



New Paltz CSD Community Survey

August 3, 2022



COMMUNITY SURVEY

Introduction

This report contains a summary of the results of the Community Survey conducted for the district by search consultant Dr. Charles Khoury commencing on July 14, 2022. The results presented include data collected from the outset, through July 31, 2022. The survey was structured to gather input to assist the Board of Education in determining the primary characteristics desired in the new district superintendent. Additionally, the survey collected information regarding the community perceptions regarding the strengths of the district as well as the challenges that the district will face in the coming years.

Participation

As of the date of this writing (July 31, 2022) seven hundred fifty-seven (757) individuals responded to the online survey. The numbers of participants in the survey, by group characteristic, are listed below. It should be noted that an individual could have identified in more than one category.

Profile of the Survey Participants

Answer Choices	Responses	Count
A New Paltz Central School District parent/guardian with children currently enrolled in the New Paltz schools.	54.82%	415
A New Paltz Central School District resident with no children currently enrolled in the New Paltz schools.	25.10%	190
A New Paltz Central School District teacher.	12.42%	94
Other (please specify)	10.17%	77
A member of the New Paltz business community.	8.72%	66
A member of the Ulster County Higher Education community.	3.70%	28
A New Paltz Central School District building/program level support staff team member.	2.38%	18
A New Paltz Central School District teaching assistant or teacher aide.	1.59%	12
A New Paltz Central School District central office support staff team member.	1.59%	12
A current New Paltz Central School District student.	0.92%	7
A recent graduate (within the past 4 years) of the New Paltz Central School District.	0.92%	7
A New Paltz Central School District former board of education member.	0.92%	7
A New Paltz Central School District central office administrator.	0.79%	6
A representative of the Ulster County government or Local Elected Official.	0.79%	6
A New Paltz Central School District building level administrator.	0.66%	5
A New Paltz Central School District board of education member.	0.13%	1

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Desired Professional Experiences

Experience	All Average	Residents	Staff
Experience in attracting, recruiting, and retaining teams of outstanding educators.	3.53	3.55	3.42
Experience as a classroom teacher.	3.40	3.42	3.56
Experience as a superintendent.	3.34	3.31	3.54
Experience with strategic planning and developing mission/vision statements.	3.24	3.24	3.17
Experience as a central office administrator.	3.23	3.20	3.38
Experience as a building principal.	3.20	3.21	3.27
Experience with Special Education, Multisensory Reading Instruction, Multisensory Math Instruction, Alternative Education, Career & Technical Education, Adult Education, and Gifted Education.	3.12	3.13	3.08
Experience with developing and managing capital projects.	3.11	3.12	3.11
Experience in working with all levels of P-20 education.	2.99	2.97	3.10
Experience in promoting and evaluating equity and social justice initiatives.	2.86	2.85	2.89
Experience leading initiatives designed to meet the needs of multilingual learners and those learning English as a new language.	2.83	2.83	2.85
Experience as an administrator in a high performing, high expectation school district.	2.72	2.69	2.75
Experience in a socio-economically and geographically diverse district.	2.72	2.71	2.66

Top Three Desired Professional Experiences

Experience	All Average
Experience as a Superintendent	44.94
Experience in attracting, recruiting, and retaining teams of outstanding educators.	40.15
Classroom Teacher	38.42
Experience as an administrator in a high performing, high expectation school district.	27.16
Experience as a building principal.	23.11
Experience in promoting and evaluating equity and social justice initiatives.	22.33
Experience with Special Education, Multisensory Reading Instruction, Multisensory Math Instruction, Alternative Education, Career & Technical Education, Adult Education, and Gifted Education.	21.08
Experience with strategic planning and developing mission/vision statements.	20.62
Central Office Administrator	16.23
Experience in working with all levels of P-20 education.	16.09
Experience with developing and managing capital projects.	14.37
Experience in a socio-economically and geographically diverse district.	12.02
Experience leading initiatives designed to meet the needs of multilingual learners and those learning English as a new language.	3.44



In terms of desired professional experience of the successful candidate the group values the following attributes:

