



Superintendent Search *Leadership Profile Report*

October 23, 2024

FOUR PHASES

***ENGAGEMENT**

***RECRUITMENT**

***SELECTION**

***TRANSITION**



SUCCESSFUL COMMUNITY ENGAGEMENT

BOARD PLANNING MEETING

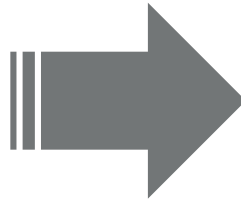
BOARD INTERVIEWS

INDIVIDUAL INTERVIEWS

FOCUS GROUPS

COMMUNITY FORUMS

STAKEHOLDER SURVEY



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

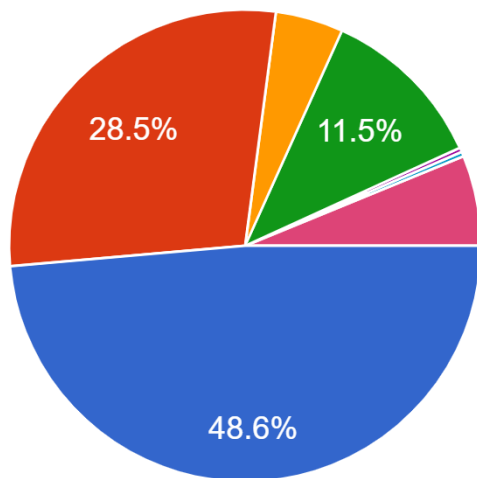
PARTICIPATION

Group	Personal interviews, focus groups, forums & survey
Students	158
Family Members	119
Community	42
Certificated Staff	43
Classified Staff	21
Administrators/ Supervisors	9
Total	392



What is your primary connection to South Whidbey School District?

323 responses



- Student
- Family member of a current student
- Classified Support Staff
- Teacher/Certificated Staff
- School Administrator
- District Supervisor/Administrator
- Community Member, Alumni (Student and Staff)

QUESTION #1

Strengths

Small/Close Knit
Community Support & Partnerships
Kind, Caring, Committed Staff
Financial Stability
Safe
Focus on Equity, Inclusion &
Social Justice
Innovative/Progressive
Program Offerings for Students

QUESTION #2

Challenges

School Funding
Declining Enrollment
Education Program Expectations
& Staffing
Facility Needs
Special Education & Social
Emotion Support
Political/Economic/Geographic
Challenges

QUESTION #3

Desired Characteristics

Active, engaged member of the
community
Communicator/listener
Values all voices
Forward thinking/innovative
Accessible & visible
Honest & humble
Transparency – explains “the why”

QUESTION #3

Desired Characteristics

Fiscally responsible & resourceful
Builds/supports partnerships
Creates & expands philanthropy
Proven instructional leader
Charismatic/personable
Equity leader

QUESTIONS



Thank
You

***With gratitude and
great respect,***

Kris, John & Helene

Dr. Kristine McDuffy

Mr. John Bash

Ms. Helene Paroff