



Riverside School District 96

SUPERINTENDENT LEADERSHIP PROFILE REPORT

PRESENTED BY BWP & ASSOCIATES

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Superintendent Leadership Profile

- Describes desired characteristics/experiences
- Based on stakeholder data from Board member interviews and an online community/staff survey
- Used to screen applicants to determine “match” for school district needs
- Provides guidance to the Board of Education and consultants in selecting new superintendent

Data Sources

Survey Respondents (355)

1:1 Board member interviews (7)

Stakeholder Focus Groups and Participants

- PTO Leaders/Parents (5)
- Teachers (7)
- District Administration
- Community at-large (11)

District Strengths

- Strong Teachers and Staff
- Strong Sense of Community and District Pride
- Engaged and Supportive Families
- Excellent Resources, Facilities, and Educational Environment
- Stable and Collaborative Relationships

District Challenges

- Communication, Transparency, and Responsiveness
- Leadership Alignment, Accountability, and Organizational Coherence
- Academic Growth and Instructional Leadership
- Technology, AI, and Community Expectations
- Financial Stewardship and Long-Term Facilities Planning
- Staff Recruitment, Leadership Development, and Organizational Transition
- Support for Diverse Learners

Qualities of Next Superintendent

- Integrity, Trust, and Sound Judgment
- Visible, Accessible, and Community-Oriented
- Collaborative and Relationship-Oriented
- Courageous and Diplomatic Decision-Maker
- Experienced and Instructionally Knowledgeable
- Visionary and Evidence-Based
- Technologically Knowledgeable and Thoughtful
- Politically and Organizationally Savvy

Survey Demographics

355 Respondents

- 72% D96 residents
- 65% Parents of students
- 14% Parents of former students
- 26% Employees
- 6% Students
- 17% Volunteer in schools

Some respondents fit into more than one survey category. For example, an employee might also be a resident and/or a parent. Not every question was answered by all respondents.

District Strengths

(survey results)

1. Excellent teachers and staff
2. Supportive community
3. Academic Achievement
4. Available Resources
5. Supportive Parents

District Challenges

(survey results)

1. Curriculum
2. Educational options and programs (tie)
3. Technology (tie)
4. Instruction
5. Facilities

Next Superintendent - Qualities

(survey results)

Professional Skills

1. Leadership
2. Communication
3. Interpersonal
4. Managerial
5. Instructional
6. Organizational
7. Financial

Personal Traits

1. Integrity/trust
2. Good decision-maker/
problem solver
3. Child-Centered
4. Commitment to the
community
5. Collaborator
6. Active listener
7. Critical Thinker

Leadership Profile

- A successful leader who **PRESERVES DISTRICT 96 CULTURE** and **TRADITIONS** while leading necessary change
- A **VISIBLE** and **ACCESSIBLE** leader who is **PRESENT IN CLASSROOMS AND SCHOOLS** and **BUILDS RELATIONSHIPS** with the Board, staff, families, and community
- An excellent **COMMUNICATOR** who is **TRANSPARENT, TIMELY,** and **RESPONSIVE**
- A **COLLABORATIVE** leader and effective **DECISION-MAKER** who builds **CONSENSUS** and **ALIGNMENT**
- A leader who **DEVELOPS** and **SUPPORTS STAFF** while maintaining strong **ACCOUNTABILITY**

Leadership Profile

(continued)

- An **INSTRUCTIONAL LEADER** focused on **ACADEMIC GROWTH** and **EVIDENCE-BASED DECISIONS**
- A **STUDENT-CENTERED** leader who supports, **ALL STUDENTS BELONGING, MENTAL HEALTH,** and **DIVERSE LEARNERS**
- A **VISIONARY** leader with an understanding of **TECHNOLOGY, AI,** and **DIGITAL LEARNING**
- A leader with experience in **MANAGING FINANCES** and **FACILITIES**
- A leader who demonstrates **TRUST, INTEGRITY,** and **ACTIVE LISTENING**



BWP & Associates thanks the Riverside School District 96 school board, administration, staff, students and stakeholders for their input and insights regarding the superintendent search.