



Nansemond-Suffolk Academy Community Survey

April 2022

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About the Survey

- The survey was closed on April 14, 2022.
- Participants identified themselves into 7 categories, including administration, faculty, staff, parents, and alumni; they were able to check all categories that applied to them.
- 282 total people completed the survey.
- The majority (220) were Parents; parents are represented in each subgroup, as well.
- 64 were faculty; 24 staff; 12 administration; 63 alumni.
- 30 “Other/Write-in” included grandparents, former board members, former administrators, and past trustees.

School Strengths: Themes and Comments

Top words:

- Community
- Faculty, Staff
- Academics
- Small Classes

Responders valued:

- Strength of academics
- Variety of options for academics, extracurricular activities
- Dedication of teachers and staff
- Communication
- College prep and counseling services
- Honor, character education

School Strengths: Themes and Comments

Responders noted:

- “Interest in students as individuals, culture of pride, building teacher-student relationships as well as student-student relationships across grades, support across groups (stem, band, athletics, art, theater...are all celebrated)”
- “ Community, spirit, values and ethics, more than just traditional education—a social education.”
- “1. individual attention provided to students 2. level of teaching of AP courses 3. college counseling department 4. ability of students to be involved in many different interests”

Opportunities for the Next Head of School

	Not Important	Somewhat Important	Very Important	Critically Important	Responses
Attract, develop, and retain outstanding faculty Count Row %	0 0.0%	4 1.4%	70 24.9%	207 73.7%	281
Ensure best practices in curriculum and pedagogy Count Row %	0 0.0%	19 6.8%	114 40.7%	147 52.5%	280
Expand education and outreach programs for parents Count Row %	23 8.2%	132 47.1%	99 35.4%	26 9.3%	280
Continue to craft and refine the message to the community about the school's value Count Row %	14 5.0%	62 22.1%	125 44.5%	80 28.5%	281
Enhance the school's reputation in the community Count Row %	11 3.9%	64 22.9%	124 44.3%	81 28.9%	280
Achieve greater diversity among students and faculty Count Row %	43 15.3%	88 31.3%	84 29.9%	66 23.5%	281
Evaluate the use of technology Count Row %	2 0.7%	53 18.9%	152 54.1%	74 26.3%	281

	Not Important	Somewhat Important	Very Important	Critically Important	Responses
Improve communication among all stakeholders Count Row %	8 2.8%	73 26.0%	109 38.8%	91 32.4%	281
Build upon fundraising success and grow endowment Count Row %	9 3.2%	73 26.0%	122 43.4%	77 27.4%	281
Contain costs while maintaining excellent programming Count Row %	1 0.4%	29 10.4%	120 42.9%	130 46.4%	280
Develop and lead a strategic plan for the next five years Count Row %	1 0.4%	47 16.8%	127 45.4%	105 37.5%	280
Increase enrollment Count Row %	50 17.9%	120 43.0%	75 26.9%	34 12.2%	279
Totals Total Responses					281

Opportunities for the Next Head of School

Top Priorities:

“Attract, develop, and retain outstanding faculty”

- 98.6% voted this Critically (73.7%) or Very Important (24.9%)

“Ensure best practices in curriculum and pedagogy”

- 93.2% voted this Critically (52.4%) or Very Important (40.7%)

“Contain costs while maintaining excellent programming”

- 89.3% voted this Critically (46.4%) or Very Important (42.9%)

Opportunities for the Next Head of School

Top Priorities:

Other items rated as Critically, Very, or Somewhat Important:

- “Develop and lead strategic plan for the next 5 years” 99.7%
- “Evaluate the use of technology” 99.3%
- “Improve Communication among all stakeholders” 97.2%
- “Build upon fundraising success, grow endowment” 96.8%
- “Enhance the school’s reputation in the community” 96.1%
- “Continue to craft, refine message to community about school’s value” 95.1%

Opportunities for the Next Head of School

General agreement that all of these opportunities are important, with slightly less support overall for increasing enrollment and achieving greater diversity.

- Increase Enrollment:
 - Overall results: 43% rated this Somewhat Important; 26.9 Very; 17.9 Not Important
 - All Administration felt this was important; 54.4% of thought it was Critically Important
 - 46.7% of Parents felt it was Somewhat Important; 23.1% felt it was Very Important, and 21.1% felt it was Not Important
 - 40% of the School Board felt it was Very Important, and 26.7% rated it Somewhat or Critically Important
- Achieve Greater Diversity:
 - Overall: 31.3% rated this Somewhat Important; 29.9 Very; 23.5 Critically; 15.3% Not
 - All Administration rated this Important: 58.3% Very Important; 33.3% Critically Important

Desired Traits in a Head of School

	Not Important	Somewhat Important	Very Important	Critically Important	Responses
Solving Problems: Identifies solutions given available information. Count Row %	2 0.7%	14 5.0%	145 52.0%	118 42.3%	279
Political Savvy: Recognizes, interprets, and works within the political environment of an organization. Count Row %	22 7.9%	63 22.7%	112 40.3%	81 29.1%	278
Presenting to Others: Conveys ideas and information effectively to groups. Count Row %	0 0.0%	20 7.2%	133 47.8%	125 45.0%	278
Totals Total Responses					280

