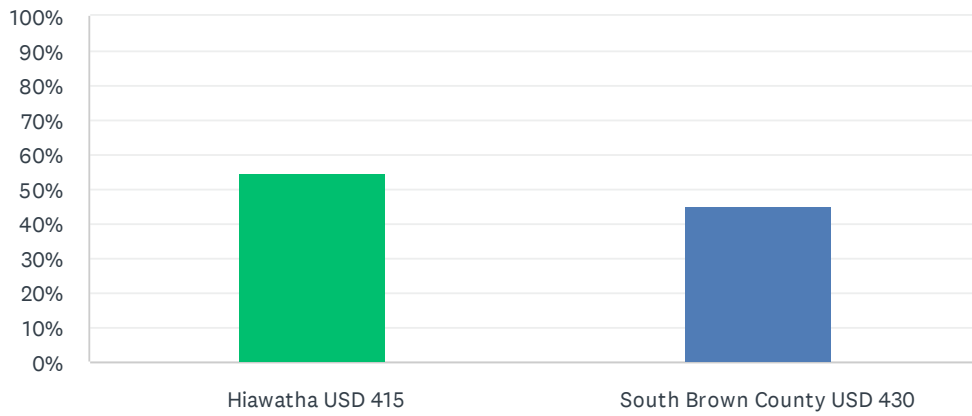


Q1 Which district are you representing as you fill out this survey?

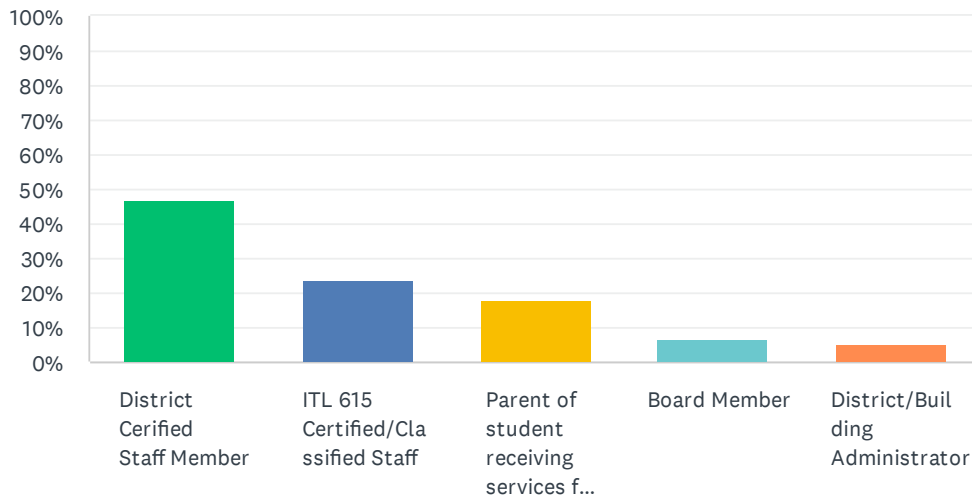
Answered: 134 Skipped: 2



ANSWER CHOICES	RESPONSES	
Hiawatha USD 415	54.48%	73
South Brown County USD 430	45.52%	61
TOTAL		134

Q2 Which group best describes you?

