

LEADERSHIP PROFILE REPORT: SUPERINTENDENT SEARCH



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ess Education Support
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Tonight's Agenda

- ❑ Purpose of stakeholder engagement
- ❑ Participant involvement
- ❑ Data collection
- ❑ What we heard/learned
- ❑ Leadership profile report



Purpose of Stakeholder Engagement

1. To understand district needs/challenges from a variety of perspectives and points of view.
2. To synthesize and incorporate input into the candidate recruitment and screening process.
3. To gain insight that will help inform the Board's selection of its next superintendent.
4. To provide a roadmap of essential actions for the newly hired superintendent.

By the Numbers...

2164

On-Line Survey
Respondents

320

Individual/Group
Interviews and
Community Forums

Stakeholder Groups: Themes and Trends

→ District Strengths

Quality and Depth of Instructional Program

Parent Support and Engagement

Quality of Teachers, Administrators and Support Staff

Collaboration Between Administrators and Leaders of Employee Associations

District Cities and Communities

Stakeholder Groups: Themes and Trends

→ Challenges and Needs

Facilities in Need of Modernization and Repair

Distrust by Segments of Community and Employees

Political Discord in the Community

Stakeholder Groups: Themes and Trends

→ Challenges and Needs (cont.)

Potential School Closures and/or Consolidation

Problem Resolution

Special Education and Staffing

Desired Characteristics/Qualities of the Incoming Superintendent

- ❑ Actively manages the departments of the District
- ❑ Appreciates the history of CUSD schools (preserves institutional knowledge)
- ❑ Brings employees together in support of entire District (team builder, trusts co-workers, leadership capacity)
- ❑ Builds bridges with community resources & businesses
- ❑ Communicates link between facilities & property values
- ❑ Confidence, calmness & integrity
- ❑ Demonstrates success w/modernization and bonds
- ❑ Engages in/manages publicity and communication

Desired Characteristics/Qualities of the Incoming Superintendent (cont.)

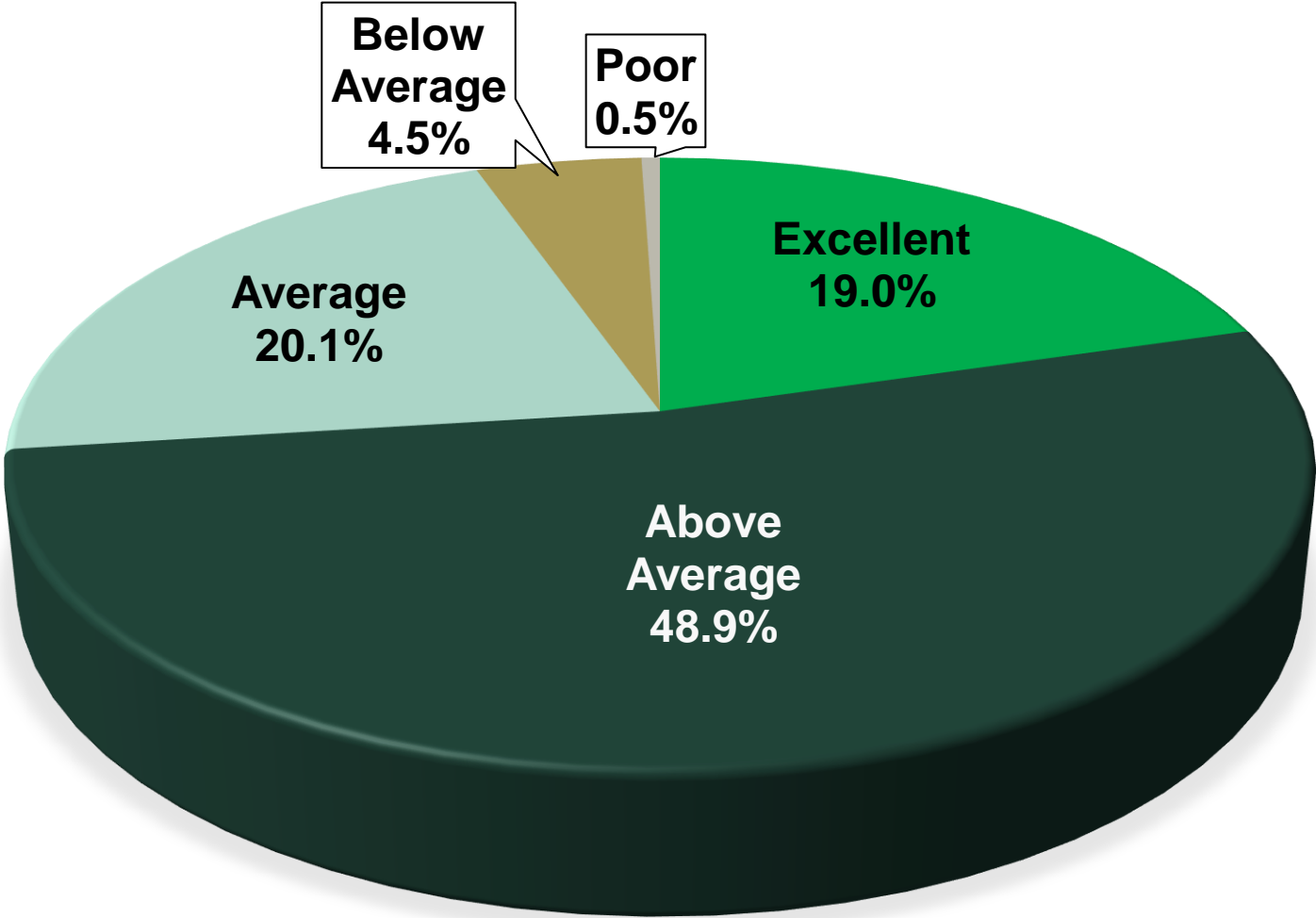
- ❑ Finds commonalities among divergent perspectives
- ❑ Is a leader who can walk into classrooms and support students and staff
- ❑ Is a natural, authentic public speaker
- ❑ Is a strong steward of public tax dollars
- ❑ Is tech forward and open to new ideas
- ❑ Makes Superintendent's Office reachable/available
- ❑ Models excellent leadership characteristics
- ❑ Provides ease/calmness during chaotic times
- ❑ Regains community trust



