

# SUN PRAIRIE AREA SCHOOL DISTRICT

Superintendent Leadership Profile Report

March 9, 2026



**THANK YOU to all invested community members for their engagement and coordination of this process.**

**THANK YOU to District staff who helped coordinate the schedules, invitations, dates, and arrangements.**

# PROCESS

## Seeking Engagement from All Invested Community Members

What is positive about SPASD?

What are challenges?

What are key characteristics of your next superintendent?

# TOTAL PARTICIPATION 1,400+

## QUALITATIVE DATA • Over 130 Respondents

- 7 Board Interviews
  - 60+ Focus Groups Over 6 Days in Numerous Locations, and Virtual
  - Themes by Board, Parents/Community, Staff, and Students

## QUANTITATIVE DATA • 1,287 Responses

- Online Survey in 3 Languages
- Survey open February 16 - March 2, 2026
- Responses by Community, Students, Administration, Parents, Certified Staff, and Support Staff

# SPASD CULTURE AND CLIMATE

## CULTURE

**SPASD Every Child, Every Day**

**Supported by the Mission and  
Value Statements  
and Promises**

*"Educational excellence, engagement and inclusion, and operational excellence."*

*"Student-centered decision making, a welcoming climate, high expectations, equity, diversity, respect, and dignity."*

## CLIMATE

**SPASD Current  
"Weather Report"**

What did the findings say?

# STRENGTHS

## COMBINED DATA OF ALL GROUPS

- Strong, dedicated teaching staff and staff in general
- Supportive community
- Diverse population
- Growth
- Financial stability
- New and well-maintained buildings

# CHALLENGES

## COMBINED DATA OF ALL GROUPS

- Broken trust
- Inexperienced school board
- Student achievement
- Growth
- Overcoming negative press
- Transparency
- Fractured relationships - internal and external
- Board governance
- Top-down district level leadership

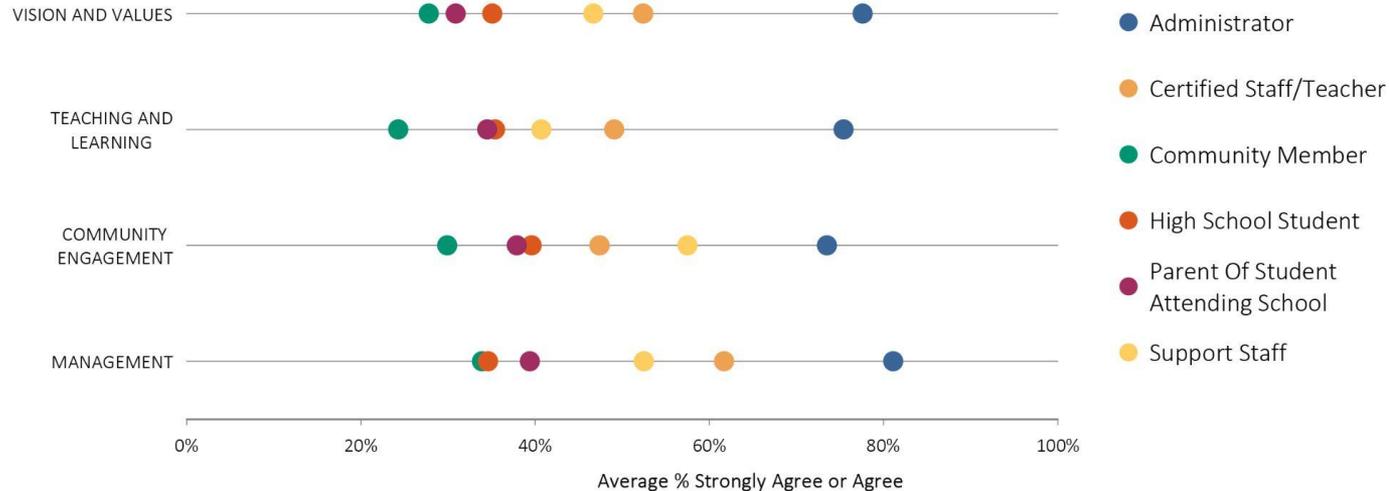
# STATE OF THE DISTRICT (BY GROUPS)

## ANALYSIS

### State of the District Summary

Respondents rated statements related to the state of the district on a scale of 1 (Strongly Disagree) to 5 (Strongly Agree). Each statement corresponds to one of the following constructs: Vision & Values, Teaching & Learning, Community Engagement, and Management. Overall results are presented below; results for individual items are reported in the appendix.