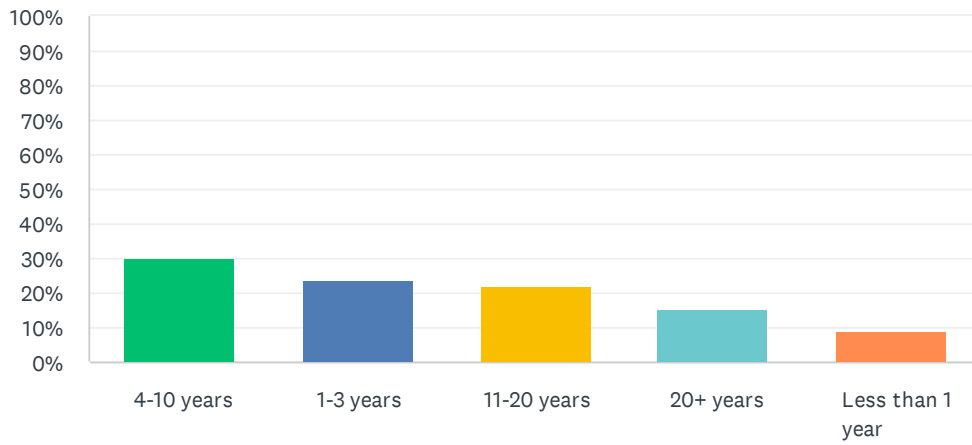
Answered: 136 Skipped: 0



ANSWER CHOICES	RESPONSES	
District Certified Staff Member	47.06%	64
ITL 615 Certified/Classified Staff	23.53%	32
Parent of student receiving services from 615	17.65%	24
Board Member	6.62%	9
District/Building Administrator	5.15%	7
TOTAL		136

Q3 How long have you been associated with ITL 615 or your district?

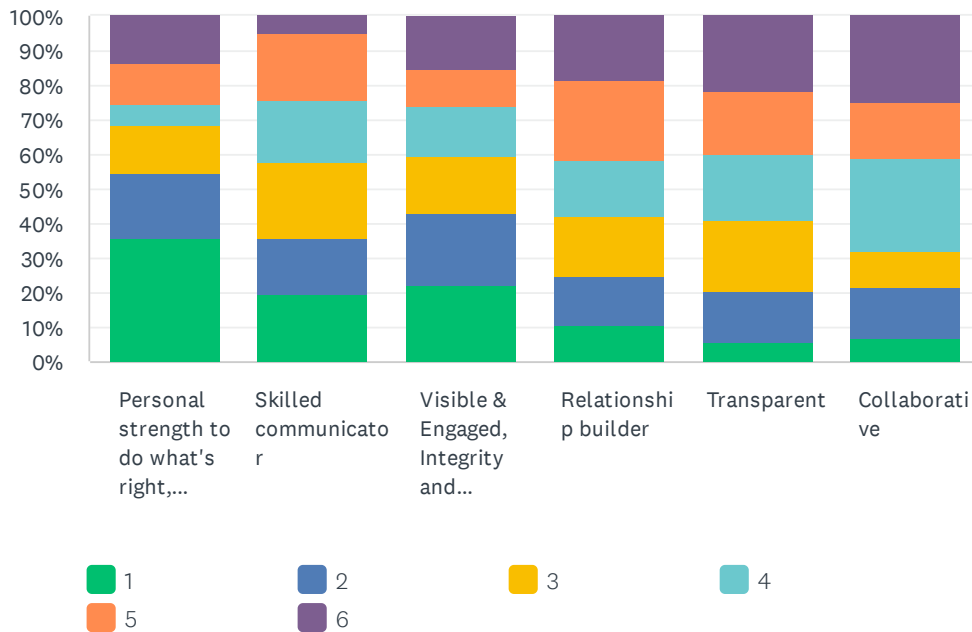
Answered: 136 Skipped: 0



ANSWER CHOICES	RESPONSES	
4-10 years	30.15%	41
1-3 years	23.53%	32
11-20 years	22.06%	30
20+ years	15.44%	21
Less than 1 year	8.82%	12
TOTAL		136

Q4 Rank order the list below in terms of your priorities for the identified personal qualities of the next executive director, with the highest priority at the top.

