



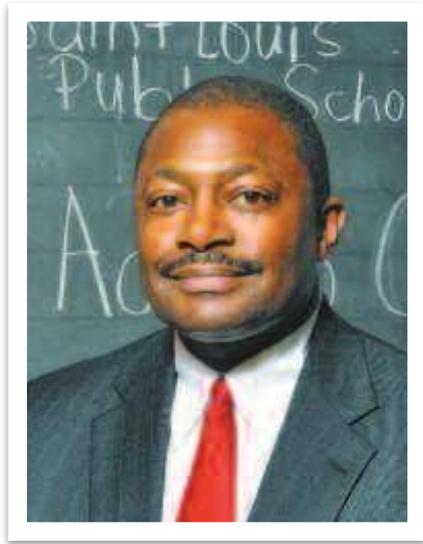
School District U-46 Academic Success For All Superintendent Search

Leadership Profile Report

April 24, 2023

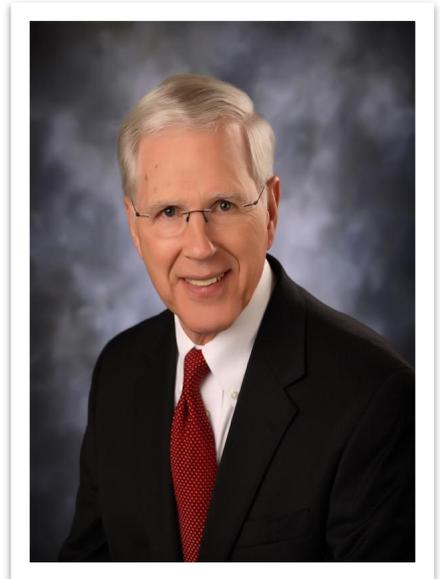


SUPERINTENDENT SEARCH TEAM



Kelvin Adams, Associate

Peter Flynn, Senior Associate



Karen Sullivan, Associate



Leadership Profile Report (LPR)

Outcomes of The LPR Meeting

Understanding the...

- Steps to the LPR**
- Survey Results**
- Meeting Results**
- Approval Process- Desired Characteristics**

Leadership Profile Report

Here is what has happened in the last 34 days!

- **PLANNED THE SEARCH and COMMUNITY ENGAGEMENT**
- **DISTRICT RESEARCH**
- **INVITATIONS TO PARTICIPATE**
- **POST and ANALYZE THE SURVEY**
- **INTERVIEWS and MEETINGS**
- **DATA COMPILATION and ANALYSIS**
- **REPORT PREPARATION and PRESENTATION**

School District U-46 Leadership Profile Report

DISTRICT RESEARCH

- **CONSULTANTS STUDIED PUBLICLY AVAILABLE INFORMATION INVITATIONS**
- **EXTENDED BY**
 - Board President
 - Staff
- **ON BEHALF OF BOARD**
- **Brian, Evelyn, and Karla SCHEDULED**
 - **INTERVIEWS**
 - **MEETINGS**

School District U-46 Leadership Profile Report Online Surveys March 23 – April 14, 2023

Superintendent Profile and State of the District Survey
Completed by **1,653** stakeholders online

Parents	(40.2%)	or	665
Teachers	(25.6%)	or	423
Support Staff	(10.5%)	or	174
Students			140
Community Members			129
Administrators			122

67 SURVEY RESPONDERS in SPANISH

(ALL NINE BOARD MEMBERS TOOK THE SURVEY OFFLINE)

School District U-46

Leadership Profile Report Survey

STATE OF THE DISTRICT

Overall Respondents to the Online Survey selected the following as strengths of the district:

- **Technology is integrated into the classroom. (TL)**
- **The District engages with diverse racial, cultural and socio-economic groups. (CE)**
- The District employs effective teachers, administrators and support staff in its schools. (M)
- Teachers personalize instructional strategies to address individual learning needs. (TL)
- **The District provides a clear, compelling shared vision for the future. (VV)**

The Board (8 or 9) chose 3 of the same top strengths as were chosen by the overall group and they are in bold above.

School District U-46 Leadership Profile Report Survey

LEADERSHIP COMPETENCIES

Top-rated Competencies – All respondents selected:

- **Foster a positive, professional climate of mutual trust and respect among faculty, staff, and administrators. (CE)**
- **Establish a culture of high expectations for all students and personnel. (VV)**
- Recruit, employ, and retain effective personnel throughout the District and its schools. (M)
- Demonstrate a deep understanding of educational research and emerging best practices and implement strategies. (VV)
- Provide transparent communication. (CE)

Two of the top-rated competencies selected by Board Members for a Superintendent **were the same as two of the five** overall choices above and they are indicated in bold.

School District U-46

Leadership Profile Report Survey

LEADERSHIP COMPETENCIES

Top-rated Competencies – Board Members also selected:

In addition, three other competencies were selected by the Board and are shown below underlined.

