

October 14, 2016

Community Conversation

West Chester Liberty Chamber Alliance

Superintendent Search – What to look for in a new Superintendent

Questions/Challenges for District

How to work with whole community to bring everyone together



Dealing with many different population's needs (X2)

Dealing with always-changing state mandates and testing

Continuing strategies, outreach, and partnership building

Internal partnership building to strengthen Lakota culture

Continue to promote the Lakota brand

Do a better job creating a brand

- Building level
- District level

Get people passionate about district

Distinguish from Mason (neighborhood schools?)

The brand of the superintendent as face of organization

- Mesh with district brand

Increase diversity of teachers/staff in building

Deal with varying levels of diversity across buildings and parts of townships
(eg. Poverty rate from 5-50%)

Keep the good stuff like special needs and gifted

Seamless transition process

- Go slow
- Assess
- Then change

Maintain stability

Group Comments

Questions/Challenges for District

1. How to build an effective advisory support for the superintendent?
2. How to manage/meet diverse needs with students/learners?
3. How to learn from mistakes of past to best make best decisions for future?
4. How to listen more than they talk?
5. How can the whole community be engaged/valued, be part of the solution? Remember every opinion has value.

How is the District Different

Now vs. six (6) years ago?

Growth – corridor – moving in

Financial stability

Reputation – Not fractured in community No fighting
– Board not It's now

Superintendent stability

Intentionality of seeking community input

Including strategic planning that involved many stakeholders

Passed levy – Entrances and drills

Safety of students in buildings

Diversity increasing

Wider income range

Wider family structure

Low socio-economic

Needs of those students

More strategies than before

– From top down

Healthier relationship with business community

– More real world opportunities and internships

And Chamber Alliance is better relationship

Butler Tech and Lakota – Modernized curriculum

Eg. Biosciences/finance

Technology – 3D printing

Qualities of Superintendent

Allow/encourage “the communities” to get involved


Learn from past mistakes

Instructional excellence

In-tune with the hiring – Diversity and ethnicity
In the buildings

Cultural competency

Global perspective

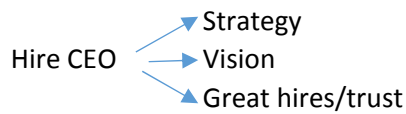
Understanding education and business partnerships  Brand savvy

Political savvy Business savvy

Child focus – Link back to get

Put right people in place
– Great hires and delegate and trust staff

Good to great (Jim Collins)



Build a team
A collaborator

Find best person – Take a chance
– Don’t try to “not screw up”
– Maybe less superintendent experience

Visionary  “Take to the next level”

Still will need to understand what the school-level experiences are

(Qualities of Superintendent continued)

Promote from within?

“Let them run”

Collaboration X2

Eyes in back of head
Work for Board

Visionary leader

Motivator

Unifying X2

Cheerleader “Show ponies need not apply”

Strategist

Student-focused

Integrity

Broad knowledge

Thoroughbred
Not plodding
Tireless
Go beyond triple crown

Perfect X4

Leader – They want to follow

Listener

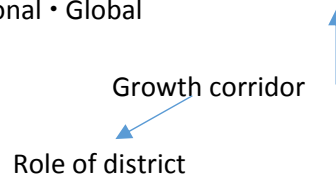
Innovative

Trends

Social • Tech • Economic • Political

Neighborhood • Local • Regional • National • Global

New M.S. A in 2017/20



(Trends continued)

Liberty Township

Commercial base

- Proton Center (World class/global patients)
- Christ Hospital

All the new hospitals don't pay property tax

Liberty Center pays property tax

- Extended stay hotels

Butler Tech tilt to biosciences

Very competitive in health care

- Everybody wants to be here

Aging of boomers

Challenges to levies

Increase in hospitals

More new home permits in Liberty Township

Often changing in federal/state requirements

- Three (3) different state tests in three (3) years

State biennial budget hurt Lakota

(Funding for education up statewide)

Social media and different communication methods

Blended learning might go up

Learning outside of school

Businesses consolidating in West Chester

- More business headquarters/home rather than satellite

Heroin crisis up here

Legalized pot (passage of medical marijuana)

More support organizations for drug addicts and mental health

So many interstates

Bioscience = Global talent attracted here

(Trends continued)

Medical mile
Tech/biotech

Local and regional patients

Aerospace

Growing desire for service learning

Millennials want it included/globally



Cost of college education

→ Gap years to decide what to do

Kids pause to decide

Amount of student loans

– Doubled generations



Parents still owe



Now kids taking loans

More adult kids living at home

Parent demand for more career exposure much younger

Group Comments

Challenges/Opportunities for New Superintendent

1. Keeping students in area
2. Relationship with business community
3. Should be able to act as CEO without outside influence
4. Maintain fiscal responsibility
5. Fully utilize community resources available

1. Special needs
2. ESL – Changing demographics
3. System for leadership development
 - Retention
 - Recruitment
4. Strengthening Lakota culture
5. Broken home families
6. Communications have to be multi-faceted in order to reach all stakeholders
7. Options outside of college
8. Public private partnerships
9. Strong connecting skills with community
10. Continue strategic outreach and partnership
11. Know your staff
12. Continue to promote brand

1. Maintaining financial stability
2. State mandates on curriculum and testing
3. Changing demographics – Students who need increased support