

Williamsburg County Superintendent Search Survey Results

Kathryn Lee D'Andrea, Ph.D.
Leading Quality Learning

September 15, 2025

Superintendent Search Process

- Introduction
- *Engaging the stakeholders for input*
- Posting applications
- Review for qualifications
- Virtual Interviews with 8-12 Candidates (in Executive Session to protect the privacy of the candidates)
- Publicly Name the Final Candidates
- Interview Final Candidates, Host Community & School Meeting to Meet Each Candidate
- Board Selects and Negotiates Contract for New Superintendent

Overall Survey Information

Purpose: Collect Stakeholder Input

Twelve (12) Questions

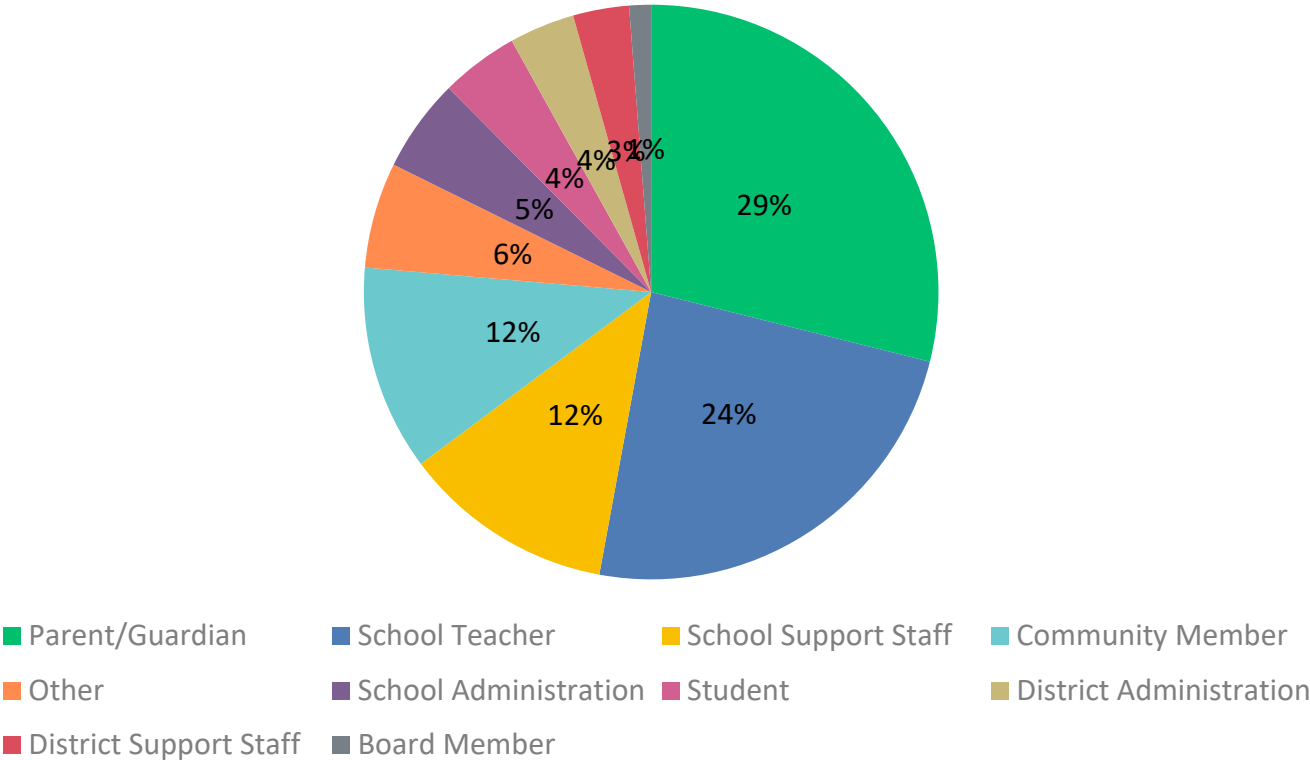
Average Time to Complete – Three(3) Minutes

Total Responses – 577



Q1: Which of the following roles do you associate yourself with for the survey? Please select the primary role you will have with the new superintendent.

