

	Fall 2020 West Central Superintendents								
Academics	Rural	Rural	Rural	Suburban	Suburban	Suburban	Rural Avg	Suburban Avg	Total Avg
How to communicate to stakeholders	2	1	1	1	1	1	1.33	1.00	1.17
Ongoing process of Curriculum	1	2	1	1	2	1	1.33	1.33	1.33
Professional Growth - Aligned to SIP, BIP, PDP	1	1	2	1	2	2	1.33	1.67	1.50
Auditing	1	1	1	1	3	2	1.00	2.00	1.50
Model Instruction	2	2	1	2	2		1.67	2.00	1.80
Assessment Data - State & Local Data	1	1	1	1	1	1	1.00	1.00	1.00
Vision/Goals establishment	1	2	1	1	2	1	1.33	1.33	1.33
What you look for in an academic leader	2	1	2	1	3	2	1.67	2.00	1.83
Evaluating practices and approaches	2	1	1	1	1	2	1.33	1.33	1.33
Keep abreast - developing study groups	2	2	1	2	1	2	1.67	1.67	1.67
Focus on vision despite demographic changes	3	2	1	2	2	2	2.00	2.00	2.00
Be aware of structure used to monitor district data	3	1	1	1	2	2	1.67	1.67	1.67
Provide feedback and monitor to improve instructional leadership	3	1	2	1	1	2	2.00	1.33	1.67
Facilities and Grounds									
Repair vs. Remodel	2	2	1	2	1		1.67	1.50	1.60
Scope and need for specific programing and use	2	1		1	2		1.50	1.50	1.50
Custodial and Facility standards for maintaining buildings	1	2	2	3	2		1.67	2.50	2.00
Master Facility Planning	1	2	1	2	1		1.33	1.50	1.40
Request for Proposal (RFP)	3	2	1	2	1		2.00	1.50	1.80
Requests for Quotation (RFQ)	3	2	1	2	1		2.00	1.50	1.80
Relation with these clients	3	3	1	1	2		2.33	1.50	2.00
Building Options	2	2		1	1		2.00	1.00	1.50
Politics of Bid/Contracted Services	2	2	1	2	2		1.67	2.00	1.80
Safety Practices - New Legislation	1	1		2			1.00	2.00	1.33
Technology Infrastructure	2	1	2	1	1		1.67	1.00	1.40
How to strategically plan	1	1	1	1			1.00	1.00	1.00
Running a Bond	1	2	1	3	1		1.33	2.00	1.60
Politics									
Legislative Process	1	2	1	2	2	1	1.33	1.67	1.50

How legislators impact your district	2	1	1	2	2	1	1.33	1.67	1.50
Behind the scenes	3	2	1	2	1	2	2.00	1.67	1.83
What you can/cannot say politically	2	1	1	1	1	1	1.33	1.00	1.17
Understanding the local political structure - key players	1	1	1	1	1	1	1.00	1.00	1.00
Expectations for political involvement (Community, CTA, MNEA, MSTA)	2	1	2	2	1	1	1.67	1.33	1.50
How to connect with political stakeholders and build relationships	1	1	1	2	2	1	1.00	1.67	1.33
BOE relations	1	1	1	1	1	1	1.00	1.00	1.00
Understanding your audience	3	1	1	2	2	1	1.67	1.67	1.67
Public relations	1	2	1	1	2	1	1.33	1.33	1.33
How to work effectively with the board	1	1	1	2	1	1	1.00	1.33	1.17
Optimist/Rotary/Kiwanis	2	3	3	2	3	2	2.67	2.33	2.50
Know when to talk and when to listen	3	2	1	1	1	1	2.00	1.00	1.50
Other									
What is YOUR support system? Board policies	1	1	1	1	1		1.00	1.00	1.00
Board meeting procedures	2	1	1	1	1	1	1.33	1.00	1.17
Safety and security	2	1	2	2	2	1	1.67	1.67	1.67
Crisis Communications	2	1	1	2	2	1	1.33	1.67	1.50
Managing social media	2	1	1	2	1	1	1.33	1.33	1.33
Intentional networking	2	2	1	2	2		1.67	2.00	1.80
Contracting out services	3	3	2	1	3	2	2.67	2.00	2.33
Levy - small quicker & Big slower	2	2	1	1	2	2	1.67	1.67	1.67
Support staff relationships	1	1	2	2	1	2	1.33	1.67	1.50
Sustainability - Climate & Culture	1	1	1	2	1	1	1.00	1.33	1.17
Finances									
More knowledge on terms and affects	1	1	1	1	1		1.00	1.00	1.00
Bonding issues and provisions	1	2	1	2	1		1.33	1.50	1.40
Reserves - Board expectation	3	1	1	3	1		1.67	2.00	1.80
The role the audit serves	3	2	1	1	2		2.00	1.50	1.80
Effective purchasing strategies	3	1	1	2	2		1.67	2.00	1.80
Budget reduction - strategies & philosophy	1	1	1	3	1		1.00	2.00	1.40
Maintenance of Effort	3	2	1	1	2		2.00	1.50	1.80

