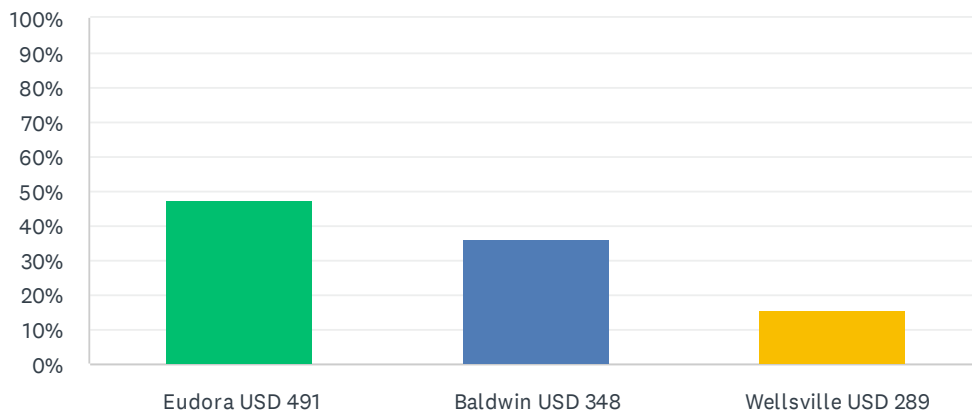


## Q1 Which district/community do you live in?

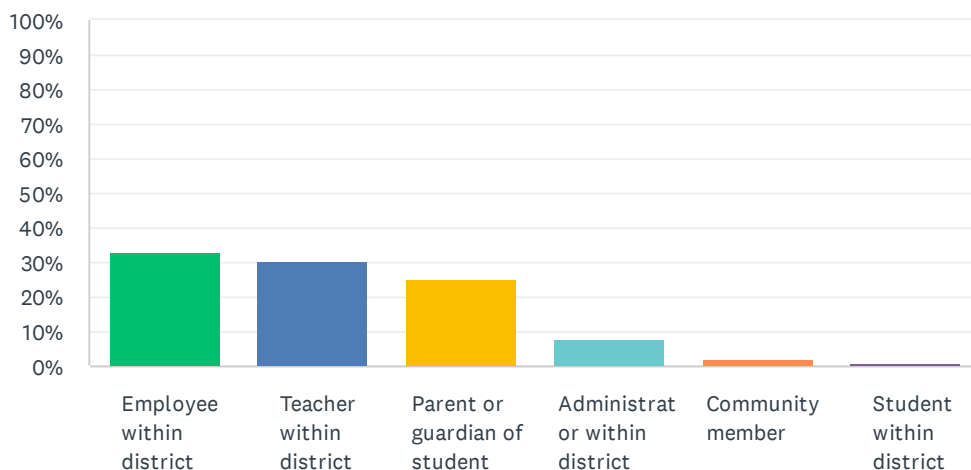
Answered: 175 Skipped: 0



ANSWER CHOICES	RESPONSES
Eudora USD 491	47.43% 83
Baldwin USD 348	36.57% 64
Wellsville USD 289	16.00% 28
TOTAL	175

## Q2 Which group best describes you?

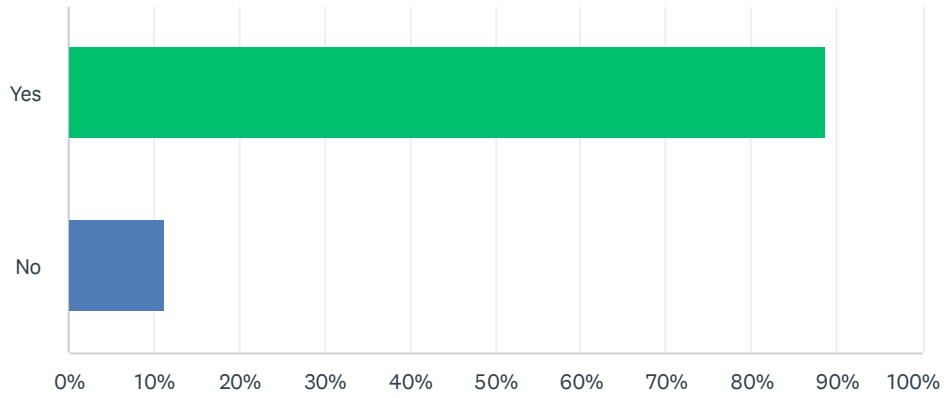
Answered: 175 Skipped: 0



ANSWER CHOICES	RESPONSES	
Employee within district	33.14%	58
Teacher within district	30.29%	53
Parent or guardian of student	25.14%	44
Administrator within district	8.00%	14
Community member	2.29%	4
Student within district	1.14%	2
<b>TOTAL</b>		<b>175</b>