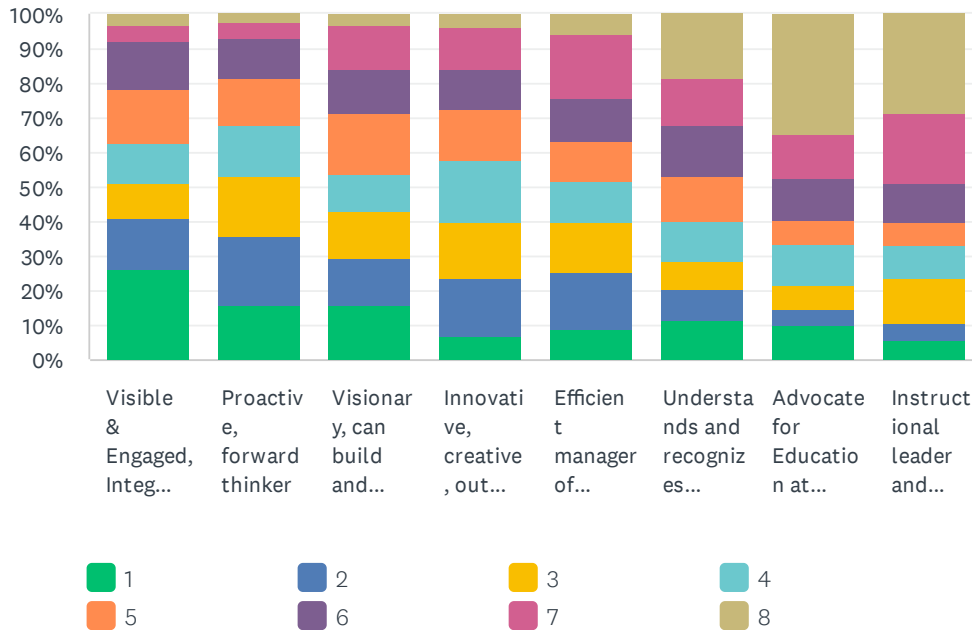
Answered: 105 Skipped: 31



	1	2	3	4	5	6	TOTAL	SCORE
Personal strength to do what's right, regardless of circumstances	35.58% 37	19.23% 20	13.46% 14	6.73% 7	11.54% 12	13.46% 14	104	4.20
Skilled communicator	19.23% 20	16.35% 17	22.12% 23	18.27% 19	19.23% 20	4.81% 5	104	3.84
Visible & Engaged, Integrity and Accountable	22.12% 23	21.15% 22	16.35% 17	14.42% 15	10.58% 11	15.38% 16	104	3.84
Relationship builder	10.58% 11	14.42% 15	17.31% 18	16.35% 17	23.08% 24	18.27% 19	104	3.18
Transparent	5.88% 6	14.71% 15	20.59% 21	18.63% 19	18.63% 19	21.57% 22	102	3.06
Collaborative	6.86% 7	14.71% 15	10.78% 11	26.47% 27	16.67% 17	24.51% 25	102	2.95

Q5 Rank order the list below in term of your priorities for the identified leadership qualities of the next executive director, with the highest priority at the top.