Answered: 571 Skipped: 6



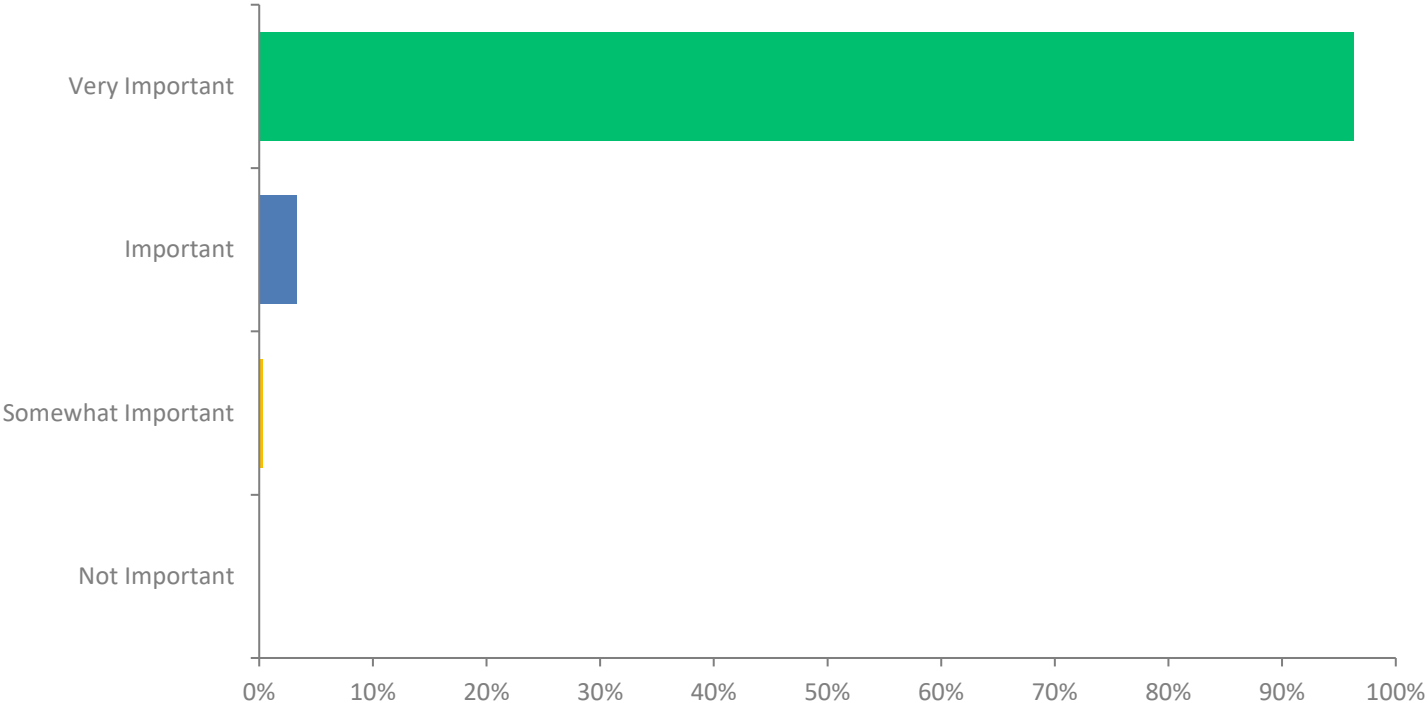
Q1: Which of the following roles do you associate yourself with for the survey?
Please select the primary role you will have with the new superintendent.

Answered: 571 Skipped: 6

| ANSWER CHOICES | RESPONSES | |
|-------------------------|-----------|-----|
| Parent/Guardian | 28.90% | 165 |
| School Teacher | 23.99% | 137 |
| School Support Staff | 11.91% | 68 |
| Community Member | 11.56% | 66 |
| Other | 5.95% | 34 |
| School Administration | 5.25% | 30 |
| Student | 4.38% | 25 |
| District Administration | 3.68% | 21 |
| District Support Staff | 3.15% | 18 |
| Board Member | 1.23% | 7 |
| TOTAL | | 571 |

Q2: How would you rate the importance of strong leadership skills in a new superintendent?

