

Albuquerque Public Schools Superintendent Search Constituent/Staff/Board Survey Results

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*Prepared and Presented
By*



Ray and Associates, Inc.

Cedar Rapids, IA

Albuquerque Public Schools

Raw Scores Sheet

Qualities Desired in a New Superintendent	Teachers		Administrators		Support Staff		Parents		Students		Non-Parent Community Members		Others		Board of Education		Abbreviated Definition of Quality and Characteristics
	Raw	Rank	Raw	Rank	Raw	Rank	Raw	Rank	Raw	Rank	Raw	Rank	Raw	Rank	Raw	Rank	
1	58	7	45	6	43	4	107	8	24	3	55	9	14	8	1	18	1. Willing to listen to input, but is a decision maker
2	15	31	12	30	17	29	38	30	5	31	10	32	8	21	0	25	2. Instructional and administrative integration of technology
3	74	3	63	2	59	2	129	4	14	9	98	2	22	1	5	1	3. Has leadership skills to respond to challenges of ethnic and cultural diversity
4	59	6	29	17	35	8	87	13	15	8	47	13	9	18	3	7	4. Able to work with legislators and lead organization through legislative process
5	44	13	29	17	26	18	66	22	13	10	46	14	6	25	0	25	5. Ed.D. or Ph.D.
6	80	1	67	1	64	1	165	2	20	6	99	1	20	2	5	1	6. Inspires trust, self-confidence, and models high standards
7	75	2	46	5	49	3	133	3	27	2	75	4	13	12	3	7	7. Strong communicator; speaking, listening and writing
8	22	28	27	21	23	23	58	25	8	24	38	22	15	7	4	4	8. Commitment to visibility with high interest in a broad range of community groups
9	38	16	22	24	26	18	83	15	21	5	46	14	16	4	2	11	9. Work cooperatively with the board and keeps members informed
10	48	12	43	8	30	11	86	14	8	24	44	17	10	16	1	18	10. Experience in sound management practices
11	38	16	23	23	24	21	104	10	7	28	54	10	16	4	2	11	11. Ability to build consensus and commitment among individuals & groups
12	49	10	5	33	18	28	56	26	9	19	23	30	9	18	0	25	12. Has experience dealing with employee representative groups/unions
13	29	22	29	17	37	7	98	12	9	19	57	7	14	8	0	25	13. Ability to delegate authority while maintaining accountability
14	35	20	29	17	39	6	81	18	8	24	42	19	8	21	0	25	14. Experience in management of district resources
15	51	8	40	10	33	10	72	21	17	7	51	12	14	8	2	11	15. Possesses excellent people skills and presents positive district image
16	12	32	8	31	15	30	37	32	7	28	20	31	5	28	0	25	16. Non-traditional or "hybrid" with background in military, business and/or education
17	69	5	58	3	42	5	180	1	31	1	77	3	16	4	2	11	17. Strongly committed to "student first" philosophy in all decisions
18	27	24	31	13	25	20	76	19	8	24	34	25	5	28	2	11	18. Ability to develop both short and long range goals
19	26	25	31	13	20	26	82	16	10	17	44	17	6	25	2	11	19. Ability to develop and communicate a vision of quality education
20	51	8	31	13	29	12	107	8	13	10	45	16	12	13	4	4	20. Experience in selection and implementation of educational priorities
21	26	25	19	25	22	24	113	6	23	4	40	20	4	31	0	25	21. Commitment to both academic and activity programs
22	49	10	19	25	22	24	102	11	11	15	35	24	10	16	1	18	22. Promote positive student behavior
23	36	18	24	22	29	12	63	24	5	31	36	23	12	13	1	18	23. Leadership in providing relevant professional development for staff
24	43	14	18	27	24	21	75	20	9	19	62	6	8	21	0	25	24. Has demonstrated strong leadership skills in previous positions
25	23	27	45	6	27	15	55	27	9	19	30	27	5	28	3	7	25. Ability to identify/select administrators capable of advancing district vision
26	32	21	16	29	13	32	42	29	12	14	27	28	4	31	0	25	26. Work experience in similar district.
27	36	18	37	11	27	15	82	16	7	28	54	10	14	8	1	18	27. Is comfortable leading innovation and reform efforts
28	29	22	31	13	27	15	64	23	13	10	40	20	6	25	2	11	28. Able to lead a large organization dedicated to goals of continuous improvement
29	19	30	17	28	14	31	38	30	9	19	25	29	9	18	3	7	29. Has ability to develop relationships between the business community and the district
30	43	14	41	9	29	12	109	7	13	10	57	7	12	13	4	4	30. Possesses ability to enhance student performance, identify and close/narrow gaps
31	9	33	6	32	7	33	13	33	10	17	9	33	4	31	1	18	31. Demonstrates ability to work with the media
32	22	28	32	12	20	26	50	28	5	31	34	25	7	24	1	18	32. Recommendations and decisions are data-driven
33	73	4	47	4	35	8	120	5	11	15	66	5	17	3	5	1	33. Knowledge of emerging research in the area of curriculum/instructional design

