

4. Based on your perceptions of the needs of the District, please rank the following characteristics/skills in order of importance from 1-11 with 1 being most important.

_____ Ability and willingness to deal directly and fairly with faculty, staff, students and parents
_____ Ability to identify revenue through alternative sources (i.e. grants, etc.)
_____ Accountable and holds everyone in the organization accountable for his/her respective area of responsibility
_____ Awareness of instructional and administrative applications of technology
_____ Belief in data based decision-making that focuses on the individual needs of students
_____ Collaborative
_____ Effective communication skills: verbal, written and listening
_____ Experience as a superintendent
_____ Experience in a multi-cultural environment
_____ Fiscal management expertise
_____ Knowledge of emerging research and best-practice in the area of curriculum/instructional design and implementation

5. Please share any additional thoughts below or on an additional sheet of paper.

6. Do you know someone you feel would be a good candidate for Capistrano's superintendent's position? If so, please write his/her name and address or phone number here or send it to Hazard, Young, Attea & Associates, Ltd. at the address or phone numbers listed below, or via email to office@hyasearch.com.

Thank you for your comments. Please bring this completed form to your focus group/interview session or return it by February 17, 2010 to:

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