

Report for St. Johns County Superintendent Search Community Survey

St. Johns County Superintendent Search Community Survey

Response Statistics

	Count	Percent
Complete	3,478	99.7
Partial	11	0.3
Disqualified	0	0
Totals	3,489	

1.Choose the three (3) items that you feel are the most important for your district in the area of Personal Leadership Qualities:

Value	Percent	Count
Models integrity and ethical leadership	62.0%	2,163
Demonstrates active listening and responsive communication	45.3%	1,579
Leads collaboratively and builds high-performing teams	40.2%	1,402
Innovates successfully and encourages creative solutions	25.7%	896
Makes decisive choices, even when unpopular	25.4%	886
Unites diverse groups to achieve common objectives	24.1%	842
Implements strategic thinking and organizational skills	23.0%	803
Manages high-stress situations effectively	20.6%	717
Exhibits charismatic and visionary leadership while honoring traditions	16.1%	561
Drives progress through agreed-upon goals	15.4%	537

2.Choose the three (3) items that you feel are the most important for your district in the area of Instructional Excellence and Leadership:

Value	Percent	Count
Creates educational opportunities for all students in all environments	54.1%	1,885
Develops career/technical programs aligned with workforce needs	38.1%	1,330
Demonstrates proactive leadership in raising achievement levels	34.0%	1,187
Executes strategic plans with measurable outcomes	29.5%	1,027
Demonstrates mastery of education reform and state standards and implements curriculum exceeding them	28.9%	1,008
Develops and oversees comprehensive safety and character-building programs	28.7%	1,000
Manages special education programs effectively	26.1%	911
Closes achievement gaps with proven strategies	23.9%	835
Prioritizes early childhood education initiatives	17.5%	610
Cultivates shared vision among stakeholders	15.8%	551

3.Choose the three (3) items that you feel are the most important for your district in the area of Business, Finance, and Operations:

Value	Percent	Count
Maintains transparent financial practices	58.3%	2,031
Manages fiscal resources responsibly	56.5%	1,968
Develops programs to maximize resources	40.2%	1,402
Creates innovative funding solutions	30.3%	1,057
Manages large-scale operations and budgets	22.7%	792
Secures community support for initiatives	21.1%	737
Projects financial and enrollment trends accurately	20.3%	707
Develops strategic budget controls	19.4%	676
Implements efficient support services	17.0%	592
Communicates complex data effectively to stakeholders	12.1%	420

4. Choose the three (3) items that you feel are the most important for your district in the area of Board, Staff, and Community Relations:

Value	Percent	Count
Motivates staff and students toward excellence	63.6%	2,217
Creates positive learning environment	56.0%	1,951
Improves or removes underperforming staff effectively	47.2%	1,644
Fosters parent and community engagement	45.1%	1,573
Builds inclusive stakeholder relationships, including with representative employee organizations	20.1%	700
Mobilizes community resources and collaboration	18.8%	655
Demonstrates interpersonal effectiveness	15.6%	545
Partners productively with and shows responsiveness to School Board	13.3%	463
Employs a comprehensive communication strategy by engaging media and diverse audiences	10.4%	363
Builds strong governmental relationships	7.5%	262

5.Choose the three (3) items that you feel are the most important for your district in the area of Performance Accountability:

Value	Percent	Count
Holds self and others accountable	60.1%	2,096
Creates support systems to ensure school effectiveness	41.5%	1,447
Maintains high expectations for all	35.2%	1,228
Delegates effectively while maintaining accountability	29.6%	1,032
Creates systems supporting school achievement	28.4%	990
Aligns professional development with strategic goals and program effectiveness needs	28.2%	984
Elevates performance through strategic plans with measurable outcomes	26.3%	917
Establishes clear performance metrics	21.9%	763
Applies data and climate assessments for improvements	14.4%	501
Implements comprehensive evaluation systems	11.0%	382

6. What do you consider to be the two or three most significant strengths of the district?

Common Themes and Categories

1. **Community:**
 - Words: "community," "parent," "parents," "involvement," and "support"
 - Mentions: 1003
2. **Teachers:**
 - Words: "teachers," "staff," and "educators"
 - Mentions: 1002
3. **Students:**
 - Words: "students," "student," "achievement," and "performance"
 - Mentions: 619
4. **High Standards:**
 - Words: "high," "standards," and "quality"
 - Mentions: 641
5. **Programs:**
 - Words: "programs," "academies," and "opportunities"
 - Mentions: 249
6. **Safety:**
 - Words: "safety" and "safe"
 - Mentions: 170
7. **Communication:**
 - The term "communication"
 - Mentions: 148
8. **Resources:**
 - The word "resources"
 - Mentions: 79

Summary of Key Findings

- **Community and Parental Involvement:** The community's active involvement and support, along with strong parental engagement, are seen as major strengths.
- **Quality of Teachers and Staff:** The dedication and quality of teachers and staff are highly valued.
- **Student Achievement:** High student achievement and performance are frequently mentioned.