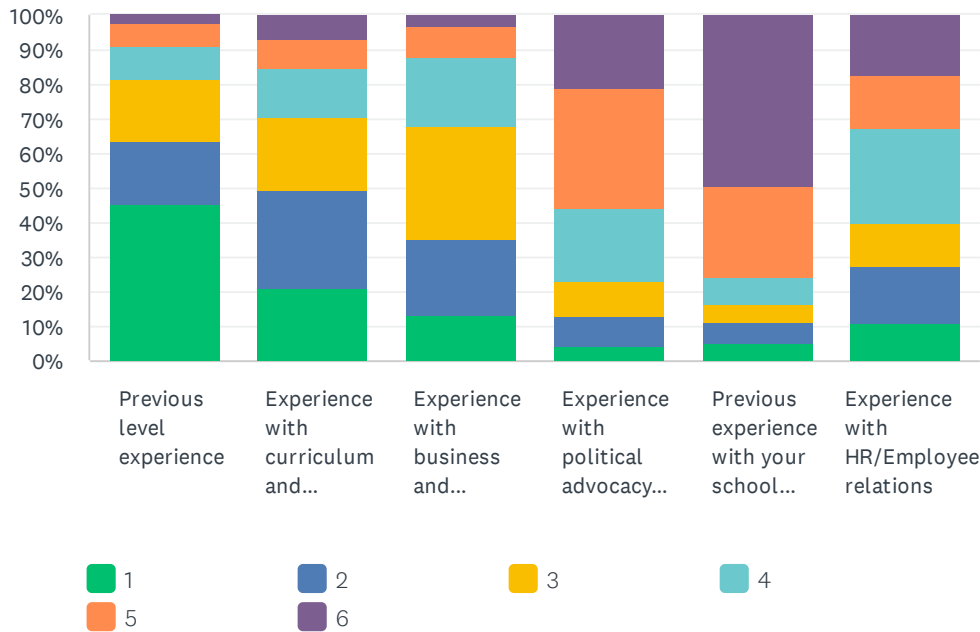
Answered: 103 Skipped: 33



	1	2	3	4	5	6	7	8	TOTAL	SCORE
Visible & Engaged, Integrity and Accountable	26.47% 27	14.71% 15	9.80% 10	11.76% 12	15.69% 16	13.73% 14	4.90% 5	2.94% 3	102	5.49
Proactive, forward thinker	15.53% 16	20.39% 21	17.48% 18	14.56% 15	13.59% 14	11.65% 12	4.85% 5	1.94% 2	103	5.46
Visionary, can build and implement a vision for the future of ITL 615	15.69% 16	13.73% 14	13.73% 14	10.78% 11	17.65% 18	12.75% 13	12.75% 13	2.94% 3	102	4.95
Innovative, creative, out of the box thinker	6.86% 7	16.67% 17	16.67% 17	17.65% 18	14.71% 15	11.76% 12	11.76% 12	3.92% 4	102	4.81
Efficient manager of resources and budget	8.74% 9	16.50% 17	14.56% 15	11.65% 12	11.65% 12	12.62% 13	18.45% 19	5.83% 6	103	4.58
Understands and recognizes diversity within ITL 615	11.76% 12	8.82% 9	7.84% 8	11.76% 12	12.75% 13	14.71% 15	13.73% 14	18.63% 19	102	4.03
Advocate for Education at state and federal level	9.90% 10	4.95% 5	6.93% 7	11.88% 12	6.93% 7	11.88% 12	12.87% 13	34.65% 35	101	3.39
Instructional leader and curriculum development expert	5.88% 6	4.90% 5	12.75% 13	9.80% 10	6.86% 7	10.78% 11	20.59% 21	28.43% 29	102	3.36

Q6 Rank order the list below in terms of your priorities for the identified experiences of the executive director, with the highest priority at the top.

Answered: 99 Skipped: 37



	1	2	3	4	5	6	TOTAL	SCORE
Previous level experience	45.45% 45	18.18% 18	18.18% 18	9.09% 9	7.07% 7	2.02% 2	99	4.80
Experience with curriculum and instruction leadership	21.21% 21	28.28% 28	21.21% 21	14.14% 14	8.08% 8	7.07% 7	99	4.19
Experience with business and operations of school district	13.13% 13	22.22% 22	32.32% 32	20.20% 20	9.09% 9	3.03% 3	99	4.01
Experience with political advocacy at state and/or federal level	4.04% 4	9.09% 9	10.10% 10	21.21% 21	34.34% 34	21.21% 21	99	2.64
Previous experience with your school district	5.05% 5	6.06% 6	5.05% 5	8.08% 8	26.26% 26	49.49% 49	99	2.07
Experience with HR/Employee relations	11.22% 11	16.33% 16	12.24% 12	27.55% 27	15.31% 15	17.35% 17	98	3.29

Q7 List the single most critical issue the next executive director should understand about your organization in order for them to have a successful start.

