



# **Community Consolidated School District 181**

***“To Be the School District Where All Students  
Experience Success and Grow in Excellence”***

**Superintendent Candidate Profile**

January 16, 2018

Revised

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# Superintendent Candidate Profile

- Describes desired characteristics/experiences
- Based on stakeholder data from interviews, focus groups, and an online survey
- Used to screen applicants to determine “match” for school district needs
- Provides guidance to the Board of Education in selecting new superintendent

# Data Sources

- Focus Groups (Approximately 90 participants)
  - PTO presidents
  - Teacher leadership (HCHTA)
  - Curriculum leaders (CIAAC)
  - Principals and Administrators
  - Support staff (HESS)
  - Facilities Committee
  - Community
- Survey: Respondents
- Interviews: Board of Education members

# What We Heard: Strengths

- Students
- Parental support for schools and education
- Talented and dedicated teachers and staff
- Teacher retention
- Great communities
- Communities support education
- Access to resources
- Teachers and parents work closely together
- Stable financial resources
- Academic achievement
- Support for the arts and extra-curricular activities

# What We Heard: Challenges

- Finances
- Turnover in administrative staff
- Staff morale
- Curriculum
- Communication
- Trust
- Showing appreciation for staff decisions and professional opinions
- Defining the roles of the Board of Education, superintendent, administration, principal, etc.
- Instructional balance between social emotional growth and academics
- Public face of district

# What We Heard: Characteristics

- Strong and diplomatic
- Experienced educational leader with in-depth knowledge of curriculum and instruction
- Student centered
- Visible in the schools and community
- Exhibits integrity and honesty
- Effective communicator/able to articulate the rationale for educational decisions
- Successful experience in somewhat similar type district
- Energetic, intelligent, calm, personable, caring and a good listener
- Someone who builds trust and empowers others
- Team builder
- Committed to District 181 for the long run
- Ability to lead an engaged Board of Education

# Survey Responses: Demographics

## 322 Responded to Survey

- Employees (136)
- Non-employees (114)
- Parents of Current Students (149)
- Parents of Former Students (92)
- Current non-child household (28)

**Some respondents fit into more than one survey category. For example, an employee might also be a resident and/or a parent.**

# District 181

## Strengths Summary

1. Excellent teachers and staff/teacher longevity
2. Academic achievement
3. Available resources
4. Supportive parents
5. Supportive communities





# Opportunities/Concerns Summary

1. Curriculum/instruction/educational options
2. Administrative turnover
3. Finances
4. Communication
5. Trust
6. Staff morale



# District 181 Superintendent Summary

## Characteristics/Traits



- A strong leader with successful experience in a similar environment
- A relationship and team builder
- An individual who will be visible and involved in the schools and community at large
- A skilled communicator who can engage all stakeholders and clearly explain rationale behind decisions

# District 181 Superintendent Summary, Continued

## Characteristics/Traits

- A passionate student-centered leader with in-depth understanding of curriculum, instruction, and social emotional learning
- A person who is personable, honest, intelligent, caring and exhibits great integrity
- A leader who can develop trust and build confidence
- A good decision maker
- A leader with a long term commitment to the district and community
- A person who can develop good relationships with and provide leadership to the Board of Education

# Next Steps

- January 21 - Board conducts first round of interviews
- Stakeholder impressions group (discussion item)
- January 27 and 28 - Board conducts second round of interviews
- February - New superintendent named

*Thank you for the participation and cooperation of the Community Consolidated School District 181 Board of Education and the various stakeholders.*

