## Building the Profile: Community Feedback

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Staff/Families – Multiple Feedback Collection Pathways

- Leadership Competency Survey
- Open-Ended Responses
- In-Person Engagement
Most Important Leadership Characteristics, According to Julian Staff, Student and Family Results

- Relationships and School Culture
- Problem-Solver
- Kind, Respectful and Caring
- Fair and Consistent
- Effective Communicator/Listener
- Community Understanding
Feedback from Julian Staff and Families
Staff/Family Survey Participation

What is your current connection to Julian Middle School?
158 responses

- 55.1% Julian Staff Member
- 26.6% Julian Parent/Guardian
- 9.5% Future Julian Parent/Guardian
- 4.5% Julian Staff Member AND Parent/Guardian
- 3% Community Member
- 2% student
- 1% Curriculum Coordinator
- 0.6% Julian Staff Member and Future Julian Parent/Guardian
Illinois Performance Standards for School Leaders (Survey Responses)

Please select the three performance standards (explained above) that are most needed at Julian Middle School at this time.

158 responses

- Living a Mission and Vision: 53 (33.5%)
- Focused on Results: 75 (47.5%)
- Leading and Managing Systems Change: 89 (56.3%)
- Improving Teaching and Learning: 63 (39.9%)
- Building and Maintaining Professional Relationships: 81 (51.3%)
- Leading with Integrity and Professionalism:
- Creating and Sustaining a High Culture of Expectations: 113 (71.5%)
Experience (Survey Responses)

Please rate each of the statements below on how important it is for the new principal of Julian to possess.

- Administrative experience
- Expertise in curriculum, instruction and assessment
- Successful experience as a classroom teacher
- Experience working with diverse populations
- Experience in and knowledge of special education
Most Important Characteristics (Survey Responses)

Please select the 5 most important characteristics of the Julian principal.
158 responses

- **Problem Solver**: 121 (76.6%)
- **Kind**: 75 (47.5%)
- **Effective communicator**: 118 (74.7%)
- **Empowers others**: 67 (42.4%)
- **Fair and consistent**: 101 (63.9%)
- **Values diversity**: 62 (39.2%)
- **Highly visible**: 53 (33.5%)
- **Effective listener**: 86 (54.4%)
- **Motivational leader**: 66 (41.8%)
Open-Ended Feedback

Themes and examples from the survey and listening sessions with families and staff.
1. In your own words, describe the type of principal you believe would be the best fit for Julian Middle School.

Someone Who Is Experienced and Knowledgeable

- “The ideal principal should draw upon their teaching and administrative background to capitalize on the diversity, experiences, and strengths of the staff and student body, making Julian a place of exceptional teaching and learning.”
- Strong experienced leader who has a vision for where Julian can go and the strategic thinking and problem solving skills to get us there.”
- “A principal with both classroom and administrative experience at the middle school level.”
- “Someone with experience as a teacher is necessary for connection and growth within the faculty/staff community.”
- “An experienced and successful problem solver with the credentials, education and understanding on how to lead by example.”
- “Someone who has classroom experience so they have a clear understanding of what teachers need to be successful and what our kids need to be successful.”
- “Knowledgeable about latest research and understanding about engaging all types of learners.”
1. In your own words, describe the type of principal you believe would be the best fit for Julian Middle School.

Someone Who Values Diversity and Inclusion

- “We need an effective leader who shares the same values as our community (valuing diversity, equity, inclusion).”
- “Julian needs a hands on effective principal who understands and implements district expectations, works closely with OPRF to develop connectivity and has nuanced understanding to support diversity (racial, ethnic, neuro, sexual, gender, etc).”
- “Someone who is a forward-thinker and wants to act and ensure equity within the community.”
- “In my opinion, the best fit for Julian is a forward thinking, systems focused, equity minded, courageous leader who is willing to establish high expectations for culture and climate, guide adults & students with compassion and courage, make the tough decisions necessary and be the instructional leader the teachers and students need.”
- “Someone who values diversity and is emotionally intelligent.”
- “A leader who can engage the diversity of students, parents, and staff. Who can create a supportive learning environment for all students.”
Someone Who Prioritizes Academic Excellence & Accountability