Answered: 94 Skipped: 42

#	RESPONSES	DATE
1	Identifying students based on legitimate academic need. Once identified guarantee the child's education. Our district is struggling to show growth with our SPED population.	3/13/2025 7:15 AM
2	Inconsistency of staff attendance	3/12/2025 1:40 PM
3	We are unique and need a strong leader in order to help us in the areas we need, both from a student support and a staffing perspective.	3/11/2025 10:10 AM
4	Passion for serving the needs of students with special educational needs.	3/11/2025 8:16 AM
5	Put the children first!	3/10/2025 4:56 PM
6	Lack of paras, teachers, and money	3/10/2025 9:56 AM
7	Communicates well with both districts about how to meet the needs of all students.	3/9/2025 7:19 PM
8	There needs to be fair and equal treatment of both districts.	3/9/2025 7:05 PM
9	Until both districts figure out a way to, and follow through with funneling more funds to the interlocal to increase special education base wages for all staff, retaining and rehiring quality staff (teachers and support staff) will be near impossible; it's only a matter of time before the lack of services to students results in a court case.	3/9/2025 10:37 AM
10	Leadership	3/8/2025 6:05 PM
11	Every person that has a disability is just as important as anyone else. The next executive director needs to acknowledge and understand that.	3/7/2025 5:09 PM
12	Desperately need to recruit and retain talented teachers and staff.	3/7/2025 3:23 PM
13	The way the different cultures interact with one another.	3/7/2025 10:57 AM
14	The many differences in the needs of the students.	3/7/2025 10:09 AM
15	The lack of good para help.	3/7/2025 7:56 AM
16	Behavior Concerns	3/6/2025 9:48 PM
17	Keeping the needs of the students in mind with every decision and how best to support the teachers who are educating them	3/6/2025 9:16 PM
18	Visionary	3/6/2025 5:11 PM
19	He/She must advocate for the money and services needed to best serve the students.	3/6/2025 5:08 PM
20	Morale needs built in the SPED department	3/6/2025 4:50 PM
21	That just because a kid maybe getting services until 18 or beyond doesn't mean that we shouldn't be advocating for the child's best interest now. Early intervention is key!	3/6/2025 4:14 PM
22	Understand the severity of our lower class area	3/6/2025 3:51 PM
23	There are alot of students with special needs and need different ways of learning	3/6/2025 3:20 PM
24	Pay Raises	3/6/2025 2:30 PM
25	Every student has their own needs	3/6/2025 2:07 PM
26	Innovative and collaborative with team leadership	3/6/2025 1:37 PM