### Q3 Does your student have an IEP?

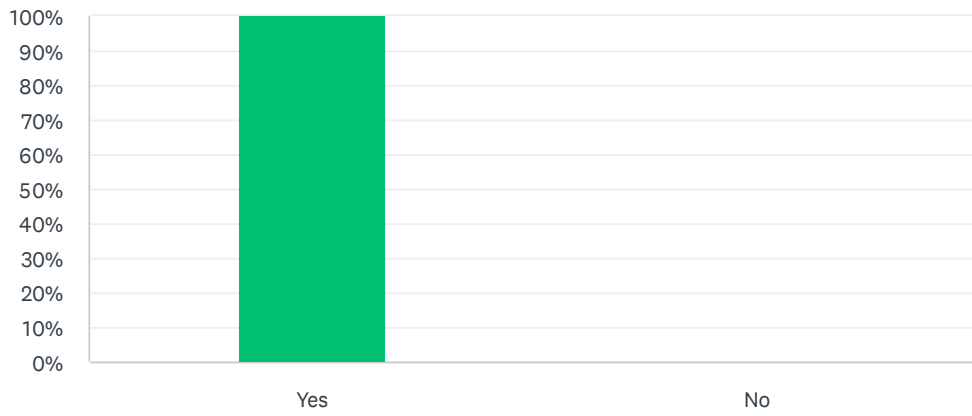
Answered: 44 Skipped: 131



ANSWER CHOICES	RESPONSES	
Yes	88.64%	39
No	11.36%	5
TOTAL		44

### Q4 Do you have an IEP?

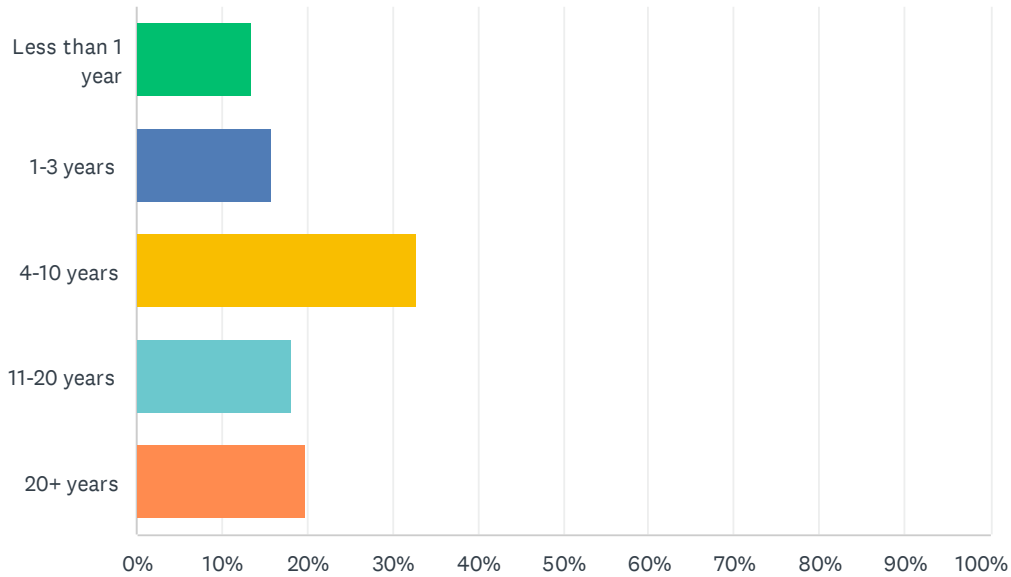
Answered: 2 Skipped: 173



ANSWER CHOICES	RESPONSES	
Yes	100.00%	2
No	0.00%	0
TOTAL		2

## Q5 How long have you been associated with the community or school district?

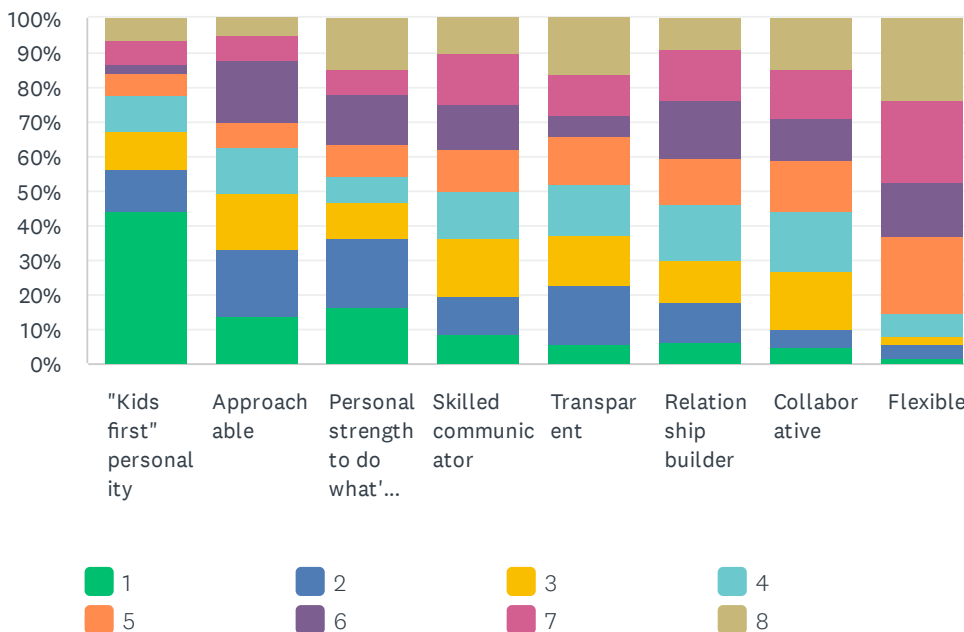
Answered: 171 Skipped: 4



ANSWER CHOICES	RESPONSES	
Less than 1 year	13.45%	23
1-3 years	15.79%	27
4-10 years	32.75%	56
11-20 years	18.13%	31
20+ years	19.88%	34
<b>TOTAL</b>		<b>171</b>

Q6 Rank order the list below in terms of your priorities for the identified personal qualities of the next executive director, with the highest priority at the top.

