



# Gunston Middle School Principal Feedback Form

As we begin the search for a principal at Gunston Middle School, we would like to have feedback from staff, parents, students, and community members regarding the strengths of the school, the most important challenges faced by the school, and the attributes desired in a principal

<b>What are Gunston's challenges?</b>	
<b>Community Member</b>	<b>Response Frequency</b>
Leadership	43%
Other	29%
Safety	29%
Student behaviors; lack of structures in consequences	29%
Low staff morale/Teacher burn-out	29%
Population (Marginalized; Low Socio-Economic)/Racism)	14%
Staffing Concerns (Turnover; lack of teacher autonomy)	14%
Drugs	14%
Communication	0%
Social, Emotional and Mental Health	0%
Lack of cohesion amongst programs	0%
Lack of community	0%
Academic Supports/Concerns with grading system	0%
Lack of Accountability	0%
Size/Overcrowding	0%
Lack of recess/Concerns regarding PE class and long schedules	0%



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<b>What are Gunston's challenges?</b>	
<b>Parent</b>	<b>Response Frequency</b>
Student behaviors; lack of structures in consequences	47%
Safety	25%
Size/Overcrowding	24%
Communication	16%
Drugs	13%
Staffing Concerns (Turnover; lack of teacher autonomy)	10%
Other	10%
Academic Supports/Concerns with grading system	10%
Leadership	9%
Lack of recess/Concerns regarding PE class and long schedules	7%
Lack of community	7%
Population (Marginalized; Low Socio-Economic)/Racism	7%
Lack of Accountability	7%
Lack of cohesion amongst programs	6%
Low staff morale/Teacher burn-out	4%
Social, Emotional and Mental Health	3%



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<b>What are Gunston's challenges?</b>	
<b>Staff</b>	<b>Response Frequency</b>
Student behaviors; lack of structures in consequences	58%
Staffing Concerns (Turnover; lack of teacher autonomy)	19%
Lack of cohesion amongst programs	15%
Low staff morale/Teacher burn-out	15%
Leadership	15%
Academic Supports/Concerns with grading system	15%
Communication	12%
Lack of community	12%
Safety	8%
Population (Marginalized; Low Socio-Economic)/Racism	8%
Other	4%
Social, Emotional and Mental Health	4%
Lack of Accountability	0%
Drugs	0%
Size/Overcrowding	0%
Lack of recess/Concerns regarding PE class and long schedules	0%



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<b>What are Gunston's challenges?</b>	
<b>Student</b>	<b>Response Frequency</b>
Student behaviors; lack of structures in consequences	33%
Safety	33%
Drugs	17%
Lack of recess/Concerns regarding PE class and long schedules	17%
Other	17%
Leadership	17%
Communication	17%
Academic Supports/Concerns with grading system	0%
Low staff morale/Teacher burn-out	0%
Social, Emotional and Mental Health	0%
Lack of cohesion amongst programs	0%
Lack of community	0%
Population (Marginalized; Low Socio-Economic)/Racism	0%
Size/Overcrowding	0%
Staffing Concerns (Turnover; lack of teacher autonomy)	0%
Lack of Accountability	0%



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### What are Gunston's most important strengths?

Community Member	Response Frequency
Committed, caring, and supportive teachers and staff	50%
Diversity of staff and students	33%
Variety of activities/programs	17%
Tolerance/Empathy/Inclusion	0%
Immersion Program	0%
Other	0%
Leadership	0%
Montessori	0%
Communication	0%
Community Focused	0%
Students & Families	0%



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### What are Gunston's most important strengths?

Parent	Response Frequency
Diversity of staff and students	56%
Committed, caring, and supportive teachers and staff	35%
Immersion Program	24%
Variety of activities/programs	19%
Communication	11%
Other	11%
Community Focused	8%
Montessori	6%
Tolerance/Empathy/Inclusion	5%
Leadership	3%
Students & Families	0%



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### What are Gunston's most important strengths?

Staff	Response Frequency
Diversity of staff and students	81%
Committed, caring, and supportive teachers and staff	35%
Immersion Program	15%
Variety of activities/programs	15%
Tolerance/Empathy/Inclusion	12%
Other	8%
Montessori	8%
Students & Families	8%
Leadership	4%
Communication	0%
Community Focused	0%



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### What are Gunston's most important strengths?

