

LAKE BLUFF SCHOOL DISTRICT 65

New Superintendent Profile Report

October 8, 2019



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THE BOARD REQUESTED THE CONSULTANTS TO:

- Conduct Focus Groups with the following stakeholder groups: Administrators, Staff from both Schools, Lake Bluff Leaders, Community Group, PTO/Alliance Leaders, Parents/Community Forums
- 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

- **10 Focus Groups:** **62 Participants**
- **On-line Survey:** **154 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 to the nearest whole number

FOCUS GROUP/SURVEY QUESTIONS

- What are the District's greatest strengths and attributes? (Why would a new superintendent want to come to this District?)
- What are the 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

- Supportive and engaged parents who like to be involved in their children's education
- Excellent and talented staff consisting of committed, dedicated and passionate people
- Small, tight-knit, educated community that likes to be involved and included, and works together well
- Enthusiastic students who benefit from a student-centered environment
- Quality facilities that are clean and well-maintained
- Fiscally sound district with a variety of resources

DISTRICT CHALLENGES

- Supportive and engaged parents who like to be involved in their children's education
- Changing demographics requiring additional supports and more resources
- Communication between buildings as well as what's conveyed to parents appears to be inconsistent or inaccurate at times
- Because of taxes, always trying to figure out how to do more with less
- The Board should endeavor to reflect and represent the changing demographics in the district.

NEW SUPERINTENDENT PRIORITIES

- Listen to everyone and learn about the district, its history, and its strengths/challenges before taking action
- Develop sincere quality relationships with ALL constituents and demonstrate that ALL are valued
- Create a clear, consistent communication plan that provides clarity for all stakeholders
- Be visible in both schools while assessing both the climate of the buildings and the needs of each
- Be aware of the changing demographics in the district and begin to develop a plan to address the changing needs required to make all students successful

NEW SUPERINTENDENT CHARACTERISTICS/ATTRIBUTES

- **A genuine, authentic, warm, and caring person who is approachable and trustworthy**
- **An active leader who prioritizes visibility in the schools and community**
- **A student-centered leader who makes decisions based on what's best for children**
- **A collaborative team leader who builds strong relationships and develops a sense of community through consensus**
- **An experienced educator with a deep understanding of teaching at all levels, and especially with a variety of student learners**
- **A decisive individual who gathers input but knows when to act**

SURVEY DEMOGRAPHICS

154 TOTAL RESPONSES

● Parent	62%
● Teacher	34%
● Community/Business Member	10%
● Support Staff	7%
● Other	3%
● Administrator	1%
● Student	1%

DISTRICT'S STRENGTHS

- Quality of teaching staff 65%
- Community support of education 53%
- Student achievement 45%
- School learning environment 38%
- Use of technology for learning 35%
- Student-centered Learning 27%
- Communication w/parents, community 24%
- Quality of district admin. and principals 22%
- Student commitment to learning 20%

GREATEST CHALLENGES/ BARRIERS

- **Diversity/Equity/Inclusion** 55%
- **Emphasis on mastery rather than test scores** 32%
- **Communication w/parents and community** 21%
- **Use of Technology for Learning** 19%
- **Quality of district admin and principal** 17%
- **Challenging and State of the Art Curriculum** 13%
- **School Learning Environment** 12%
- **Interesting Instructional methods that engage** 11%
- **Board governance** 10%

CHARACTERISTICS/SKILLS NEEDED FOR NEW SUPERINTENDENT

- Builds good teams & brings out best in others 58%
- Is collaborative and includes others in decision-making 48%
- Is visible in the schools and in the community 45%
- Deep knowledge of C & I and student learning 43%
- Is student-centered 40%
- Has warm people skills; is approachable 38%
- Has an inspiring vision for the future 37%
- Has excellent communication skills 32%

PRIORITIES FOR NEW SUPERINTENDENT

- **Being highly visible throughout the district and community and developing strong relationships that will serve as the foundation of quality collaboration.**
- **Recognize the changing demographics and provide the necessary Professional Development necessary for staff to better meet the needs of the students.**
- **Keeping lines of communication open and transparent with all - staff, parents, community.**
- **Unifying the staff and community during the transition of leadership with the assurances of a seamless transition.**
- **Reviewing and evaluating programs in place to be sure that district is providing the quality programming the community deserves.**

NEW SUPERINTENDENT PROFILE

The New Superintendent Should Be a Person Who Is:

- **Highly visible throughout the district and community and develops strong relationships that will serve as the foundation of quality collaboration.**
- **Knowledgeable about working with a changing demographic and able to recommend quality professional development opportunities for staff.**
- **A collaborative team leader who builds strong relationships and develops a sense of community through consensus.**

NEW SUPERINTENDENT PROFILE

The New Superintendent Should Be a Person Who Is:

- **Genuine, an authentic, warm, and caring person who is approachable and can develop trust throughout the District.**
- **An experienced, student-centered educator with a deep understanding of teaching at all levels of school district leadership; focuses first on what's best for students.**
- **A decisive individual who gathers input and knows when to act in the best interest of all.**

NEW SUPERINTENDENT PROFILE

The New Superintendent Should Be a Person Who Is:

- **An administrator who has demonstrated success in previous leadership roles.**
- **A clear communicator who is able to share a consistent message with the Board, parents, community members, and the staff.**
- **Able to maintain the quality image of the district, yet is able to create a new vision for the future of District 65.**
- **A leader who can unify the staff and community during the transition of leadership with the assurances of a seamless transition.**

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
- Committee interviews and gives input to the Board
- Board holds second interviews
- Board makes selection; negotiates the contract
- New Superintendent begins duties on July 1, 2020