Federal Funds requirement	2	2	1	1	1		1.67	1.00	1.40
Civil rights compliance requirements	2	2	1	2	2		1.67	2.00	1.80
Tiered monitoring requirements	2	2	1	2	2		1.67	2.00	1.80
Information from DESE website and how to use it	3	1	1	1	2		1.67	1.50	1.60
How to project	2	1	2	2	1		1.67	1.50	1.60
Local/federal/state monies	2	1	1	3	1		1.33	2.00	1.60
How each fund works	3	1	1	3	1		1.67	2.00	1.80
Budget development	1	1	1	2	1		1.00	1.50	1.20
How to communicate to stakeholders	1	1	1	3	2		1.00	2.50	1.60
How to monitor ongoing	3	1	1	2	1		1.67	1.50	1.60
Who is the expert? Network	2	2	1	2	2		1.67	2.00	1.80
Budget workshop for BOE	3	2	1	3	2		2.00	2.50	2.20
Ongoing technology costs	3	1	2	3	1		2.00	2.00	2.00
E-Rate	2	3	2	3	2		2.33	2.50	2.40
Human Resources									
Insurance procedures - bidding	3	2	2	1	2	1	2.33	1.33	1.83
Legal contract language	3	2	1	2	1	1	2.00	1.33	1.67
Certification paths/requirements	3	2	2	2	2	1	2.33	1.67	2.00
Hiring process	2	1	1	1	1	1	1.33	1.00	1.17
Structure outline of hiring/supervision	2	1	2	2	2	1	1.67	1.67	1.67
Benefits	2	1	1	2	2	2	1.33	2.00	1.67
Posting avenues	2	2	2	2	1	2	2.00	1.67	1.83
District vision in terms of HR - selling it to the community	2	1	2	2	3	2	1.67	2.33	2.00
Induction	2	1	1	2	2	1	1.33	1.67	1.50
Evaluation/supervision	2	1	2	1	1	1	1.67	1.00	1.33
Federal & State HR Regulations	3	1	1	1	3	1	1.67	1.67	1.67
Retention	2	1	1	2	3	2	1.33	2.33	1.83
Wellness	3	3	3	2	3	2	3.00	2.33	2.67
Benefits	3	2	1	2	3	2	2.00	2.33	2.17
Contracts vs. at will employee	3	1	1	1	2	2	1.67	1.67	1.67
Letter of recommendation	3	1	1	2	2	2	1.67	2.00	1.83
Who is your attorney & what is their phone number	3	1	1	1	1	1	1.67	1.00	1.33
How to maximize the relationship with your attorney	3	1	1	1	1	1	1.67	1.00	1.33

Staff involvement in benefits/salaries - Meet and confer	2	1	1	2	2	1	1.33	1.67	1.50
Salary negotiations	2	1	2	1	2	1	1.67	1.33	1.50
Calendar development	2	2	2	1	2	1	2.00	1.33	1.67
Professional Development	2	2	3	2	1	2	2.33	1.67	2.00
Retention Plan	2	2	1	2	1		1.67	1.50	1.60
Firing Process and Fierce Conversations	3	1	1	1	2	1	1.67	1.33	1.50