

**Pickens County Superintendent Search
Employee Survey of Desired Superintendent Qualifications**

Item #	Characteristic / Qualification	Response %
1	1 Teacher 2 Support Staff 3 Administrator	67.16 23.88 8.96
6	Honesty	3.96
16	High ethical and moral standards	3.96
31	Strong work ethic	3.96
2	Willing to listen to students, parents, community, and staff	3.92
3	Willing to make tough decisions	3.91
25	Willing to admit to problems and mistakes	3.86
5	Classroom teaching experience	3.81
17	Ability to improve Pickens County's student achievement levels	3.76
22	Ability to work effectively and in harmony with the School Board	3.73
13	Projects an image of professionalism and polish	3.72
15	School-level administrative experience	3.72
24	Good public speaker and communicator	3.69
32	Experience in and/or knowledge of legal and personnel matters	3.65
8	Experience and knowledge of school system finances and budget	3.63
30	Ability to improve Pickens County's graduation rate	3.57
12	Ability to oversee curriculum and instruction	3.48
29	High energy level	3.41
7	Familiar with the Pickens County School System	3.39
4	Advanced degree(s) in Education Administration	3.34
10	Experience in school system(s) similar to Pickens County	3.32
21	Civic and community involvement and leadership	3.31
18	Active in professional organizations	2.99
23	Central office administrative experience	2.55
20	Prior service and/or success as a school superintendent	2.45
11	Experience in school system(s) different from Pickens County	2.44
9	Ability to oversee facilities, maintenance, renovation, and construction	3.30
14	Likely to serve as Pickens County Superintendent for an extended time	3.75
19	Knowledge and/or experience in administration of support functions such as special education, food service, and transportation	3.22
26	Willing and able to hold educators accountable for student outcomes and results	3.44
27	Ability to attract and retain high quality teachers, administrators, and staff for the Pickens County School System	3.85
28	History of successful employment with the Pickens County School System	3.00