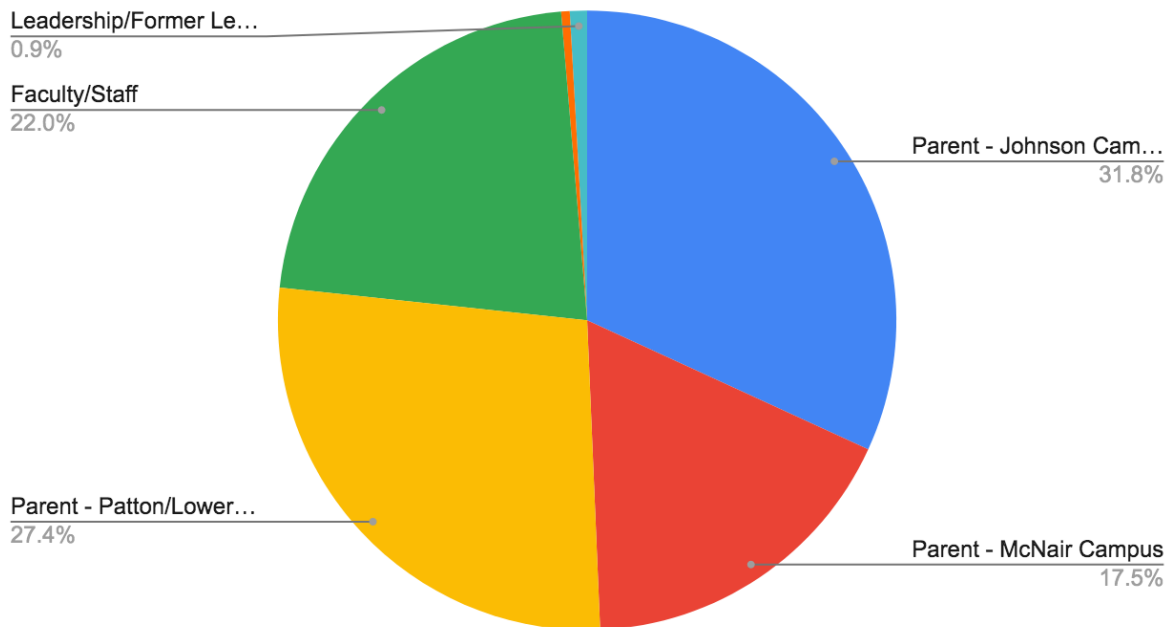


LFNO Community CEO Selection Survey Report
For February CEO Search Committee Meeting
Prepared by Ayodele Theard-Lewis, CEO Selection Committee Survey

The CEO Selection Survey was comprised of four questions: (1) What is your primary relationship with LFNO?, (2) What do you think should be the next CEO's top priorities?, (3), What personal qualities and professional qualifications are most important to seek in the next CEO?, and (4) What additional information would you like the search committee and LFNO Board to know as the search gets underway? This survey was disseminated to the parents, staff, faculty, and leadership within the LFNO community through the school's email blast system to ensure all LFNO community stakeholders had the opportunity to have their voices heard during this selection process. A total of 167 responses were recorded. The following is a report on the data collected and includes basic analysis and explanation of the results.

Question 1: What is your primary relationship with Lycée Français de la Nouvelle-Orléans?

