



2011 CMS Superintendent Online Survey Final Report



UNC Charlotte Urban Institute
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- Open self-selecting online survey for:
 - Current residents of Mecklenburg County who were at least 18 years of age
 - Currently enrolled high school students in CMS
- Two surveys:
 - Community (English and Spanish versions)
 - High school student version

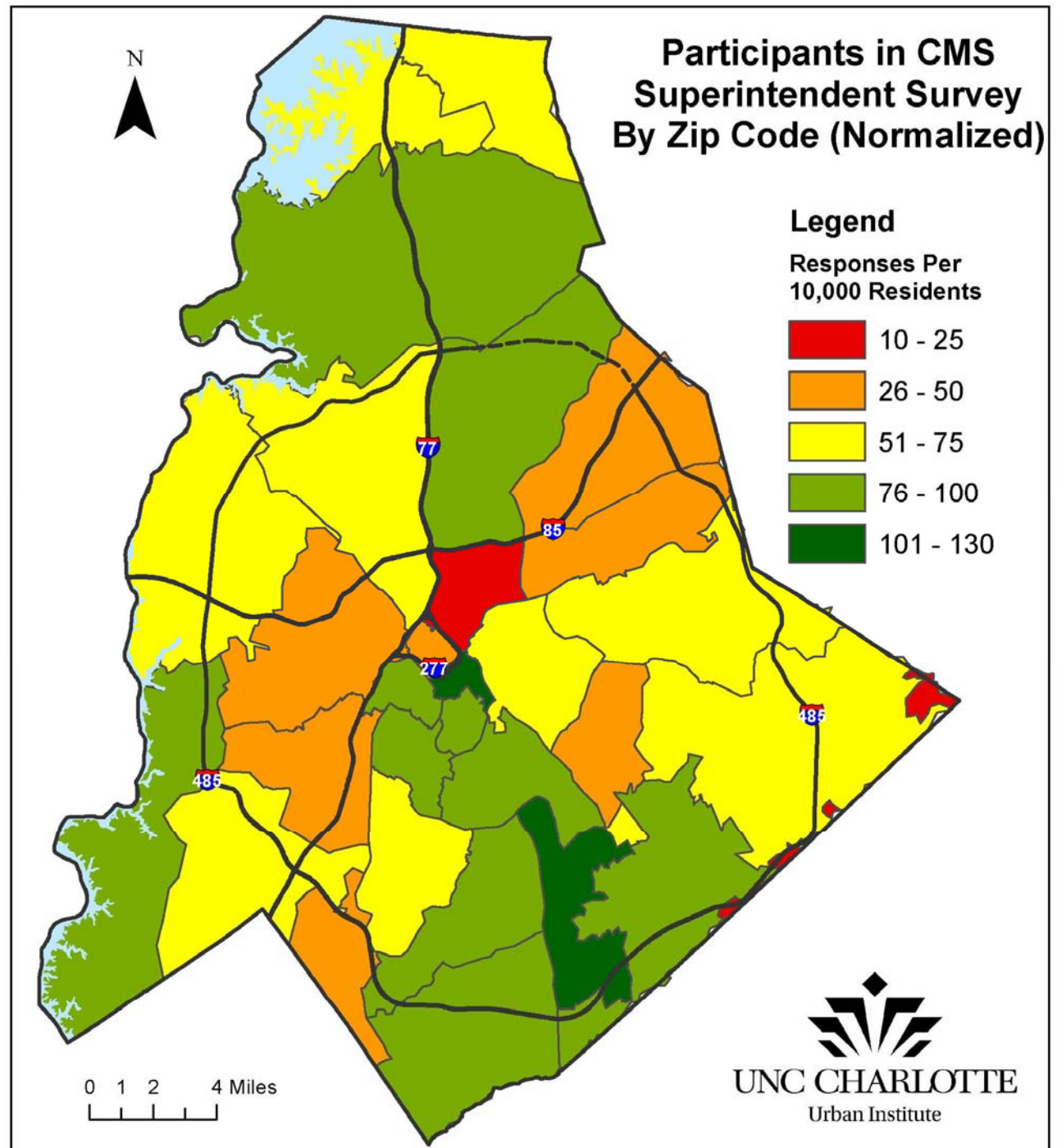
- 73% have children attending a CMS school
- Of respondents with children in CMS:
49% in elementary, 25% in middle, and
26% in high school
- About 43% were employees of CMS, with
about half of these being teachers
- Female to male ratio was 4 to 1
- Home ownership to rental ratio was over 5 to 1
- 60% have lived in county for 11+ years