Answered: 574 Skipped: 3



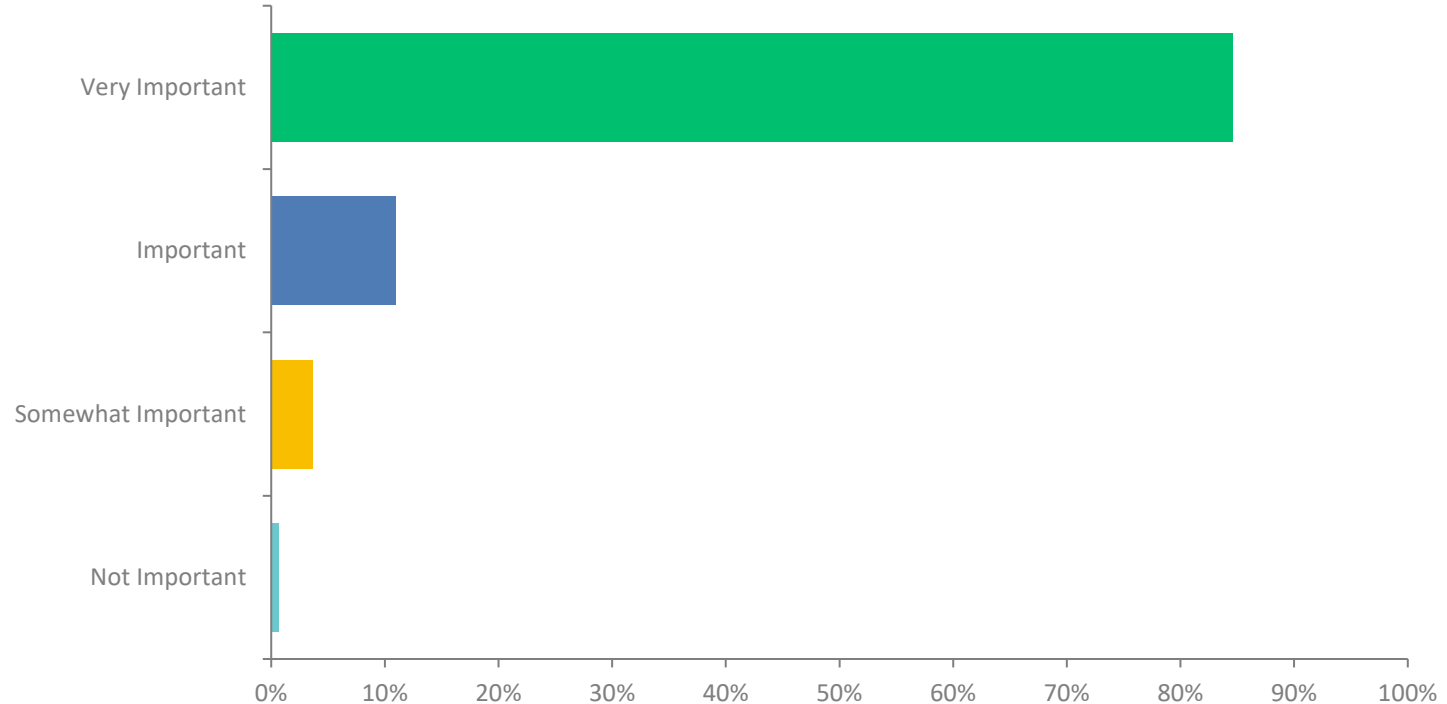
Q2: How would you rate the importance of strong leadership skills in a new superintendent?

Answered: 574 Skipped: 3

| ANSWER CHOICES | RESPONSES | |
|--------------------|-----------|-----|
| Very Important | 96.34% | 553 |
| Important | 3.31% | 19 |
| Somewhat Important | 0.35% | 2 |
| Not Important | 0.00% | 0 |
| TOTAL | | 574 |

Q3: How important is it for the new superintendent to have experience in education administration in a district similar to Williamsburg (assistant superintendent or superintendent)?

Answered: 573 Skipped: 4



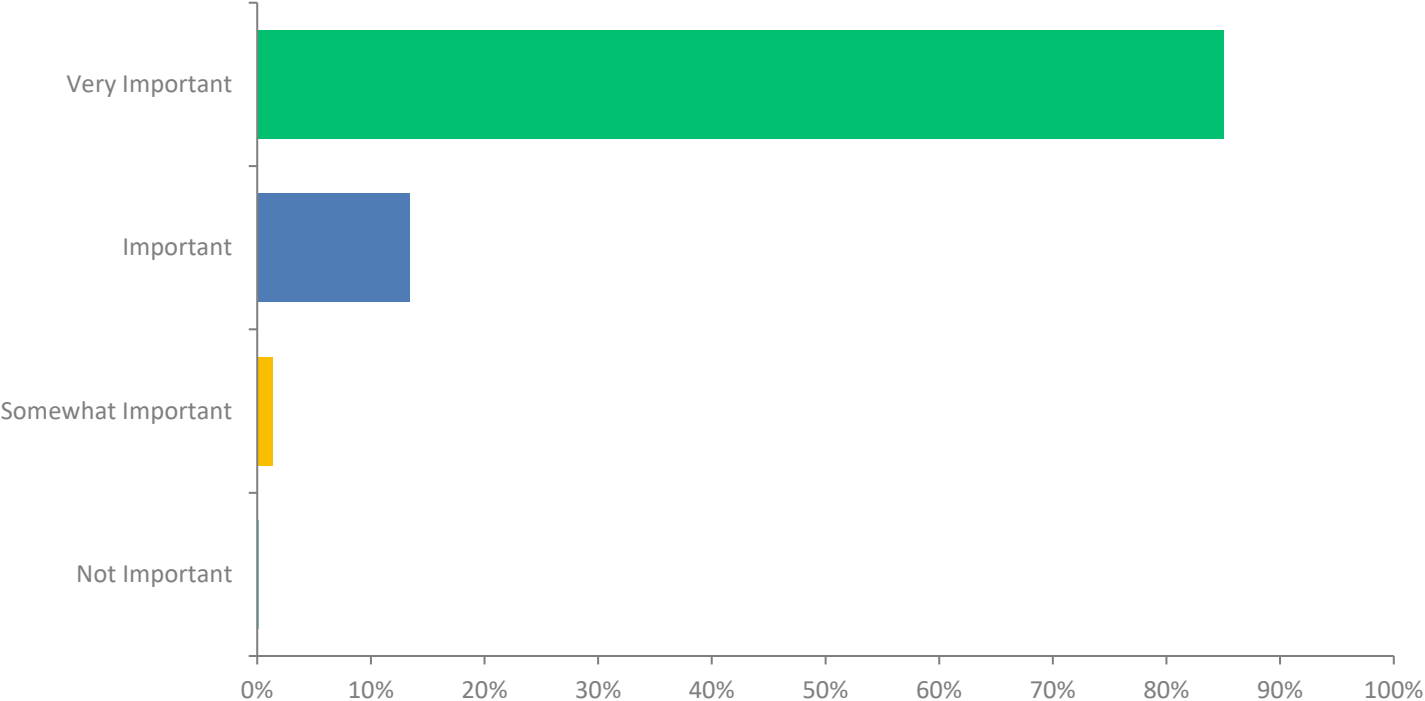
Q3: How important is it for the new superintendent to have experience in education administration in a district similar to Williamsburg (assistant superintendent or superintendent)?