Online Survey – Who Responded?

Respondents	Frequency	Percent
Administrator	35	1.6%
Certificated Staff	335	15.5%
Classified Staff	159	7.3%
Parent/Guardian	1,535	71.0%
Student	8	0.4%
Community Member	92	4.2%
Other	12	1.3%
Total	2,164	100%

Overall Quality of Teaching & Learning



Leadership Skills: Top Six Rankings

Is knowledgeable about best practices surrounding teaching and learning
(76.4%)

Fosters a climate of trust and mutual respect
(73.8%)

Maintains a culture of high expectations for student/employees
(69.2%)

Is a forward thinker and open to new ideas
(53.8%)

Ensures the district remains fiscally solvent
(51.7%)

Is able to build a cohesive team
(51.4%)

Personal Attributes: Top Five Rankings

1. Honest & Ethical (91.7%)

2. Problem Solver (71.2%)

3. Strong Communicator (67.7%)

4. Good listener (59.3%)

5. Approachable/Personable (53.3%)

Expertise & Experience: Rankings by Critical Importance

Teaching and Learning
2,044 (96%)

Understands School/
Community Culture
1,601 (75%)

Fiscal Management
1,521 (72%)

Facilities Management
1,232 (58%)

Experience as Site Principal
1,203 (57%)

Negotiations/
Labor Relations
974 (46%)

Board Governance
945 (43%)

Public Relations
826 (39%)

Relations w/Cities
and Local Officials
791 (37%)

Board Questions and Discussion

NEXT STEPS...

- ❑ Application window closed: **April 8th @ 5:00 PM**
- ❑ Board receives/reviews confidential application materials of all candidates: **April 20th - May 2nd**
- ❑ Special closed session meeting to identify candidate slate and determine interview questions/process: **May 3rd**
- ❑ Special closed session meeting(s) to interview candidates: **May 20th and 21st**
- ❑ Board visits workplace of finalist: **Week of May 22nd or 29th**
- ❑ Board Appoints/Approves new Superintendent's employment:
Regular Board Meeting: **June 14th**
- ❑ New Superintendent begins their assignment: **July 1, 2023**