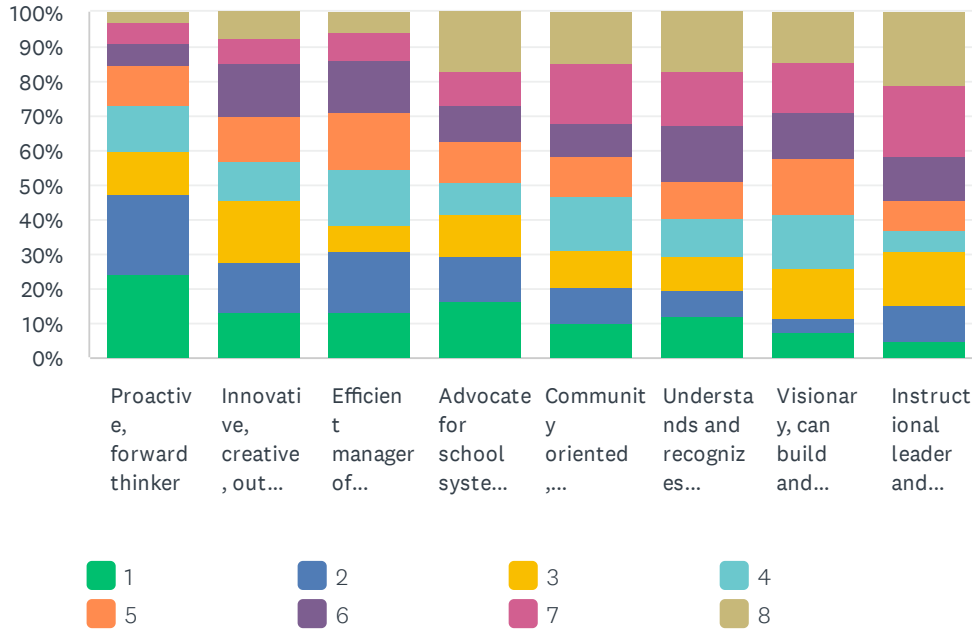
Answered: 124 Skipped: 51



	1	2	3	4	5	6	7	8	TOTAL	SCORE
"Kids first" personality	44.26% 54	12.30% 15	10.66% 13	10.66% 13	6.56% 8	2.46% 3	6.56% 8	6.56% 8	122	6.11
Approachable	13.82% 17	19.51% 24	16.26% 20	13.01% 16	7.32% 9	17.89% 22	7.32% 9	4.88% 6	123	5.12
Personal strength to do what's right, regardless of circumstances	16.39% 20	19.67% 24	10.66% 13	7.38% 9	9.84% 12	13.93% 17	7.38% 9	14.75% 18	122	4.80
Skilled communicator	8.20% 10	11.48% 14	16.39% 20	13.93% 17	12.30% 15	13.11% 16	14.75% 18	9.84% 12	122	4.42
Transparent	5.69% 7	17.07% 21	14.63% 18	14.63% 18	13.82% 17	6.50% 8	11.38% 14	16.26% 20	123	4.40
Relationship builder	6.50% 8	11.38% 14	12.20% 15	16.26% 20	13.01% 16	17.07% 21	14.63% 18	8.94% 11	123	4.28
Collaborative	4.92% 6	4.92% 6	17.21% 21	17.21% 21	14.75% 18	12.30% 15	13.93% 17	14.75% 18	122	4.02
Flexible	1.63% 2	4.07% 5	2.44% 3	6.50% 8	21.95% 27	16.26% 20	23.58% 29	23.58% 29	123	2.96

## Q7 Rank order the list below in term of your priorities for the identified leadership qualities of the next executive director, with the highest priority at the top.