Answered: 573 Skipped: 4

| ANSWER CHOICES | RESPONSES | |
|--------------------|-----------|-----|
| Very Important | 84.64% | 485 |
| Important | 10.99% | 63 |
| Somewhat Important | 3.66% | 21 |
| Not Important | 0.70% | 4 |
| TOTAL | | 573 |

Q4: How important is community engagement and involvement for the new superintendent?

Answered: 575 Skipped: 2



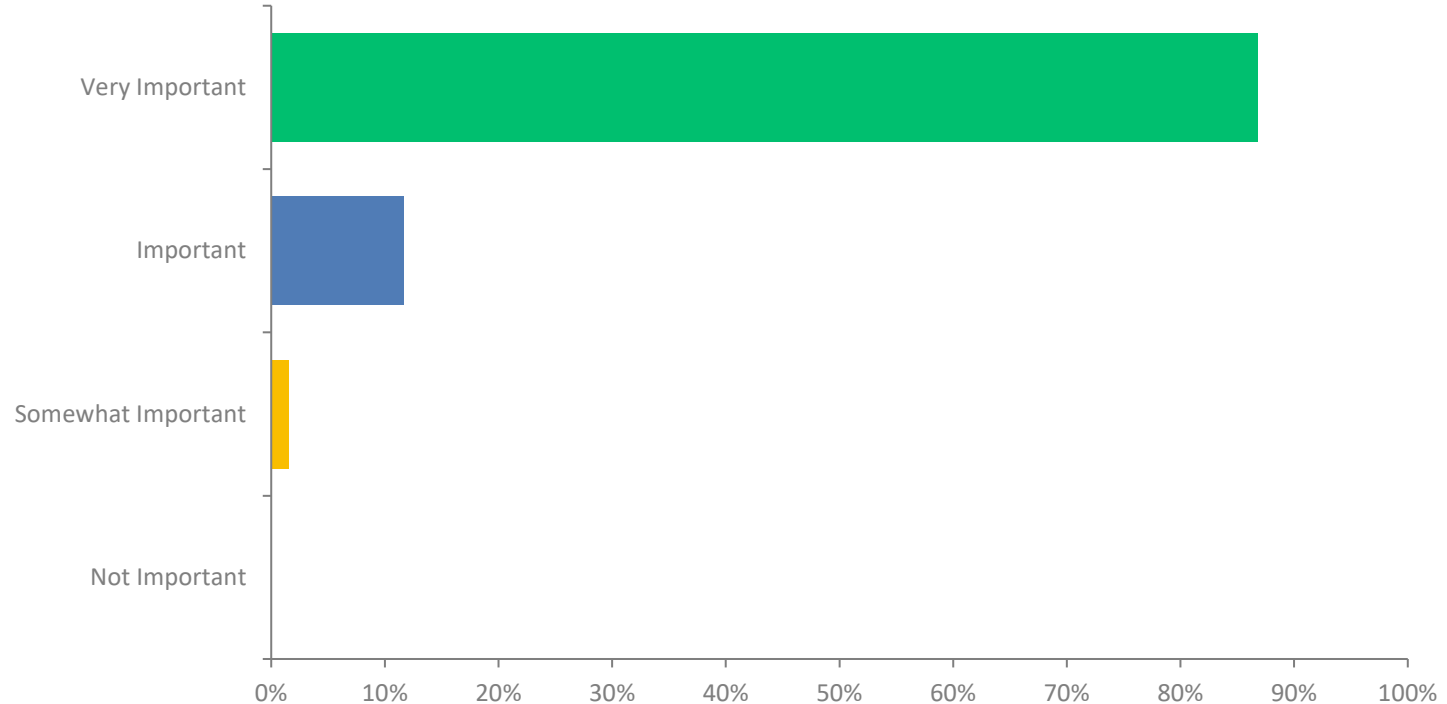
Q4: How important is community engagement and involvement for the new superintendent?