- “Someone who implements systems that hold students accountable for their actions and encourages staff to pursue excellence.”
- “A principal that's committed to inspiring and empowering their staff to achieve excellence while also ensuring folks have support where needed and are accountable to our standards of equity and excellence.”
- “Someone focused on developing students to their potential and pushing teachers to excel, grow, and ensure every student is growing at pace to their potential (not just meeting standards).”
- “Someone who values academic excellence and pushing for greater classroom achievement.”
- “Someone who *finally* takes accountability and solves problems to ensure a safe and educationally thriving environment for every student.”
- “We need someone who will hold people accountable for their actions, both students and staff.”
2. What do you believe is the top priority at Julian Middle School?

Physical and Emotional Safety

- “Improving student safety and connection.”
- “As of now- safety and respect so kids can focus on education.”
- “Safety of students and teachers/staff is the top priority. This is a basic need and I can't believe I have to state its importance here, but my kids do not always feel safe at school.”
- “Safety - I am very concerned about mental health problems of kids this age, and gun violence.”
- “Kind, welcoming environment with appropriate social-emotional supports for all students (and faculty).”
- “Supporting social and emotional development along with the academics.”
- “Providing enough staff for student support in elective classes, climate and culture, discipline/restorative emotional interventions, etc.”
- “Creating a safe environment with set expectations and more staff taking the role of climate & culture issues (discipline).”
2. What do you believe is the top priority at Julian Middle School?

**Relationships and School Culture**

- “Improve the school culture and to listen to teachers about how that might be done. There is so much institutional knowledge in the building by folks on the ground whose voices are not always listened to.”
- “Creating a positive culture among teachers and staff which will greatly contribute to student success.”
- “School culture and improving the ratings.”
- “Faculty and student culture. Happy staff makes teachers stay and produces a good learning environment.”
- “developing a culture of collaboration and respect.”
- “Strong relational trust, instructional knowledge and leadership.”
- “Earning trust through relationship.”
- “Rebuilding trust and respect with staff.”
- “Building trust, rapport.”
- “Building a sense of community for students, but also staff and parents.”
2. What do you believe is the top priority at Julian Middle School?

**Instruction and Student Learning**

- “Preparing students academically and socially for the demands of high school and beyond.”
- “More rigorous academics.”
- “Helping students build academic skill, executive functioning skills, and social-emotional skills.”
- “Improve academics - set expectations higher, in order to set students up for success in AP and honors classes in OPRFHS. Begin this process in 7th grade.”
- “Continued focus on academic growth across all demographics.”
- “Instruction, classwork/homework, and assessment should be driven by district, state, and Common Core Standards. Every learning experience should be purposeful.”
- “To understand and educate our students to be able to advance on to high school and to higher levels of learning.”
- “The top priority for Julian Middle School is to help develop students in strong, virtuous character qualities so that they can contribute meaningful to society, along with providing opportunities to help them make learning meaningful and engage their interests.”
3. What do you believe is important for principal candidates to know about Julian Middle School?

- “[Its] diversity and working to use that to create an excellent learning environment.”
- “Our community strongly values diversity, equity and inclusion.”
- “Percy Julian is a diverse school within a diverse suburban community; with that diversity comes challenges AND rewards that other, less-diverse suburban schools don't experience.”
- “Its racial diversity, its abundance of diverse learners, and the success of the current administrative model (I have had kids at the school each of the last 4 years and we like how things are structured this year).”
- “It's a diverse population with brilliant, kind and very supportive students.”
- “Julian resides in an educated and very diverse community. There is great opportunity for academic growth, student leadership, and celebration of the arts and athletics, etc.”
- “Julian is a school with a diverse population of families. The principal needs to be in tune with the needs of the community. Communication with the village and OP Police are essential as well as with the families.”
- “Our diverse population, our history, our challenges and the unique aspects of living and working in oak park.”
3. What do you believe is important for principal candidates to know about Julian Middle School?

