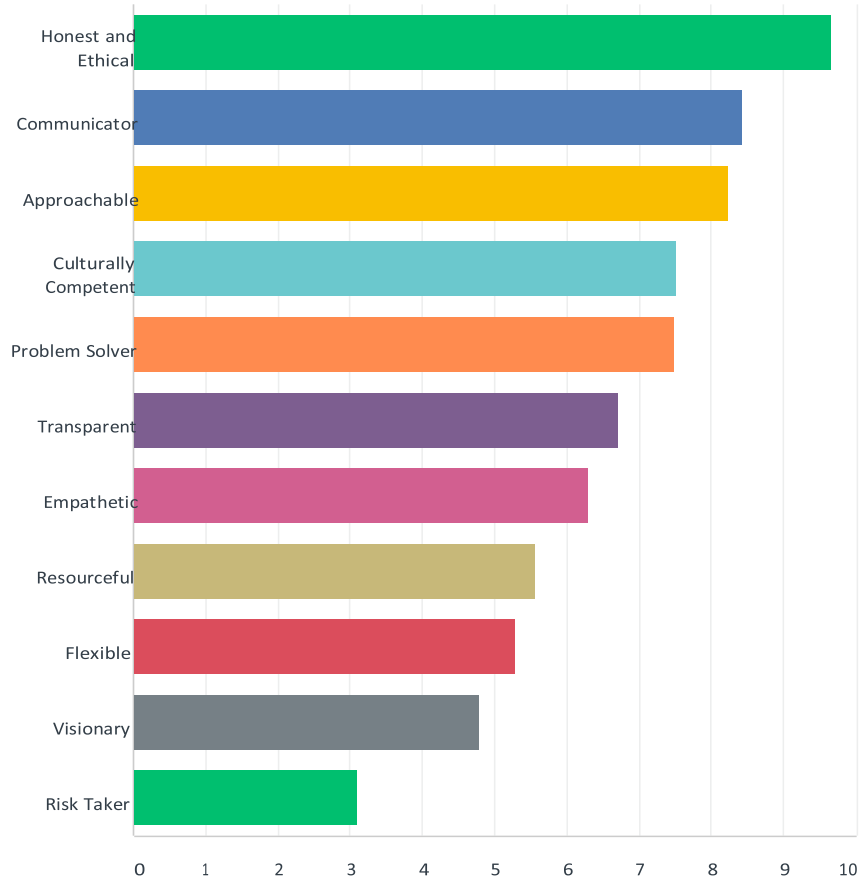


Q1 Personal Characteristics: Select the top SIX personal characteristics and rank them from 1 to 6 (1 being the most important). Just drag and drop the answer choices to reorder them as you wish. Choose N/A from the drop-down menu for answers not included in your top six.

Answered: 299 Skipped: 0



	1	2	3	4	5	6	7	8	9	10	11	N/A	TOTAL	SCORE
Honest and Ethical	49.50%	16.05%	11.37%	4.68%	7.02%	4.01%	2.01%	1.00%	0.67%	0.33%	0.00%	3.34%	299	9.67
Communicator	10.70%	19.40%	21.07%	13.38%	10.70%	10.70%	1.67%	1.67%	0.33%	0.67%	0.33%	9.36%	299	8.44

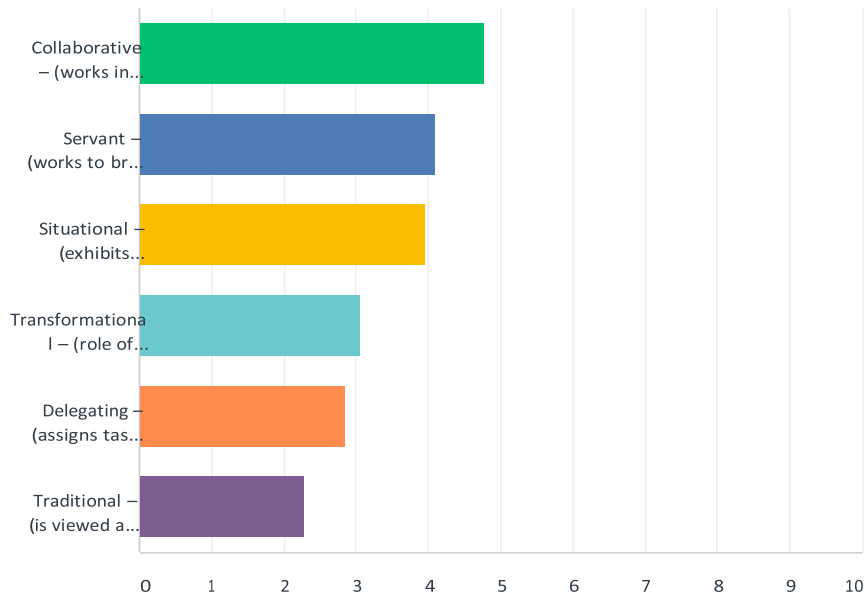
School District of Beloit Community Survey 2020

