

# LEADERSHIP PROFILE REPORT: SUPERINTENDENT SEARCH



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**ess** Education Support  
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# Tonight's Agenda

- ❑ Purpose of stakeholder engagement
- ❑ Participant involvement
- ❑ Data collection
- ❑ What we heard/learned
- ❑ Leadership profile report



# Purpose of Stakeholder Engagement

1. To understand district needs/challenges from a variety of perspectives and points of view.
2. To synthesize and incorporate input into candidate recruitment and screening process.
3. To gain insight that will help inform the Board's selection of the district's next superintendent.
4. To provide a roadmap of essential actions for newly hired superintendent

# By the Numbers...

816

On-Line Survey  
Respondents

161

Individual/Group  
Interviews and  
Community Forums

# Stakeholder Interviews: Themes and Trends

## → District Strengths

Amazing People

Strong Programs & Choices

Wonderful Parent &  
Community Support

Desirable Place to Live &  
Work

# Community Forums: Themes and Trends

## → District Strengths

High Quality Education/  
Academics and Resources

Involved Parents and  
Community

Motivated Students

Great Teachers/Support Staff

# Stakeholder Interviews: Themes and Trends

## → Challenges and Needs

Divisions/Distractions/Politics

Shifting Priorities and  
Direction

Proactive/Two way  
Communication

# Community Forums: Themes and Trends

## → Challenges and Issues

Divisions/Differences About  
Where Focus Should Be

Trust and Transparency

Fiscal Issues/Needs

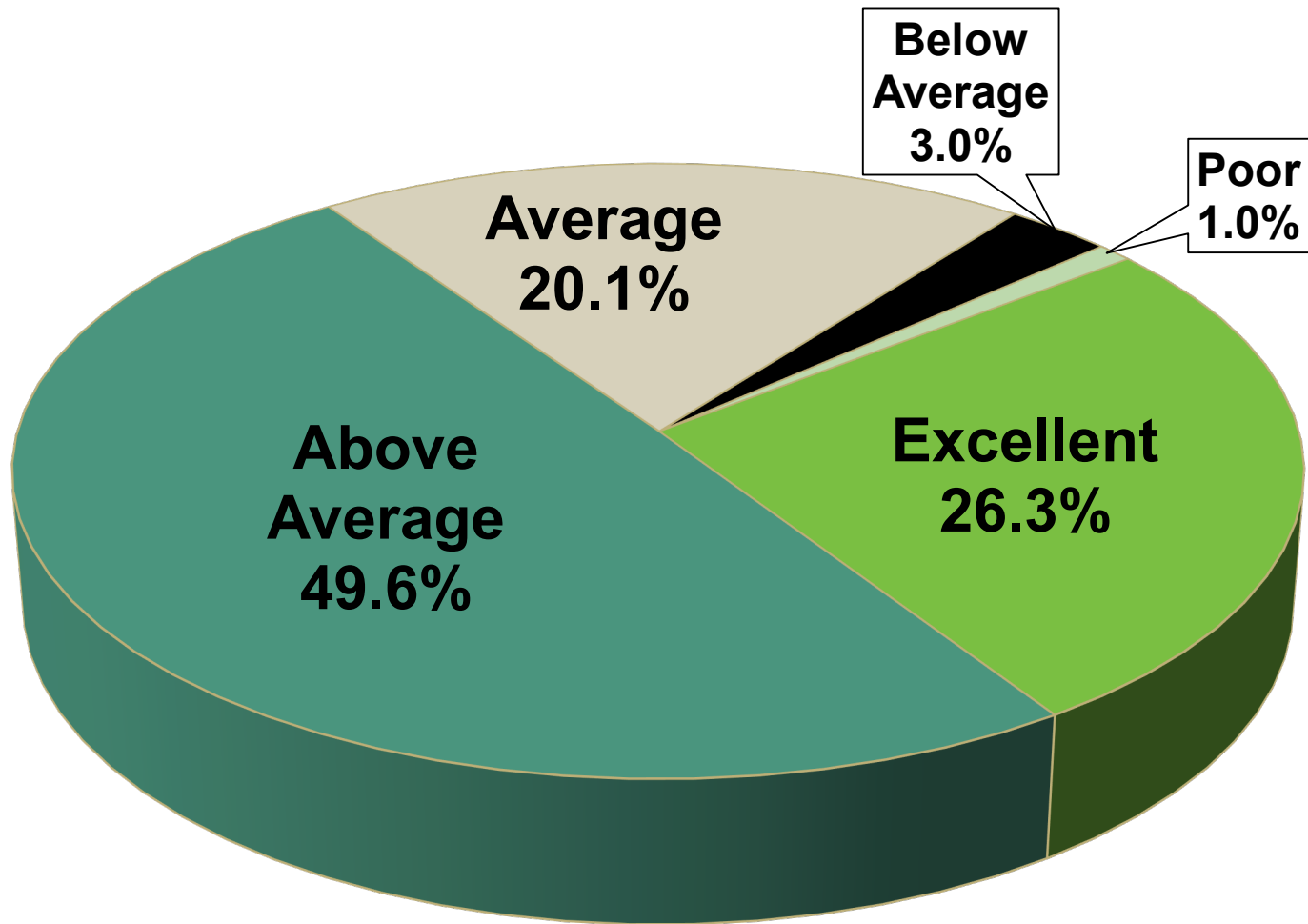




# Online Survey – Who Responded?

Respondents	Frequency	Percent
Administrator	7	0.9%
Certificated Staff	73	9.0%
Classified Staff	31	3.8%
Parent/Guardian	532	65.2%
Student	88	10.8%
Community Member	73	9.0%
Other	12	1.3%
<b>Total</b>	<b>816</b>	<b>100%</b>

# Overall Quality of Teaching & Learning



# Leadership Skills: Top Five Rankings

Fosters climate of trust  
and mutual respect

**(67.6%)**

Knowledgeable about  
best practices  
surrounding teaching  
and learning

**(65.9%)**

Maintains a culture of  
high expectations for  
student/employees

**(53%)**

Forward thinker and  
open to new ideas

**(45%)**

Sensitive to/understands  
