



Superintendent Search Survey

Cass School District 63

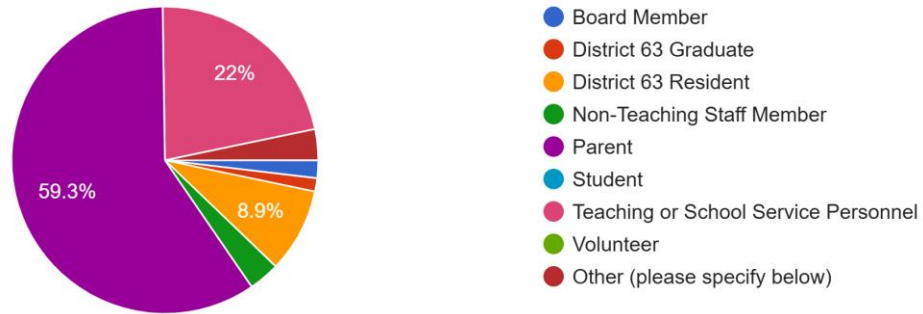
214 Total Responses
August 2025

Survey Results and Highlights

- ✓ Of the 214 survey respondents, 59 percent identified themselves as parents, 22 percent were teachers and school service personnel, and 9 percent said they were school district residents. With non-teaching staff included, approximately 25 percent of the respondents were school district employees.
- ✓ One-third of the respondents have been associated with the district for more than 10 years and 46 percent have been affiliated with the district for 4 to 10 years. Only 21 percent have been affiliated with the district for 3 years or less.
- ✓ Three items stood out as the greatest strengths of the district, including 76 percent identifying excellent teachers and staff, 58 percent noting academic achievement, and 49 percent listing the district's small size. The next greatest strengths identified in order were cultural diversity, educational programs, effective communication, a supportive community, and safety and security.
- ✓ In terms of the biggest challenges facing the school district in the coming three to five years, funding and finances (55 percent), curriculum and programming (51 percent), artificial intelligence (50 percent), staff recruitment and retention (49 percent), and student achievement (46 percent) ranked the highest.
- ✓ Communication (87 percent) was by far the most frequent leadership skill or experience identified as critical for the next superintendent to possess, followed by being student-centered (66 percent), finance and budgeting (55 percent), and collaboration (50 percent).
- ✓ In terms of personal characteristics for the next superintendent to possess, honesty and trust (69 percent), approachability (63 percent), ethics and integrity (62 percent) were identified by the most respondents as critical, followed by enthusiasm and positivity, advocacy, emotional intelligence, and empathy.
- ✓ Approximately 90 percent of survey respondents believe that it is important that the superintendent is visible and actively engaged in the community.
- ✓ A strong percentage of respondents favor the next superintendent having previous experience as a classroom teacher (84 percent), experience as a school principal (77 percent), and experience at the district level (69 percent).
- ✓ On the other hand, only 45 percent think previous experience as a district superintendent is important at this time, and just 31 percent believe having a doctorate degree is important for the next superintendent.
- ✓ Experience in curriculum and instruction as well as finance and business management were approximately important to about 80 percent of respondents, while goal setting and strategic planning was identified by 88 percent as important.

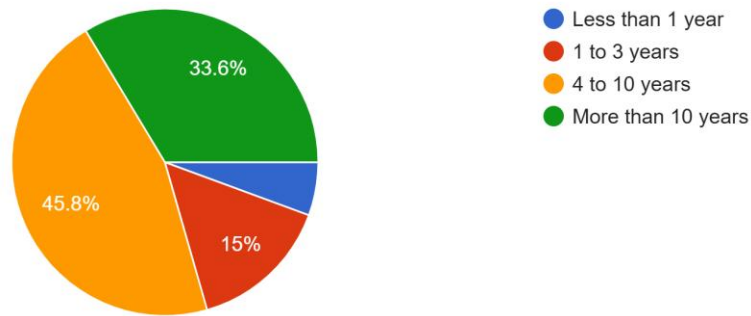
1. Which of the following best describes you? (choose one)