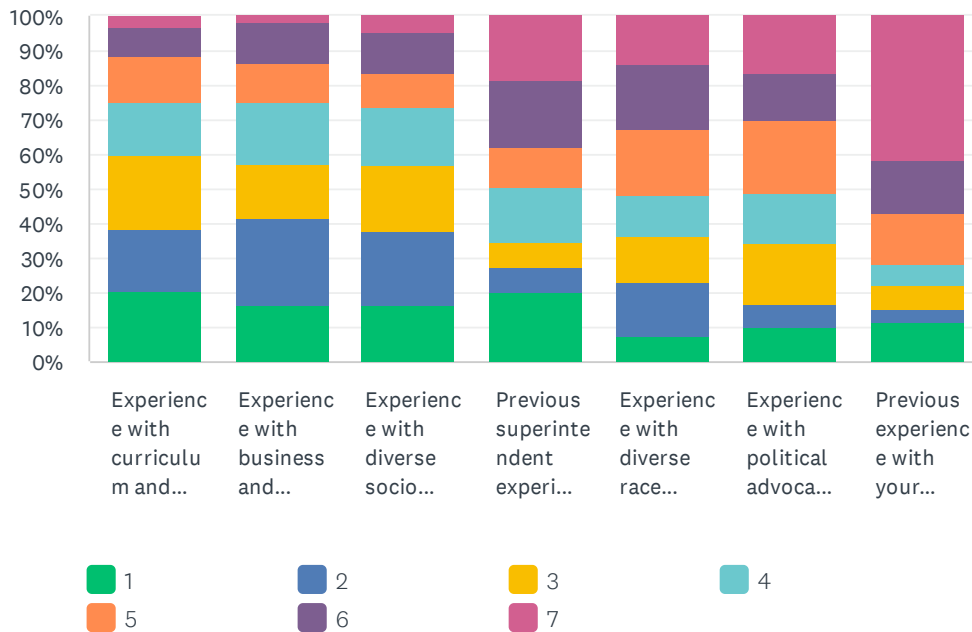
Answered: 124 Skipped: 51



	1	2	3	4	5	6	7	8	TOTAL	SCORE
Proactive, forward thinker	24.39% 30	22.76% 28	13.01% 16	13.01% 16	11.38% 14	6.50% 8	6.50% 8	2.44% 3	123	5.78
Innovative, creative, out of the box thinker	13.01% 16	14.63% 18	17.89% 22	11.38% 14	13.01% 16	15.45% 19	7.32% 9	7.32% 9	123	4.91
Efficient manager of resources and budget	13.11% 16	18.03% 22	7.38% 9	16.39% 20	16.39% 20	14.75% 18	8.20% 10	5.74% 7	122	4.89
Advocate for school system at state and federal level	16.26% 20	13.01% 16	12.20% 15	9.76% 12	11.38% 14	10.57% 13	9.76% 12	17.07% 21	123	4.57
Community oriented, involved within community	9.84% 12	10.66% 13	10.66% 13	15.57% 19	11.48% 14	9.84% 12	17.21% 21	14.75% 18	122	4.20
Understands and recognizes diversity within district	12.20% 15	7.32% 9	9.76% 12	11.38% 14	10.57% 13	16.26% 20	15.45% 19	17.07% 21	123	4.03
Visionary, can build and implement a vision for the 21st century	7.44% 9	4.13% 5	14.05% 17	15.70% 19	16.53% 20	13.22% 16	14.88% 18	14.05% 17	121	4.01
Instructional leader and curriculum development expert	4.88% 6	10.57% 13	15.45% 19	5.69% 7	8.94% 11	13.01% 16	20.33% 25	21.14% 26	123	3.71

Q8 Rank order the list below in terms of your priorities for the identified experiences of the next executive director, with the highest priority at the top.

Answered: 124 Skipped: 51



	1	2	3	4	5	6	7	TOTAL	SCORE
Experience with curriculum and instruction leadership	20.49% 25	18.03% 22	21.31% 26	15.57% 19	13.11% 16	8.20% 10	3.28% 4	122	4.80
Experience with business and operations of school district	16.39% 20	25.41% 31	15.57% 19	18.03% 22	10.66% 13	12.30% 15	1.64% 2	122	4.75
Experience with diverse socioeconomic demographics	16.53% 20	21.49% 26	19.01% 23	16.53% 20	9.92% 12	11.57% 14	4.96% 6	121	4.64
Previous superintendent experience	19.83% 24	7.44% 9	7.44% 9	15.70% 19	11.57% 14	19.83% 24	18.18% 22	121	3.76
Experience with diverse race demographics	7.38% 9	15.57% 19	13.11% 16	12.30% 15	18.85% 23	18.85% 23	13.93% 17	122	3.68
Experience with political advocacy at state and/or federal level	9.76% 12	7.32% 9	17.07% 21	14.63% 18	21.14% 26	13.82% 17	16.26% 20	123	3.63
Previous experience with your school district	11.38% 14	4.07% 5	6.50% 8	6.50% 8	14.63% 18	15.45% 19	41.46% 51	123	2.79



## Q9 List the single most critical issue the next executive director should understand about your district in order for them to have a successful start.

Answered: 107 Skipped: 68

#	RESPONSES	DATE
1	Keeping staff is going to become more difficult due to paperwork expectations and burnout.	2/4/2024 9:16 PM
2	Morale is low. People don't feel seen.	2/4/2024 7:15 PM
3	I believe that student needs must be met. The new director needs to be involved in making sure staff is highly effective in reaching student needs. (Resource Room teachers and paras - need to make sure students are getting goals met)	2/4/2024 5:07 PM