- **Diverse Programs and Opportunities:** The availability of various programs, academies, and opportunities for students is appreciated.
- **Safety:** The emphasis on safety and maintaining a safe environment is noted.
- **Effective Communication:** Good communication within the district is highlighted.
- **Resources:** Availability of resources is considered a strength.
- **High Standards and Quality:** Maintaining high standards and quality in education is a recurring theme.

7. What do you consider to be the two or three most significant challenges or issues facing the district?

Common Themes and Categories

1. Teacher Support:

- Words: teacher, pay, retention, salary, support
- Mentions: 1070

2. Growth:

- Words: growth, population, overcrowding, expansion
- Mentions: 489

3. Resources:

- Words: funding, resources, budget
- Mentions: 246

4. Student Behavior:

- Words: behavior, bullying, discipline
- Mentions: 95

5. Communication:

- Words: communication, transparency
- Mentions: 81

6. Diversity:

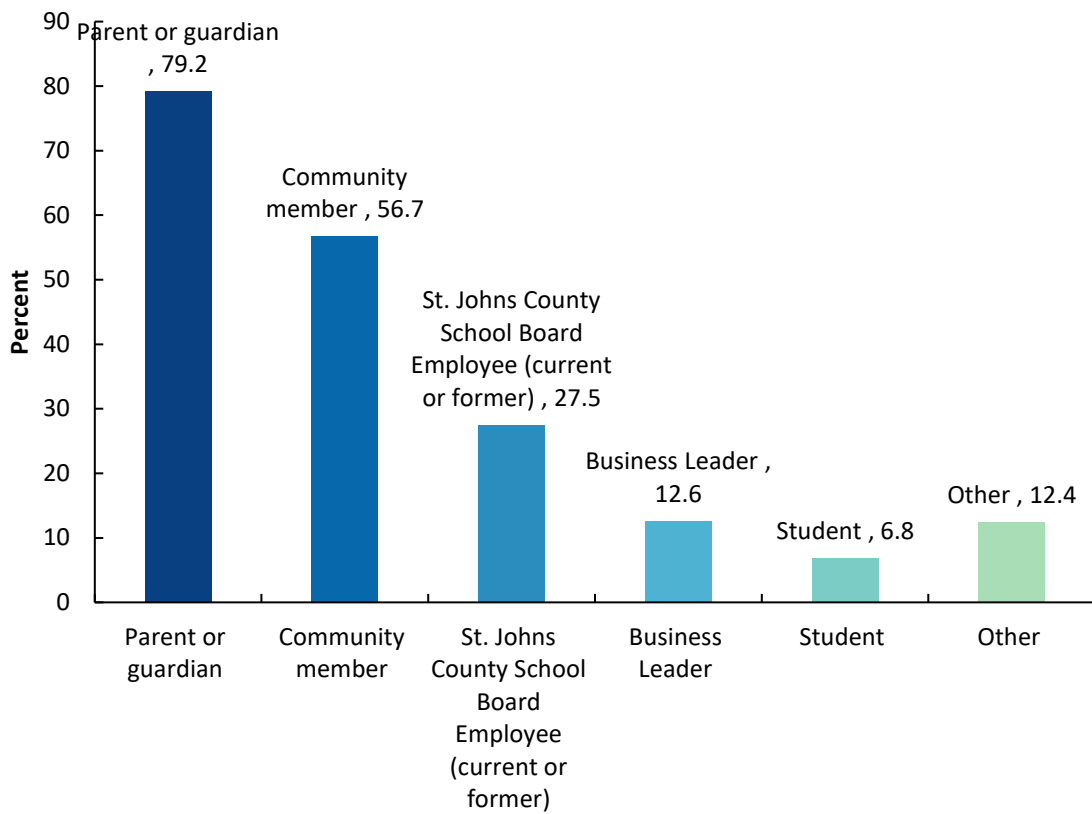
- Words: diversity, inclusion, equity
- Mentions: 45

Summary of Key Findings

- **Teacher Support:** The most significant theme is the need for support for teachers, including higher pay, retention strategies, and overall support. This indicates a strong concern for teacher welfare and the impact it has on the quality of education.
- **Growth:** The district is experiencing rapid growth, leading to issues such as overcrowding and the need for expansion. Managing this growth effectively is crucial to maintaining the quality of education.
- **Resources:** Adequate funding and resources are essential to support the growing population and ensure that schools have the necessary tools to provide quality education.
- **Student Behavior:** Addressing student behavior issues, including bullying and discipline, is important for creating a safe and conducive learning environment.
- **Communication:** Effective communication and transparency between the district, schools, and the community are vital for building trust and ensuring that everyone is informed and involved.