Approachable	15.38% 46	16.39% 49	9.70% 29	14.38% 43	11.04% 33	8.36% 25	5.02% 15	3.34% 10	1.00% 3	0.33% 1	0.67% 2	14.38% 43	299	8.24
Culturally Competent	6.35% 19	13.04% 39	10.70% 32	12.71% 38	12.04% 36	12.37% 37	4.68% 14	1.67% 5	3.01% 9	1.00% 3	2.34% 7	20.07% 60	299	7.51
Problem Solver	5.69% 17	11.71% 35	10.37% 31	14.72% 44	14.38% 43	11.71% 35	8.36% 25	3.01% 9	2.34% 7	1.34% 4	0.00% 0	16.39% 49	299	7.48
Transparent	6.02% 18	10.37% 31	12.71% 38	9.70% 29	11.04% 33	7.69% 23	2.01% 6	0.67% 2	6.02% 18	9.70% 29	4.35% 13	19.73% 59	299	6.72
Empathetic	1.34% 4	5.35% 16	5.35% 16	11.04% 33	8.70% 26	10.37% 31	7.69% 23	8.70% 26	4.35% 13	2.68% 8	1.34% 4	33.11% 99	299	6.29
Resourceful	0.67% 2	1.34% 4	4.35% 13	9.36% 28	8.70% 26	15.38% 46	5.35% 16	11.04% 33	6.69% 20	4.01% 12	3.34% 10	29.77% 89	299	5.56
Flexible	0.67% 2	1.67% 5	5.35% 16	4.35% 13	6.35% 19	6.35% 19	8.03% 24	12.04% 36	7.36% 22	5.35% 16	1.34% 4	41.14% 123	299	5.30
Visionary	3.01% 9	2.68% 8	7.36% 22	3.01% 9	7.36% 22	8.36% 25	2.01% 6	1.67% 5	4.01% 12	10.70% 32	16.05% 48	33.78% 101	299	4.80
Risk Taker	0.33% 1	1.00% 3	0.67% 2	1.67% 5	1.67% 5	3.01% 9	2.34% 7	3.34% 10	11.37% 34	10.37% 31	15.38% 46	48.83% 146	299	3.09

**Q2 Leadership Style: Rank the following leadership styles from 1 to 6 (1 being the most important).  
Just drag and drop the answer choices to reorder them as you wish.**