### State of the District Results by Constituent Group

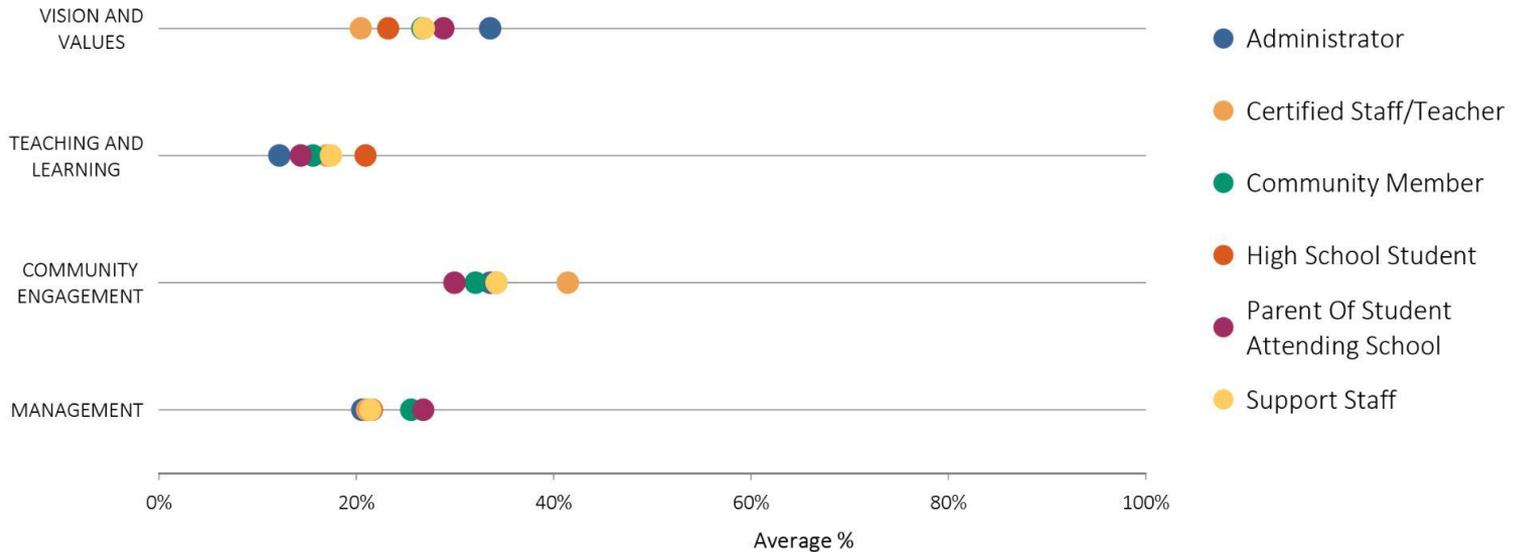


# LEADERSHIP CHARACTERISTICS (BY GROUPS)

## Leadership Profile Summary

Respondents were asked to select leadership statements that are most important in selecting a new superintendent. Each statement corresponds to one of the following constructs: Vision & Values, Teaching & Learning, Community Engagement, and Management. Overall results are presented below; results for individual items are reported on the next page.

### Leadership Profile Results by Constituent Group



# DESIRED CHARACTERISTICS OF THE NEXT SUPERINTENDENT

- Integrity and honesty
- Students first - all students
- Proven success
- Respect and value diversity
- Ability to develop the school board and work collectively
- Listen and seek input
- Repair trust
- Develop partnerships across the community

- Authentic
- A healer
- Create high expectations and monitor progress
- Courageous and with a backbone
- Visible and engaged
- Support and value all staff
- Seek student voice
- Ability to reflect and self-evaluate

# THE FULL DISTRICT LEADERSHIP PROFILE REPORT INCLUDES:

## 61 Pages (with Appendix)

- Focus Group Schedule
- Summary of Responses
- Survey Report
- Item Analysis
- Bulleted Notes from Focus Groups and Interviews
- Sun Prairie Area School District Data Briefs
- 2024-2025 Wisconsin State Report Card Analysis

# SEARCH TIMELINE

SCHEDULE FOR THE SUN PRAIRIE AREA SCHOOL DISTRICT SUPERINTENDENT SEARCH	
Dates	Activity
February 2, 2026 6:30 pm	The HYA Team will meet with the Board to plan the search and determine the process, finalize timeline,
February 9 through March 20, 2026	Post position on HYA site and other sources Network with other HYA Associates Advertising and marketing Accepting applications and recruiting
Ongoing as HYA receives applications	HYA screening interviews/vetting
Completed by mid-February 2026	Individual interviews with board members (Zoom/phone)
February 16, 2026	Open online survey to all stakeholders
Completed by March 3, 2026	Stakeholder interviews/focus groups/forums
March 2, 2026	Close online survey
March 9, 2026 <i>(Scheduled School Board Meeting)</i>	Presentation of District Leadership Profile Report
<b>March 23 - 27, 2026</b>	<b>Sun Prairie Area School District Spring Break - No School</b>
March 30, 2026 <i>(Special School Board Meeting)</i>	Presentation of Slate to the Board
April 7, 2026 (6:00 pm / 7:00 pm / 8:00 pm) April 9, 2026 (5:00 pm / 6:00 pm / 7:00 pm)	Board first round interviews and to identify semi-finalists
April 13, 2026 (all day/evening)	Day in the District
April 14, 2026 (6:00 pm / 7:00 pm / 8/00 pm)	Board conducts final interview(s)
April 16, 2026 (6:00 pm)	Board to deliberate if needed
By April 30, 2026	Superintendent's hiring approved and announced
July 1, 2026	Superintendent contract formally begins