

## Glen Ullin Public School Survey

Summary of the most common responses from each stakeholder group.

### Teachers

- **Professional Experience:** Strong preference for candidates with a background as Teacher, Principal, and Superintendent.
- **Experience Requirements:** A significant proportion value prior superintendent experience, though not universally required. North Dakota experience is also frequently preferred.
- **Key Achievements:** Favor candidates who create positive learning environments and foster student success.
- **Major Issues:** Focus on staffing and keeping student needs as the top priority.
- **Appealing Factors:** Highlight small district size and a hardworking staff.

### Staff Members

- **Professional Experience:** Favor candidates with superintendent experience and private sector management.
- **Experience Requirements:** Most require prior superintendent experience but are less inclined toward requiring North Dakota experience.
- **Key Achievements:** Prioritize communication and fiscal management skills.
- **Major Issues:** Emphasis on communication with staff and fostering a positive work environment.
- **Appealing Factors:** Recognize hardworking staff and student potential.

### Community Members

- **Professional Experience:** Diverse preferences, including teacher, superintendent, and private sector experience.
- **Experience Requirements:** Mixed responses on the necessity of superintendent or North Dakota experience.
- **Key Achievements:** Value candidates with a track record in student achievement and community involvement.
- **Major Issues:** Concerns include academic success and trust-building with stakeholders.
- **Appealing Factors:** Appreciate small class sizes and community-connected staff.

### Students

- **Professional Experience:** Highlight teacher and superintendent experience but exhibit less specific requirements overall.
- **Experience Requirements:** Mixed opinions; some emphasize prior superintendent experience.

- **Key Achievements:** Focus on candidates with achievements in maintaining a supportive school environment.
- **Major Issues:** Concerned with how well the administration supports students and overall communication.
- **Appealing Factors:** Recognize the quality of school life and teacher engagement.

## School Board Members

- **Professional Experience:** Emphasize candidates with superintendent and management experience.
- **Experience Requirements:** More likely to prefer candidates with superintendent and North Dakota experience.
- **Key Achievements:** Stress high student achievement and strong community relations.
- **Major Issues:** Recruitment and retention of staff, fostering trust within the district.
- **Appealing Factors:** Acknowledge a dedicated community and responsive governance.

## Trends Across All Stakeholders

1. **Professional Experience:** Superintendent experience is widely valued across all groups, but roles like teacher and principal vary in priority.
2. **North Dakota Experience:** Opinions differ, with teachers and school board members favoring local familiarity more than others.
3. **Personal Characteristics:** Universally valued qualities include being approachable, communicative, and people-oriented.
4. **Key Issues:** Staffing, communication, and maintaining a positive school culture are recurring concerns.
5. **Appealing Factors:** Small class sizes, dedicated staff, and strong community ties are appreciated.