214 responses



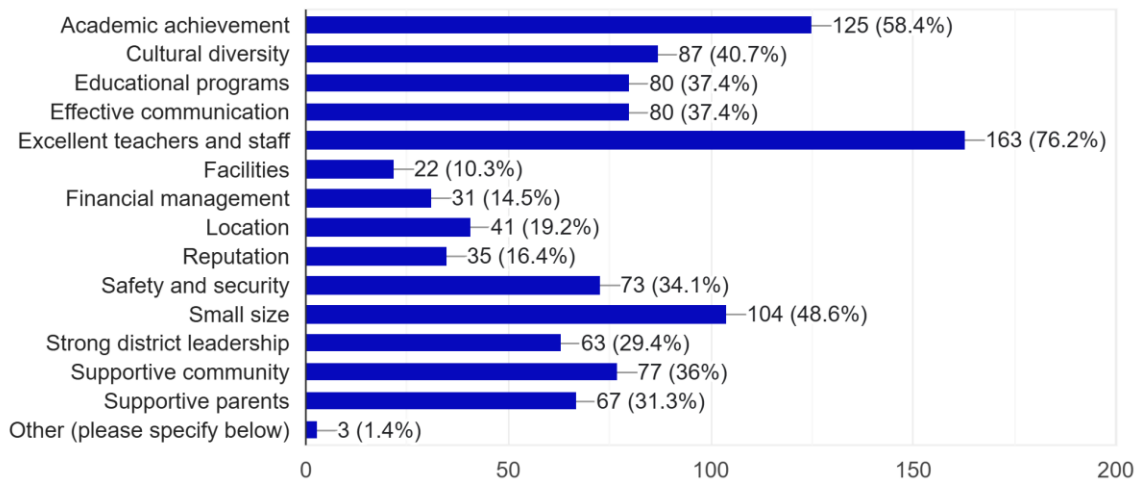
2. How long have you been associated with Cass School District 63?

214 responses



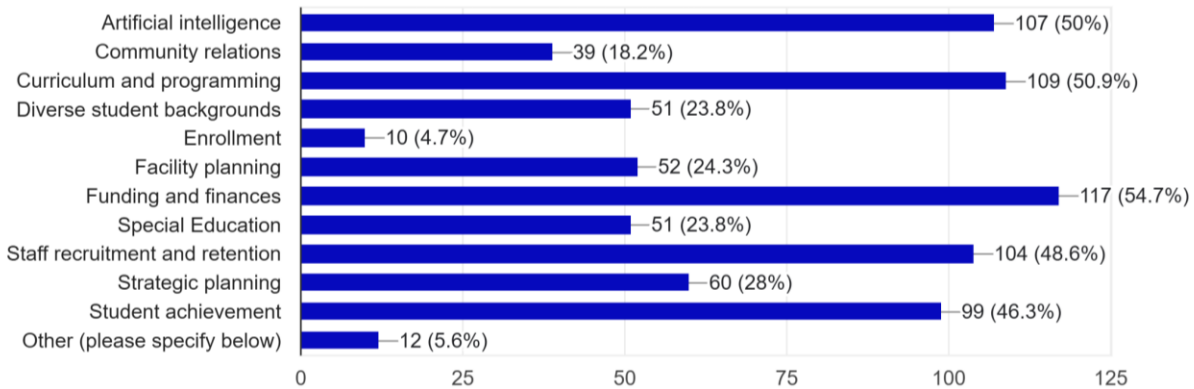
3. What are the greatest strengths of District 63? (select up to five)