	Not Important	Somewhat Important	Very Important	Critically Important	Responses
Caring about people: Displays sensitivity towards the attitudes, feelings, or circumstances of others. Count Row %	1 0.4%	20 7.2%	102 36.6%	156 55.9%	279
Positive Attitude: Displays a positive disposition towards work. Count Row %	0 0.0%	8 2.9%	83 29.6%	189 67.5%	280
Professionalism: Acts in accordance with job-related values, principles, and standards. Count Row %	1 0.4%	4 1.4%	72 25.8%	202 72.4%	279
Leveraging Diversity: Respects and values individual differences to obtain a desired effect or result. Count Row %	15 5.4%	46 16.5%	103 37.1%	114 41.0%	278
Engagement: Demonstrates loyalty and commitment through enthusiasm and extra effort. Count Row %	1 0.4%	20 7.1%	121 43.2%	138 49.3%	280

Desired Traits in a Head of School

Over 95% responded that these traits were Critically or Very Important:

- Professionalism: 98.2%
- Communication: 97.2%
- Positive Attitude: 97.1%
- Relationship Building: 96.1%
- Attracting Talent: 95.0%

	Not Important	Somewhat Important	Very Important	Critically Important	Responses
Experience teaching Count Row %	21 7.6%	80 28.8%	91 32.7%	86 30.9%	278
Experience supervising faculty Count Row %	2 0.7%	40 14.3%	110 39.4%	127 45.5%	279
Experience developing curriculum Count Row %	19 6.9%	98 35.4%	98 35.4%	62 22.4%	277
Experience in admissions Count Row %	25 9.0%	127 45.7%	96 34.5%	30 10.8%	278
Experience with marketing and communications Count Row %	19 6.8%	114 40.9%	105 37.6%	41 14.7%	279
Experience with fundraising Count Row %	21 7.6%	120 43.2%	88 31.7%	49 17.6%	278
Experience managing a budget Count Row %	3 1.1%	40 14.3%	121 43.4%	115 41.2%	279
Experience with strategic planning/accreditation Count	6 2.2%	40 14.3%	131 47.0%	102 36.6%	279

Desired Experience

	Not Important	Somewhat Important	Very Important	Critically Important	Responses
Experience working with boards Count Row %	8 2.9%	58 20.8%	113 40.5%	100 35.8%	279
Experience outside of education Count Row %	37 13.3%	115 41.2%	87 31.2%	40 14.3%	279
Experience in the Hampton Roads area Count Row %	64 23.0%	95 34.2%	67 24.1%	52 18.7%	278
Totals Total Responses					279

Desired Experience

Over 80% responded that these prior experiences were Critically or Very Important:

- Experience supervising faculty: 84.9%
- Experience managing a budget: 84.6%
- Experience with strategic planning/accreditation 83.6%

Summary of Comments: Opportunities , Traits, and Experience

School Culture and Community:

- Increase school spirit
- Increase unity; unify the school community
- Reinforce behavior expectations and consequences
- Increase accountability, for students and parents
- Increase attention and resources given to Harbour View Campus
- Minimize transition from Harbour View to Main Campus
- Continue to elevate school's reputation
- Keep classes small, maintain college prep focus

Summary of Comments:

Opportunities , Traits, and Experience

Faculty and Staff:

- Empower them, value their insights
- Seek experienced educators
- Support faculty and staff
- Evaluate pay scale; increase transparency in pay scale
- Increase diversity representation in faculty and staff

Summary of Comments:

Opportunities , Traits, and Experience

Diversity:

- Increase student diversity and multiculturalism
- Increase diversity representation in faculty and staff
- Increase diversity in curriculum materials
- Provide inclusive, multicultural experiences and activities
- Have experience with different backgrounds
- Embrace different perspectives and experiences

Summary of Comments: Opportunities , Traits, and Experience

Curriculum:

- Maintain/expand innovative curriculum
- Increase STEM focus
- Use technology responsibly in classrooms and lessons
- Evaluate academic resources
- Be familiar with best practices

Summary of Comments: Opportunities , Traits, and Experience

Communication:

- Transparency; communicate positives and struggles
- Consistent communication with all levels
- Involve parents in communication consistently
- Communicate with all constituents
- Be a good communicator and collaborator
- Be an open-minded listener; make voices feel heard

Summary of Comments:

Opportunities , Traits, and Experience

Leadership Presence:

- Be a visible, motivating, supportive presence
- Be an active member of the community
- Be approachable, accessible, empathetic
- Build relationships and collaboration
- Be seen, engaged, enthusiastic, involved
- Be a community builder and team builder
- Be a leader, not a micromanager

Summary of Comments: Opportunities , Traits, and Experience

Background:

- Experienced education leader
- Education background with business sense
- CEO mentality, understand the product is academics
- Fundraising abilities/experience
- Cultural fit, connection to or knowledge/understanding of local community
- Strong emotional intelligence



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22 April 2022

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