Breakdown of Responders' Relationship to LFNO

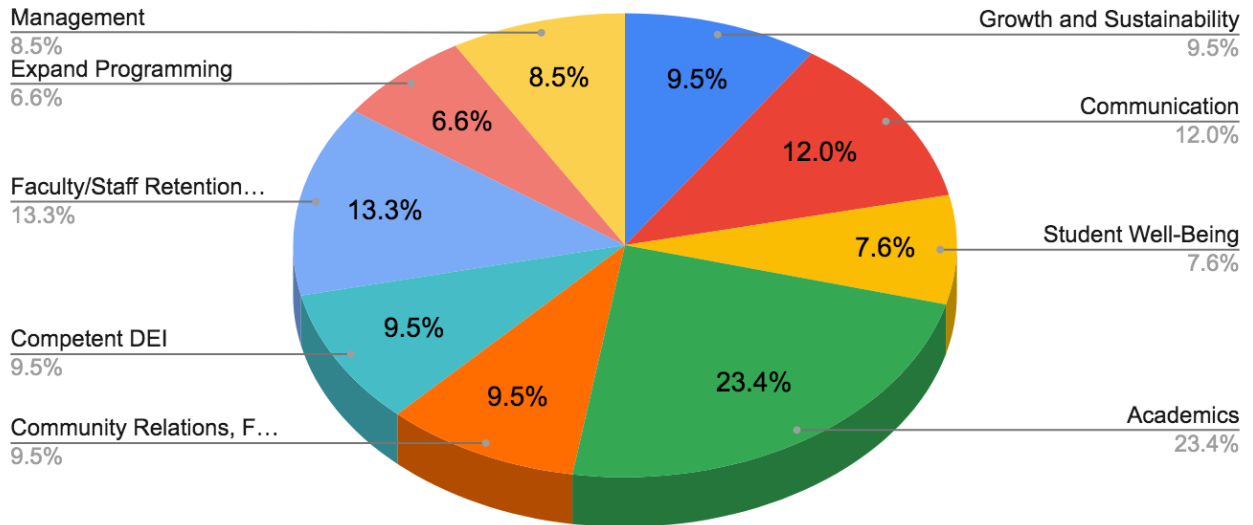


The parents represent a large majority of the respondents (76.7%).

*Note that this comes from a total of 167 responses and that the orange pie slice represents leadership, former leadership, and former parents.

Question 2: What do you think should be the next CEO's top priorities?

Suggested CEO Top Priorities



Legend:

Growth and Sustainability (9.5%): Refers to increasing LFNO's presence within the city of New Orleans to grow the student body and the academic and extracurricular programs offered at all campuses. Responses also mentioned LFNO's general future as well as its administrative and fiscal stability. Many responses specifically mentioned the development of the High School.

Communication (12%): Responses mentioned a desired focus on listening to the community as well as ensuring parents, students, teachers, staff, and administrators are on the same page across all campuses. Many responses specifically mentioned the importance of transparency.

Student Well-Being (7.6%): Refers to the students' safety on campus, mental health, COVID concerns, student retention, student engagement, and students' learning experiences.

Academics (23.4%): Responses mentioned a desire to ensure LFNO's commitment to academic excellence (to stay competitive with other schools), to expand LFNO's French language accreditation through the high school level, to grow the special education program, and to reinstate the ESS program.

Community Relations, Facilities, and School Climate (9.5%): Refers to inter and intra-school community relations and LFNO's relationship with the surrounding communities. Responses also mention the improvement of the physical facilities (buildings and playgrounds) and infrastructure of all LFNO campuses.

Competent Diversity, Equity, and Inclusion (9.5%): Refers to developing competent DEI within the curriculum, classrooms, school policies, and libraries. Responses focused on hiring more teachers of color

and improving intra-cultural relations between: (1) staff/faculty-student, (2) staff/faculty-parent, (3) parent-parent.

Faculty/Staff Retention and Support (13.3%): Responses specifically stated a commitment to providing adequate support for teachers and staff to decrease turnover and increase morale.

Expand Programming (6.6%): Refers to growth in extracurricular and academic programming such as sports, clubs, field trips, etc.

Management (8.5%): General request for competent, professional, compassionate, personable, transparent and organized management.