- **Diversity:** Promoting diversity within the district is important for creating an environment that respects and values all students and staff.

8. Please check all the stakeholder groups that you represent:



Value	Percent	Count
Parent or guardian	79.2%	2,758
Community member	56.7%	1,972
St. Johns County School Board Employee (current or former)	27.5%	956
Business Leader	12.6%	438
Student	6.8%	238
Other	12.4%	430

9.If you have any additional comments you would like the board to know, please share them:

Common Themes and Summary

1. Teacher Pay and Retention

- **Common Themes:** the need for better compensation for teachers and support staff, concerns about retaining experienced teachers due to low pay were frequently mentioned
- **Examples:**
 - "We will never be able to retain good teachers if we do not pay them fairly."
 - "Prioritizing teachers is going to be essential in the coming years."
 - "Higher pay rates for all school personnel."

2. Leadership and Administration

- **Common Themes:** the qualities desired in the next superintendent, including integrity, experience, and the ability to support teachers; some responses emphasized the need for leadership from outside the district to bring fresh perspectives
- **Examples:**
 - "The next Superintendent should be a former principal and teacher who has a passion for education."
 - "We need a very forward-thinking candidate who has experience in a high-growth district."
 - " I think it would be good if we hired somebody with new fresh ideas."

3. Growth and Overcrowding

- **Common Themes:** the rapid growth in the district and the resulting overcrowding in schools will call for better planning and more resources to accommodate the increasing student population
- **Examples:**
 - "Growth is a major concern and teachers need a superintendent who they know supports them."
 - "Planning better needs to start, too many portables."
 - "The district needs to prioritize handling, or slowing, the growth of the district."

4. Curriculum and Standards

- **Common Themes:** the need for a balanced curriculum that prepares students for future success without being influenced by political agendas and calls for more emphasis on core academic subjects and life skills
- **Examples:**
 - "Adhere to educational standards without leaning towards certain political agendas, rather than working towards the well-being and holistic education of students."
 - "We need someone strong who will not give in when faced with backlash."
 - "Character development is important for these children."

5. Behavior and Discipline

- **Common Themes:** issues with student behavior and the need for better discipline; concerns about the impact of disruptive behavior on the learning environment
- **Examples:**
 - "Behavior is a big problem in our schools and is having a significant impact on the success of our students."
 - "We need to reform and improve behavior consequences and better support to teachers in that area."
 - "Students need to be accountable for their behavior and actions."

6. Special Education and ESE

- **Common Themes:** improved support and resources for special education and ESE programs and the need for better training for teachers and more funding for these programs
- **Examples:**
 - "I would love to see an improvement in budget towards the ESE Department."
 - "The ESE services in this county need a strong leader."
 - Better training and education surrounding children with unique abilities.

7. Community and Parental Involvement

- **Common Themes:** the importance of involving the community and parents in decision-making processes, better communication and transparency from the district
- **Examples:**
 - "Embrace accountability to parents and community."
 - "We need a leader that is not afraid to have an unpopular opinion, and this includes with parents."
 - "The community, teachers, and staff should be part of the search for the next superintendent."

8. Technology and Resources

- **Common Themes:** the need for better technology and resources in schools and more funding to ensure that students have access to the tools they need for learning
- **Examples:**
 - "We need creative solutions for changes coming!"
 - "We desperately need technology for all students."
 - "More needs to be done with technology in the classrooms in order for our schools to compare better with other top-quality public schools in America and preparing our students better for today's and the future's demands in order to have well-prepared students for the real world."

- **Teacher Pay and Retention:** There is a strong demand for better compensation and support for teachers to retain experienced staff.
- **Leadership and Administration:** Respondents want a superintendent with integrity, experience, and a focus on supporting teachers. There is request to bring new ideas and perspectives.
- **Growth and Overcrowding:** The rapid growth in the district is causing overcrowding in schools, and there is a need for planning and resources to address this issue.
- **Curriculum and Standards:** There is a call for a balanced curriculum that focuses on core academic subjects and life skills, free from political agendas.
- **Behavior and Discipline:** Improved discipline enforcement and better support for teachers in managing student behavior are needed.
- **Special Education and ESE:** There is a need for more funding, resources, and training for special education and ESE programs.
- **Community and Parental Involvement:** Better communication and transparency with the community and parents are essential.
- **Technology and Resources:** Increased funding for technology and resources is necessary to ensure students have the tools they need for learning.