



# Superintendent Search Survey

The School Board of Jackson County Central Schools is conducting a search for its next superintendent, and input is now being requested. The Minnesota School Boards Association (MSBA) has been contracted to assist with the search and will summarize survey comments for presentation to the school board.

**IMPORTANT:** All responses to this survey will remain anonymous. Also, you are not required to answer every question in order to have your responses included.

Information from this survey will provide valuable input for the board to consider as they move forward in selecting the next superintendent. Please submit this survey by February 10, 2026, to the district office at 1128 N Hwy, Jackson, MN 56143.

Thank you for your participation!

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Please select the role that best reflects your perspective for this survey. Use only one response.

	Community Member
	Parent/Guardian
	Staff Member
	Student
	Other (please specify)

Read the list provided below. From this list, **choose the top six areas of expertise** you believe the next superintendent must possess. Leave the remaining choices blank.

	Budget and Finance
	Business Partnerships
	Collaborative Leadership
	Contract Administration and Negotiations
	Cultural Competency
	Curriculum Development/Evaluation
	Educational Equity
	Fluctuating Enrollment
	Fundraising/Grant Writing
	Personnel Management
	Public Relations
	School Facilities
	Social/Emotional Support Services
	Special Education
	Strategic Planning
	Student Testing Results and Achievement
	Technology



Read the list provided below. From this list, **choose the top six most important traits or skills** the next superintendent must possess. Leave the remaining choices blank.

	Delegates authority while maintaining accountability
	Demonstrates clear, confident, and adaptable communication skills
	Develops and directs an effective leadership team
	Develops trust and works collaboratively with diverse groups and communities
	Effectively mediates and accommodates different perspectives
	Experience in developing and/or implementing a strategic plan
	Experience in implementing practices that support student safety and mental health
	Experience in leveraging technology, AI tools, and/or web-based education curricula
	Experience in school finance, including resource allocation and fiscal oversight
	Follows the school board's chosen educational philosophy which reflects the community's values
	Keeps up on changes in legislation and helps the school district engage in the legislative process
	Knowledge of and experience with equity leadership challenges and opportunities
	Knowledge of and experience with negotiations and the collective bargaining process
	Knowledge of and experience with special education needs
	Leads with honesty and in an ethical manner with the school board, staff, students, parents, and community
	Maintains a good working relationship with the media
	Possesses a strong academic background with experience in curriculum
	Possesses a visionary and creative approach to problem-solving
	Promotes business and community involvement in schools
	Provides written, understandable administrative procedures that implement school board policy
	Understands the effects of poverty on student learning and achievement
	Uses curriculum, data, and other resources to improve test scores
	Visible and accessible to the school board, staff, students, parents, and community
	Works cooperatively with the school board; provides options and recommendations



**Is it important that the next superintendent has previous experience as a superintendent?**

Yes \_\_\_\_\_ No \_\_\_\_\_

Read the list provided below. From this list, **choose the top six personal characteristics** you believe the next superintendent must have. Leave the remaining choices blank.

	Confident
	Consistent
	Creative
	Effective Communicator
	Empathetic
	Enthusiastic
	Ethical
	Flexible
	Inclusive
	Influential
	Intellectual
	Personable
	Problem Solver
	Resourceful
	Sense of Humor
	Tenacious
	Transparent

**Please read and respond to the following questions:**

1. What are some of the good things taking place in Jackson County Central Schools today?



Please limit any additional comments to the space provided below:

*Please call Amy at 507-479-9984 if you have any questions regarding this survey. Thank you!*