



# **Glen Ellyn School District 41**

***“Ignite passion. Inspire excellence. Imagine possibilities.”***

**Superintendent Candidate Profile**

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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 help determine “match” for school district needs
- Provides guidance to the Board of Education in selecting new superintendent

# Data Sources

- Focus Groups (Approximately 100 participants)
  - Teacher Association leadership
  - Central Office administrators
  - Principals and building level leaders
  - Teachers and support staff
  - Community (open meetings)
- Survey: Respondents
- Interviews: Board of Education members

# What We Heard: Strengths

- Students
- Parental support for schools and education
- Talented and dedicated teachers and staff.....little turnover
- High quality programs
- District has good reputation
- Community supports education
- Access to resources
- Teachers and parents work closely together
- Stable financial resources
- Academic achievement ...high performing students
- Collaborative admin/staff relationship

# What We Heard: Challenges

- Finances
- Changing demographics - equity
- Staff morale, lack of trust
- Full day kindergarten
- Communication
- Programs for acceleration
- Achievement gap
- Construction at every school
- Teacher contract coming up
- Demanding community
- Space
- Instructional balance between social emotional growth and academics
- Tax levy questions

# What We Heard: Characteristics

- Strong and diplomatic – confident decision maker
- Experienced educational leader with in-depth knowledge of curriculum and instruction
- Student centered and an advocate for inclusive education
- Visible in the schools and community
- Exhibits integrity and honesty
- Effective communicator/able to articulate the rationale for educational decisions
- Successful experience in a similar role
- Energetic, intelligent, calm, personable, caring and a good listener
- Someone who builds trust and empowers others
- Team builder
- Understands and embraces diversity
- Experience in financial management
- A healer
- A visionary
- Able to work with the Board in order to facilitate good decision making
- Leader for an ever changing world
- A collaborative leader

# Survey Responses: Demographics

## 849 Responded to Survey

- Employees (185)
- Non-employees (367)
- Parents of Current Students (523)
- Parents of Former Students (245)
- Current non-child household (57)
- Retired resident (32)

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

# District 41

## Strengths Summary

- 1. Excellent teachers and staff/teacher longevity**
- 2. Supportive parents**
- 3. Academic achievement**
- 4. Supportive community**
- 5. Educational options and programs**





# Opportunities/Concerns Summary

1. Educational options and programs
2. Curriculum
3. Community relations
4. Funding/finance
5. Facilities



# District 41 Superintendent Summary

## Characteristics/Traits



- A strong leader with successful experience in a similar role who displays leadership skills
- A good manager of the day to day responsibilities of leading a district
- A leader who possesses excellent interpersonal skills
- 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 41 Superintendent Summary, Continued

## Characteristics/Traits

- A student/child-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

- March 8/9 - Board conducts first round of interviews
- March 12, 13, 14. Board conducts second round of interviews
- March (late) - New superintendent named

*Thank you for the participation and cooperation of the Glen Ellyn School District 41 Board of Education and the various stakeholders.*