Answered: 575 Skipped: 2

| ANSWER CHOICES | RESPONSES | |
|--------------------|-----------|-----|
| Very Important | 85.04% | 489 |
| Important | 13.39% | 77 |
| Somewhat Important | 1.39% | 8 |
| Not Important | 0.17% | 1 |
| TOTAL | | 575 |

Q5: How important is financial management experience for the new superintendent?

Answered: 575 Skipped: 2



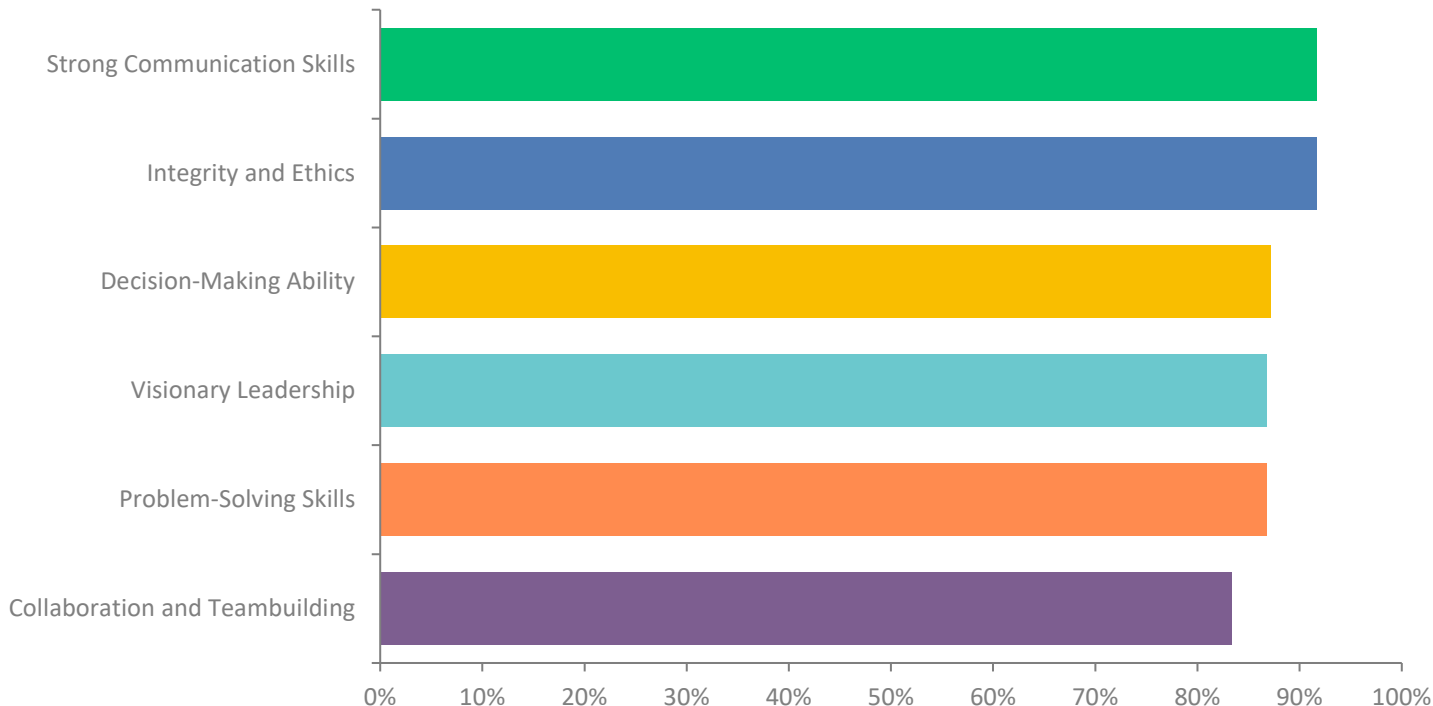
Q5: How important is financial management experience for the new superintendent?

Answered: 575 Skipped: 2

| ANSWER CHOICES | RESPONSES | |
|--------------------|-----------|-----|
| Very Important | 86.78% | 499 |
| Important | 11.65% | 67 |
| Somewhat Important | 1.57% | 9 |
| Not Important | 0.00% | 0 |
| TOTAL | | 575 |

Q6: Which of the following qualities do you believe are essential for the new superintendent? (Select all that apply)

Answered: 576 Skipped: 1



Q6: Which of the following qualities do you believe are essential for the new superintendent? (Select all that apply)

Answered: 576 Skipped: 1

| ANSWER CHOICES | RESPONSES | |
|--------------------------------|-----------|------|
| Strong Communication Skills | 91.67% | 528 |
| Integrity and Ethics | 91.67% | 528 |
| Decision-Making Ability | 87.15% | 502 |
| Visionary Leadership | 86.81% | 500 |
| Problem-Solving Skills | 86.81% | 500 |
| Collaboration and Teambuilding | 83.33% | 480 |
| TOTAL | | 3038 |

Q7: Are there any other characteristics you believe are important for the new superintendent to have?

