



Consistent Themes

Strengths:

- Academic Programs
- Collaboration – among staff, with employee associations, with parents, with community
 - Foundations very supportive
- Improving facilities- Bond measure support by community and work by district
- Parents- active contributors to schools, highly educated
- Pride in the district- stakeholders are vested in the district
- Staff is excellent- teachers and classified
- Students-academic, athletic, artistic excellence and innovative
- Unique cultures of schools- local autonomy
- Variety of opportunities for students

Challenges

- Accountability systems not in place- staff, students, resources
- Budget- deficit spending
- Communication-not consistent throughout district
- Curriculum, instruction and technology
- Data for decision making- no strategic decisions- no plan
- Parents- small group, diverting district from mission of supporting children
- School board governance- board members do not understand their roles and responsibilities of school board members
 - Board meetings are not civil
- Special Education systems need improving
- Systems not in place for efficient and effective operations of the district

Characteristics

- Accountable- clear and high expectations
- Communicator
- Collaborative leader
- Experience as a teacher; experience in secondary schools
- Fiscal knowledge- will lead district out of deficit spending
- Flexible- willing to take feedback
- Instructional leader- knowledge of curriculum, instruction, assessment
- Innovative
- Listener
- Open-minded



HYA Executive Search

Hazard, Young, Attea & Associates

- Proven track record of success
- Relationship builder- students, staff, parents, community
- Strong leader- not afraid to make difficult decisions- will be courageous
- Student centered
- Systems leader- uses data to inform decisions
- Visionary- see the future and help build a strategic plan