



Leadership Profile

Report Summary

January 14, 2021



Broad Spectrum of Data Collection

Qualitative: Talked with 73 stakeholders in 8 focus groups and 10 individual interviews.

- Depth and breadth of engagement
- Highly interactive

Quantitative: 468 Survey Responses

- 240 parents
- 71 teachers and certificated staff members
- 23 support staff members
- 10 administrators or supervisors
- 168 students
- 10 taxpayers without children currently in school

Four Big Takeaways

The new superintendent must:

1. Sustain the tradition of excellence the community has experienced and will continue to expect
2. Continue the culture of trust and collaboration
3. Provide clear forward thinking strategic planning and direction for growth and improvement
4. Listen, communicate frequently, clearly, and authentically with everyone associated with Northbrook 27

Focus Group/Interview

Strengths:

- Long tradition of educational excellence
- Value connection NB 27 has with the Township
- Robust and extensive academics and co-curricular programs
- Outstanding staff at all levels of the system
- NB 27 is the pride of the community with broad and deep community support. “Destination District” for families

The Survey Says: Strengths of the District

Survey results and focus group responses reflected similar strengths. The top five in the survey were:

- Strong tradition of high quality education throughout the district (Highest positive responses and support across all stakeholder groups HYA has ever collected)
- Fiscal responsibility
- High standards for student performance
- Working successfully to ensure students feel welcome, connected to, and belong at NB 27.
- ***It is noteworthy that more than 97% of all respondents agreed or strongly agreed they would recommend moving to NB 27***

Percentage of Positive Responses

	<u>ALL</u>	<u>Parents</u>	<u>Teachers</u>	<u>Support</u>	<u>Admin</u>	<u>Students</u>	<u>Taxpayers</u>
<u>QUESTIONS</u>	(n=486)	204	71	23	10	168	10
<i>The overall quality of education in the district</i>	96	96	100	100	100	95	100
<i>HS readiness of our 8th grade graduates</i>	93	94	100	100	100	82	100
<i>The district's effectiveness in meeting the needs of my child</i>	89	90	100	100	100	81	88
<i>The district's effectiveness in meeting the needs of students with disabilities</i>	84	71	95	94	100	82	100
<i>The district's effectiveness in meeting the needs of English Language Learners</i>	91	92	90	93	100	88	100
<i>The district's effectiveness in meeting the needs of exceptionally talented students</i>	84	77	93	88	100	84	86
<i>The district's ability to attract and retain excellent instructional staff</i>	92	90	98	95	100	87	83
<i>The district's ability to attract and retain excellent support staff</i>	90	91	89	90	100	88	83
<i>The quality of communication from the district</i>	89	91	98	90	100	77	100
The district has high standards for student performance.	96	96	100	100	100	94	100
The district is working successfully to help students feel welcome, connected to, and belong.	96	94	100	100	100	97	100
The district provides a well rounded educational experience for all students.	94	93	98	100	100	90	100
The district is meeting the social emotional needs of students	87	86	92	94	100	81	100
The district engages parents as partners in the education of their children	92	90	100	100	100	85	86
The district is fiscally responsible	98	97	100	100	100	98	100
Recommend moving to district because of schools	97	96	100	100	100	96	100

For first nine questions (boldfaced and italicized), positive responses are ratings of “Excellent” or “Good” and negative ones are “Average” or “Poor.” (no negative responses)

For the remaining questions positive responses are ratings of “Strongly Agree” or “Agree” and negative ones are “Disagree” or “Strongly Disagree.” (no negative responses)

Areas of Excellence and Need

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KEY:

Green cells indicate that the ratio of positive to negative responses is ~5:1 or greater.

Red cells indicate that there were more negative responses than positive ones (no red cells)

Focus Groups/Interviews: Challenges and issues

- Students' social emotional needs are and will be even more significant
- Need to maintain strong district finances but also address growing enrollment
- Provide adequate support services for Special Needs Children
- Maintain and attract exceptional staff pending future retirements
- Need to continue process oriented future thinking decision-making

The Survey Says: Top Challenges and Issues

- Attending to students' social emotional needs, especially given issues associated with remote learning during the pandemic and others which will arise when all students return to school.
- Seizing the opportunity from what has been learned during remote learning to design, develop, implement, and evaluate innovative curriculum and instructional practices.
- Understanding and addressing the different perceptions between parents and staff in the district's effectiveness in meeting the needs of students with disabilities and the needs of students with exceptional talents (and those who have both).

Focus Groups/Interviews: 10 desired Characteristics of the Next Superintendent

1. Understand and embraces NB #27 traditions and culture and will collaboratively identify and successfully lead necessary changes and innovations to move the district forward.
2. Genuinely likes people and is deeply caring and authentically passionate about NB #27 students and devoted their academic and personal growth and success.
3. Visionary, future focused but analytic about changes.
4. Be a great communicator and careful listener.

... and more

5. Highly visible, personable, approachable, accessible presence who relates well to all diverse groups
6. Highly collaborative and inclusive and skilled at empowering others
7. Ability to thoughtfully engage all voices in important decisions
8. Trustworthy and trusting, demonstrating integrity, honesty, humility, compassion and a sense of humor
9. Eager to immerse oneself in our community
10. Presents well and can articulate NB #27 aspirations, goals, and direction

The Survey Says: Expectations for the next superintendent

1. Continue to enhance the overall quality of education in the district
2. Keep the district fiscally responsible
3. Maintain high standards for student performance
4. Help students feel welcomed, connected to and belonged
5. Keep NB 27 as a “destination district for families”

Next Steps

- Collect applications, continue interviews, screen, and reference check
- Present the slate January 21
- Schedule interviews of slated candidates
- At a future meeting discuss contract and compensation
- At future meetings determine the process for handling finalists' interviews
- Select next superintendent early March, 2021