-focused curriculum that is comprehensive, rigorous, aligned, and focuses on a high level of personal and academic achievement for all students.

#### ☐ Instruction

Collaboratively develops an effective, research-based instructional program with nonnegotiable expectations for all teaching staff that produce a high level of personal and academic achievement for every student.

#### ☐ Assessment

Fosters a learning environment that utilizes data to monitor student progress, improves the instructional process and learning environment, and ensures high levels of personal and academic growth for all students.

#### ☐ Innovation

Creates an environment that supports creative thinking and risk-taking in order to generate knowledge and insight through nontraditional ways.

#### ☐ Human Capital Management

Focuses on developing processes and procedures that assist with the recruitment and selection of talent and the ongoing strategic management of talent for organizational improvement.