



Leadership Profile Report Summary

August 28, 2024

Broad Spectrum of Data Collection

Quantitative: 1,982 Survey Responses

- 934 Parents of Students Attending 211 Schools
- 375 High School Students
- 371 Teachers
- 189 Support Staff
- 87 Community members
- 26 Administrators

Qualitative: 25 Focus Groups, 4 Open Forums and 8 individual interviews (186 people)

87%

Survey respondents
who rated the
quality of education
in the District as
Good or Excellent

The Survey: Strengths of the District

The top five identified in the survey were:

- Technology is integrated into the classroom. (TL)
- Facilities are well maintained. (M)
- District technology infrastructure is sufficient to support use in the classroom. (M)
- District schools are safe. (M)
- The District employs effective teachers, administrators and support staff in its schools. (M)

Key: (VV)=Vision/Values, (TL)=Teaching & Learning, (CE)=Community Engagement, (M)=Management

The Survey: Expectations for the Next Superintendent

The top five identified in the survey were:

- Foster a positive, professional climate of mutual trust and respect among faculty, staff, and administrators (CE)*
- Recruit, employ, and retain effective personnel throughout the District and its schools (M)
- Understand and be sensitive to the needs of a diverse student population (TL)
- Establish a culture of high expectations for all students and personnel (VV)
- Provide transparent communication (CE)

* In top 4 of every group

Key: (VV)=Vision/Values, (TL)=Teaching & Learning, (CE)=Community Engagement, (M)=Management

Focus Groups/Interviews: Strengths

- Exceptional community and family engagement
- Quality of education
- Commitment to excellence and innovation
- Wide range of offerings and opportunities for students
- Highly skilled and committed staff
- Financially stable and well managed
- Environment where inclusivity, support for diverse needs, and student well being are prioritized

Focus Groups/Interviews: Challenges & Issues

- Recruiting and retaining qualified administrative staff
- Administrative structure is outdated
- Meeting the needs of the evolving student population (EL, mental health)
- Career readiness programs need enhancement
- Internal and external communication challenges
- Facility and infrastructure improvements
- Navigating various community perspectives and demands while striving to support equitable resources and support across schools

Immediate and Future Priorities

- Establish strong communication channels
- Visibility and relationship building
- Engage with community and school stakeholders
- Assess and support EL programs
- Financial oversight and stability
- Review and enhance safety initiatives

Immediate and **Future** Priorities

- Promote equity and diversity
- Strengthen professional development and leadership
- Revise administrative structure
- Expand community and regional partnerships
- Address infrastructure and facility needs
- Focus on student achievement and career readiness

Desired Characteristics of Next Superintendent

Personal Qualities:

- Collaborative
- Approachable
- Empathetic
- Genuine
- Visible
- Resilient
- Warmth
- Good Communicator
- Sense of Humor
- Humble yet Confident
- Honest and Fair

Characteristics continued...

Professional Qualifications:

- Educational Leadership Experience
- Previous Experience as a Superintendent
- Financially Astute
- Strategic Thinker
- DEI Commitment
- Instructional Expertise
- Negotiation Skills
- Community Engagement
- Cultural Competence
- High School Experience
- Innovative
- Transparent
- Visionary
- Adaptable
- Servant Leadership
- Problem Solver
- Crisis Management

Characteristics continued...

Desired Attributes:

- Student-Centered
- Open to Feedback
- Mentor and Developer
- Community Focused
- Long-Term Commitment
- Transparent Decision-Making
- Positive Morale Builder
- Ethical Leadership
- Caring and Supportive
- Tech-Savvy

Next Steps: Interview and Select Phases

- Review all applications, continue recruiting/screening candidates and complete initial reference checks
- Slate presentation/Interview workshop for the Board on September 19
- Develop interview questions and protocols based on the Leadership Profile
- Board of Education schedules and completes first round of interviews week of September 23
- Schedule finalist interviews week of October 7
- Name Superintendent at October 17 meeting
- Questions??