



LONGVIEW  
PUBLIC SCHOOLS

CREATING THE FUTURE TODAY

## Superintendent Search *Leadership Profile Report*

January 22, 2024

**HYA** | HAZARD  
YOUNG  
ATTEA  
ASSOCIATES

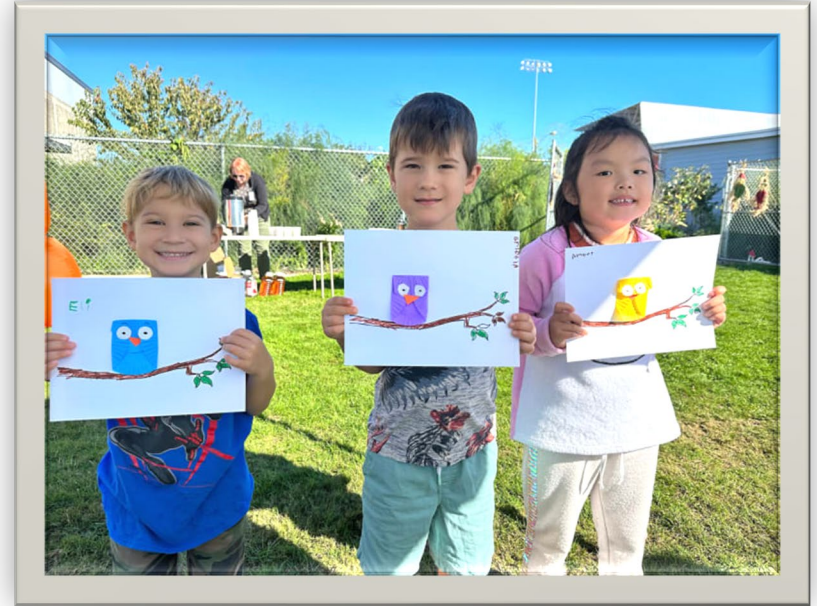
# FOUR PHASES

- \*ENGAGEMENT

- \*RECRUITMENT

- \*SELECTION

- \*TRANSITION



# SUCCESSFUL COMMUNITY ENGAGEMENT

BOARD PLANNING MEETING

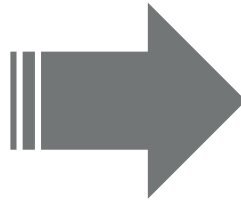
BOARD INTERVIEWS

INDIVIDUAL INTERVIEWS

FOCUS GROUPS

COMMUNITY FORUMS

STAKEHOLDER SURVEY



- Leadership Profile Report
- Selection criteria and desired characteristics that determine candidate qualities that match the Longview School District needs.

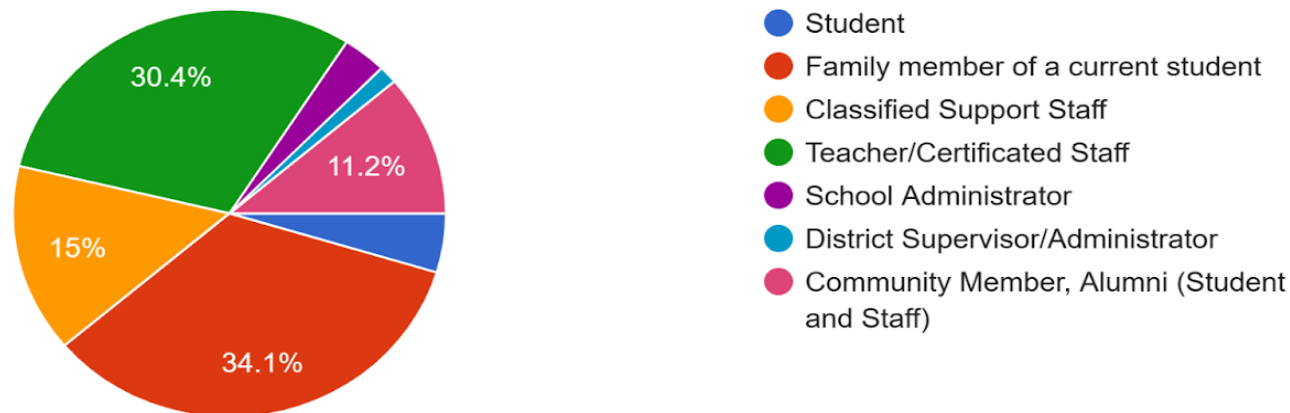
# PARTICIPATION

Group	Personal interviews, focus groups, forums & survey
Students	10
Family Members	74
Community	51
Certificated Staff	103
Classified Staff	62
Administrators/ Supervisors	24
<b>Total</b>	<b>324</b>



## What is your primary connection to Longview Public Schools?

214 responses



## QUESTION #1

# Strengths

Students First

Caring, Dedicated Staff

Welcoming, Tight Knit Community

Community Partnerships & Support

Financial Management

District Communications/Public Relations

Academic and Co-Curricular Options for Students

## QUESTION #2

# Challenges

Student Behavior Issues & Support

Intervention Systems & Support

Staffing: Recruitment & Retention

Financial Sustainability: Operations/Facilities

Trust/Morale

## QUESTION #3

# Desired Characteristics

Honest/Transparent

Trust Builder

Good Listener

Collaborative and Inclusive Team Builder

Effective Communicator

Skilled Problem-Solver

Politically Astute

Systems Thinker and Leader

Visible & Approachable



## QUESTION #3

# Desired Characteristics

Humble/Empathetic

Ethical/Professional

Financial Knowledge & Experience

Human Resources Knowledge and Experience

Experienced Educator

Balances Support & Accountability

Courageous - Ability to make tough decisions

Committed

Inspires

# QUESTIONS





Thank  
You

*With gratitude and  
great respect,*

*Kris & John*

Dr. Kristine McDuffy  
Mr. John Bash