Student	Response Frequency
Committed, caring, and supportive teachers and staff	67%
Immersion Program	50%
Diversity of staff and students	17%
Community Focused	17%
Students & Families	0%
Leadership	0%
Communication	0%
Other	0%
Variety of activities/programs	0%
Montessori	0%
Tolerance/Empathy/Inclusion	0%





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<b>What do you think are the most important qualities or attributes of a principal?</b>	
<b>Community Member</b>	<b>Response Frequency</b>
Builds/Maintains a strong sense of community and relationships	50%
Management and leadership skills (strong, able to make difficult decisions, able to delegate, able to hold teachers/students accountable)	25%
Student-centered (love and respect of children, whole-child focused, strong student advocate)	25%
Background in Instruction/Data or Research Experience/Previous experience working in similar settings	25%
Ability to set and enforce standards around discipline, drugs and safety (makes difficult choices with sound judgement)	13%
Prioritize academic success	13%
Understands, appreciates and accommodates a variety of cultures, languages and learning styles	13%
Collaborative and supportive of teachers and staff	13%
Empathetic, kind, friendly, patient, caring	13%
Honest, transparent, fair	13%
Approachable, present, visible, welcoming	0%
Supporter of Options Programs	0%
Effective communication skills (including the ability to listen)	0%
Clear vision/Goal-oriented	0%
Other	0%
Bilingual	0%



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<b>What do you think are the most important qualities or attributes of a principal?</b>	
<b>Parent</b>	<b>Response Frequency</b>
Management and leadership skills (strong, able to make difficult decisions, able to delegate, able to hold teachers/students accountable)	41%
Effective communication skills (including the ability to listen)	37%
Ability to set and enforce standards around discipline, drugs and safety (makes difficult choices with sound judgement)	30%
Student-centered (love and respect of children, whole-child focused, strong student advocate)	19%
Builds/Maintains a strong sense of community and relationships	18%
Collaborative and supportive of teachers and staff	16%
Understands, appreciates and accommodates a variety of cultures, languages and learning styles	13%
Approachable, present, visible, welcoming	12%
Honest, transparent, fair	10%
Empathetic, kind, friendly, patient, caring	10%
Bilingual	9%
Background in Instruction/Data or Research Experience/Previous experience working in similar settings	9%
Supporter of Options Programs	7%
Prioritize academic success	6%
Other	6%
Clear vision/Goal-oriented	6%



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<b>What do you think are the most important qualities or attributes of a principal?</b>	
<b>Staff</b>	<b>Response Frequency</b>
Collaborative and supportive of teachers and staff	50%
Effective communication skills (including the ability to listen)	38%
Ability to set and enforce standards around discipline, drugs and safety (makes difficult choices with sound judgement)	35%
Background in Instruction/Data or Research Experience/Previous experience working in similar settings	27%
Builds/Maintains a strong sense of community and relationships	19%
Student-centered (love and respect of children, whole-child focused, strong student advocate)	15%
Empathetic, kind, friendly, patient, caring	15%
Honest, transparent, fair	12%
Management and leadership skills (strong, able to make difficult decisions, able to delegate, able to hold teachers/students accountable)	12%
Understands, appreciates and accommodates a variety of cultures, languages and learning styles	12%
Other	8%
Clear vision/Goal-oriented	4%
Bilingual	4%
Prioritize academic success	4%
Supporter of Options Programs	0%
Approachable, present, visible, welcoming	0%



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<b>What do you think are the most important qualities or attributes of a principal?</b>	
<b>Student</b>	<b>Response Frequency</b>
Student-centered (love and respect of children, whole-child focused, strong student advocate)	33%
Management and leadership skills (strong, able to make difficult decisions, able to delegate, able to hold teachers/students accountable)	33%
Effective communication skills (including the ability to listen)	17%
Approachable, present, visible, welcoming	17%
Builds/Maintains a strong sense of community and relationships	17%
Other	17%
Empathetic, kind, friendly, patient, caring	17%
Clear vision/Goal-oriented	17%
Honest, transparent, fair	0%
Ability to set and enforce standards around discipline, drugs and safety (makes difficult choices with sound judgement)	0%
Supporter of Options Programs	0%
Understands, appreciates and accommodates a variety of cultures, languages and learning styles	0%
Prioritize academic success	0%
Bilingual	0%
Collaborative and supportive of teachers and staff	0%
Background in Instruction/Data or Research Experience/Previous experience working in similar settings	0%