### School District of Beloit Community Survey 2020

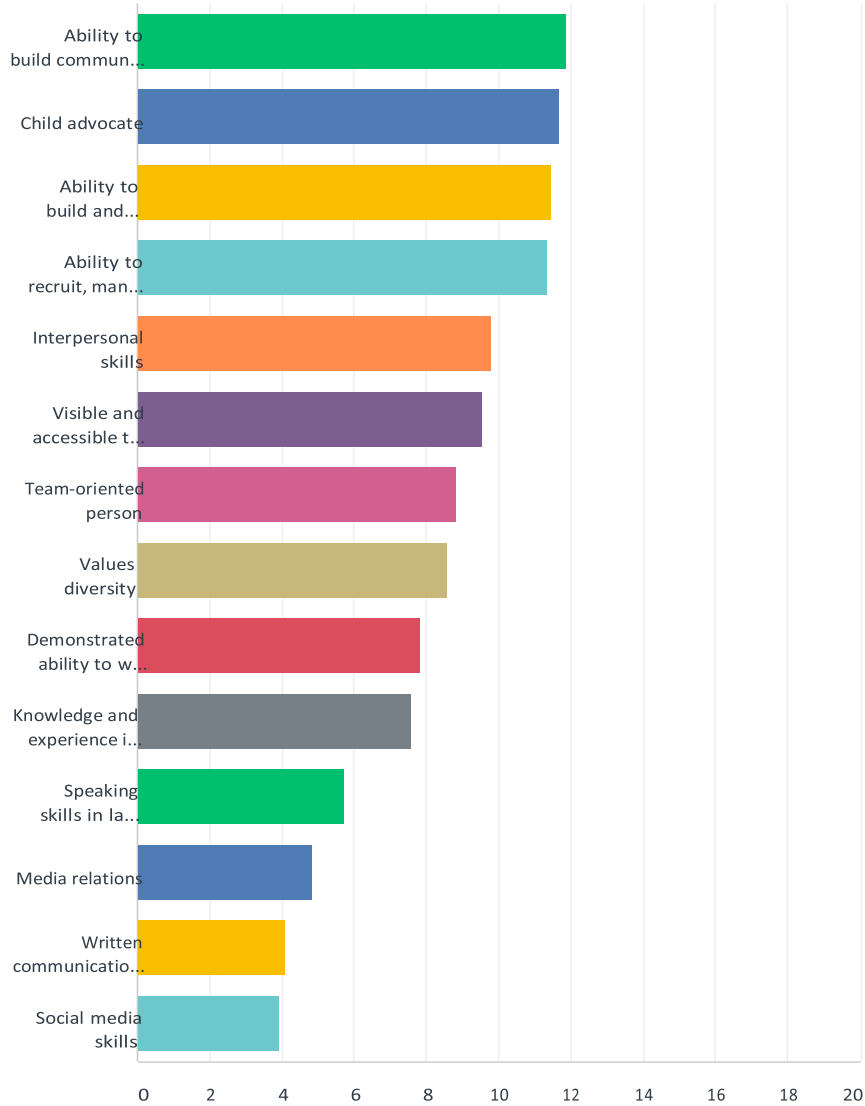
Answered: 299 Skipped: 0



	1	2	3	4	5	6	TOTAL	SCORE
Collaborative – (works in conjunction with others to make decisions)	34.45% 103	31.77% 95	19.40% 58	8.03% 24	4.35% 13	2.01% 6	299	4.78
Servant – (works to bring out the best in others, the district, and the community)	24.41% 73	20.40% 61	21.07% 63	16.39% 49	11.37% 34	6.35% 19	299	4.11
Situational – (exhibits different leadership styles, as needed, given a particular situation)	18.73% 56	20.40% 61	20.74% 62	21.74% 65	13.71% 41	4.68% 14	299	3.95
Transformational – (role of the superintendent is to change the district)	12.37% 37	11.37% 34	14.72% 44	16.72% 50	20.07% 60	24.75% 74	299	3.05
Delegating – (assigns tasks to others based upon their expertise)	2.34% 7	10.03% 30	17.39% 52	25.75% 77	29.10% 87	15.38% 46	299	2.85
Traditional – (is viewed as the primary decision maker)	7.69% 23	6.02% 18	6.69% 20	11.37% 34	21.40% 64	46.82% 140	299	2.27

Q3 Specialized Skills: Select the top SIX areas of specialized skills and rank them from 1 to 6 (1 being the most important). Just drag and drop the answer choices to reorder them as you wish. Choose N/A from the drop-down menu for answers not included in your top six.

Answered: 261 Skipped: 38



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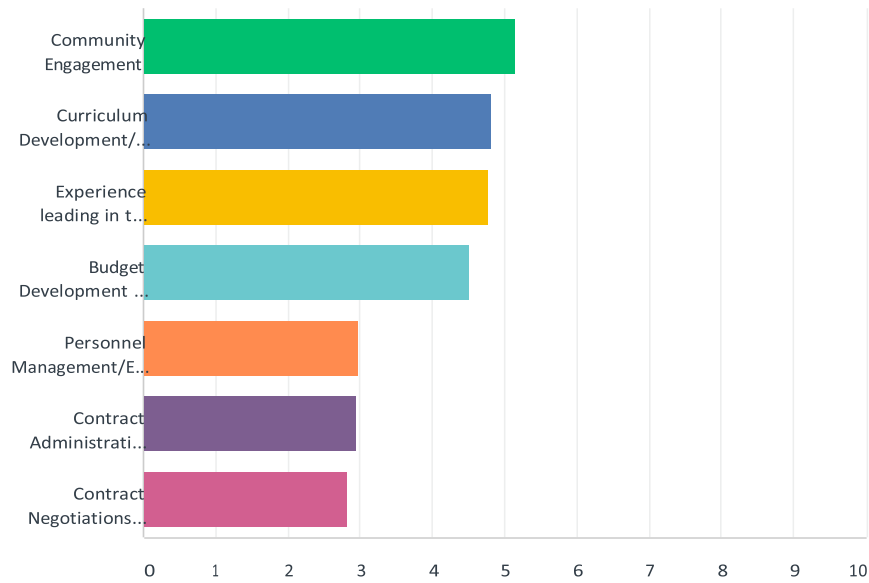
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	N/A	TOTAL	SCORE
Ability to build community collaboration and support	19.54% 51	22.22% 58	18.39% 48	14.18% 37	6.90% 18	9.96% 26	1.15% 3	0.77% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.38% 1	6.51% 17	261	11.90
Child advocate	25.29% 66	11.11% 29	11.49% 30	13.41% 35	10.73% 28	5.75% 15	3.07% 8	1.53% 4	0.77% 2	0.38% 1	0.38% 1	0.77% 2	0.00% 0	0.00% 0	15.33% 40	261	11.67
Ability to build and maintain a strong and positive board/administrator relationship	19.16% 50	16.48% 43	11.88% 31	9.96% 26	6.51% 17	5.75% 15	4.98% 13	2.30% 6	0.77% 2	0.77% 2	0.38% 1	0.00% 0	0.38% 1	0.77% 2	19.92% 52	261	11.47
Ability to recruit, manage and develop high quality, diverse staff	11.49% 30	17.24% 45	19.54% 51	11.88% 31	9.58% 25	7.28% 19	3.07% 8	1.53% 4	1.53% 4	1.15% 3	0.00% 0	0.00% 0	0.77% 2	0.00% 0	14.94% 39	261	11.32
Interpersonal skills	3.45% 9	7.66% 20	8.05% 21	7.66% 20	10.34% 27	10.34% 27	5.36% 14	5.36% 14	3.83% 10	1.92% 5	1.15% 3	0.77% 2	0.00% 0	0.00% 0	34.10% 89	261	9.79
Visible and accessible to staff, students, and community	9.58% 25	9.96% 26	8.05% 21	11.49% 30	14.56% 38	11.49% 30	4.60% 12	2.30% 6	0.38% 1	1.15% 3	1.15% 3	1.15% 3	9.20% 24	1.53% 4	13.41% 35	261	9.52
Team-oriented person	5.36% 14	6.13% 16	6.51% 17	10.34% 27	10.34% 27	11.11% 29	3.45% 9	2.30% 6	2.68% 7	3.07% 8	8.43% 22	4.98% 13	2.30% 6	0.00% 0	22.99% 60	261	8.81
Values diversity	5.36% 14	6.51% 17	8.81% 23	6.90% 18	9.20% 24	9.96% 26	3.07% 8	1.92% 5	1.15% 3	2.30% 6	2.30% 6	9.96% 26	5.36% 14	0.77% 2	26.44% 69	261	8.56
Demonstrated ability to work with elected officials	0.00% 0	0.77% 2	1.92% 5	5.36% 14	7.66% 20	8.05% 21	6.90% 18	5.36% 14	5.36% 14	3.83% 10	1.53% 4	1.15% 3	1.15% 3	1.92% 5	49.04% 128	261	7.83
Knowledge and experience in all financial matters	0.77% 2	0.38% 1	1.53% 4	3.83% 10	5.75% 15	8.81% 23	6.90% 18	8.43% 22	6.51% 17	4.60% 12	3.45% 9	2.68% 7	0.77% 2	0.00% 0	45.59% 119	261	7.58
Speaking skills in large and small groups	0.00% 0	0.77% 2	1.53% 4	2.30% 6	3.83% 10	4.21% 11	1.15% 3	1.92% 5	3.83% 10	9.58% 25	8.43% 22	6.90% 18	4.21% 11	1.53% 4	49.81% 130	261	5.73
Media relations	0.00% 0	0.38% 1	0.77% 2	0.00% 0	0.00% 0	1.15% 3	1.15% 3	7.66% 20	7.66% 20	5.75% 15	4.21% 11	3.83% 10	7.66% 20	2.68% 7	57.09% 149		