needs of diverse learners

(tied with)

Ensures district remains  
fiscally solvent

**(43.4%)**

# Personal Attributes: Top Four Rankings

1. Honest & Ethical (85%)

2. Strong Communicator (63%)

3. Problem Solver (62%)

4. Good listener (45%)

# Expertise & Experience: Rankings by Critical Importance

Teaching and  
Learning  
**720 (89%)**

Understands School/  
Community Culture  
**611 (73%)**

Fiscal  
Management  
**519 (65%)**

Public Relations  
**460 (56%)**

Experience as  
Site Principal  
**390 (49%)**

Negotiations/  
Labor Relations  
**377 (47%)**

Facilities Management  
**353 (44%)**

Board Governance  
**261 (38%)**

# Leadership Profile/ Board Discussion

# Leadership Profile: District Strengths

Array of Programs, Course Offerings, Learning Environments

Caring Teachers, Administrators & Support Staff

Extraordinary Parent & Community Support

Remarkable Reputation/Location



# Leadership Profile: Challenges and Needs

Communication

Mistrust and  
Strained Relationships

Lack of Direction/Strategic  
Planning

# Leadership Profile: Characteristics and Qualities of Incoming Superintendent

- ❑ Has a heart, humility and courage
- ❑ Understands public relations and effective messaging
- ❑ Can navigate differing points of view and any missteps (is politically savvy)
- ❑ Responsive rather than reactive
- ❑ Thoughtful, yet decisive; able to make tough decisions
- ❑ Champion for all students
- ❑ Sees all stakeholders as partners in some way
- ❑ Develops a shared mission, vision and strategic plan
- ❑ Can work effectively with the governing board

# NEXT STEPS...

- ❑ Application window closes: **March 26<sup>th</sup> @ 5:00 PM**
- ❑ Board receives/reviews confidential application materials of all candidates: **April 11-13<sup>th</sup>**
- ❑ Special closed session meeting to identify candidate slate and determine interview questions/process: **April 14<sup>th</sup> @ 1:00 PM**
- ❑ Special closed session meeting(s) to interview candidates: **April 29<sup>th</sup> and 30<sup>th</sup>**
- ❑ Board visits workplace of the finalist: **Week of May 1<sup>st</sup> or 8<sup>th</sup>**
- ❑ Board Appoints/Approves new Superintendent's employment:  
Regular Board Meeting: **May 17<sup>th</sup>**
- ❑ New Superintendent begins their assignment: **July 1, 2023**