214 responses



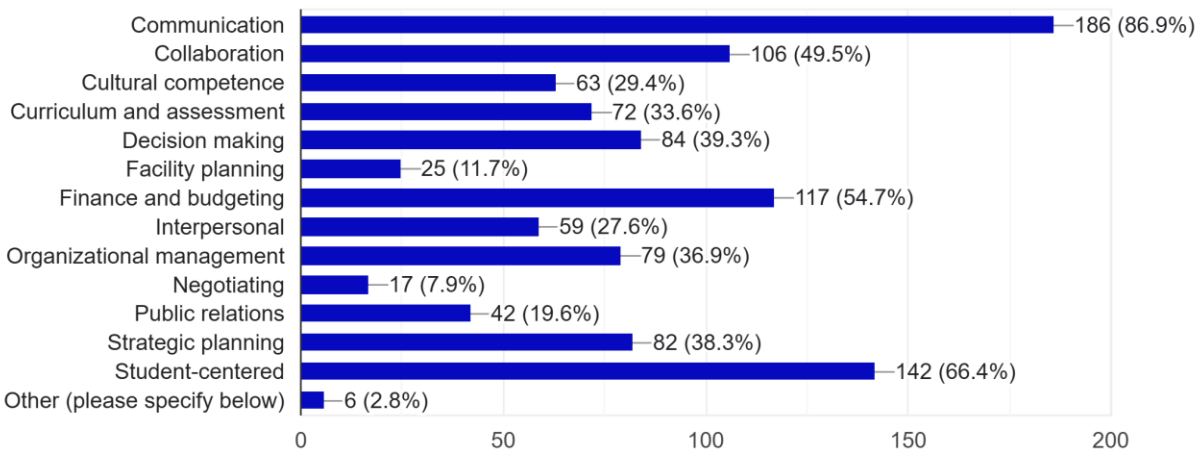
4. What are the most important issues you see facing the school district in the coming three to five years? (select up to five)

214 responses



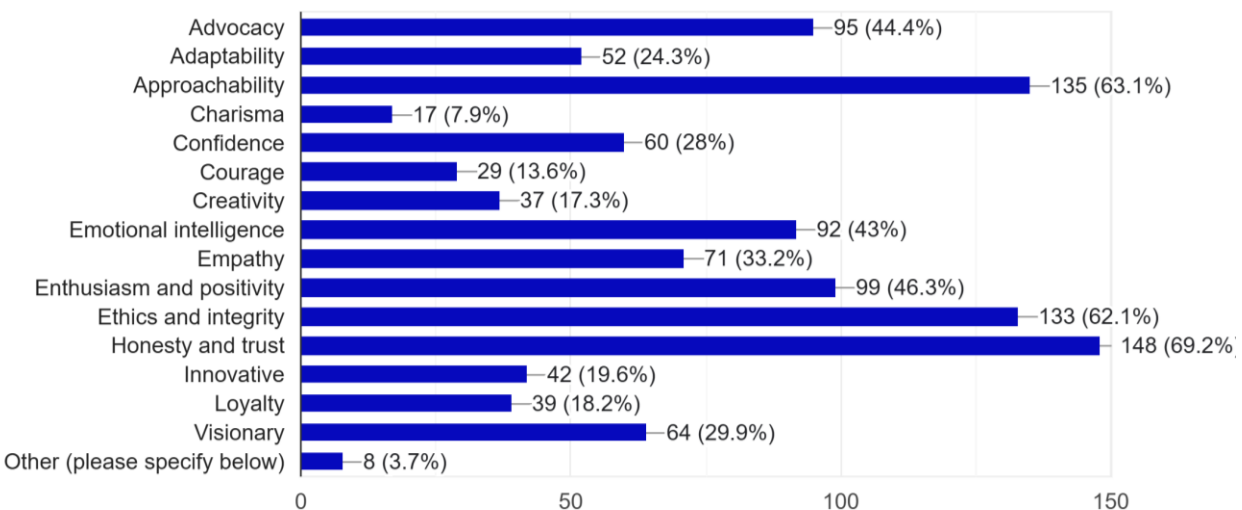
5. Which of the following leadership skills and/or experience are critical for the next superintendent to possess? (select up to five)