- 60% Caucasian/White
- 22% African-American/Black
- 2% Multi-racial, 2% Hispanic/Latino and 2% Asian/Pacific-Islander
- 44% Master's degree or higher, 42% college or Bachelor's degree
- 71% worked full-time
- 70% married
- Median income is \$80,000

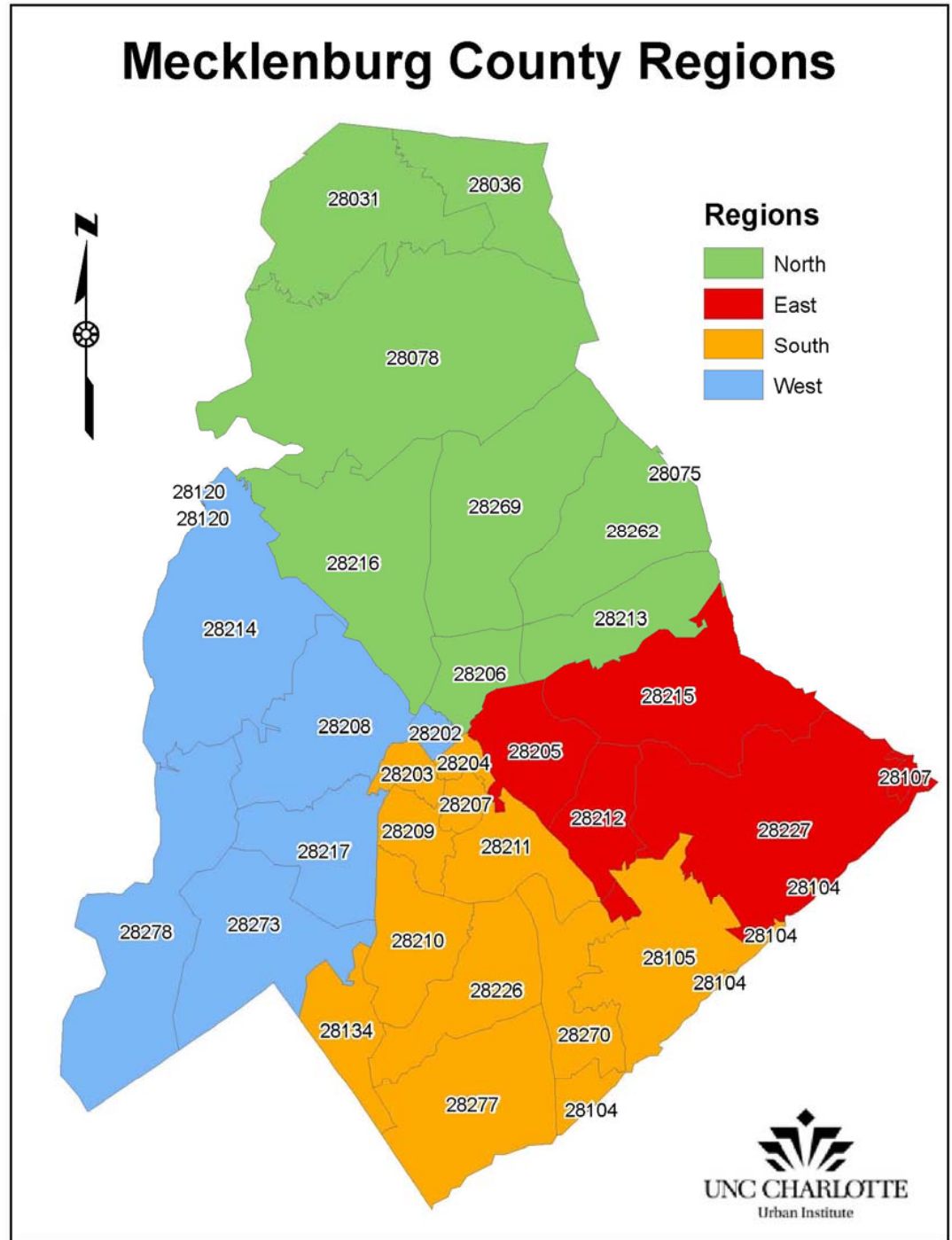
High School Student Demographics

- Almost an equal number of female and male students
- 55% have lived in county 11+ years
- 40% Caucasian/White
- 30% African-American/Black
- 8% Multi-racial
- 8% Hispanic/Latino
- 5% Asian/Pacific-Islander

Total Participant Distribution by Zip Code (Normalized)



Geographic
Regions -
North
East
South
West





Survey Results Overview



Five most important issues facing CMS - Community

Teacher	High School Student	Other Respondents
<ul style="list-style-type: none"> ● Budget cuts / money ● Teacher evaluations ● Number of students per class ● Public trust in CMS school district leadership ● Student preparation for higher education or work 	<ul style="list-style-type: none"> ● Budget cuts / money ● Number of students per class ● Student preparation for higher education or work ● Dropout / graduation rate ● Keeping up with technology 	<ul style="list-style-type: none"> ● Budget cuts / money ● Public trust in CMS school district leadership ● Student preparation for higher education or work ● Number of students per class ● Meeting the needs of individual learners
Teacher Respondents: 1925	Student Respondents: 488	Other Respondents: 6710

Five most important issues facing CMS – Race/Ethnicity

African-American/ Black	Hispanic/Latino	Caucasian/White	Other Respondents
<ul style="list-style-type: none"> • Budget cuts / money • Low achieving schools • Public trust in CMS school district leadership • Serving the needs of a diverse community • Distribution of resources among schools 	<ul style="list-style-type: none"> • Budget cuts / money • Number of students per