School District of Beloit Community Survey 2020

																		261	4.86
Written communication skills	0.00%	0.38%	1.15%	1.15%	3.45%	4.21%	1.53%	1.53%	1.53%	2.30%	4.21%	4.21%	3.07%	21.07%	50.19%			261	4.10
	0	1	3	3	9	11	4	4	4	6	11	11	8	55	131				
Social media skills	0.00%	0.00%	0.38%	0.77%	0.38%	0.77%	0.38%	0.38%	6.90%	5.75%	6.51%	4.98%	6.13%	7.66%	59.00%			261	3.92
	0	0	1	2	1	2	1	1	18	15	17	13	16	20	154				

**Q4 Expertise: Rank the following areas of expertise from 1 to 6 (1 being the most important). Just drag and drop the answer choices to reorder them as you wish.**

Answered: 261 Skipped: 38



	1	2	3	4	5	6	7	TOTAL	SCORE
Community Engagement	19.54%	27.97%	26.44%	11.88%	6.90%	3.07%	4.21%	261	5.15
	51	73	69	31	18	8	11		
Curriculum Development/Teaching and Learning	27.20%	13.41%	20.31%	13.03%	10.73%	9.58%	5.75%	261	4.82
	71	35	53	34	28	25	15		
Experience leading in the areas of diversity, equity, and inclusion	26.44%	20.69%	15.33%	8.43%	7.66%	13.03%	8.43%		
	69	54	40	22	20	34	22		