214 responses



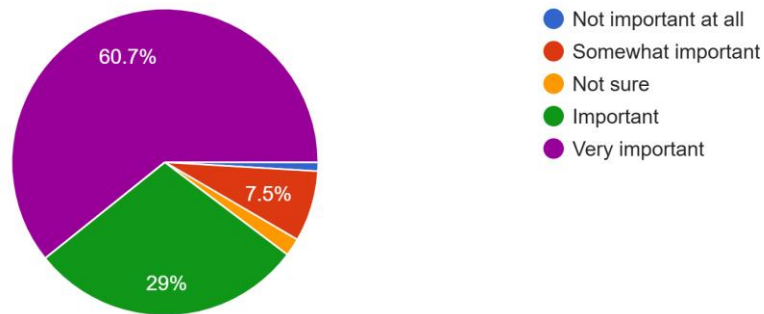
6. Which of the following personal characteristics are critical for the next superintendent to possess? (select up to five)

214 responses



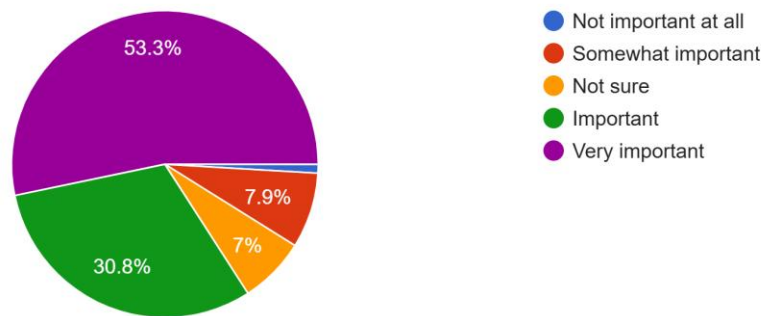
7. How important is it that the superintendent is visible and actively engaged in the community?

214 responses



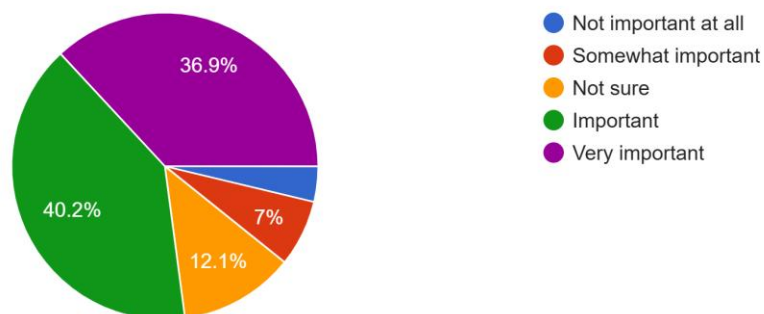
8. How important is it that the superintendent has previous experience as a classroom teacher?

214 responses



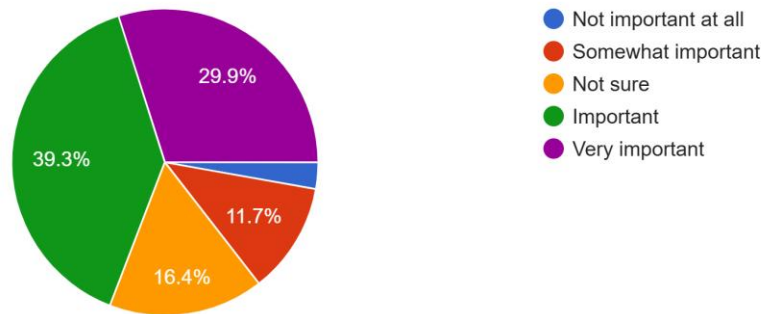
9. How important is it that the superintendent has previous experience as a school principal?