- Understand and be sensitive to the needs of a diverse student population. (TL)
- Effectively plan and manage the long-term financial health of the District and schools. (M)
- Be an effective manager of the District's day-to-day operations. (M)

Leadership Profile Development

MEETINGS AND INTERVIEWS

- 1. Strengths of the District?**
- 2. Challenges Facing District?**
- 3. Characteristics of the Next Superintendent**
 - a. Personal Attributes?**
 - b. Areas of Expertise?**
 - c. Administrative Style?**
- 4. What Community Offers to Attract Candidates?**
- 5. Names of Possible Candidates?**

School District U-46

Leadership Profile Report

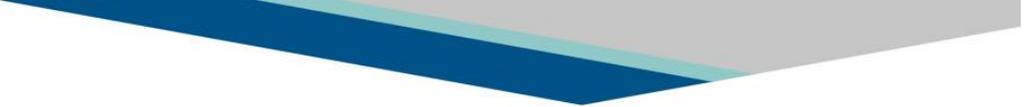
LISTENING SESSIONS

Group	Meetings - People
Administrators	6 - 91
Board	9 - 9
Community *Includes Parents	5 - 51
Parents	*
Students	1 - 13
Support Staff	2 - 11
Teachers/Licensed Staff	2 - 18
Total	25 - 193

School District U-46 Leadership Profile Report LISTENING SESSIONS

Compilation Steps

- **Strengths, Challenges and Characteristics by Respondent Categories**
- **Administrators, Board, Community (Parents), Teachers/Licensed Staff , Students and Support Staff**
- **Most Desirable Qualities mentioned by the six categories particularly in the leadership traits of Attributes, Expertise, Style**



**School District U-46
Leadership Profile Report
LISTENING SESSIONS**

Strengths of School District U-46

- 1. Diversity**
- 2. Program Offerings**
- 3. Staff**
- 4. Equity**
- 5. Parents and Partnerships**

**School District U-46
Leadership Profile Report
LISTENING SESSIONS**

Challenges of School District U-46

- 1. Communications**
- 2. Staffing**
- 3. Preparation and Professional Development**
- 4. Diversity and Equity**



**School District U-46
Leadership Profile Report
LISTENING SESSIONS**

**LEADERSHIP
CHARACTERISTICS**

ATTRIBUTES

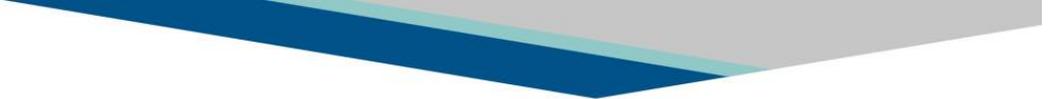
- **Integrity**
- **Empathy**



**School District U-46
Leadership Profile Report
LISTENING SESSIONS**

**LEADERSHIP CHARACTERISTICS
EXPERTISE and EXPERIENCE**

- **Communicator**
- **Leader in Diverse District**
- **Relationship Builder**



**School District U-46
Leadership Profile Report
LISTENING SESSIONS
LEADERSHIP CHARACTERISTICS
STYLE**

- **Collaborator**
- **Visible and Approachable**
- **Data Informed Decider**

**School District U-46
Leadership Profile Report
COMPILATION**

SURVEY DATA

± LISTENING SESSIONS

DESIRED CHARACTERISTICS

DRAFT

Summary of Input

Most Desirable Qualities from the Surveys and Listening Sessions

- Foster a positive, professional climate of mutual trust and respect among faculty, staff, and administrators. (CE)
- Establish a culture of high expectations for all students and personnel. (VV)
- Recruit, employ, and retain effective personnel throughout the District and its schools. (M)
- Demonstrate a deep understanding of educational research and emerging best practices and implement strategies. (VV)
- Provide transparent communication (CE)
- Understand and be sensitive to the needs of a diverse student population. (TL)
- Effectively plan and manage the long-term financial health of the District and schools. (M)
- Be an effective manager of the District's day-to-day operations. (M)

Attributes

- **Integrity**
- **Empathy**

Expertise/Experience

- **Communicator**
- **Leader Student Achievement**
- **Relationship Builder**

Style

- **Collaborator**
- **Visible and Approachable**
- **Data informed Decider**

Profile of the Desired Characteristics of the Superintendent

Superintendent of Schools
School District U-46
Elgin, Illinois

After receiving input from administrators, community members, faculty, parents, students, and support staff, the School District U-46 Board of Education seeks an experienced leader, who has had successful experience in a **diverse district**, demonstrating **relationship building** and a successful track record of **student achievement** to be its next Superintendent.

Characteristics continued...

The Board seeks someone who is an **empathetic communicator**, who listens carefully while **collaboratively** developing and patiently implementing with the Board a vision, with its goals and the district's wide array of programs. In addition, the selected candidate will be a person of **integrity** who is **visible and approachable** in the community and the District making **data informed decisions**, building teams, especially in the development of a team relationship with the Board.

The next Superintendent of School District U-46 will work collaboratively with the staff and community as an advocate that reflects a student focus. The School District U-46 Board of Education is looking for a person, who will lead in diversity and equity especially as they relate to human resources and student achievement, and committing to stay with the district for a significant tenure.

Further, School District U-46 seeks a Superintendent who has record of demonstrating the following competencies:

- Foster a positive, professional climate of mutual trust and respect among faculty, staff, and administrators.
- Establish a culture of high expectations for all students and personnel.
- Recruit, employ, and retain effective personnel throughout the District and its schools.
- Demonstrate a deep understanding of educational research and emerging best practices and implement strategies.
- Provide transparent communication.
- Understand and be sensitive to the needs of a diverse student population.
- Effectively plan and manage the long-term financial health of the District and schools.
- Be an effective manager of the District's day-to-day operations.

Profile of the Desired Characteristics of the Superintendent

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School District U-46
Academic Success For All

Leadership Profile Report

Additional Issues or concerns?

TRUST THE PROCESS