class • Teacher evaluations • Serving the needs of a diverse community • Meeting the needs of individual learners 	<ul style="list-style-type: none"> • Budget cuts / money • Public trust in CMS school district leadership • Student preparation for higher education or work • Number of students per class • Meeting the needs of individual learners 	<ul style="list-style-type: none"> • Budget cuts / money • Public trust in CMS school district leadership • Number of students per class • Student preparation for higher education or work • Meeting the needs of individual learners
<p>Total African-American/Black Respondents: 1707</p>	<p>Total Hispanic/Latino Respondents: 186</p>	<p>Total Caucasian/White Respondents: 4776</p>	<p>Total Other Respondents: 412</p>

Five most important issues facing CMS - Geography

North	East	South	West
<ul style="list-style-type: none"> • Budget cuts / money • Public trust in CMS school district leadership • Number of students per class • Student preparation for higher education or work • Meeting the needs of individual learners 	<ul style="list-style-type: none"> • Public trust in CMS school district leadership • Number of students per class • Student preparation for higher education or work • Meeting the needs of individual learners • Budget cuts / money 	<ul style="list-style-type: none"> • Budget cuts / money • Student preparation for higher education or work • Number of students per class • Public trust in CMS school district leadership • Meeting the needs of individual learners 	<ul style="list-style-type: none"> • Budget cuts / money • Public trust in CMS school district leadership • Number of students per class • Student preparation for higher education or work • Serving the needs of a diverse community
<p>Total North Respondents: 1898</p>	<p>Total East Respondents: 1024</p>	<p>Total South Respondents: 2864</p>	<p>Total West Respondents: 799</p>

