



Superintendent Search Leadership Report

Canutillo ISD and TASB Executive Search Services

Purpose

The purpose of the in-person profile sessions and online surveys were to make sure the district heard from a wide cross section of the community as the district embarked on the search process.



Voices

ESS consultants met with faculty, staff, parents, and the larger community to collect responses.



Process

It is important to make sure that everyone in the community had the opportunity to participate. The assessment sought feedback in person and online on preferred candidate traits and qualifications, district strengths, issues, concerns, and priorities that could bear on future leadership requirements and influence the selection criteria for the next superintendent of schools.





The Search Process

We rely on our network of experienced search consultants to evaluate candidates, narrow the pool – with your priorities in mind – and walk you through each step of the process.

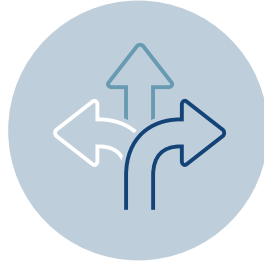
Every step is intentional and aligned to empower your board's decision-making process.

The Search Process



Plan and prioritize

- Create timeline.
- Assess needs.
- Discuss strategy.



Provide options and guidance

- Compile applications.
- Make travel arrangements.
- Develop interview questions.
- Conduct reference inquiries.



Develop a leadership profile

- Listen first.
- Define characteristics.
- Survey community and staff.



Ease the transition

- Guarantee satisfaction.
- Provide leadership transition workshop.
- Offer custom teambuilding.
- Access to TASB resources and expertise.

Superintendent Search Timeline



Dates subject to change.

Superintendent Search Profile Development Process

Interviews and Meetings

Town Halls

One meeting open to students, one open to faculty/staff members and one open to the public/community

Stakeholder Committee

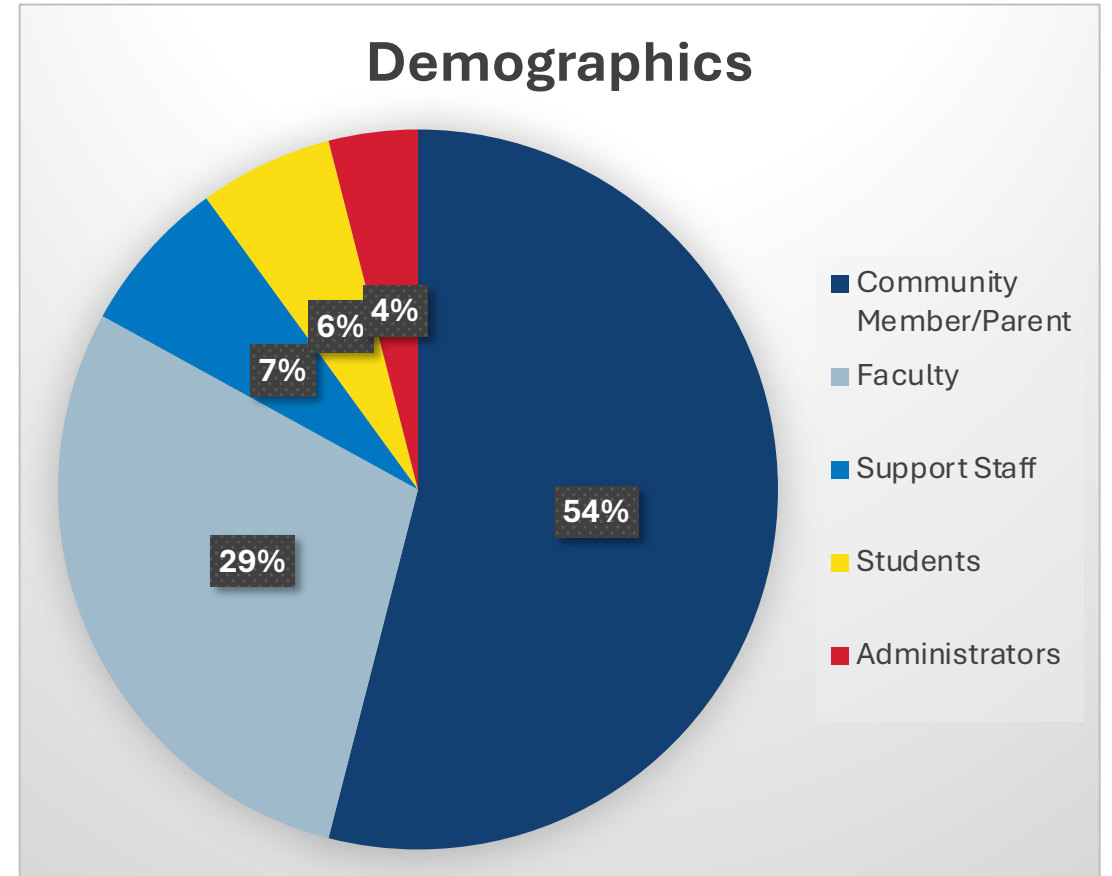
One meeting for community leaders by invitation from the Board

Online Survey

Open to all Canutillo ISD Staff and Community members

Feedback by the Numbers

Stakeholders



191 individuals completed the online survey (see chart above), while 132 students, staff, and community members attended the in person listening and feedback sessions.



What We Heard

Major Strengths

- Strong sense of community/family feel in district
- Student safety
- Multiple educational opportunities for students
- Dedicated and loyal teachers/staff
- Strong business-community relationships
- Successful bond initiative

Professional Characteristics



Personal Characteristics

**Visionary
Leadership**

Empathetic

Transparent

Approachable

**Visible and
Student-
Centered**

**Highly Effective
Communicator**

**Strong
Listener**

Collaborative

The Next Superintendent and School Board Must Address:



- Budget constraints/cuts affecting programs and more financial transparency



- Staff morale and retention issues



- Student discipline and safety concerns



- Reexamine curriculum and provide necessary support to faculty and staff



- Board division and polarization due to political interference

Top Three Priorities for the Next Superintendent:



Improve staff morale and offer additional support as needed



Improve financial transparency and reassess and manage operating budget more effectively



Build trust and relationships with board, community, and staff, and students



Thank You!