- Experience as a Superintendent.
- Experience in Attracting, Recruiting and Retaining teams of outstanding educators.
- Experience as a Classroom Teacher

Secondarily, additional important experiences include

- Experience as a Building Principal
- Experience in a high performing, high expectation district
- Experience in promoting and evaluating equity and social justice education

Desired Professional Skills

Skill	Rating
Skilled in establishing and supporting a professional climate of trust and respect in the schools.	3.79
Skilled in articulating, communicating, and enacting policies.	3.71
Skilled in utilizing proven leadership skills.	3.63
Skilled in school finance and managing the long-term financial health of the district.	3.61
Skilled in providing leadership in the teaching, learning and curricular delivery process.	3.55
Skilled in fostering a culture of high expectations and continuous improvement in all areas.	3.52
Skilled in working collaboratively with the members of the New Paltz Central School District Board of Education.	3.51
Skilled in listening and understanding individuals who present a different perspective.	3.49
Skilled in public relations, public speaking and communicating using a variety of methods.	3.47
Skilled in short- and long-range educational planning.	3.46
Skilled in guiding the operations and maintenance of school facilities to ensure a safe, secure and clean school environment.	3.4
Skilled in acquiring additional funding for education in this community.	3.34
Skilled in labor relations / contract negotiations.	3.26
Skilled in facilitating discussions among diverse groups.	3.19
Skilled in coordinating a special education program.	3.16
Skilled in consensus building in a highly diverse educational community.	3.13
Skilled in working within the political process.	3.03
Skilled in interactions with Higher Education and the business and political communities.	2.88

Top Three Essential Professional Skills >10%

Experience	All Average
Establishing a climate of trust and respect	50.35%
Leadership of teaching, learning and curriculum	33.89%
Fostering high expectations / improving culture	31.93%
Communication and Public Relations	24.93%
Proven Leadership	22.97%
Skilled in Listening and Understanding	22.17%
Short and Long Range Planning	18.09%



The top professional skills noted by the collection of all those responses are:

- Skilled in establishing and supporting a professional climate of trust and respect in the schools.
- Skilled in articulating, communicating, and enacting policies.
- Skilled in utilizing proven leadership skills.
- Skilled in school finance and managing the long-term financial health of the district.
- Skilled in providing leadership in the teaching, learning and curricular delivery process.
- Skilled in working collaboratively with the members of the New Paltz Central School District Board of Education.
- Skilled in listening and understanding individuals who present a different perspective.
- Skilled in public relations, public speaking and communicating using a variety of methods.
- Skilled in short- and long-range educational planning.

Desired Personal Attributes

Personal Attribute	Not Important	Moderately Important	Somewhat Important	Essential / Very Important	Weighted Average
Skilled in creating and fostering a positive atmosphere in the district.	0.82%	1.81%	14.97%	82.40%	3.79
Exhibits wisdom, humor, and compassion.	1.48%	6.09%	23.52%	68.91%	3.6
Inspirational team builder in the New Paltz Central School District.	1.15%	7.07%	26.97%	64.80%	3.55
Being visible throughout the schools in New Paltz and actively engaged in New Paltz school community life.	2.63%	6.09%	27.96%	63.32%	3.52
Demonstrating creative and visionary thinking.	2.14%	7.24%	32.24%	58.39%	3.47
Demonstrates characteristics of a "lifelong learner".	2.80%	9.54%	27.96%	59.70%	3.45
Technologically proficient and knowledgeable of future technology trends.	1.64%	13.65%	48.52%	36.18%	3.19
Resides in, or willing to maintain a residence in or near New Paltz	16.94%	20.23%	33.22%	29.61%	2.75
Earned Doctorate.	28.13%	19.41%	37.99%	14.47%	2.39



Desired Personal Attributes


The survey responses suggest that the new superintendent will also need to be skilled at establishing a positive atmosphere with a wide range of stakeholders. They will need to be both inspirational and positive, while at the same time exhibiting wisdom, humor and compassion. The responses suggest that the new superintendent should be proactive in his/her efforts to be visible throughout the schools and should be actively engaged in community life. They should be inspirational and have a vision of excellence in education and a plan for how to get there. They should work to establish open and supportive relationships with administrators, teachers, and support staff while challenging them to be their best.