Qualities - Community

Teacher	High School Student	Other Respondents
<ul style="list-style-type: none"> ● Trustworthy ● Reliable ● Accountable ● Fair ● Intelligent 	<ul style="list-style-type: none"> ● Trustworthy ● Reliable ● Intelligent ● Fair ● Determined 	<ul style="list-style-type: none"> ● Trustworthy ● Accountable ● Reliable ● Intelligent ● Fair
Teacher Respondents: 1850	Student Respondents: 466	Other Respondents: 6604

Qualities – Race/Ethnicity

African-American/ Black	Hispanic/Latino	Caucasian/White	Other Respondents
<ul style="list-style-type: none"> ● Trustworthy ● Accountable ● Reliable ● Fair ● Intelligent 	<ul style="list-style-type: none"> ● Trustworthy ● Accountable ● Reliable ● Fair ● Intelligent 	<ul style="list-style-type: none"> ● Trustworthy ● Accountable ● Reliable ● Intelligent ● Fair 	<ul style="list-style-type: none"> ● Trustworthy ● Accountable ● Reliable ● Intelligent ● Fair
<p>Total African-American/Black Respondents: 1707</p>	<p>Total Hispanic/Latino Respondents: 186</p>	<p>Total Caucasian/White Respondents: 4776</p>	<p>Total Other Respondents: 412</p>

Qualities - Geography

North	East	South	West
<ul style="list-style-type: none"> ● Trustworthy ● Accountable ● Reliable ● Fair ● Intelligent 	<ul style="list-style-type: none"> ● Trustworthy ● Reliable ● Accountable ● Fair ● Intelligent 	<ul style="list-style-type: none"> ● Trustworthy ● Accountable ● Reliable ● Intelligent ● Fair 	<ul style="list-style-type: none"> ● Trustworthy ● Reliable ● Accountable ● Fair ● Intelligent
<p>Total North Respondents: 1898</p>	<p>Total East Respondents: 1024</p>	<p>Total South Respondents: 2864</p>	<p>Total West Respondents: 799</p>

Teacher	High School Student	Other Respondents
<ul style="list-style-type: none"> ● Problem-solving ● Gaining Trust ● Interacting well with others ● Active listening ● Decision making 	<ul style="list-style-type: none"> ● Gaining trust ● Decision making ● Interacting well with others ● Problem solving ● Active listening 	<ul style="list-style-type: none"> ● Problem solving ● Decision making ● Gaining trust ● Active listening ● Interacting well with others
Teacher Respondents: 1831	Student Respondents: 448	Other Respondents: 6546

Skills – Race/Ethnicity

African-American/ Black	Hispanic/Latino	Caucasian/White	Other Respondents
<ul style="list-style-type: none"> ● Problem-solving ● Gaining trust ● Active listening ● Decision-making ● Interacting well with others 	<ul style="list-style-type: none"> ● Problem-solving ● Decision-making ● Active listening ● Interacting well with others ● Gaining trust 	<ul style="list-style-type: none"> ● Problem-solving ● Gaining trust ● Decision-making ● Interacting well with others ● Active listening 	<ul style="list-style-type: none"> ● Problem-solving ● Decision-making ● Active listening ● Gaining trust ● Interacting well with others
<p>Total African-American/Black Respondents: 1707</p>	<p>Total Hispanic/Latino Respondents: 186</p>	<p>Total Caucasian/White Respondents: 4776</p>	<p>Total Other Respondents: 412</p>