Answered: 300 Skipped: 277

- Board Provided Full List of Comments
- Examples:
 1. *Be fully certified as a superintendent and meet all necessary qualifications*
 2. *Ability to make tough decisions for the future of WCSD regardless of community comfort.*
 3. *The superintendent needs to have instructional knowledge and a strong strategic planner.*
 4. *Honesty and no favoritism*
 5. *Empathy, Fairness, Integrity*

Q7: Are there any other characteristics you believe are important for the new superintendent to have?

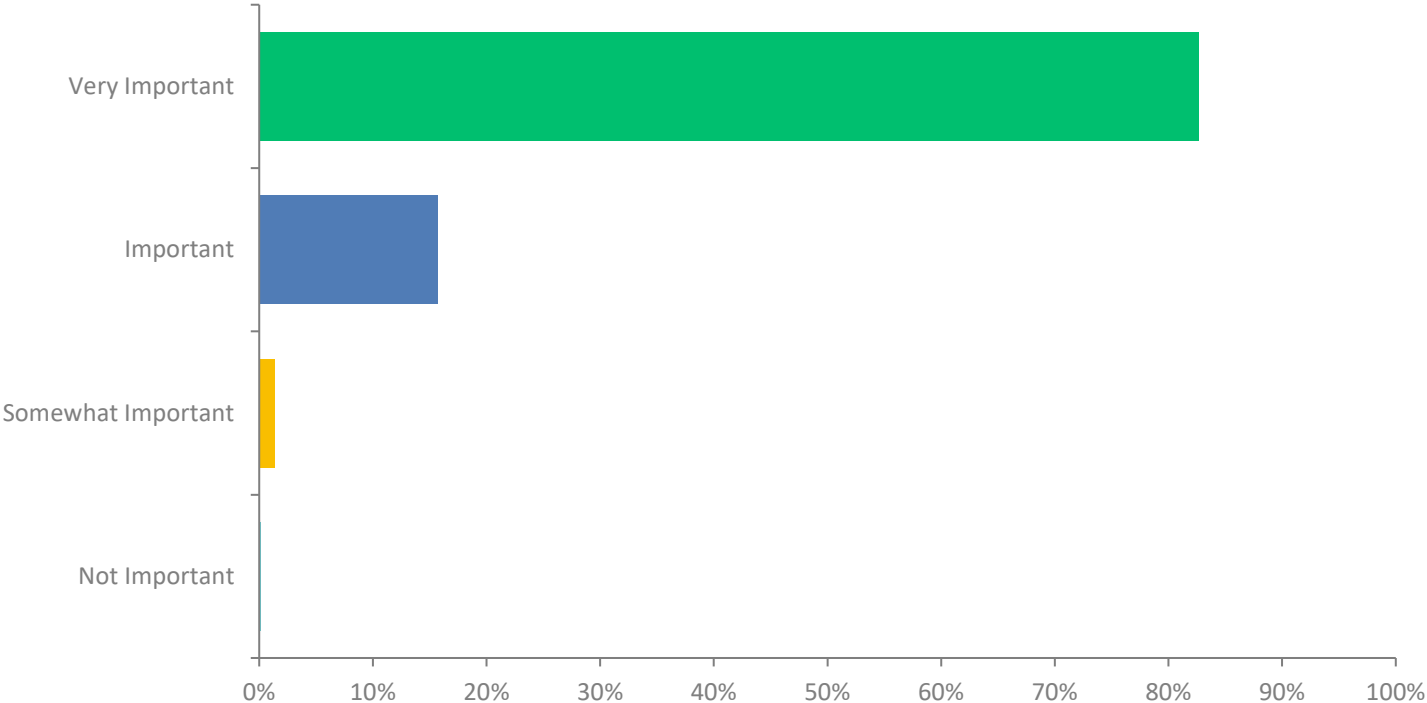
Answered: 300 Skipped: 277

- Board Provided Full List of Comments
- Examples:

6. *Don't forget what it's like to be in the classroom everyday*
7. *Able to hold staff accountable with fairness and equity across the district*
8. *Very important for him to get to know the parents and talk to us on how we can make change together, and to also enforce uniforms.*
9. *I believe he/she should have taught/did administration responsibilities in a district*
10. *Visionary leadership, strong communication skills, collaborative leadership, empathy*

Q8: How important is it for the new superintendent to have a strong understanding of curriculum and instruction?