**Need for Stability and Leadership**

- “There has been a lot of change and we need stability.”
- “We want better stability for the principal position and someone focused on academics.”
- “Julian has gone through some tough moments pre and post Covid and it is important to provide some stability, professionalism and continuity within the school.”
- “There has been a lot of change and we need stability.”
- “Julian needs some TLC, someone that is in it for the long haul to really make positive changes for both the students and the staff.”
- “We have had significant leadership change in the past 3-5 years. We need someone who is an effective communicator & is willing to listen to both the needs and opinions of veteran & newer teachers. We need a leader who is willing to stand behind their word & support their staff in addition to looking out for the best interest of the students.”
Feedback from Julian Students
The District 97 Hiring Team was intentional in creating multiple opportunities for students to participate in the search process for the next principal.
Dec. 13 Listening Session: The Julian Student Leadership Team shared feedback on their school and their hopes for the next principal. They also helped district administrators develop questions for a school-wide student survey.
Jan. 24 Interviews: Six students (two from each grade level) had the opportunity to interview principal candidates and share their impressions with the administrative team.
Student Survey Participation

What is your current connection to Julian Middle School?
543 responses

- 30.4% 6th grade student
- 28.7% 7th grade student
- 40.9% 8th grade student
Most Important Characteristics (Survey Responses)

Think about a principal you have admired during your time in school. Based on your experience, please select the 5 most important characteristics of the next Julian principal.

543 responses

- Polite and kind: 406 (74.8%)
- Caring - respects students' thoughts: 423 (77.9%)
- Flexibility: 235 (43.3%)
- Problem Solver: 311 (57.3%)
- Effective communicator: 253 (46.6%)
- Empowers others: 134 (24.7%)
- Fair and consistent: 311 (57.3%)
- Values diversity: 157 (28.9%)
- Highly visible: 75 (13.8%)
- Effective listener: 224 (41.3%)
- Motivational leader: 186 (34.3%)
In your own words, describe the type of principal you believe would be the best fit for Julian Middle School.

**Kind and Caring** - Many students emphasized the importance of having a principal who is kind, caring, respectful, and understanding of students' feelings and needs.

**Listening and Communication** - Students want a principal who listens to them, communicates effectively with students and staff, and considers students' opinions and ideas.

**Fairness and Equality** - There is a desire for a principal who treats all students and staff equally, enforces rules fairly, and does not show favoritism to specific groups.

**Visibility and Engagement** - Many students mentioned the importance of having a principal who is visible and engaged with the school community, including participating in school activities and being accessible to students.

**Flexibility and Understanding** - There is a desire for a principal who is flexible, understanding, and open to new ideas, while also maintaining discipline and order in the school.
Student Feedback: Key Takeaways

What do you believe is the top priority at Julian Middle School?

**Safety** - Ensuring physical safety, security, and creating a safe environment free from bullying.

**Welcoming and Inclusive Environment** - Creating a culture where everyone is respected and valued.

**Learning and Education** - Providing a good education that cares about students' well-being and mental health.

**Student Needs** - Addressing students' needs and ensuring they feel heard and supported.

**School Operations** - Consistency in operations and rules, along with effective communication.

**Respect/Kindness** - Promoting respect, kindness, and acceptance among students and staff.

**Student Engagement** - Making school engaging and fun, prioritizing activities like sports and events.

**Inclusion and Diversity** - Embracing diversity and ensuring all students feel included and represented.
Student Feedback: Key Takeaways

What do you believe is important for principal candidates to know about Julian Middle School?

**Diversity and Individuality** - Students emphasize the diverse backgrounds and needs of the student body, highlighting the importance of recognizing and respecting these differences.

**Challenges** - There is a recognition of some of the school’s challenges, including issues like fights, bullying, and overcrowding. Students express a desire for a principal who can handle these challenges effectively.

**Respect and Fairness** - Students noted the importance of respect, fairness, and equal treatment, with a focus on the need for fair discipline and listening to students' opinions.

**Safety and Support** - Students value safety and support from staff, noting the importance of a principal who can create a safe and inclusive environment.

**Engagement and Communication** - There is a desire for a principal who is engaged, communicates effectively, and values student input in decision-making processes.