APPENDIX C

Superintendent Search Organization Survey
Superintendent Search Organization Survey

Part I

Name of Organization:

Location of Organization:

Number of Searches conducted Yearly:

Please check the number of school districts your organization has served in which the superintendent position has been vacant at least twice between the periods of 1993 and 2003.

- [ ] 0-20
- [ ] 21-40
- [ ] 41-60
- [ ] 61-80
- [ ] 81 or more

Part II

On a scale of 1 to 4, please indicate the extent to which you agree or disagree.

<table>
<thead>
<tr>
<th></th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
</tbody>
</table>

1. The requirements of the Virginia SOL have negatively affected the superintendent applicant pool.

2. The requirements of the No Child Left Behind have negatively affected the superintendent applicant pool.

3. Fewer applicants apply for superintendent positions in school divisions where the School Board is greatly involved in the day-to-day operations of the school district.

4. Fewer applicants apply for superintendent positions in school divisions where there is inadequate financial support from the appropriating bodies.

5. Fewer applicants apply for superintendent positions in communities where local community politics greatly influences the work of the superintendent.

6. We have had to change our recruitment methods to attract more applicants for districts that have experienced two or more vacancies between the periods of 1993-2003.