4	Putting children first.	2/2/2024 11:27 AM
5	Education as a profession has high turnover rates. What will you do to decrease that?	2/1/2024 10:21 AM
6	People skills! Both students and staff, all are an important piece of the puzzle for a great team!	2/1/2024 7:30 AM
7	All the different dynamics of the three districts that make up the coop. And FINANCES!!	1/31/2024 7:21 PM
8	Early Childhood Special Education background to assist with implementation of new models at the EC building.	1/31/2024 3:03 PM
9	It would be beneficial that they understand the role of each person that works within the district and what is required to maintain our license (e.g. SLP, OT, resource teacher, psych, etc). They also need to communicate and collaborate consistently with building & district leaders.	1/31/2024 12:11 PM
10	Being transparent and follow thru with goals.	1/31/2024 10:54 AM
11	Resources for SPED department	1/31/2024 10:40 AM
12	EVERY CHILD MATTERS	1/31/2024 9:13 AM
13	There needs to be better collaboration and leadership for staff. There is a lack of leadership to help support and guide eckce employees. Through collaboration with admin and expectations that are realistic and clear it can help staff retention and professional development for our sped department workers. There is also a systemic issue of how school psychs and social workers are stretched from various buildings but it impacts the children the most in a negative way because they are not getting proper support. There is also not a clear understanding of collaboration between district employees and coop employees making it difficult to fully support students on IEPs. Information is not shared appropriately and the expectation of how information should be communicated is not known.	1/31/2024 3:40 AM
14	Instill unity between the cooperative and the district employees	1/30/2024 6:43 PM
15	Support!! Teachers, paras and kids need support.	1/30/2024 6:29 PM
16	The students we have with services and how best to provide them with the staff that we have.	1/30/2024 5:55 PM
17	They should be open to different ideas	1/30/2024 5:44 PM
18	Being an advocate for his/her employees	1/30/2024 4:25 PM
19	that we have a higher than average rate of identified students. We can't limit that to "fit the norm", we must adapt our services	1/30/2024 4:09 PM
20	More individualized IEP's rather than the same goals for most students	1/30/2024 4:09 PM
21	Teachers want a director who knows who we are and is willing to allow us a voice.	1/29/2024 8:52 PM
22	Support your students and employees. Teacher's and Para's deserve more pay	1/29/2024 12:07 PM
23	the need for quality SPED teachers and paras	1/29/2024 8:52 AM