North	East	South	West
<ul style="list-style-type: none"> ● Problem-solving ● Gaining trust ● Decision-making ● Active listening ● Interacting well with others 	<ul style="list-style-type: none"> ● Problem-solving ● Gaining trust ● Decision-making ● Interacting well with others ● Active listening 	<ul style="list-style-type: none"> ● Problem-solving ● Decision-making ● Gaining trust ● Interacting well with others ● Active listening 	<ul style="list-style-type: none"> ● Problem-solving ● Decision-making ● Gaining trust ● Active listening ● Interacting well with others
<p>Total North Respondents: 1898</p>	<p>Total East Respondents: 1024</p>	<p>Total South Respondents: 2864</p>	<p>Total West Respondents: 799</p>

Abilities - Community

Teacher	High School Student	Other Respondents
<ul style="list-style-type: none"> ● Secure adequate school funding and resources ● Relates with people of all cultures, races and socioeconomic levels ● Makes recommendations based upon reliable information ● Maintains accountability ● Expects high standards 	<ul style="list-style-type: none"> ● Secure adequate school funding and resources ● Relates with people of all cultures, races and socioeconomic levels ● Maintains accountability ● Expects high standards ● Makes recommendations based upon reliable information 	<ul style="list-style-type: none"> ● Secure adequate school funding and resources ● Maintains accountability ● Expects high standards ● Relates with people of all cultures, races and socioeconomic levels ● Makes recommendations based upon reliable information
Teacher Respondents: 1781	Student Respondents: 431	Other Respondents: 6442

Abilities – Race/Ethnicity

African-American/ Black	Hispanic/Latino	Caucasian/White	Other Respondents
<ul style="list-style-type: none"> • Relates with people of all cultures, races and socioeconomic levels • Secures adequate school funding and resources • Maintains accountability • Expects high standards • Require high performance 	<ul style="list-style-type: none"> • Secures adequate school funding and resources • Relates with people of all cultures, races and socioeconomic levels • Maintains accountability • Makes recommendations based upon reliable information • Expects high standards 	<ul style="list-style-type: none"> • Secures adequate school funding and resources • Maintains accountability • Expects high standards • Makes recommendations based upon reliable information • Relates with people of all cultures, races and socioeconomic levels 	<ul style="list-style-type: none"> • Secures adequate school funding and resources • Maintains accountability • Expects high standards • Relates with people of all cultures, races and socioeconomic levels • Makes recommendations based upon reliable information
<p>Total African-American/Black Respondents: 1707</p>	<p>Total Hispanic/Latino Respondents: 186</p>	<p>Total Caucasian/White Respondents: 4776</p>	<p>Total Other Respondents: 412</p>

Abilities - Geography

North	East	South	West
<ul style="list-style-type: none"> • Secures adequate school funding and resources • Maintains accountability • Relates with people of all cultures, races and socioeconomic levels • Expects high standards • Makes recommendations based upon reliable information 	<ul style="list-style-type: none"> • Secures adequate school funding and resources • Relates with people of all cultures, races and socioeconomic levels • Maintains accountability • Expects high standards • Makes recommendations based upon reliable information 	<ul style="list-style-type: none"> • Secures adequate school funding and resources • Expects high standards • Maintains accountability • Makes recommendations based upon reliable information • Relates with people of all cultures, races and socioeconomic levels 	<ul style="list-style-type: none"> • Secures adequate school funding and resources • Relates with people of all cultures, races and socioeconomic levels • Maintains accountability • Expects high standards • Makes recommendations based upon reliable information
<p>Total North Respondents: 1898</p>	<p>Total East Respondents: 1024</p>	<p>Total South Respondents: 2864</p>	<p>Total West Respondents - 799</p>

Experiences - Community

Teacher	High School Student	Other Respondents
<ul style="list-style-type: none"> • Worked in a K-12 setting • Managed financial resources • Created fair educational opportunities • Motivated all employees • Met short- and long-term educational goals 	<ul style="list-style-type: none"> • Managed financial resources • Created fair educational opportunities • Met short- and long-term educational goals • Motivated all employees • Built partnerships 	<ul style="list-style-type: none"> • Managed financial resources • Created fair educational opportunities • Met short- and long-term educational goals • Worked in K-12 setting • Motivated all employees
Teacher Respondents: 1751	Student Respondents: 421	Other Respondents: 6373