Albuquerque Public Schools Consultant Ranking/Recommendation Sheet

Qualifies Desired in a New Superintendent	Teachers (134)		Administrators (102)		Support Staff (95)		Parents (276)		Students (41)		Non-Parent Community Members (152)		Others (35)		Board of Education		Total		Combined Ranking		Consultant Recommendation		Abbreviated Definition of Quality and Characteristics
	Rank	Count	Rank	Count	Rank	Count	Rank	Count	Rank	Count	Rank	Count	Rank	Count	Rank	Count	Rank	Count	Rank	Count	Rank	Count	
1	7	6	4	8	3	9	8	8	3	3	9	8	18	63	6	Combine w/15	1. Willing to listen to input, but is a decision maker						
2	31	30	29	30	31	32	21	30	31	31	32	21	25	229	31	2. Instructional and administrative integration of technology							
3	3	2	2	4	9	2	1	4	9	2	2	1	1	24	2	3. Has leadership skills to respond to challenges of ethnic and cultural diversity							
4	6	17	8	13	8	13	18	13	8	8	13	18	7	90	10	4. Able to work with legislators and lead organization through legislative process							
5	13	17	18	22	10	14	25	25	10	10	14	25	25	144	18	5. Ed.D. or Ph.D.							
6	1	1	1	2	6	1	2	1	6	1	1	2	1	15	1	6. Inspires trust, self-confidence, and models high standards							
7	2	5	3	3	2	4	12	7	3	2	4	12	7	38	4	7. Strong communicator; speaking, listening and writing							
8	28	21	23	25	24	22	7	25	24	24	22	7	4	154	22	8. Commitment to visibility with high interest in a broad range of community groups							
9	16	24	18	15	5	14	4	15	5	5	14	4	11	107	11	9. Work cooperatively with the board and keeps members informed							
10	12	8	11	14	24	17	16	18	24	24	17	16	18	120	13	10. Experience in sound management practices							
11	16	23	21	10	28	10	4	11	28	28	10	4	11	123	14	11. Ability to build consensus and commitment among individuals & groups							
12	10	33	28	26	19	30	18	25	19	19	30	18	25	189	27	12. Has experience dealing with employee representative groups/unions							
13	22	17	7	12	19	7	8	25	19	19	7	8	25	117	12	13. Ability to delegate authority while maintaining accountability							
14	20	17	6	18	24	19	21	25	24	24	19	21	25	150	19	14. Experience in management of district resources							
15	8	10	10	21	7	12	8	11	7	7	12	8	11	87	9	15. Possesses excellent people skills and presents positive district image							
16	32	31	30	32	28	31	28	25	28	28	31	28	25	237	33	16. Non-traditional or "hybrid" with background in military, business and/or education							
17	5	3	5	1	1	3	4	11	1	1	3	4	11	33	3	17. Strongly committed to "student first" philosophy in all decisions							
18	24	13	20	19	24	25	28	11	24	24	25	28	11	164	26	18. Ability to develop both short and long range goals							
19	25	13	26	16	17	17	25	11	17	17	17	25	11	150	19	19. Ability to develop and communicate a vision of quality education							
20	8	13	12	8	10	16	13	4	10	10	16	13	4	84	8	20. Experience in selection and implementation of educational priorities							
21	25	25	24	6	4	20	31	25	4	4	20	31	25	160	24	21. Commitment to both academic and activity programs							
22	10	25	24	11	15	24	16	18	15	15	24	16	18	143	17	22. Promote positive student behavior							
23	18	22	12	24	31	23	13	18	31	31	23	13	18	161	25	23. Leadership in providing relevant professional development for staff							
24	14	27	21	20	19	6	21	25	19	6	6	21	25	153	21	24. Has demonstrated strong leadership skills in previous positions							
25	27	6	15	27	19	27	28	7	19	19	27	28	7	156	23	25. Ability to identify/select administrators capable of advancing district vision							
26	21	29	32	29	14	28	31	25	14	14	28	31	25	209	30	26. Work experience in similar district.							
27	18	11	15	16	28	10	8	18	28	28	10	8	18	124	15	27. Is comfortable leading innovation and reform efforts							
28	22	13	15	23	10	20	25	11	10	10	20	25	11	139	16	28. Able to lead a large organization dedicated to goals of continuous improvement							
29	30	28	31	30	19	29	18	7	19	19	29	18	7	192	28	29. Has ability to develop relationships between the business community and the district							
30	14	9	12	7	10	7	13	4	10	10	7	13	4	76	7	30. Possesses ability to enhance student performance, identify and close/narrow gaps							
31	33	32	33	33	17	33	31	18	17	17	33	31	18	230	32	31. Demonstrates ability to work with the media							
32	28	12	26	28	31	25	24	18	31	31	25	24	18	192	28	32. Recommendations and decisions are data-driven							
33	4	4	8	5	15	5	3	1	15	15	5	3	1	45	5	33. Knowledge of emerging research in the area of curriculum/instructional design							

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