## ECKCE Executive Director Characteristics

24	We must find a compromise between responsible spending and improving educational opportunities and improving facilities	1/28/2024 8:28 PM
25	Listening to all parties.	1/28/2024 7:47 PM
26	Special education law and regulations at the state and federal level	1/28/2024 9:55 AM
27	Get things done	1/27/2024 2:22 PM
28	Abelism in SPED - our next director needs to understand the ways that educational spaces have harmed students. We need people who understand disability from an inclusive and positive framework.	1/27/2024 10:44 AM
29	Communication	1/27/2024 8:15 AM
30	Special education teacher and Para retention	1/27/2024 7:52 AM
31	Baldwin treats special educators as one of their own staff, including us just as they include district employees. This makes working for Baldwin great!	1/27/2024 7:52 AM
32	That the teachers and staff want what's best for students.	1/27/2024 7:17 AM
33	They need to be able to work well with the district	1/26/2024 10:39 PM
34	The lack of para/teacher subs.	1/26/2024 10:36 PM
35	COMMUNICATION (AS A WHOLE) IS KEY	1/26/2024 6:52 PM
36	Funding for SPED and its impact on General Ed funding if increases from the State and/or Fed don't come around very soon.	1/26/2024 4:56 PM
37	Individual needs of students and maximizing all resources available	1/26/2024 1:32 PM
38	Staff need to feel supported and appreciated.	1/26/2024 12:40 PM
39	Leadership with integrity! Must lead by example and create and maintain a positive work environment for staff and students.	1/26/2024 12:23 PM
40	should understand the unique needs of each district within the coop	1/26/2024 11:47 AM
41	behaviors vs academics	1/26/2024 11:32 AM
42	Tight knit community.	1/26/2024 10:31 AM
43	Understand about the district.	1/26/2024 10:24 AM
44	Special education	1/26/2024 10:05 AM
45	I have no advice or input as far as critical issues. I hope whoever gets put in this position succeeds at any issues that come arise and has our children's well being for future and present in mind	1/25/2024 9:51 PM
46	Don't micromanage your staff	1/25/2024 7:33 PM
47	They must understand how different all 3 districts are in the coop and the different needs associated with each.	1/25/2024 6:17 PM
48	The community takes a while to warm up to changes, but the district has to change and improve recourses to give the kids a better learning environment.	1/25/2024 4:38 PM
49	The discrimination that is happening at EES is wrong. We need a leader who can step in and make the changes necessary. We need to shift the focus and help minority and low income students. Parents income should not be the determining factor in *if* a child gets help or not.	1/25/2024 3:51 PM
50	To do what is right for the kids even if it is an unpopular opinion	1/25/2024 3:19 PM
51	Presence in the buildings	1/25/2024 2:51 PM
52	following up with para concerns	1/25/2024 2:13 PM
53	A cookie cutter approach to Gifted education will not here.	1/25/2024 2:13 PM
54	We need more staff to fill the roles, i.e. paraeducators, people who are full time, school	1/25/2024 1:45 PM