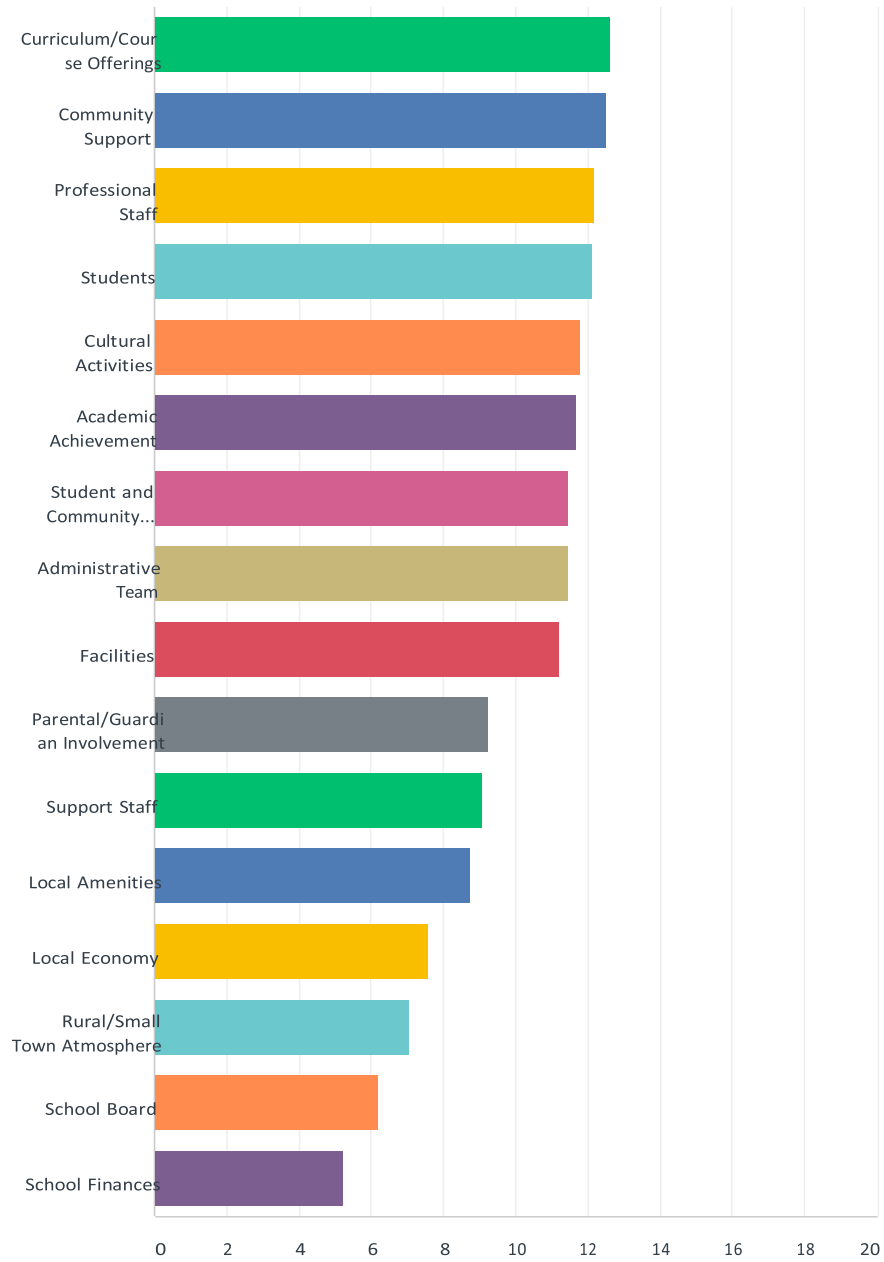
School District of Beloit Community Survey 2020

									261	4.77
Budget Development and Management	14.56%	21.84%	17.62%	15.71%	14.18%	8.43%	7.66%			
	38	57	46	41	37	22	20		261	4.51
Personnel Management/Evaluation	6.13%	7.28%	7.66%	15.33%	15.71%	15.71%	32.18%			
	16	19	20	40	41	41	84		261	2.97
Contract Administration/Employee Handbook Administration	3.07%	5.75%	6.90%	21.07%	17.24%	23.75%	22.22%			
	8	15	18	55	45	62	58		261	2.96
Contract Negotiations/Employee Handbook Development and Modification	3.07%	3.07%	5.75%	14.56%	27.59%	26.44%	19.54%			
	8	8	15	38	72	69	51		261	2.82

**Q5 Strengths of the District: Select the top SIX strengths of the district and rank them from 1 to 6 (1 being the greatest strength). Just drag and drop the answer choices to reorder them as you wish. Choose N/A from the drop-down menu for answers not included in your top six.**

