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

Drs. Mark Friedman and Anne Noland
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 extracurricular 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 rational 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.