

# **Pleasantdale School Dist. 107**

## **New Superintendent Profile Report**

January 21, 2015



# THE BOARD REQUESTED THE CONSULTANTS TO:

- Conduct Focus Groups with three stakeholder groups: Administration, Staff, Parents/Community
- Conduct an On-line Survey to gather input from school staff, parents, and community members
- Create a *New Superintendent Profile* based on information gathered from these sources

# HOW PROFILE REPORT WILL BE USED

- The Board, Interview Committees and Consultants will use the *New Superintendent Profile* as they screen and conduct interviews with candidates
- The Board of Education may use this Profile Report to find out more about the thinking of the District's constituents
- The Consultants will use the New Superintendent Profile Report to screen candidates and develop interview questions
- The candidates and the community may use this *Profile Report* to find out about the strengths and challenges of the District

# SUMMARY OF DATA COLLECTION

- **Focus Groups:** **20 Participants**
- **On-line Survey:** **124 Responses**
- Due to sampling methods, the resulting report is not a scientific study and provides only the perceptions of those who responded or participated
- In the survey report, percentages are rounded

# FOCUS GROUP/SURVEY QUESTIONS

- What are your District's greatest strengths and attributes? (Why would a new superintendent want to come to this District?)
- What are your District's greatest challenges? (What should a new superintendent know before he/she accepts this responsibility?)

# **FOCUS GROUP/SURVEY QUESTIONS**

- **What should the priorities be for the new superintendent?**
- **What are the most important characteristics and skills the new superintendent needs to possess to be successful in this District?**

# DISTRICT STRENGTHS

- Quality teachers who are caring and dedicated
- Parents' involvement fosters learning; parents care deeply, volunteer and have high expectations
- Financial stability and strong fiscal management
- Great students—kids “primed and ready to learn”
- Facilities are in great shape
- Quaint, unique community that values education

# DISTRICT CHALLENGES

- School Board lacks understanding of role, has micro-management issues
- Lack of vision to achieve something great or significant
- Communication issues and transparency
- Weak curriculum based on the lack of Common Core alignment
- Trust issues on all levels; disconnect between Board, administration, staff and community

# DISTRICT CHALLENGES

- District lacks “systems thinking”—no clear policies/procedures/protocols for decision-making

# **NEW SUPERINTENDENT PRIORITIES**

- **Ensure high levels of student achievement for ALL students, regardless of background**
- **Heal the broken culture and climate at all levels of the organization and community**
- **Re-build and maintain trust and relationships with staff, community and board members**
- **Think systemically and articulate a vision that all can embrace**
- **Develop a true, collaborative team approach**

# **NEW SUPERINTENDENT CHARACTERISTICS/ATTRIBUTES**

- **An experienced, effective leader with a proven track record of success in governance, education, Common Core, and finance**
- **Ability to gain and maintain the trust and respect of teachers, staff and administration**
- **Ability to be truthful and honest when making tough and fair decisions, relating to employees, community and children**
- **An effective communicator with the ability to interact effectively with all stakeholders**
- **A team builder who can work effectively with Board, staff, and community**

# **SURVEY DEMOGRAPHICS**

**124 TOTAL RESPONSES**

- Parent 60%**
- Staff Member 27%**
- Community Stakeholder 9%**
- Other 4%**

# DISTRICT'S STRENGTHS

- **Quality of teaching staff** 63%
- **Student achievement** 43%
- **Community support of education** 41%
- **Fiscal management** 35%
- **Image of district** 29%
- **School facilities** 24%
- **Quality of administration and principals** 21%

# **GREATEST CHALLENGES/ BARRIERS**

- **Use of technology for learning** 53%
- **Quality of administration & principals** 36%
- **Emphasis on mastery rather than test scores** 31%
- **Board governance** 30%
- **Challenging state-of-the-art curriculum** 29%
- **Interesting instr. methods that engage students** 25%

# CHARACTERISTICS/SKILLS NEEDED FOR NEW SUPERINTENDENT

- Builds good teams & brings out best in others 63%
- Deep knowledge of C & I and student learning 55%
- Student-centered 53%
- Warm people skills; is approachable 40%
- Is collaborative & inclusive in decision-making 37%
- Has an inspiring vision for the future 30%
- Has excellent communication skills 24%
- Works well w/ BOE to set district's direction 23%

# **PRIORITIES FOR NEW SUPERINTENDENT**

- **Continue to focus on student achievement by aligning curriculum with Common Core standards**
- **Build trusting relationships with Board and between the teachers and administration**
- **Review the use of technology in the district and make recommendations that help students learn**
- **Develop a vision and implement a systems-approach to decision-making**

# ***NEW SUPERINTENDENT PROFILE***

## **The New Superintendent Should Be a Person Who:**

- Will educate and lead the Board of Education to bring unity and professionalism to the oversight of the District, while keeping children at the heart of the decision-making.
- Is visible throughout the District and community. Enjoys interacting with staff; is approachable and genuine in relationships with staff, students and community members.
- Communicates a clear, inspiring vision for the District that is widely shared and implemented through prioritized steps.
- Has a deep understanding of curriculum, instruction and assessment that is aligned with the District's overall goal to better align with Common Core.

# ***NEW SUPERINTENDENT PROFILE***

## **The New Superintendent Should Be a Person Who:**

- **Is an effective communicator with the ability to interact effectively with all stakeholders**
- **Is a team builder who can work effectively with Board, staff, and community**
- **Values collaboration and transparency with the staff and community; is open to new ideas and is willing to listen and use the collective expertise of all to reach the best solutions for the District**

# NEXT STEPS

- Consultants Conduct Interviews and Reference Checks Using the *New Superintendent Profile*
- Consultants Recommend Candidates to the Board
- Board Conducts First Interviews; Chooses Finalists
- Committees Interview and Give Input to the Board
- Board Holds Second Interviews
- Board Makes Selection; Negotiates the Contract
- New Superintendent Begins Duties at a Mutually Agreeable Date