Experiences – Race/Ethnicity

African-American/ Black	Hispanic/Latino	Caucasian/White	Other Respondents
<ul style="list-style-type: none"> • Created fair educational opportunities • Managed financial resources • Met short- and long-term educational goals • Worked in a K-12 setting • Built partnerships 	<ul style="list-style-type: none"> • Managed financial resources • Created fair educational opportunities • Worked in a K-12 setting • Met short- and long-term educational goals • Motivated all employees 	<ul style="list-style-type: none"> • Managed financial resources • Worked in a K-12 setting • Met short- and long-term educational goals • Created fair educational opportunities • Motivated all employees 	<ul style="list-style-type: none"> • Managed financial resources • Created fair educational opportunities • Met short- and long-term educational goals • Worked in a K-12 setting • Motivated all employees
<p>Total African-American/Black Respondents: 1707</p>	<p>Total Hispanic/Latino Respondents: 186</p>	<p>Total Caucasian/White Respondents: 4776</p>	<p>Total Other Respondents: 412</p>

Experiences - Geography

North	East	South	West
<ul style="list-style-type: none"> • Managed financial resources • Created fair educational opportunities • Met short- and long-term educational goals • Worked in a K-12 setting • Built partnerships 	<ul style="list-style-type: none"> • Managed financial resources • Created fair educational opportunities • Worked in a K-12 setting • Met short- and long-term educational goals • Motivated all employees 	<ul style="list-style-type: none"> • Managed financial resources • Worked in a K-12 setting • Met short- and long-term educational goals • Created fair educational opportunities • Motivated all employees 	<ul style="list-style-type: none"> • Managed financial resources • Worked in a K-12 setting • Met short- and long-term educational goals • Created fair educational opportunities • Motivated all employees
<p>Total North Respondents: 1898</p>	<p>Total East Respondents: 1024</p>	<p>Total South Respondents: 2864</p>	<p>Total West Respondents - 799</p>

Attitudes - Community

Teacher	High School Student	Other Respondents
<ul style="list-style-type: none"> • Cares about students • Appreciates diversity • Shows commitment to providing safe and secure environments • Welcomes the participation of others • Seeks current knowledge of educational practices 	<ul style="list-style-type: none"> • Cares about students • Appreciates diversity • Shows commitment to providing safe and secure environments • Supports good uses of technology • Welcomes the participation of others 	<ul style="list-style-type: none"> • Cares about students • Shows commitment to providing safe and secure environments • Appreciates diversity • Welcomes the participation of others • Seeks current knowledge of educational practices
Teacher Respondents: 1732	Student Respondents: 409	Other Respondents: 6334

Attitudes – Race/Ethnicity

African-American/ Black	Hispanic/Latino	Caucasian/White	Other Respondents
<ul style="list-style-type: none"> • Cares about students • Appreciates diversity • Shows commitment to providing safe and secure environments • Welcomes the participation of others • Seeks current knowledge of educational practices 	<ul style="list-style-type: none"> • Cares about students • Appreciates diversity • Shows commitment to providing safe and secure environments • Seeks current knowledge of educational practices • Welcomes the participation of others 	<ul style="list-style-type: none"> • Cares about students • Shows commitment to providing safe and secure environments • Welcomes the participation of others • Appreciates diversity • Seeks current knowledge of educational practices 	<ul style="list-style-type: none"> • Cares about students • Welcomes the participation of others • Shows commitment to providing safe and secure environments • Appreciates diversity • Seeks current knowledge of educational practices
<p>Total African-American/Black Respondents: 1707</p>	<p>Total Hispanic/Latino Respondents: 186</p>	<p>Total Caucasian/White Respondents: 4776</p>	<p>Total Other Respondents: 412</p>

