

Jeffco Public Schools

Consultant Ranking/Recommendation Sheet

Qualities Desired in a New Superintendent	Teachers	Administrators	Support Staff	Parents	Students	Non-Parent Community Members	Others	Board of Education	Total	Combined Ranking	Consultant Recommendation	Abbreviated Definition of Quality and Characteristics
	Rank	Rank	Rank	Rank	Rank	Rank	Rank	Rank	Raw	Rank		
1	8	4	3	8	7	11	7	16	64	6	Combine w/ 15	1. Willing to listen to input, but is a decision maker
2	31	32	32	32	32	32	33	24	248	33		2. Instructional and administrative integration of technology
3	5	5	6	7	3	4	6	1	37	3	Recommend	3. Has leadership skills to respond to challenges of ethnic and cultural diversity
4	15	19	19	17	30	28	17	24	169	23		4. Able to work with legislators and lead organization through legislative process
5	13	27	24	21	28	17	17	24	171	24		5. Ed.D. or Ph.D.
6	1	1	1	1	4	1	1	1	11	1	Recommend	6. Inspires trust, self-confidence, and models high standards
7	2	2	2	3	4	2	2	4	21	2	Recommend	7. Strong communicator; speaking, listening and writing
8	22	21	22	24	18	9	16	4	136	18	Recommend	8. Commitment to visibility with high interest in a broad range of community groups
9	4	13	4	5	16	6	5	10	63	5	*	9. Work cooperatively with the board and keeps members informed
10	14	10	8	11	25	5	13	24	110	14		10. Experience in sound management practices
11	26	26	26	10	22	6	21	4	141	20	Consider	11. Ability to build consensus and commitment among individuals & groups
12	11	30	12	26	25	20	22	16	162	22		12. Has experience dealing with employee representative groups/unions
13	25	11	17	22	10	19	11	4	119	15	Recommend	13. Ability to delegate authority while maintaining accountability
14	7	9	4	4	22	8	3	16	73	7	Recommend	14. Experience in management of district resources
15	10	7	9	25	6	25	13	10	105	12	Combine w/ 1	15. Possesses excellent people skills and presents positive district image
16	33	31	31	30	20	31	32	24	232	31		16. Non-traditional or "hybrid" with background in military, business and/or education
17	3	3	7	2	1	3	4	16	39	4	Consider	17. Strongly committed to "student first" philosophy in all decisions
18	21	17	14	18	19	21	20	24	154	21		18. Ability to develop both short and long range goals
19	20	11	20	20	12	14	25	4	126	16	Combine w/ #20	19. Ability to develop and communicate a vision of quality education
20	9	20	11	9	20	12	9	10	100	11	Combine w/ #19	20. Experience in selection and implementation of educational priorities
21	18	25	18	14	2	15	24	10	126	16		21. Commitment to both academic and activity programs
22	17	27	15	16	9	23	17	16	140	19		22. Promote positive student behavior
23	27	24	23	27	24	27	25	24	201	27		23. Leadership in providing relevant professional development for staff
24	12	6	10	13	12	17	9	16	95	9	Consider	24. Has demonstrated strong leadership skills in previous positions
25	28	21	28	31	33	29	28	4	202	28	Consider	25. Ability to identify/select administrators capable of advancing district vision
26	23	29	25	28	16	30	30	24	205	30		26. Work experience in similar district.
27	30	16	29	23	10	24	25	24	181	25		27. Is comfortable leading innovation and reform efforts
28	18	8	13	14	15	16	11	1	96	10	Recommend	28. Able to lead a large organization dedicated to goals of continuous improvement
29	29	23	27	29	25	25	29	16	203	29		29. Has ability to develop relationships between the business community and the district
30	16	18	16	12	8	12	15	10	107	13	Recommend	30. Possesses ability to enhance student performance, identify and close/narrow gaps
31	32	33	33	33	31	33	31	16	242	32		31. Demonstrates ability to work with the media
32	24	15	30	19	28	22	22	24	184	26		32. Recommendations and decisions are data-driven
33	6	13	20	6	14	10	7	10	86	8	Recommend	33. Knowledge of emerging research in the area of curriculum/instructional design

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* Usually not put in promotional materials; useful to consultant, however.