Answered: 572 Skipped: 5



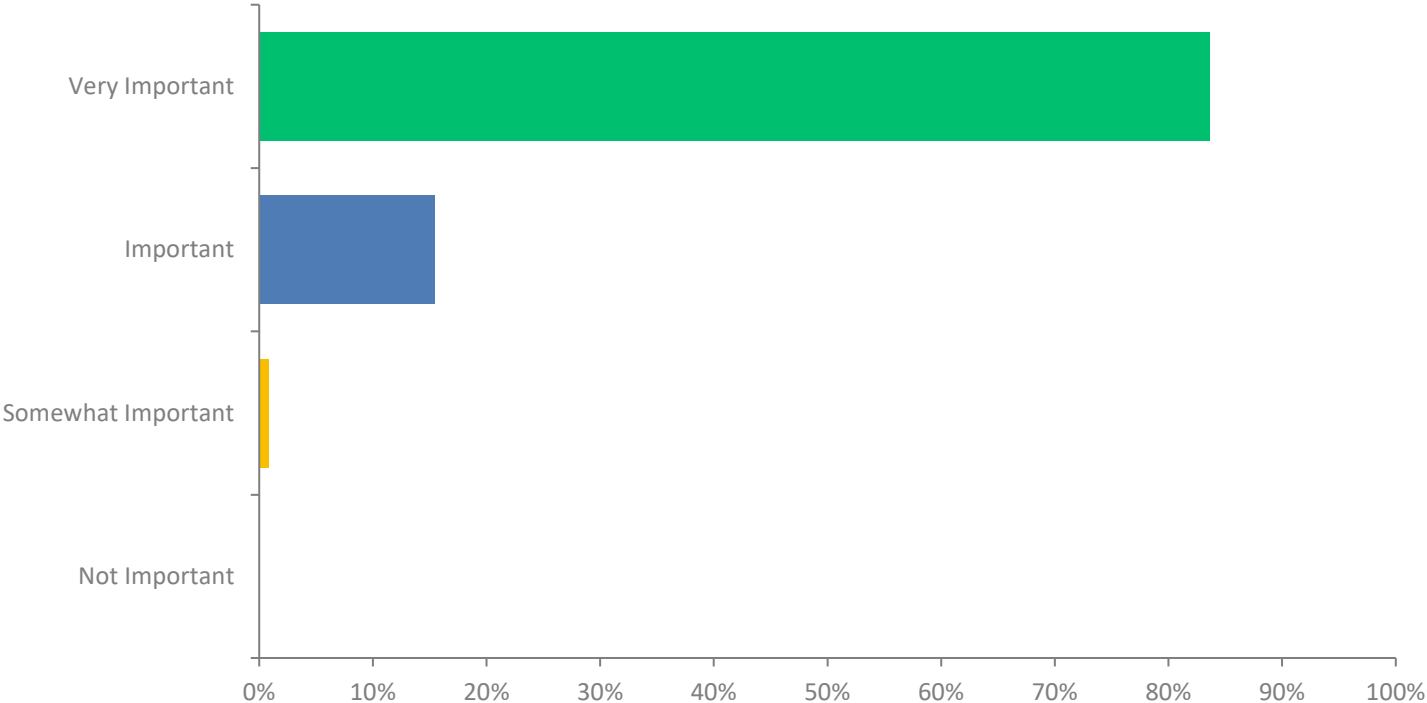
Q8: How important is it for the new superintendent to have a strong understanding of curriculum and instruction?

Answered: 572 Skipped: 5

| ANSWER CHOICES | RESPONSES | |
|--------------------|-----------|-----|
| Very Important | 82.69% | 473 |
| Important | 15.73% | 90 |
| Somewhat Important | 1.40% | 8 |
| Not Important | 0.17% | 1 |
| TOTAL | | 572 |

Q9: How important is it for the new superintendent to have a track record of improving student outcomes?

Answered: 575 Skipped: 2



Q9: How important is it for the new superintendent to have a track record of improving student outcomes?

Answered: 575 Skipped: 2

| ANSWER CHOICES | RESPONSES | |
|--------------------|-----------|-----|
| Very Important | 83.65% | 481 |
| Important | 15.48% | 89 |
| Somewhat Important | 0.87% | 5 |
| Not Important | 0.00% | 0 |
| TOTAL | | 575 |

Q10: Do you have any additional comments or suggestions regarding the selection of the new superintendent?

Answered: 230 Skipped: 347

- Board Presented Exact Comments
- Examples:
 1. The new superintendent should not be from Williamsburg, Georgetown, or Horry County.
 2. It is important that the new superintendent be impartial as possible.
 3. Make sure the Superintendent has a voice of their own and not be forced to hire or fire due to pressure or outside influence.
 4. Make sure that their goal for the district is to make continuous improvements.
 5. Superintendent to be present in the schools.

