



# ISD 709 609 **Duluth** **Public Schools**

## Community Engagement Report Finding a Leader For Your Future

January 28, 2020

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# Duluth ISD 709 School District Community Engagement Objectives

- Identify the perceived strengths and challenges of Duluth ISD 709.
- Identify desired qualities and characteristics the next Superintendent should possess and demonstrate.
- Build community understanding and support for the search process.
- Ensure the broadest possible community participation in the Superintendent Search process.

# Structure of Engagement Activities

- BWP & Associates met with employees and community members on January 28, 2020.
- Engagement included 14 meetings with employees, students, parents, elected officials, and community leaders in addition to a community forum.
- Over 200 people participated in conversations and 1,487 respondents to the online survey.

# Superintendent Leadership Profile

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

# Engagement Meetings and Forums

- Responses from those people who attended meetings, forums, and gave written input were reviewed by the team.
- Comments from the school and community were gathered and themes and priorities were developed from this input.
- These responses are listed in the reports and the following slides provide highlights of these themes and priorities.

# Reports Generated from Community Engagement

- Community Survey Report
- Community Stakeholder Engagement Report
- Consultant Summary Report

# Three Guiding Questions Asked of Participants

1. What do you see as the strengths of Duluth ISD 709?
2. What do you see as the greatest challenges facing Duluth ISD 709?
3. What qualities and characteristics will the next superintendent need to possess and demonstrate to be successful?

# Duluth ISD 709 Search Survey Results

- **Top three strengths of Duluth ISD 709:**

1. Excellent teachers and staff – 67.8%
2. Good School Facilities– 42.5%
3. Supportive community – 40.4%

- **Three most important issues facing Duluth ISD 709 in next 5 years:**

1. Financial Management– 52.9%
2. Achievement/Opportunity Gap– 38.5%
3. Community Relations – 32.5%



# Duluth ISD 709 Search Survey Results (cont.)

- **Top three important skills needed in next Superintendent:**
  1. Communication skills – 61.5%
  2. Financial skills – 50.6%
  3. Collaboration skills– 50.0%
- **Top three characteristics next Superintendent needs to exhibit:**
  1. Integrity – 44.7%
  2. Commitment to the community – 42.5%
  3. A Strategic Thinker – 38.0%

# Highlighting Strengths of the District

- Great students
- Excellent teachers and building principals
- Excellent facilities
- Positive relationship and access to 2 and 4 year post-secondary institutions
- Supportive community that supports education
- Local equity alliance group addressing and posed to work with district on important equity work
- Extracurricular opportunities for students
- Community organizations assist those that are underserved and in need of assistance

# Highlighting Challenges of the District

- Boundary changes
- No strategic direction with a plan
- Lack of transparency
- Engaging people who are going to be impacted by specific decisions
- Resources and equitable distribution of funds
- The historic perceived and real differences East vs. West
- Providing students of color with equity of opportunity and access to all programs
- Opportunity gaps resulting in disparate outcomes
- More cultural diversity within staff to look more like the student population
- Staff morale is in need of support from district administration– need for building admin. support
- Communication from district to schools and community
- Consistency and visibility of leadership in buildings and community
- Inability to sell Central High School site

# Developing Leadership Profile

- After reviewing both the survey data and organizing the prominent responses from the engagement meetings and forums, the Search team has drafted a description of what we believe the majority of participants desire in the next Superintendent from the characteristics and skillsets we heard.
- We present this profile to the Board as a draft so that you will have time to absorb its contents before final approval.

## Desired Qualities and Characteristics of New Superintendent: Building the Draft Leadership Profile

- A courageous leader who makes decisions with integrity and consistency with an emphasis on collaborating with the school and community.
- A leader who has a demonstrated track record of valuing a commitment to the community they are serving.
- An individual that is a strategic thinker and can demonstrate this in their actions and achievements as a leader.
- A leader with school finance acumen and clear measures of this knowledge in their past practice.

# Draft Leadership Profile (cont.)

- A champion of equity of opportunity and access for all students and can site work that supports this important work. This includes but is not limited to racial equality, cultural competence, social justice and restorative practices.
- An individual that has demonstrated the ability to communicate effectively in writing, public presentation and one-on-one conversations.
- An individual that leads with humility and demonstrates a student-centered approach to decision-making.
- An ethical leader who is sincere, dedicated and engaged and visible in the school and community.

# Draft Leadership Profile (cont.)

- A relationship builder who is good listener that gets input from others, is accountable, exercises good judgment, approachable, is a trust builder, and will listen and values the student voice.
- A leader with knowledge of the history of Duluth ISD 709 an understanding of the unique challenges and will reach out to “marginalized” populations.
- A team builder, with a demonstrated record of building an effective leadership team that can get the job done with excellence and accountability.

# Planned Next Steps in Duluth ISD 709 Search Process

- January 28      Meet with Board of Education to Share Community Engagement Report and Approve Leadership Profile
- March 3-7      Consultants Screen and Interview Candidates and Develop Initial Slate of Candidates
- March 9-13      Consultants Present Proposed Slate to the Board of Education
- March 16-20      First Round of Interviews by Board of Education
- March 23-27      Second Round of Interviews by Board of Education (2-3 Days)
- March 30-April 3      Negotiate Contract with Preferred Candidate and Appoint Next Superintendent of the Duluth Public Schools.



# Acknowledgements

**Thank you!**

**Thank you for the  
participation and cooperation  
of the Duluth 709 Board of  
Education and the Duluth 709  
Internal and External  
Stakeholders!**



# Questions?