



**Lima City School District**  
***Superintendent Search***

**SEARCH PROFILE CRITERIA QUESTIONNAIRE**

Thank you for agreeing to help in the development of the superintendent search profile. Your responses to the following questions will help the Board of Education develop a profile of leadership qualities desired in the new superintendent. Please return your completed form by email attachment or fax using the contact data noted on the reverse side of this form. You may also attend a focus group and hand your completed form directly to K-12 consultants.

**PLEASE CHECK THE GROUP YOU REPRESENT (please check one):**

<b>Board</b>	<b>Administrator</b>	<b>Teacher</b>	<b>Support Staff</b>	<b>Parent</b>	<b>Community</b>	<b>Student</b>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

1. What do you consider to be the two or three most significant strengths of the Lima City School District?

2. What would you consider to be the two or three most prominent opportunities facing the district?

3. Please tell us your two or three characteristics which you think the Board should look for in a new superintendent:

4. Based on your perceptions of the district’s needs, please rank the following 10 areas in the order of importance to you with 1 being the **most** important through 10 the **least** important characteristics and attributes you would like to see in a new superintendent. (Yes, all are important but please do your best to rank them 1 through 10. You may only use each of the numbers 1-10 one time)

- \_\_\_\_\_ Ability and willingness to deal fairly with faculty, staff, students, and parents
- \_\_\_\_\_ Effective at creating and implementing a vision for the district
- \_\_\_\_\_ Expertise in design and implementation of instruction and curriculum
- \_\_\_\_\_ Effective at both written and verbal communications
- \_\_\_\_\_ Successful experience as a superintendent
- \_\_\_\_\_ Experience in socially and economically diverse student populations
- \_\_\_\_\_ Fiscal management expertise
- \_\_\_\_\_ Effective organizational and management skills
- \_\_\_\_\_ Personal involvement and interest in the community
- \_\_\_\_\_ A leader with strong interpersonal and public relations skills

5. Please share any additional thoughts below that you would want the Board to consider:

**\*NOTE YOU MUST SAVE THIS DOCUMENT UPON COMPLETION BEFORE EMAILING, MAILING, OR FAXING. ANSWERS WILL NOT APPEAR UNLESS YOU SAVE!**

The Board of Education thanks you for your time and commitment to helping the District. Please return this form by email attachment or fax by February 25th to:

K-12 Business Consulting, Inc.  
“Lima City School District Superintendent Search”

dcampbell@k12consulting.net  
or  
Fax ~ 614-656-7526