Answered: 242 Skipped: 57

# School District of Beloit Community Survey 2020





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	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	N/A	TOTAL	SCORE
Curriculum/Course Offerings	10.74% 26	12.81% 31	11.57% 28	12.40% 30	9.92% 24	10.33% 25	0.83% 2	0.83% 2	3.31% 8	1.65% 4	0.41% 1	0.00% 0	1.24% 3	1.24% 3	0.41% 1	0.41% 1	21.90% 53	242	12.62
Community Support	7.85% 19	6.61% 16	11.57% 28	9.92% 24	7.44% 18	10.33% 25	2.07% 5	3.72% 9	2.07% 5	1.24% 3	0.41% 1	0.83% 2	0.00% 0	0.41% 1	0.00% 0	0.00% 0	35.54% 86	242	12.50
Professional Staff	19.01% 46	9.50% 23	10.33% 25	9.09% 22	7.85% 19	5.37% 13	3.72% 9	0.41% 1	2.89% 7	4.96% 12	4.55% 11	1.65% 4	1.24% 3	0.00% 0	1.65% 4	0.41% 1	17.36% 42	242	12.17
Students	14.88% 36	12.81% 31	14.05% 34	8.26% 20	7.85% 19	6.61% 16	1.65% 4	0.83% 2	0.83% 2	1.24% 3	0.83% 2	0.83% 2	0.41% 1	0.00% 0	7.02% 17	1.65% 4	20.25% 49	242	12.12
Cultural Activities	3.31% 8	7.02% 17	7.44% 18	10.33% 25	6.61% 16	7.85% 19	4.96% 12	3.72% 9	2.48% 6	0.41% 1	0.83% 2	0.83% 2	0.83% 2	0.83% 2	0.00% 0	0.41% 1	42.15% 102	242	11.81
Academic Achievement	11.16% 27	7.44% 18	5.37% 13	2.48% 6	4.13% 10	4.96% 12	3.72% 9	2.89% 7	2.07% 5	2.48% 6	1.24% 3	1.24% 3	1.65% 4	0.41% 1	0.41% 1	1.65% 4	46.69% 113	242	11.68
Student and Community Diversity	17.77% 43	11.98% 29	7.85% 19	10.33% 25	9.09% 22	2.48% 6	2.07% 5	0.83% 2	0.41% 1	0.41% 1	2.07% 5	0.83% 2	0.00% 0	7.44% 18	4.55% 11	2.89% 7	19.01% 46	242	11.48
Administrative Team	3.31% 8	7.02% 17	7.02% 17	5.79% 14	9.50% 23	7.02% 17	4.55% 11	3.31% 8	2.89% 7	0.41% 1	1.65% 4	0.83% 2	0.41% 1	0.83% 2	0.41% 1	1.24% 3	43.80% 106	242	11.47
Facilities	3.31% 8	7.02% 17	8.26% 20	5.79% 14	10.33% 25	7.44% 18	5.37% 13	5.79% 14	3.72% 9	4.13% 10	3.31% 8	1.24% 3	1.24% 3	0.00% 0	0.00% 0	0.00% 0	33.06% 80	242	11.21
Parental/Guardian Involvement	1.65% 4	3.31% 8	3.72% 9	3.72% 9	4.55% 11	6.20% 15	1.24% 3	1.24% 3	5.37% 13	4.96% 12	3.31% 8	4.55% 11	4.13% 10	2.48% 6	0.00% 0	0.00% 0	49.59% 120	242	9.26
Support Staff	2.48% 6	8.26% 20	4.96% 12	6.20% 15	9.92% 24	9.09% 22	1.24% 3	2.07% 5	1.65% 4	0.83% 2	0.00% 0	0.41% 1	1.65% 4	1.24% 3	3.72% 9	14.05% 34	32.23% 78	242	9.10
Local Amenities	1.24% 3	2.48% 6	1.24% 3	4.55% 11	2.07% 5	4.96% 12	5.37% 13	3.72% 9	3.31% 8	5.79% 14	4.13% 10	4.55% 11	0.83% 2	1.24% 3	0.83% 2	2.48% 6	51.24% 124	242	8.73
Local Economy	0.41% 1	0.00% 0	2.07% 5	0.83% 2	2.07% 5	2.48% 6	2.48% 6	6.20% 15	5.37% 13	4.13% 10	4.13% 10	2.89% 7	4.13% 10	2.07% 5	1.24% 3	1.24% 3	58.26% 141	242	7.58
Rural/Small Town Atmosphere	0.83% 2	2.07% 5	1.65% 4	3.72% 9	2.07% 5	2.89% 7	1.24% 3	0.41% 1	0.41% 1	0.83% 2	7.44% 18	6.61% 16	4.96% 12	4.55% 11	2.48% 6	2.48% 6	55.37% 134	242	7.08

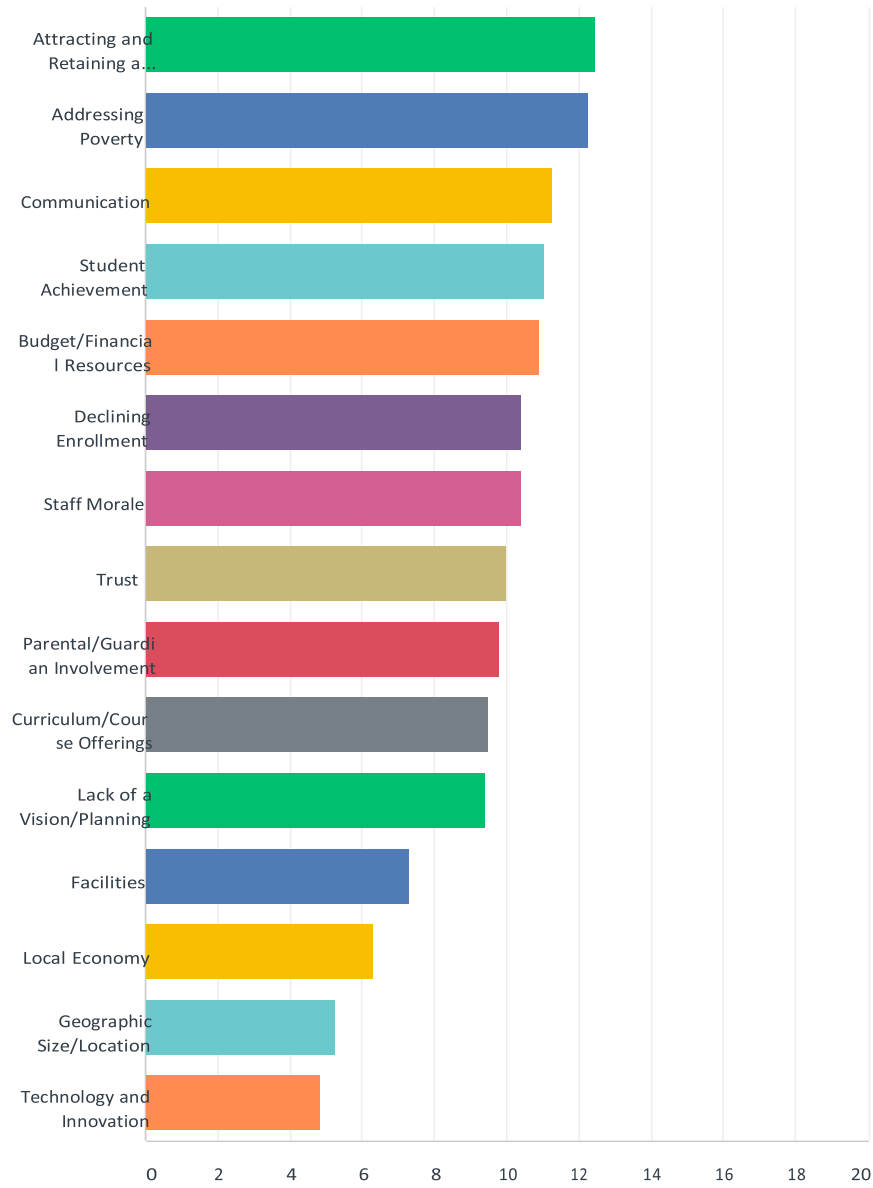
School District of Beloit Community Survey 2020

