

River Forest Public Schools District 90

Superintendent Leadership Profile



BWP & Associates

River Forest Public Schools

Superintendent Leadership Profile

- Describes desired characteristics/experiences
- Based on stakeholder data from focus groups, Board member 1:1 phone interviews, and online survey
- Used to screen applicants to determine a “match” for school district needs
- Provides guidance to the Board of Education in selecting new superintendent



River Forest Public Schools

Data Sources - Qualitative and Quantitative

- Focus Groups
- Community Survey
- Interviews 1:1 with Board of Education Members



Community Engagement Focus Groups

Superintendent Leadership Profile



Focus Groups

Participants

- Parent Group Leaders (3)
- RFEA Representatives (3)
- Administrative Team (6)
- District Office Staff (5)
- Community Members (5)
- Staff Members (0)
- Board Members (7)



Focus Groups

Strengths of River Forest Public Schools

- Supportive and committed community
- Size of the District - It feels like “home”
- Students are ready to learn and find a nurturing environment
- Strong, collaborative, genuine administrators, teachers, and support staff
- A history of academic excellence and high performance
- A commitment to diversity and inclusion

Focus Groups

Future Challenges for River Forest Public Schools

- Creating a strategy to address deficit spending and future financial challenges
- Rebuilding trust with staff members after a contentious negotiations
- Ensuring academic success through clear curricular and teaching initiatives
- Transitioning from a long-term leader to a new leader
- Building a positive climate and culture

Focus Groups

Desired Characteristics of a New Superintendent

- A skilled communicator who is accessible and visible
- A community and collaboration builder
- A leader with an understanding of school finances and contract negotiations
- A strong and knowledgeable instructional leader
- A superintendent who is honest and transparent with the Board and community
- A person who is a confident and humble listener
- A manager who can hire quality leadership team members

Community Engagement Survey Results

Superintendent Leadership Profile



Online Survey Results

Survey Participants - 225 Individual Responses

- School District Parents (120)
- Past District Parents (49)
- School District Residents (139)
- School District Employees (93)
- School District Volunteers (51)
- School Board Members (2)
- Retired Community Members (4)
- School District Students (3)

Online Survey Results

Survey Participants - 225 Individual Responses

- 62% live in the River Forest School District 90 attendance area.
- 53% have children attending a school in the district.
- 41% are employed by the district.
 - 61% are Teachers.
 - 17% are Support staff.
 - 11% are Other certified staff.

Online Survey Results

Strengths of River Forest Public Schools

- 85% cited "Excellent teachers and staff."
- 32% cited "Academic achievement."
- 31% cited "Available resources."

Online Survey Results

Future Challenges for River Forest Public Schools

- 60% cited "Personnel" in terms of hiring and culture.
- 53% cited "Curriculum" in terms of development and learning.
- 39% cited "Funding" in terms of deficit spending and budgeting solutions.

Online Survey Results

Desired Characteristics of a New Superintendent

- 80% want "Leadership Skills."
- 71% want "Communication Skills."
- 58% want "Experience as a Classroom Teacher."
- 52% want "Integrity / Trust."
- 49% want "Experience in Strategic Planning."
- 44% want "Good Decision Maker/ Problem Solver."

Leadership Profile

The ideal future Superintendent for River Forest Public Schools:

1. An **analytical and creative problem-solver** capable of developing a sustainable financial plan
2. A **curricular leader** able to to conduct a district-wide conversation on the balance of technology versus hands-on learning
3. An **instructional leader** who can promote ambitious instruction and academic achievement
4. A **collaborative educator** who can bridge a perceived disconnect between staff and upper administration on curriculum issues.
5. A **community builder**, apolitical, trustworthy, and transparent, who is an excellent communicator and active listener
6. A **transparent individual** who can ensure that staff members' concerns are heard and work to build a positive relationship with the Board.

Next Steps

Future Timeline for the Superintendent Search:

- **October:** Leadership Profile Completed and Published
- **November 20:** Application Window Closes
- **December:** BWP Screening Interviews, Board of Education First and Second Interviews, Offer Made to Successful Candidate
- **January:** Contract Finalized and Board Approval

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