

# **LEADERSHIP PROFILE FOR PRINCIPAL—LYLES-CROUCH TRADITIONAL ACADEMY**

**May 16, 2023**

## **1. Purpose**

This LEADERSHIP PROFILE defines the specific attributes for the next principal of Lyles-Crouch Traditional Academy. The profile reflects input from several stakeholder groups to include staff, parents, Parent-Teacher Association (PTA) members and community residents. Applicants and selection panels will use this profile to assess the candidate qualities of the position.

## **2. Introduction and Background**

The Alexandria City Public Schools initiated a search for the position of principal of Lyles-Crouch Traditional Academy in April 2023, to replace the principal who announced her retirement.

ACPS gathered information for the leadership profile from a community online survey with staff, parents, and community members. The online survey was open to the public. The survey requested participant comments about strengths of the school, challenges facing the school and qualities/attributes desired in a new leader. The online survey was open from April 20-May 12, 2023. The survey enlisted comments from approximately fifty parents, staff, and community members.

As there was no requirement for participants to provide personal identifying information, there may have been some duplication of survey responses. There were, as will be evidenced later, several consistent themes in the survey responses. Certain comments from parents, staff, and community were very much in line with one another.

Note, the data provided are not a scientific sampling, nor should they necessarily be construed as representing the majority opinion of the respective groups providing feedback.

As search consultant, I have reviewed the comments made and provided a summary of consistent themes in a concise manner to support the application, interview, and selection process for the new principal. This report, by its nature, cannot include all comments made. However, the detail of all feedback is available and will be maintained for an appropriate period.

The strengths, challenges and traits noted will be used to inform panelists about candidates to be interviewed. The successful candidate will be one who, through the interview and selection process, best fits the leadership profile. Ultimately, the selected principal will be a school leader who can provide excellent educational, social, and personal outcomes for students, staff, parents, and the community.

## **3. Consistent Themes from the Online Survey**

### **Strengths of Lyles-Crouch Traditional Academy**

- Strong and rigorous Core Knowledge curriculum.
- Engaged and supportive parents and community.
- Caring and dedicated staff.
- High-performing school.
- Diversity.
- School culture.
- Students generally enjoy school.

### **Challenges facing Lyles-Crouch Traditional Academy**

- Staff turnover/shortages relative to recruitment and retention.
- Substitute shortages.
- Implementing fair and equitable practices to support all students.
- Facilities issues due to aging building and limited outdoor space.
- Overcrowding.
- Academic issues generally related to recovery from the pandemic.

### **Desired Personal Qualities/Attributes of Principal**

- Good listener and communicator
- Supportive of staff, parents, and community.
- Serves as champion of the school within the school division and community.
- Open to differing viewpoints and new ideas.
- Warm, friendly, caring, honest, and personable.
- Firm but fair—can make tough decisions.
- Compassionate, empathetic, and kind.
- Well-organized.
- Transparent.
- Has students-first approach.

### **Desired Professional Qualities/Attributes of Principal**

- Understanding of and dedicated to the Core Knowledge curriculum.
- Positive, professional, and strong leader.
- Knowledgeable and experienced in both elementary teaching and administration.
- Respects and supports staff and parents.
- Solution-oriented leader.
- Goal setter.
- Focus on academic rigor and success.
- Not a micromanager.

#### **4. Sample Comments from the Online Survey.**

Many of the comments focused on the Core Knowledge curriculum and desired qualities in the next leader of Lyles-Crouch Traditional Academy. The following comments provide a brief commentary in this area:

“My family remains in this area because of the Core Knowledge curriculum and character-building curriculum.”—Parent

“Willingness to do what is best to make LCTA one of the best, if not the best in ACPS.”—Staff Member

“An excellent administrator...who prepares students not just for a test but for life.”—Parent

“LCTA’s next principal should be someone who is strong in their ability to lead and who communicates effectively with staff and families.”—Staff

#### **5. Instructions to Applicants.**

A candidate should use this profile to make a self-assessment and determine how she/he best fits the qualities sought by the school community. These characteristics should be reflected in the content of the application. Should the applicant be selected for an interview, that candidate must demonstrate these qualities in the screening process. Generally, a strong principal should demonstrate leadership and management skills, inspire trust, and build support in the school and across the community. We seek a principal who can do adapt these qualities for the Lyles-Crouch Traditional Academy community.

#### **6. Closing.**

As your search consultant, I extend my thanks to all who provided feedback via the online survey. Your time, effort, and care are most appreciated. We look forward to the selection of the best candidate as your next principal.

Sincerely,  
John Porter  
School Principal Search Consultant  
Department of Human Resources, ACPS