



# Oakwood City Schools

## Superintendent Search Profile

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# **Onsite Search Profile Focus Groups**

- **K-12 spent two days in the district meeting with in-person focus groups.**
- **Groups included administrators, teachers, support staff, students, invited guest forums and four open community forums for anyone to attend.**
- **A total of over 100 people attended the in-person forums.**
- **Participants were appreciative of this opportunity.**

# Search Profile Questionnaires

- Profile were accepted via online access to a Google doc and also participants in in-person focus groups were able to complete hard copies.
- Hard copies were collected in person, via fax, and via email.
- Over 200 questionnaires were returned and all were read by K-12.
- The three topics reviewed were:
  - ▶ Strengths of the district
  - ▶ Issues facing the district
  - ▶ Characteristics needed in the new superintendent

# Superintendent Search Profile Results

- Results reported first by “Consistent Themes” in order of the times it appeared in questionnaires or was heard in focus groups.
- Following the “Consistent Themes” you will see what was specifically important to the Board, Administrators, Teachers, Support Staff, Parents/Community and Students.
- A chart showing top and bottom five characteristics of the next leader was generated by the forced numbering of research-based characteristics of successful superintendents.

# Strengths of the Oakwood City School District

## Consistent Themes

- Oakwood Schools have high academic standards with a tradition and reputation of excellence.
- Oakwood Schools enjoy high levels of community support.
- Oakwood Schools have highly trained, dedicated, caring and professional staff.
- Oakwood Schools enjoy strong engagement and involvement from its parents.
- Oakwood Schools offer many and varied opportunities for students, including academic and extra-curricular, that strive to meet students' individual needs.
- The City of Oakwood is a small, walkable community.

# Issues Facing Oakwood City School District

## Consistent Themes

- There is a division in the community because of differing political views negatively impacting the school system.
- Consistent, transparent communication from the district is an opportunity for growth.
- There are polarized views regarding the EDI/SEL initiative in the district and the impact of this in the classroom.
- Meeting the needs of all learners along the educational continuum, specifically special education students, remains an opportunity for growth for the district.
- School funding, appropriate resources and aging facilities remain a challenge for the district.
- The mental and emotional well being of students and staff should remain an area of focus for the district.

# Characteristics of the New Superintendent

## Consistent Themes

- A highly skilled communicator who will engage with staff and community members. This person should listen, clearly relay messages and inspire others by his/her words.
- Someone with high expectations for students, staff, and the community who can bring new programs and take calculated risks to make our district great.
- A dedicated, experienced leader who engages with and unites our schools.
- A leader who recognizes and appreciates the diversity in Oakwood and is committed to inclusive practices.
- A strong leader who is visible in the classrooms and community while building trust.
- A servant leader who is open, honest, humble, and flexible.

# Thoughts Moving Forward

- Oakwood City is a close-knit community that is full of pride about the school district
- Parents and the community genuinely care about the school district and are supportive of the students
- The district has provided quality education for years in the Dayton area and is recognized nationally for excellence;
- Oakwood needs a dynamic leader who can listen, communicate effectively, and work to unite the community around the common theme of doing what is best for students.



**THANK YOU!**

**QUESTIONS?**