Brown Co KS Special Ed Coop ITL 615 Executive Director Characteristics

27	Making sure to listen to not only special education teachers but also general classroom teachers to understand the needs for all the students.	3/6/2025 12:46 PM
28	Recruiting qualified staff is difficult, so you will need to be able to teach and train the staff that show up to work everyday	3/6/2025 12:20 PM
29	The the special education team needs someone who is willing to advocate for them and their students needs.	3/6/2025 11:55 AM
30	N/A	3/6/2025 10:16 AM
31	Being Transparent	3/6/2025 8:53 AM
32	Relationship building	3/6/2025 8:52 AM
33	To be fair for all and not focus on favorites	3/6/2025 8:51 AM
34	Need for more 1:1 assistance to the students	3/6/2025 8:48 AM
35		3/6/2025 8:31 AM
36	equality	3/6/2025 8:29 AM
37	We are out of the box thinkers and first and foremost care about our students and staff as individuals.	3/6/2025 8:26 AM
38	collaboration	3/6/2025 8:23 AM
39	The thing I wish the new director to have is an understanding of all special needs cases are different, and should be treated as such.	3/6/2025 7:55 AM
40	Understand best practices for the children they are serving	3/6/2025 7:31 AM
41	Behaviors	3/6/2025 7:24 AM
42	It's a challenging job.	3/6/2025 7:14 AM
43	Special education staff must be open and supportive in order for identified students to effectively access the general education curriculum	3/5/2025 8:56 PM
44	Wat we do in our schools with our kids that is the main thing and how we do things with them...	3/5/2025 8:39 PM
45	educational competency of instructors and employees	3/5/2025 8:36 PM
46	Knowledge of needs of students and teachers so they feel supported	3/5/2025 8:27 PM
47	We must attract good teachers and para educators.	3/5/2025 8:18 PM
48	Finding quality, qualified personnel	3/5/2025 8:02 PM
49	Integrity	3/5/2025 7:11 PM
50	Each child is different and has different needs! Be aware of each student and get to know them. Several one on one's but doesn't get it because of understaffed. Family oriented	3/5/2025 7:01 PM
51	Communication	3/5/2025 6:41 PM
52	We have a high number of needs for our small population of students.	3/5/2025 6:38 PM
53	USD430 Is as important as USD415	3/5/2025 6:37 PM
54	Helping further education	3/5/2025 6:15 PM
55	That our students need to be prioritized and that their education needs to be not met, but exceeded by dedicating resources, quality instruction, and care for these students. They are not just a number or "another student".	3/5/2025 6:02 PM
56	competent and available special education staffing	3/5/2025 5:18 PM
57	615 needs a director who is visible and actively engaged with the staff. Support of all staff is essential for this position.position	3/5/2025 5:10 PM
58	Needs revamping and have lots of people who don't come/show up to work	3/5/2025 5:09 PM

Brown Co KS Special Ed Coop ITL 615 Executive Director Characteristics

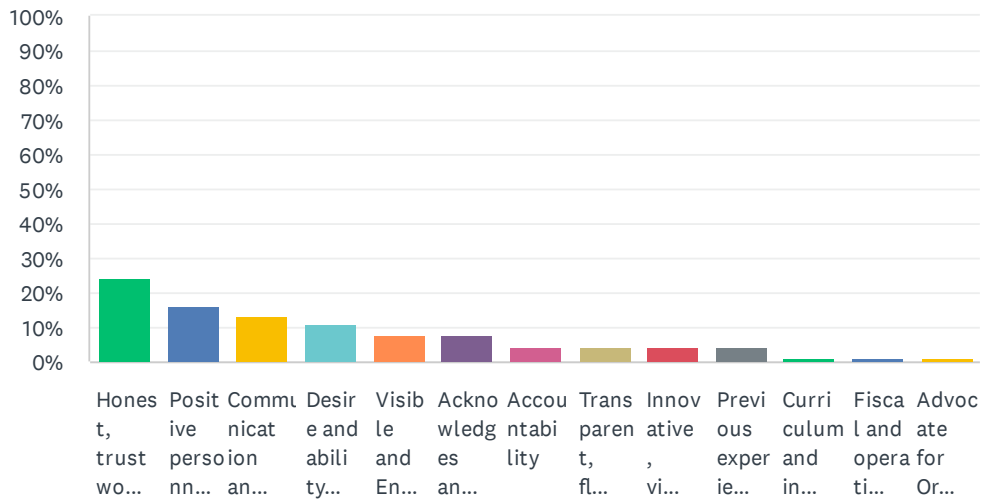
59	They have to find a way to get quality paras and teachers hired and get them more money. That way they will keep them. The teachers need to be paid the same or more than regular ed teachers. Too long this organization has not been run in a way that will drawl good educators and support staff in to our schools.	3/5/2025 4:59 PM
60	Positive attitude. Good leadership skills	3/5/2025 4:29 PM
61	Advocating for their employees	3/5/2025 4:21 PM
62	Funding is essential. Sped teachers should be making just as much, if not more than, their regular education peers.	3/5/2025 4:20 PM
63	Attracting and retaining qualified staff	3/5/2025 4:18 PM
64	Funding or providing staff	3/5/2025 4:16 PM
65	We are lacking human resources and the ones we have are undervalued and overworked.	3/5/2025 4:12 PM
66	There has to be better wages to keep quality staff	3/5/2025 4:11 PM
67	Building relationships with the staff.	3/5/2025 4:04 PM
68	All students deserve to have a successful educational career. Some students might need the assistance of the special education services. It should not be so hard to get a student tested if the teacher or parents have concerns and the student should be given all the accommodations that they need to be successful.	3/5/2025 4:00 PM
69	We need more help with high need behaviors	3/5/2025 3:55 PM
70	we have a shortage of personnel needed to cover student needs	3/5/2025 3:54 PM
71	Communication is key.	3/5/2025 3:43 PM
72	They have keep two districts happy	3/5/2025 3:41 PM
73	Quality and dependability of staff	3/5/2025 3:40 PM
74	We have identified students with a variety of needs. It will be important to recognize that each of those students are just as equally as important as the other. If staffing falls short, plans need to be put into place to address the needs of every student.	3/5/2025 3:39 PM
75	The management and need of high quality and consistent special educational service providers.	3/5/2025 3:38 PM
76	We need someone who will communicate effectively with employees so we can retain quality teachers and also recruit new teachers that will have a positive impact on the school districts.	3/5/2025 3:38 PM
77	The single most critical issue the next executive director should understand is the importance of balancing the needs of both districts equitably, ensuring that neither district's priorities, resources, or initiatives take precedence over the other.	3/5/2025 3:27 PM
78	Everyone matters, no matter their differences	3/5/2025 3:20 PM
79	Increasing number of students with high needs and how we can effectively support them	3/5/2025 3:18 PM
80	Demands of position	3/5/2025 3:16 PM
81	Staffing, needs for alternative programs	3/5/2025 3:16 PM
82	Recruiting teachers and paraprofessionals	3/5/2025 3:15 PM
83	To be assertive and be able to communicate with people	3/5/2025 3:15 PM
84	Good quality educators and the director step in when needed to help students in the classroom	3/5/2025 3:13 PM
85	Our students are worth the time and the dollars!	3/5/2025 3:12 PM
86	Need good quality educators	3/5/2025 3:12 PM
87	The inter local should would hand in hand with South Brown County to see our students succeed. The leader has to have a vision for the future and not focus on surviving each day. We have to do what is right by our students even if it is not easy.	3/5/2025 3:10 PM