## ECKCE Executive Director Characteristics

	psych's caseload is too big.	
55	Think about what's best for our kids, reward the teachers for their time so they can fully vest in our children.	1/25/2024 1:27 PM
56	Help kids live up to their potential, not a grade	1/25/2024 12:59 PM
57	Understands the para world! And advocates for more pay for those who have worked 3+ years and 6+	1/25/2024 12:56 PM
58	There is a separation between regular and special education, students and staff, and this needs to change. Discrimination has no place anywhere in the public school system.	1/25/2024 12:40 PM
59	I think they should understand the needs of the district so the kids will benefit more.	1/25/2024 12:36 PM
60	Better pay for Paras.	1/25/2024 12:34 PM
61	Communication and transparency	1/25/2024 12:31 PM
62	Teachers don't feel supported.	1/25/2024 11:28 AM
63	This person needs to be a good communicator.	1/25/2024 11:20 AM
64	The need for consistency and clear communication	1/25/2024 11:09 AM
65	Funding for special education	1/25/2024 11:08 AM
66	Be a helpful, friendly person who is present	1/25/2024 11:06 AM
67	Colaboration	1/25/2024 11:05 AM
68	Special education funding	1/25/2024 11:05 AM
69	Not everyone can afford a car to take their kids to school	1/25/2024 11:03 AM
70	Relationship building with staff, students and parents should be a priority. Transparency/Open communication. Spending time in the schools to see the needs and to ensure staff are adequately trained, so they can provide the supports needed.	1/25/2024 11:03 AM
71	Parents want to be involved.	1/25/2024 11:00 AM
72	Social emotional development does not seem to be an area of great concern for the schools. I see my IEP student frequently left out or othered in her classroom. Right now, in the early grades, it is mostly being left out but I am concerned about and am starting to see some bullying coming from that. I know the schools do so much already but I don't have a classroom full of kids that I can expose my child to. I don't have a ready made social group that I can help her practice with or explain to her how she should respond or why someone is responding to her a certain way.	1/25/2024 10:59 AM
73	Too many days off	1/25/2024 10:58 AM
74	IEP program needs an overhaul. I love my students current IEP teacher but they don't work on the student weakness so that at some point they may not need the iep.	1/25/2024 10:58 AM
75	Collaboration is crucial between administrators, teachers, students and parents for all children to be successful	1/25/2024 10:52 AM
76	Challenge of teacher burnout and low paid staff	1/25/2024 10:49 AM
77	the diverse socio-economic demographic	1/25/2024 10:45 AM
78	SPED placement to best meet needs of students with high incidence behaviors	1/25/2024 10:36 AM
79	Wellsville School District is not the same as Eudora and Baldwin. We have different population, needs, and goals.	1/25/2024 10:32 AM
80	lack of consistency across districts nor grade levels	1/25/2024 10:21 AM
81	Employees are people. We are tired of being treated like children when our technology doesn't work. I believe ECKCE should be dissolved and let the districts run themselves. Every time we have a tech issue we are lectured as though we are in trouble. They are understaffed and over worked. Let them run th Ed smaller districts but let the larger districts run their own employees. It is a huge burden on staff. Our morale is the worst it's ever been. We feel like	1/25/2024 10:19 AM

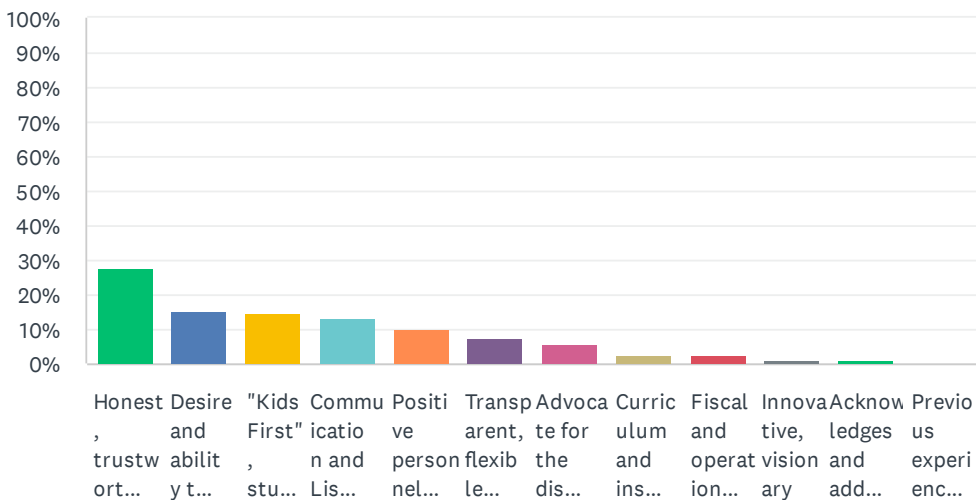
## ECKCE Executive Director Characteristics

ECKCE is our enemy. This should not be the case. Please fix this ASAP. We don't need a new director. We need a complete reorganization of our paraprofessional employment framework. It is obvious the administration is burnt out and the paras are suffering for it. The tension at training is palpable. Thank you.