Attitudes - Geography

North	East	South	West
<ul style="list-style-type: none"> ● Cares about students ● Shows commitment to providing safe and secure environments ● Appreciates diversity ● Welcomes the participation of others ● Seeks current knowledge of educational practices 	<ul style="list-style-type: none"> ● Cares about students ● Appreciates diversity ● Shows commitment to providing safe and secure environments ● Welcomes the participation of others ● Seeks current knowledge of educational practices 	<ul style="list-style-type: none"> ● Cares about students ● Shows commitment to providing safe and secure environments ● Appreciates diversity ● Welcomes the participation of others ● Seeks current knowledge of educational practices 	<ul style="list-style-type: none"> ● Cares about students ● Shows commitment to providing safe and secure environments ● Appreciates diversity ● Welcomes the participation of others ● Seeks current knowledge of educational practices
<p>Total North Respondents: 1898</p>	<p>Total East Respondents: 1024</p>	<p>Total South Respondents: 2864</p>	<p>Total West Respondents: 799</p>

Responsibilities - Community

Teacher	High School Student	Other Respondents
<ul style="list-style-type: none"> ● Involves teachers and administrators in making decisions ● Works with employee groups ● Ensures positive student behavior ● Meets the needs of a diverse community and school system ● Creates a positive image for CMS 	<ul style="list-style-type: none"> ● Involves parents and students in making decisions ● Responds to emergencies ● Involves teachers and administrators in making decisions ● Meets the needs of a diverse community and school system ● Creates a positive image for CMS 	<ul style="list-style-type: none"> ● Involves teachers and administrators in making decisions ● Ensures positive student behavior ● Creates a positive image for CMS ● Meets the needs of a diverse community and school system ● Responds to emergencies
Teacher Respondents: 1704	Student Respondents: 393	Other Respondents: 6247

Responsibilities – Race/Ethnicity

African-American/ Black	Hispanic/Latino	Caucasian/White	Other Respondents
<ul style="list-style-type: none"> • Meets the needs of a diverse community and school system • Involves teachers and administrators in making decisions • Creates a positive image for CMS • Responds to emergencies • Ensures positive student behavior 	<ul style="list-style-type: none"> • Involves teachers and administrators in making decisions • Meets the needs of a diverse community and school system • Creates a positive image for CMS • Responds to emergencies • Ensures positive student behavior 	<ul style="list-style-type: none"> • Involves teachers and administrators in making decisions • Ensures positive student behavior • Creates a positive image for CMS • Responds to emergencies • Meets the needs of a diverse community and school system 	<ul style="list-style-type: none"> • Involves teachers and administrators in making decisions • Ensures positive student behavior • Meets the needs of a diverse community and school system • Responds to emergencies • Creates a positive image for CMS
<p>Total African-American/Black Respondents: 1707</p>	<p>Total Hispanic/Latino Respondents: 186</p>	<p>Total Caucasian/White Respondents: 4776</p>	<p>Total Other Respondents: 412</p>

Responsibilities - Geography

North	East	South	West
<ul style="list-style-type: none"> • Involves teachers and administrators in making decisions • Ensures positive student behavior • Creates a positive image for CMS • Meets the needs of a diverse community and school system • Responds to emergencies 	<ul style="list-style-type: none"> • Involves teachers and administrators in making decisions • Meets the needs of a diverse community and school system • Ensures positive student behavior • Creates a positive image for CMS • Responds to emergencies 	<ul style="list-style-type: none"> • Involves teachers and administrators in making decisions • Ensures positive student behavior • Creates a positive image for CMS • Responds to emergencies • Meets the needs of a diverse community and school system 	<ul style="list-style-type: none"> • Involves teachers and administrators in making decisions • Meets the needs of a diverse community and school system • Creates a positive image for CMS • Responds to emergencies • Ensures positive student behavior
<p>Total North Respondents: 1898</p>	<p>Total East Respondents: 1024</p>	<p>Total South Respondents: 2864</p>	<p>Total West Respondents: 799</p>