School Board	0.00%	0.41%	2.07%	2.48%	2.48%	4.55%	0.00%	2.07%	0.41%	1.24%	2.07%	8.68%	5.37%	7.85%	3.72%	3.31%	53.31%		
	0	1	5	6	6	11	0	5	1	3	5	21	13	19	9	8	129	242	6.19
School Finances	1.24%	0.41%	0.41%	2.89%	1.24%	1.24%	0.00%	0.41%	1.24%	2.89%	1.24%	1.65%	8.26%	5.79%	9.92%	3.31%	57.85%		
	3	1	1	7	3	3	0	1	3	7	3	4	20	14	24	8	140	242	5.25

**Q6 Challenges of the District: Select the top SIX challenges of the district and rank them from 1 to 6 (1 being the greatest challenge). Just drag and drop the answer choices to reorder them as you wish. Choose N/A from the drop-down menu for answers not included in your top six.**

Answered: 242 Skipped: 57

### School District of Beloit Community Survey 2020



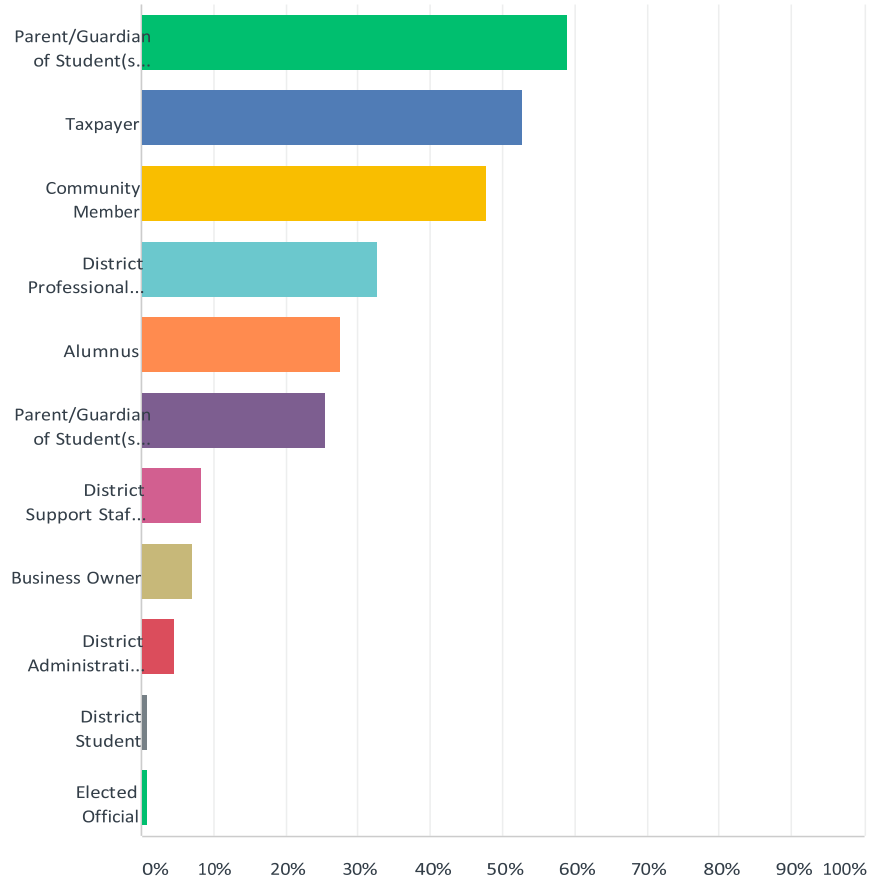
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	N/A	TOTAL	SCORE