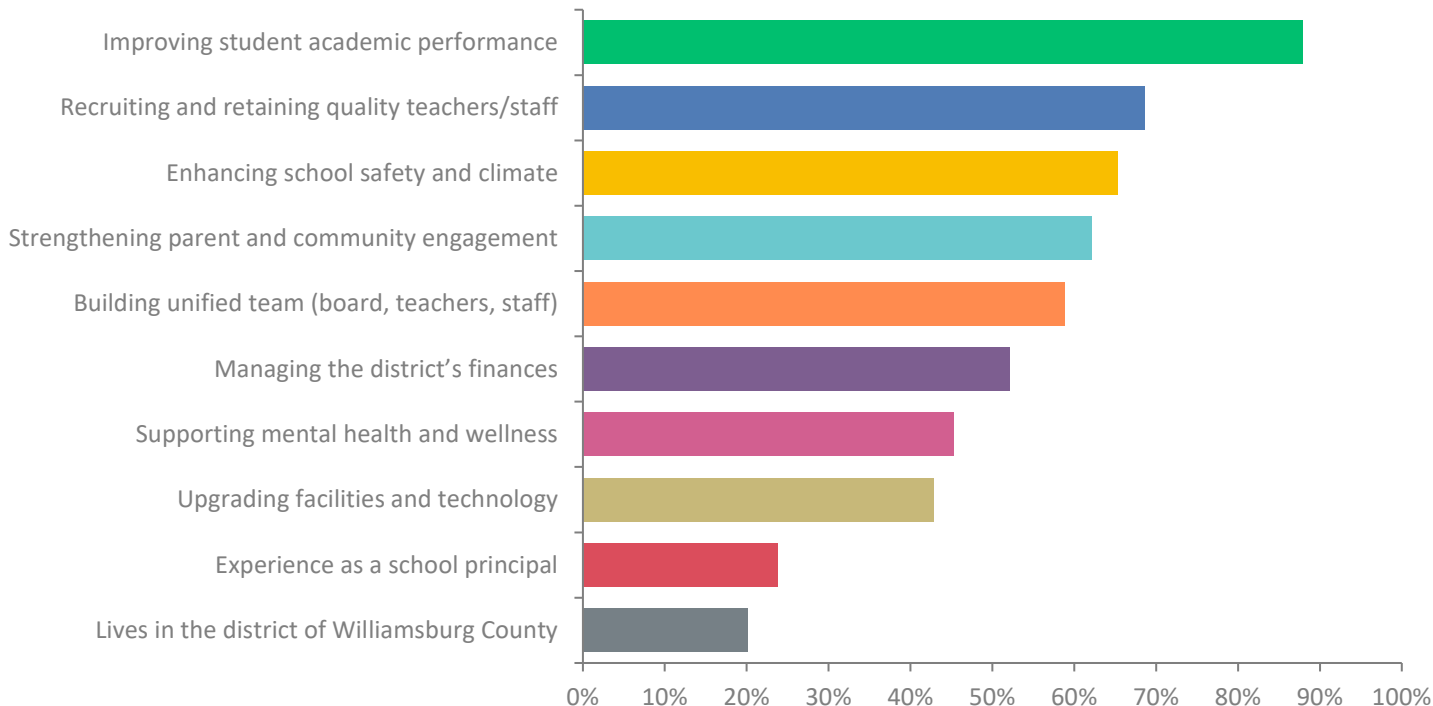
Q10: Do you have any additional comments or suggestions regarding the selection of the new superintendent?

Answered: 230 Skipped: 347

- Board Presented Exact Comments
 - Examples:
6. The new superintendent should have measurable goals and objectives to focus the districts resources to accomplish.
 7. He or she should be a person of integrity and they should have a heart to serve. Likewise, they should know how to treat others respectfully and professionally.
 8. Some one who loves children!

Q11: What are the top five priorities in searching for a new superintendent? Check only five.

Answered: 576 Skipped: 1



Q11: What are the top five priorities in searching for a new superintendent? Check only five.

Answered: 576 Skipped: 1

| ANSWER CHOICES | RESPONSES | |
|---|-----------|------|
| Improving student academic performance | 87.85% | 506 |
| Recruiting and retaining quality teachers/staff | 68.58% | 395 |
| Enhancing school safety and climate | 65.28% | 376 |
| Strengthening parent and community engagement | 62.15% | 358 |
| Building unified team (board, teachers, staff) | 58.85% | 339 |
| Managing the district's finances | 52.08% | 300 |
| Supporting mental health and wellness | 45.31% | 261 |
| Upgrading facilities and technology | 42.88% | 247 |
| Experience as a school principal | 23.78% | 137 |
| Lives in the district of Williamsburg County | 20.14% | 116 |
| TOTAL | | 3035 |

Take Aways

- *Many* people gave their time to complete the Survey.
- Three minutes to find and open the survey, plus 3 minutes on average to complete equals six minutes x 577 people – 3462 minutes, or 57.7 hours of input.
- The Board and the search facilitator have a lot of information to use moving forward in the process.
- There are clear sentiments about what is important to stakeholders.
- There is some division on the internal/external candidate issue. Let's talk about this and keep top priorities the top priorities.
- Based on the number of responses and open-ended questions, stakeholders in WC want to be engaged and they want the students to have the best learning environment.

Questions?

Kathryn Lee D'Andrea, Ph.D.
Leading Quality Learning
1leedandrea@gmail.com

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