

Board of Education Special Meeting on Superintendent Search

Tuesday, February 9, 2021 7:00 PM

Via Zoom *Members of the public can view the meeting by watching the live stream on the WPS YouTube channel. Please view the Google Calendar on the District website for link and agenda., 24 School Road, Weston, CT 06883-1623

I. Superintendent Search Update - Community Profile Presented by JE Consulting

JE Consulting

Making a Difference.....

One Student at a Time

To: Weston Board of Education
From: Dr. Joseph Erardi / JE Consulting
Re: Community Profile / Community Engagement
Date: February 9, 2021

Superintendent: Weston Public Schools

Engagement and Collection of Information

JE Consulting gathered information from multiple stakeholders during the open application window (January 4, 2021 – February 5, 2021) that was in place to hire the Superintendent for Weston Public Schools. There were multiple meetings and conversations that were held with administration, faculty, and parents. In addition, two evening forums were held to fully capture the community voice. In addition, concurrent with the application window, a survey posted on the Weston website was available for residents.

In summary, well over 340 residents contributed to the superintendent's profile.

Findings

Stakeholders prioritized the following ***skills*** as essential needs for the new superintendent:

Depth of Knowledge - Instructional Leadership / Operational Management: A reoccurring conversation in multiple meetings focused on the next superintendent being equally versed in leading high-level instruction AND managing all aspects of the operational plan of the Weston Public Schools.

Distributive Leadership: The new Weston superintendent needs to have the strength and courage to empower multiple voices within the district to assist with high level PK-12 work. Shared decision making should be understood by all within the district.

Clarity with Communication: The new Weston superintendent needs to share a consistent communication protocol that parents and staff understand, and that the community embraces as a partner to the district.

(Pandemic) Patience Before Change: The new Weston superintendent is strongly encouraged to listen, learn, and to be visible and supportive before implementing any immediate new initiatives. It was shared by multiple voices that the new superintendent should have a full understanding of what presently is in place within the district before looking to create change.

Meaningful Instruction Beyond State Mandates: The new superintendent needs to work in partnership with staff, community, elected and appointed officials to appropriately address instruction and discussion around social justice, equity, diversity, and inclusion.

Stakeholders prioritized the following ***character traits*** as essential needs for the new superintendent:

Applaud, Appreciate, and Recognize all Within the District.....and then have the Courage to Move Excellent to Exceptional: The new Weston superintendent needs to have the strength to both commend current practice and to play forward new opportunities that would enhance teaching and learning.

Inner Self-Confidence: The new Weston superintendent needs to be consistent with decision making and needs to always keep the learner in the center of all outcomes. The new superintendent needs to be strong enough to always do what is right and to never be influenced by inappropriate loud voices.

Perseverance, Time Management, and Consistency in Practice: The new Weston superintendent should demonstrate and lead by example the importance of working not only hard, but equally important, working smart. Therefore, the new Weston superintendent should have a deep understanding of building systems that create efficiencies and effectiveness for the teaching and learning community.

Positive, Positive, Positive, Glass Always Half Full: The new Weston superintendent needs to have a proven track record that their leadership has been an integral part of creating, maintaining, and enhancing the climate and culture of their present worksite.

Ethical / Moral Compass: The new Weston superintendent should fully understand, demonstrate, and embrace honesty and integrity, and model respect for all school community members.

Stakeholders believe that the greatest ***successes*** within the WPS' are:

1. The **students** who leave Weston fully prepared to be a productive citizen and worker.
2. The district's ability to create a **meaningful program** for every student.
3. The **staff** (defined as all layers within the organization) who comprise Weston Public Schools.
4. The **depth of co-curricular and after school opportunities** that exist (tempered this year due to the pandemic) for all students.
5. The districts commitment to work in a **safe and nurturing environment**.

Stakeholders believe that the greatest **challenges** within the Weston school district are:

1. The present **workload** due to the pandemic.
2. Meeting the needs of **all students** in a multiple-medium platform of teaching and learning.
3. Appropriately **funding** all existing programs within the current and proposed operational plan.

In addition, those who participated in the focus groups believe the following items are important for consideration within the hiring process:

- The new superintendent embraces and is not intimidated by the Weston community.
- The new superintendent quickly recognizes the large number of faculty, staff, and administrators willing to be part of the planning beyond the pandemic and creates an outreach plan to appropriately understand their voice.
- The new superintendent recognizes and builds on the board of education partnership.
- The new superintendent prioritizes a strong working relationship with all staff and further prioritizes visibility in the district.
- The new superintendent needs to be more than the new superintendent.....and must be a vibrant member within the Weston community.
- The new superintendent makes a genuine and honest commitment to the district and plans to stay in that role for many years.
- The new superintendent can retain, lead, and inspire the present Weston workforce.

Respectfully,

Dr. Joseph V. Erardi, Jr.

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