

Community High School District 94

Superintendent Leadership Profile

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BWP & Associates



Superintendent Leadership Profile

- Describes desired characteristics/ experiences
- Based on stakeholder data from Board interviews, focus groups, and an online survey
- Used to screen applicants to determine “match” for school district needs
- Provides guidance to the Board of Education in selecting new superintendent



Data Sources

- **Focus Groups: 7 – (55)**
- **Survey: English – 419 Respondents, Spanish – (59)**
- **1:1 Interviews: Board members (7)**



Focus Groups Data Sources

- Support Staff
- Faculty
- District and Building Administrators
- Students
- PAC/Division Heads
- Bilingual Parent Advisory Council
- Parents/Community
- Board Member Interviews



District Strengths

- Diversity is valued
- Involvement of core groups of parents
- Caring and strong staff
- New and renovated facility
- School spirit
- One school district
- Variety of student supports
- Financial condition



District Challenges/Issues

- Needs of diverse student body and community
- Strengthen collaboration with sending elementary districts
- Learning loss due to pandemic
- School board is divided
- Communication and outreach with all stakeholders
- Staff turnover



Next Superintendent

Characteristics, Skills, Experiences

- Skilled communicator
- Committed & invested in district & community
- Active listener
- Success with improving academics & social-emotional learning
- Visible/accessible
- Collaborator
- Has experience & understands diversity
- Student-oriented
- Displays integrity/trust
- High school teaching & administrative experience
- Sense of humor
- Establishes relationships with all stakeholders
- Team builder



Survey Demographics

478 Respondents: English – 419, Spanish - 59

- 56% English, 74% Spanish: My children attend school in District 94
- 46% English, 83% Spanish: Live in the attendance area
- 27% English, 2% Spanish: Employed by the district
- 28% English, 31% Spanish: Not employed by the district



District Strengths

- Excellent teachers and staff
- Diversity
- Supportive community
- Educational options and programs
- Good school facilities



District Challenges/Issues

- Educational options and programs
- Community relations
- Curriculum
- Personnel
- Funding
- Equity



Next Superintendent

Characteristics, Skills, Experiences

- Communication skills
- Interpersonal skills
- Managerial skills
- Public relations
- Organizational skills
- School board relations
- Integrity/trust
- Commitment to community
- Good decision maker
- Active listener
- Student-centered
- Experience in multi-cultural environment
- Experience as teacher and administrator
- Experience in strategic planning



Leadership Profile

- A RELATIONSHIP builder, with excellent INTERPERSONAL skills
- An experienced educator with strong MANAGERIAL, ORGANIZATIONAL, and STRATEGIC PLANNING skills
- A leader COMMITTED to the district and community, who is ACCESSIBLE and VISIBLE
- A SUCCESSFUL leader who COMMUNICATES strategically and builds INTEGRITY and TRUST
- A STUDENT-ORIENTED leader who establishes strong RELATIONSHIPS with the school board, staff, parents, and community
- A leader who focuses on improving ACADEMICS and SOCIAL-EMOTIONAL LEARNING
- An administrator with a SENSE OF HUMOR, who exhibits exceptional COLLABORATIVE and TEAM BUILDING skills that bring about the best in others
- A leader who clearly understands DIVERSITY and values a diverse population



Next Steps

December 5, 2023

- BWP presents to Board a slate of candidates for consideration
- BWP workshop and preparation for interviewing candidates

Week of December 11, 2023

- Board conducts first round of interviews of candidates

Week of December 18, 2023 or latter part of week of December 11

- Board conducts second round of interviews of finalists

(Advisory group provide individual feedback to Board, if desired)

Week of December 18, 2023 or January 8, 2024

- * Board approves new superintendent selection

BWP thanks the Community High School District 94 Board of Education, administration, staff, students, and stakeholders for their strong support and active participation in this process.