Duties - Community

Teacher	High School Student	Other Respondents
<ul style="list-style-type: none"> ● Promotes good working relationships between CMS leadership and teachers and staff ● Ensures hiring and retention of quality staff ● Promotes public education ● Manages financial resources ● Creates, communicates, and ensures a vision of quality education 	<ul style="list-style-type: none"> ● Ensures hiring and retention of quality staff ● Manages financial resources ● Promotes good working relationships between CMS leadership and teachers and staff ● Creates, communicates, and ensures a vision of quality education ● Promotes public education 	<ul style="list-style-type: none"> ● Ensures hiring and retention of quality staff ● Promotes good working relationships between CMS leadership and teachers and staff ● Creates, communicates, and ensures a vision of quality education ● Manages financial resources ● Promotes public education
Teacher Respondents: 1 674	Student Respondents – 374	Other Respondents: 6 180

Duties – Race/Ethnicity

African-American/ Black	Hispanic/Latino	Caucasian/White	Other Respondents
<ul style="list-style-type: none"> • Promotes good working relationships between CMS leadership and teachers and staff • Ensures hiring and retention of quality staff • Creates, communicates, and ensures a vision of quality education • Promotes public education • Manages financial resources 	<ul style="list-style-type: none"> • Promotes good working relationships between CMS leadership and teachers and staff • Ensures hiring and retention of quality staff • Creates, communicates, and ensures a vision of quality education • Promotes public education • Manages financial resources 	<ul style="list-style-type: none"> • Promotes good working relationships between CMS leadership and teachers and staff • Ensures hiring and retention of quality staff • Creates, communicates, and ensures a vision of quality education • Manages financial resources • Promotes public education 	<ul style="list-style-type: none"> • Promotes good working relationships between CMS leadership and teachers and staff • Ensures hiring and retention of quality staff • Creates, communicates, and ensures a vision of quality education • Promotes public education • Manages financial resources
<p>Total African-American/Black Respondents: 1707</p>	<p>Total Hispanic/Latino Respondents: 186</p>	<p>Total Caucasian/White Respondents: 4776</p>	<p>Total Other Respondents: 412</p>

Duties - Geography

North	East	South	West
<ul style="list-style-type: none"> • Promotes good working relationships between CMS leadership and teachers and staff • Ensures hiring and retention of quality staff • Creates, communicates, and ensures a vision of quality education • Manages financial resources • Promotes public education 	<ul style="list-style-type: none"> • Promotes good working relationships between CMS leadership and teachers and staff • Ensures hiring and retention of quality staff • Promotes public education • Creates, communicates, and ensures a vision of quality education • Manages financial resources 	<ul style="list-style-type: none"> • Ensures hiring and retention of quality staff • Promotes good working relationships between CMS leadership and teachers and staff • Creates, communicates, and ensures a vision of quality education • Manages financial resources • Promotes public education 	<ul style="list-style-type: none"> • Promotes good working relationships between CMS leadership and teachers and staff • Ensures hiring and retention of quality staff • Creates, communicates, and ensures a vision of quality education • Manages financial resources • Promotes public education
<p>Total North Respondents: 1898</p>	<p>Total East Respondents: 1024</p>	<p>Total South Respondents: 2864</p>	<p>Total West Respondents - 799</p>

Open-Ended Input Themes

- Communications
- Testing
- Operation and Policy
- Student Needs
- Teacher Needs
- Reform
- Transformational Leadership
- Culture

Open-Ended Input Themes

- Equity and Diversity
- External Factors
- Education-minded
- Knowledge of CMS
- Right Decisions and Actions
- Parents
- CMS Reputation
- Other



Thank you



UNC Charlotte Urban Institute
December 2011