School District of Beloit Community Survey 2020

Attracting and Retaining a Diverse Staff	16.94% 41	19.83% 48	11.98% 29	7.85% 19	6.61% 16	6.61% 16	2.89% 7	2.07% 5	1.24% 3	1.24% 3	0.41% 1	0.41% 1	0.00% 0	0.41% 1	0.41% 1	21.07% 51	242	12.47
Addressing Poverty	19.01% 46	11.98% 29	8.26% 20	6.61% 16	7.44% 18	5.37% 13	2.07% 5	2.07% 5	1.24% 3	0.83% 2	1.24% 3	0.83% 2	0.41% 1	0.41% 1	0.41% 1	31.82% 77	242	12.26
Communication	7.02% 17	6.20% 15	6.61% 16	12.40% 30	12.40% 30	10.33% 25	3.72% 9	2.07% 5	2.89% 7	2.89% 7	0.00% 0	0.83% 2	0.00% 0	0.00% 0	0.00% 0	32.64% 79	242	11.25
Student Achievement	16.94% 41	11.98% 29	11.16% 27	7.85% 19	6.61% 16	7.85% 19	2.89% 7	1.65% 4	0.83% 2	2.07% 5	0.83% 2	1.65% 4	6.61% 16	1.24% 3	1.65% 4	18.18% 44	242	11.06
Budget/Financial Resources	1.65% 4	4.13% 10	10.74% 26	11.57% 28	9.09% 22	8.26% 20	4.13% 10	3.72% 9	2.07% 5	0.41% 1	1.24% 3	1.24% 3	0.00% 0	0.41% 1	0.00% 0	41.32% 100	242	10.90
Declining Enrollment	4.96% 12	7.85% 19	10.74% 26	7.44% 18	7.02% 17	9.50% 23	3.31% 8	2.07% 5	4.96% 12	3.72% 9	0.83% 2	1.65% 4	2.89% 7	0.83% 2	0.41% 1	31.82% 77	242	10.42
Staff Morale	7.02% 17	12.81% 31	11.98% 29	8.68% 21	9.92% 24	7.02% 17	1.65% 4	0.83% 2	1.24% 3	1.24% 3	1.65% 4	4.55% 11	4.55% 11	3.31% 8	1.24% 3	22.31% 54	242	10.42
Trust	12.40% 30	7.85% 19	7.02% 17	9.92% 24	7.44% 18	12.40% 30	2.48% 6	2.07% 5	1.24% 3	2.07% 5	0.41% 1	0.41% 1	0.00% 0	0.83% 2	12.40% 30	21.07% 51	242	10.01
Parental/Guardian Involvement	5.37% 13	6.61% 16	8.26% 20	7.02% 17	8.26% 20	7.85% 19	2.89% 7	1.24% 3	1.65% 4	1.65% 4	6.20% 15	5.37% 13	2.89% 7	1.24% 3	0.41% 1	33.06% 80	242	9.80
Curriculum/Course Offerings	2.48% 6	3.31% 8	2.07% 5	3.31% 8	8.68% 21	6.61% 16	4.96% 12	4.13% 10	3.72% 9	2.48% 6	2.89% 7	0.83% 2	0.41% 1	0.00% 0	1.65% 4	52.48% 127	242	9.49
Lack of a Vision/Planning	4.55% 11	3.72% 9	7.44% 18	8.68% 21	8.68% 21	7.02% 17	2.89% 7	3.31% 8	5.79% 14	3.72% 9	3.31% 8	2.89% 7	2.89% 7	2.07% 5	1.65% 4	31.40% 76	242	9.40
Facilities	0.00% 0	0.83% 2	1.65% 4	2.89% 7	2.48% 6	3.31% 8	4.55% 11	4.55% 11	4.96% 12	2.89% 7	6.61% 16	4.55% 11	2.07% 5	1.24% 3	0.83% 2	56.61% 137	242	7.33
Local Economy	1.24% 3	1.65% 4	0.83% 2	2.89% 7	3.72% 9	1.65% 4	1.65% 4	1.24% 3	2.07% 5	5.79% 14	5.37% 13	3.72% 9	5.37% 13	5.37% 13	3.31% 8	54.13% 131	242	6.33
Geographic Size/Location	0.00% 0	0.00% 0	0.00% 0	0.41% 1	0.00% 0	0.83% 2	2.07% 5	5.37% 13	4.55% 11	4.13% 10	3.31% 8	4.55% 11	5.37% 13	2.07% 5	3.31% 8	64.05% 155	242	5.28
Technology and Innovation	0.41% 1	1.24% 3	1.24% 3	1.24% 3	2.07% 5	3.31% 8	0.83% 2	2.89% 7	0.00% 0	2.07% 5	2.07% 5	2.48% 6	2.48% 6	16.12% 39	7.02% 17	54.55% 132	242	4.85

Q7 Demographics: (Optional) Check all that apply. I am a:

Answered: 239 Skipped: 60



ANSWER CHOICES	RESPONSES	
Parent/Guardian of Student(s) Currently in the District	59.00%	141
Taxpayer	52.72%	126
Community Member	47.70%	114
District Professional Staff Member	32.64%	78

## School District of Beloit Community Survey 2020

Alumnus	27.62%	66
Parent/Guardian of Student(s) Previously in the District	25.52%	61
District Support Staff Member	8.37%	20
Business Owner	7.11%	17
District Administrative Team Member	4.60%	11
District Student	0.84%	2
Elected Official	0.84%	2
Total Respondents: 239		