82	Chain of communication	1/25/2024 10:17 AM
83	Special education!	1/25/2024 9:46 AM
84	This is a very tight knit community and you may not always make people happy. But the bottom line is that we are all here for the students and not the person with the loudest complaints. So many times the special education departments are overlooked within the community, and these students are the ones that require the most attention.	1/25/2024 9:40 AM
85	Shortage of para support in the classrooms.	1/25/2024 9:39 AM
86	Respectful, clear communication of expectations and upcoming needs.	1/25/2024 9:38 AM
87	Advocate for equitable treatment and respect for special education teachers and staff.	1/25/2024 9:26 AM
88	Understand your staff, get to know them. The employees of the coop do not currently feel a connection with the director.	1/25/2024 9:19 AM
89	Law- Legal since they would be the head of the SPED departments across the Co-Op. Supporting the SPED teachers/Paras is the second most important issue as we are the ones in the trenches fighting for our students.	1/25/2024 9:18 AM
90	That relationship building within the building and with the teams will be important. Be visible and help others feel supported.	1/25/2024 9:17 AM
91	Quality Staff recruitment and Retention	1/25/2024 9:15 AM
92	Balance	1/25/2024 9:14 AM
93	We are a community based district supported by all patrons.	1/25/2024 9:12 AM
94	Collaborative mindset and building bridges between Co-Op and the districts.	1/25/2024 9:10 AM
95	It cannot be narrowed down to a single issue.	1/25/2024 9:09 AM
96	School culture	1/25/2024 9:07 AM
97	Ability to lead 3 separate school district's special education programs that are all different and have different needs.	1/25/2024 9:04 AM
98	Staff support	1/25/2024 9:03 AM
99	Be understanding and patient. Listen to your sped teams and paras and advocate on their behalf through everything they ask of you. Pay raises, getting a child the specific help they need. Ect..	1/25/2024 9:03 AM
100	Need additional continuity between ECKCE and partnering districts	1/25/2024 9:02 AM
101	Good Report with staff	1/25/2024 8:51 AM
102	That ALL children matter. The district has been out of compliance on my kids IEPs year after year after year. I shouldn't have to file due process to get yearly IEP meetings-but it's my last option to get SOMEONE to listen.	1/25/2024 8:42 AM
103	My perspective comes from the business office of ECKCE. I know communication, coordination and budget is critical when supporting 3 individual school districts.	1/25/2024 8:40 AM
104	COMMUNITY CONNECTION	1/25/2024 8:38 AM
105	How to retain staff and increase pay of staff	1/25/2024 8:38 AM
106	I feel like the director needs to have a passion for all areas of disciplity	1/25/2024 8:27 AM
107	Be an effective communicator	1/25/2024 8:17 AM

### Q10 Select the SINGLE quality or characteristic that would separate a particular candidate from the rest of the applicants if you were selecting the next executive director.

Answered: 123 Skipped: 52



ANSWER CHOICES	RESPONSES	
Honest, trustworthy, strong integrity	27.64%	34
Desire and ability to build relationships with all stakeholders	15.45%	19
"Kids First", student centered leader	14.63%	18
Communication and Listening Skills	13.01%	16
Positive personnel support and development	9.76%	12
Transparent, flexible collaborator	7.32%	9
Advocate for the district at the state and national levels	5.69%	7
Curriculum and instruction leader	2.44%	3
Fiscal and operations management expertise	2.44%	3
Innovative, visionary	0.81%	1
Acknowledges and addresses issues related to diversity (ethnicity, socio-economic, gender identification, special needs, etc.)	0.81%	1
Previous experience as a superintendent	0.00%	0
<b>TOTAL</b>		<b>123</b>