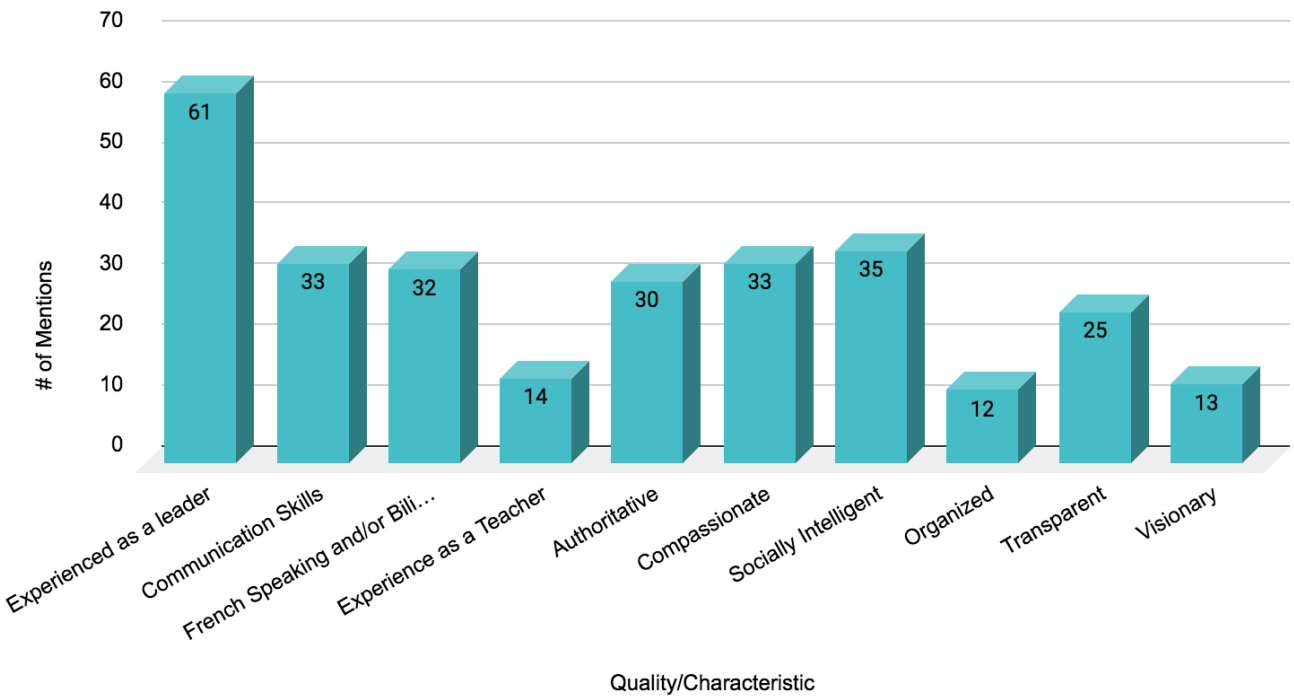
*To achieve these figures, each response was read through and for each theme(s) mentioned (from the list above) by respondents, a tally mark was noted. Most responses were assigned multiple themes as respondents included multiple suggestions.

Question 3: To effectively address these priorities and lead LFNO, what personal qualities and professional qualifications are most important to seek in the next CEO?

Personal Qualities

The figure below shows the top ten qualities respondents mentioned in the survey.

Preferred Qualities of the Next LFNO CEO



Legend (left to right):

(1)Experienced as a Leader, (2)Communication Skills, (3)French Speaking and/or Bilingual, (4)Experience as a Teacher, (5)Authoritative, (6)Compassionate, (7)Socially Intelligent, (8)Organized, (9)Transparent, (10)Visionary*

*Some notable mentions include: being a good listener (9 mentions), someone who is present/visible in the community (9), and someone with a diverse background (8).

**This data was gathered from 162 responses for this question (five respondents did not respond). The definitions for each top quality were taken from Oxford's English dictionaries. Synonyms of each word are included in the count for that characteristic.

Professional Qualifications

Of the responses that included explicit desired professional qualifications (7), four wanted someone with at least a Master's degree and the other three wanted someone with some type of formal education or leadership/management/business certification. Furthermore, respondents communicated that they want a CEO with a background in education (21 mentions), school management (10), and/or business/administration (11).

Question 4: What additional information would you like the search committee and LFNO Board to know as the search gets underway?

Most comments within this section commented on how critical of a period this decision is for LFNO's future. Many respondents reiterated that they wanted a strong leader who is committed to making drastic changes within this school. Other respondents noted how frustrated their students were with the school, the lack of staff/faculty morale, issues with the physical structures of the facilities, and other important grievances. It is important to note that 11 comments were directly related to hiring within versus outside of LFNO, with five respondents against hiring within LFNO and six championing *for* hiring someone within LFNO to take the role.