



Community Consolidated School District 21

“Preparing All Students for Success”

Superintendent Candidate Profile

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Superintendent Candidate Profile

- Describes desired characteristics/experiences
- Based on stakeholder data from interviews, focus groups, and an online survey
- Used to screen applicants to determine “match” for school district needs
- Provides guidance to the Board of Education in selecting new superintendent

Data Sources

- Focus Groups
 - Staff
 - Administrators
 - Parents and Community
- Survey: Respondents
- Interviews: Board of Education members

What We Heard: Strengths

- Collaborative and positive culture
- Student diversity
- Focused on what is best for all students
- Music and art programs are excellent
- Administration and DEA work well together
- Emphasis on best practice
- Teachers/staff are caring, hard working and work well with families
- Technology
- Fiscally responsible through cost-cutting plan
- Board manages issues, finances and politics well
- Focus on whole child
- Supportive community

What We Heard: Challenges

- Finances
- Aging facilities without air conditioning
- Communication
- Equity and consistency throughout the district
- Working with multiple municipalities
- Student expectations
- Curriculum and program reviews needed

What We Heard: Characteristics

- Ability to build relationships within a diverse community/
Several municipalities to work with
- Financial savvy
- Student centered and focused on the whole child
- Highly visible
- Friendly, personable, collaborative, open, inclusive and approachable
- Experience in a diverse district of similar size
- Innovative and creative
- Effective communicator
- Someone who builds trust and empowers others
- Superintendent or central office experience desired
- Speaking Spanish would be a plus

Survey Responses: Demographics

536 Responded to Survey

- Employees (254)
- Non-employees (136)
- Parents of Current Students (257)
- Parents of Former Students (96)
- Current non-child household (23)

Some respondents fit into more than one survey category. For example, an employee might also be a resident and/or a parent.

District 21

Strengths Summary

- 1. Positive and collaborative culture**
- 2. Diversity of the student population**
- 3. Excellent teachers and staff**
- 4. Supportive parents**
- 5. Supportive community**
- 6. Focused on what is best for students**



Opportunities/Concerns Summary

1. Finances
2. Equity and consistency
3. Communication
4. Facilities/lack of air conditioning
5. Curriculum and instructional programs
6. Challenges of diversity



District 21 Superintendent Summary

Characteristics/Traits



- A true leader with successful administrative experience in a diverse environment
- A relationship and team builder both in the district and in the community
- A person believing in and committed to the idea that all learners can reach high levels of academic achievement
- An individual who will be visible and involved in the schools and community at large
- A skilled communicator who can engage all stakeholders and clearly explain rationale behind decisions

District 21 Superintendent Summary, Continued

Characteristics/Traits

- A passionate student-centered leader with in-depth understanding of curriculum, instruction and focused on the whole-child philosophy
- A person who is friendly, personable, collaborative, open and approachable
- A leader with financial savvy
- A person who can build trust and empower others
- An innovative and creative educational leader
- A good decision maker
- A leader with a long term commitment to the district and community

Acknowledgements

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