Brown Co KS Special Ed Coop ITL 615 Executive Director Characteristics

88	Integrity	3/5/2025 3:08 PM
89	Care for all students and staff!	3/5/2025 3:07 PM
90	Supporting all SPED staff in growing professional capacity to ensure optimal services for students, staff and families.	3/5/2025 9:06 AM
91	low morale	3/4/2025 10:55 AM
92	This organization sometimes lacks forward thinking.	3/3/2025 2:25 PM
93	Communication skills and honest integrity	3/3/2025 2:09 PM
94	Ability for all students to receive appropriate services.	3/3/2025 2:02 PM

Q8 Select the SINGLE quality or characteristic that would separate a particular candidate from the rest of the applicants if you were selecting the next executive director

Answered: 99 Skipped: 37



ANSWER CHOICES	RESPONSES	
Honest, trustworthy, strong integrity	24.24%	24
Positive personnel support and development	16.16%	16
Communication and Listening Skills	13.13%	13
Desire and ability to build relationships with all stakeholders	11.11%	11
Visible and Engaged Leader	8.08%	8
Acknowledges and addresses issues related to diversity (ethnicity, socio-economic, gender identification, special needs, etc.) -	8.08%	8
Accountability	4.04%	4
Transparent, flexible collaborator	4.04%	4
Innovative, visionary	4.04%	4
Previous experience as a superintendent or business leader	4.04%	4
Curriculum and instruction leader	1.01%	1
Fiscal and operations management expertise	1.01%	1
Advocate for Orion at the state and national levels	1.01%	1
TOTAL		99