Q45 What do you feel are the greatest strengths of New Paltz Central School District schools?


will lot administrators kind acceptance supportive Duzine atmosphere offered succeed
make educated greatest strength potential building strengths many provide best
opportunities district s passionate Quality education support staff talented
diverse focuses ability none high school culture work success support
time programs course offerings diversity New Paltz care curriculum
learning experience parents used district compassionate
staff NPCSD students excellent teachers progressive
community faculty schools people good come
children feel education sense community great committed
school district invested educators incredible dedicated needs
dedicated teachers inclusivity academics want amazing student body
level community strong S Involved parents families year strong changed sure classes
teaching staff meet members think environment creative small know engaged always
kids fosters amazing teachers commitments

Q46 What do you feel are the most critical challenges, concerns, and/or issues facing the New Paltz Central School District?

safety regarding programs middle school high school students staff problem admin
lot political administrators respect way bullying will take know needs students
lack communication s seem leader experience transparency concerns
much support time diversity also building Lack leadership making
skills children create administration equity parents
understanding staff within lack district needs community basic
teachers poor students high district enough
school school district need families leadership great
kids among communication trust issues classroom
education left learning important work curriculum teaching
turnover Budget especially focus many New Paltz culture good mental health
people school board feel principals Keeping funding superintendent diverse
hiring covid one teachers administrators level special education educational racial equity
etc ability Maintaining think



Q48 What do you feel is the most important single quality that the next Superintendent of the New Paltz Central School District should possess?



Open color keeping Flexibility able confidence Empathy qualified staff back among Honesty
classroom communicator communicate help open minded employees children care
Building work Strong leadership next superintendent needs kids
better communication education staff students person knowledge know job
strong Respect parents willingness Communication safety
leader Proven Compassion willing teachers focus
need Transparency community levels ability trust
Experience put district stakeholders
Leadership make decisions students learning school
way best s Someone Wisdom make bring Integrity Success
understand ability listen skills superintendent needs Vision
Strong communication skills lead Superintendent communication skills many
decisions Humility administrators future school district services leadership skills
clear Competent others thinking everyone Listening see well Passion Intelligence us
commitment strong leader great diversity

Findings


In reviewing the desired characterizes, personal traits and experience ratings, the ten characteristics receiving the highest ratings were as follows:

- Skilled in establishing and supporting a professional climate of trust and respect in the schools. (3.79)
- Skilled in creating and fostering a positive atmosphere in the district. (3.79)
- Skilled in articulating, communicating, and enacting policies. (3.71)
- Exhibits wisdom, humor, and compassion. (3.66)
- Skilled in utilizing proven leadership skills. (3.63)
- Skilled in school finance and managing the long-term financial health of the district. (3.61)
- Inspirational team builder in the New Paltz Central School District. (3.55)
- Skilled in providing leadership in the teaching, learning and curricular delivery process. (3.55)
- Skilled in fostering a culture of high expectations and continuous improvement in all areas. (3.52)
- Being visible throughout the schools in New Paltz and actively engaged in New Paltz school community life. (3.52)
- Skilled in working collaboratively with the members of the New Paltz Central School District Board of Education (3.51)
- Skilled in listening and understanding individuals who present a different perspective. (3.49)
- Skilled in public relations, public speaking and communicating using a variety of methods. (3.47)

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Experience	All Average
Experience in attracting, recruiting, and retaining teams of outstanding educators.	3.53
Experience as a classroom teacher.	3.40
Experience as a superintendent.	3.34

In addition to the above noted characteristics, it was clear that, for those who responded to the survey most want an experienced educator; one who has been a teacher and a superintendent. They would like the next superintendent to have knowledge and experience leading the teaching, learning and curricular development process. Finally, from the responses and the comments it is also clear that all groups would like to find someone who will keep the best of what currently has been in place in terms of teaching, learning and curriculum, while at the same time leading the process of moving the district forward in those areas so that all students will be well prepared and competitive in the world that they will enter after graduation.