

Input on Hiring Process for Associate Superintendent for Early Learning at PSESD

Thank you for taking the time to complete this survey. Your input will help guide the hiring process for the Associate Superintendent for Early Learning at Puget Sound Educational Service District. Leaders at PSESD will use your input to develop interview questions and to help inform the hiring decision for this position. We are also developing a process for families, staff, and partners to meet with finalists. Thank you for your participation and input!

1. Puget Sound ESD has principles that form our culture and commitment to becoming an anti-racist multicultural organization. PSESD employees remain accountable to these principles in order to meet our agency's END: Success for each student and eliminate the opportunity gap.

Given the context of the Early Learning Program today, which of these principles do you think are most important to be an effective leader of the Early Learning Program? Please select UP TO THREE of the principles below.

- We lead with racial equity
- We trust and are trustworthy
- We support risk-taking and view unexpected results as opportunities to learn
- We act with integrity and treat each other with respect
- We value and seek diversity and the participation, initiative, and opinions of others
- We solicit, provide, and share information and ideas with each other and our customers
- We foster joy, laughter, celebration, and health
- We support personal growth and continuous learning through the use of regular feedback and communication
- We work in cooperation with each other and depend on teamwork
- We have a personal responsibility to do our best work in providing quality education, leadership, and service
- We resolve conflict in an open, effective, and timely way
- We commit to continuous evaluation and hold ourselves accountable for improvement of results
- We anticipate and respond to each customer's evolving needs and actively seek creative and innovative solutions

2. Puget Sound ESD has adopted four values to support the agency's commitment to becoming an anti-racist multicultural organization.

Given the context of the Early Learning Program today, which of these values do you think are most important to be an effective leader of the Early Learning Program? Please select UP TO TWO of the values below.

- "Both/and" thinking (moving toward Collective Action)
- Abundant worldview (using resources responsibly)
- Collaboration and cooperation (nurturing individual creativity)
- Transparent communication and decision-making (safeguarding personal integrity)

3. Please provide any comments or suggestions you have regarding the hiring process for the Associate Superintendent for Early Learning at Puget Sound ESD.

Thank you for completing this survey!