214 responses



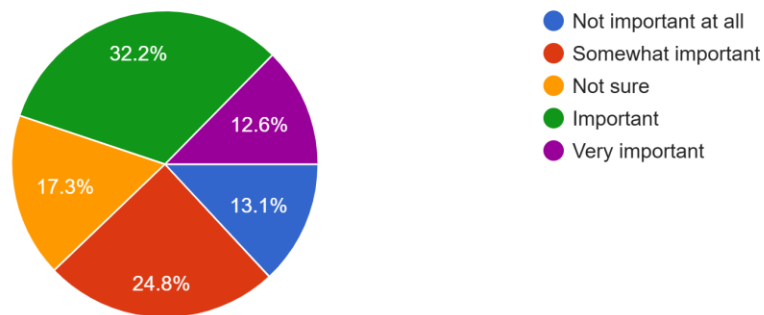
10. How important is it that the superintendent has previous experience at the school district level?

214 responses



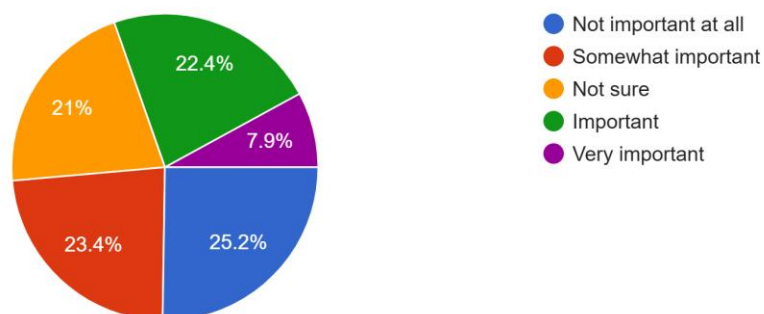
11. How important is it that the superintendent has previous experience as a district superintendent?

214 responses



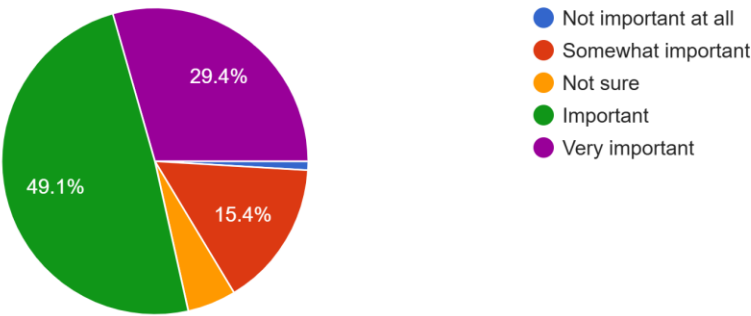
12. How important is it that the superintendent has a doctorate degree?

214 responses



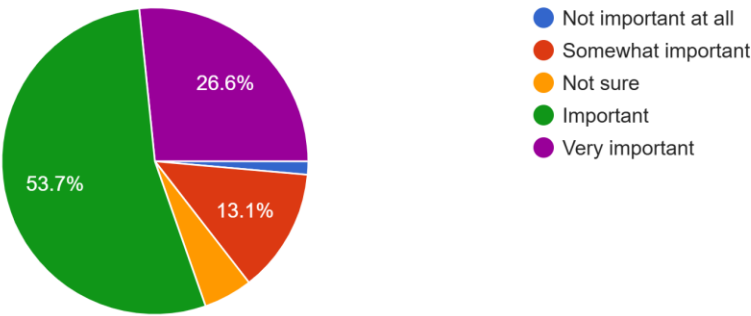
13. How important is it that the superintendent has previous experience in curriculum and instruction?

214 responses



14. How important is it that the superintendent has previous experience in finance and business management?

214 responses



15. How important is it that the superintendent has previous experience in organizational goal setting or strategic planning?

214 responses

