

# Anchorage School District Consultant Ranking/Recommendation Sheet

Qualities Desired in a New Superintendent	Teachers	Administrators	Support Staff	Parents	Students	Non-Parent Community Members	Board of Education	Total	Combined Ranking	Consultant Recommendation	Abbreviated Definition of Quality and Characteristics
	Rank	Rank	Rank	Rank	Rank	Rank	Rank	Raw	Rank		
1	3	7	5	3	1	3	2	24	2	Combine w/13	1. Willing to listen to input, but is a decision maker
2	4	3	4	4	4	2	2	23	1	Recommend	2. Has leadership skills to respond to opportunities/challenges of diverse student body and community
3	20	12	13	24	21	22	2	114	17		3. Able to work with legislators and lead organization through legislative process
4	25	24	29	22	29	24	18	171	29		4. Ed.D. or Ph.D.
5	6	11	3	7	3	5	9	44	6	Recommend	5. Strong moral compass rooted in justice and equality
6	5	2	6	8	2	4	7	34	4	Recommend	6. Strong communicator in speaking, listening and writing
7	29	30	24	29	22	25	9	168	28		7. Commitment to visibility and actively engaged in a broad range of community groups
8	8	15	7	6	22	6	9	73	8	Recommend	8. Has experience recruiting and maintaining exceptional staff for the district and schools
9	9	12	17	18	16	10	18	100	12		9. Ability to build consensus and commitment among individuals & groups
10	11	22	10	21	16	14	18	112	16		10. Has experience working effectively with employee representative groups/unions
11	21	17	14	19	27	13	18	129	22		11. Ability to delegate and oversee work of staff and maintain accountability
12	18	17	15	12	16	8	9	95	11	Consider	12. Experience with effective management that will benefit the long-term financial health of district
13	18	9	20	26	13	26	9	121	20	Combine w/1	13. Possesses excellent interpersonal skills and can present a positive image of district
14	31	27	29	30	31	29	29	206	31		14. Non-traditional or "hybrid" with background in business and/or education
15	7	3	8	5	7	9	2	41	5	Recommend	15. Strongly committed to "student centered" philosophy in all decisions
16	23	27	20	20	8	18	18	134	24		16. Ability to develop both short and long range goals
17	22	27	29	25	11	20	29	163	27		17. Ability to develop and communicate a vision of quality education
18	12	10	15	23	29	16	18	123	21		18. Experience in selection and implementation of educational priorities
19	15	24	22	9	10	17	18	115	19		19. Commitment to both academic and extracurricular programs
20	9	24	9	10	11	19	29	111	15		20. Promotes positive and inclusive student behavior
21	24	17	24	28	27	30	9	159	26		21. Leadership in providing relevant professional development for staff
22	28	15	26	27	16	27	18	157	25		22. Is comfortable leading innovation and reform efforts
23	17	17	17	17	13	15	7	103	13		23. Is able to lead district diversity, equity and inclusion efforts
24	30	31	28	31	24	28	18	190	30		24. Has ability to develop and maintain reciprocal relationships between business community and district
25	27	12	27	15	13	10	1	105	14	Consider	25. Possesses ability to enhance student performance, identify and close/narrow gaps
26	26	7	23	13	24	22	18	133	23		26. Makes recommendations and data-driven decisions
27	13	6	17	16	24	20	18	114	17		27. Knowledge of emerging research in the area of curriculum/instructional design
28	2	1	2	2	16	1	2	26	3	Recommend	28. Promotes a positive and professional environment with mutual trust/respect among district employees and Board
29	13	22	10	11	6	7	9	78	9	Recommend	29. Commitment and experience working with all genders, races, and socio-economic groups
30	16	17	12	14	8	12	9	88	10	Recommend	30. Demonstrates a deep understanding of special education that meets the individualized needs of each student
31	1	3	1	1	4	31	9	50	7	Recommend	31. Has classroom experience in a K-12 setting