



Flossmoor School District 161

Community Engagement Report

District 161 Leadership Profile

April 27, 2026



Leadership Profile

Describes the skills, experiences, and personal qualities based on data collected from multiple D161 sources.

Strategic Purposes



Candidate recruitment



Marketing and advertising



Interview question development



Candidate assessment



Data Sources



1:1 Interviews

Board members



Community Survey

503 responses collected

22 Stakeholder Meetings (82 participants)

- Elementary School Staff
- District Cabinet
- District Office Staff
- Parker Staff
- Local Gov't Leaders
- PTO Chairpersons
- Union Leaders
- Building Leaders
- Parker Student Leaders



Open Community Events - In-person, Online, Spanish

Focus on 3 Essential Questions

1 What is best about District 161?

2 What are the biggest challenges or areas for improvement in District 161?

3 What are the skills, experiences, and personal qualities that District 161 should seek in its next superintendent?



Data Analysis Process



Data Collection

Qualitative & Quantitative

+



Thematic Synthesis

Identifying Themes

=



Final Output

Leadership Profile



What is best about D161?

Strengths

- ✓ Strong community engagement and PTO involvement
- ✓ Dedicated teachers and staff
- ✓ Diversity and inclusiveness
- ✓ Strong extracurricular programs
- ✓ Positive school culture and facilities



What are Challenges/Improvements?

Stakeholders Continued

Internal Operations

- ✓ Communication and transparency
- ✓ Staff support and retention
- ✓ Curriculum alignment & instructional clarity
- ✓ Partnerships and initiative coherence

Student & Support Focus

- ✓ Student behavior and safety
- ✓ Special education and mental health supports
- ✓ Technology balance and instructional impact



Desired Qualities

Next Superintendent - Stakeholder Perspectives

- ✓ Visible, accessible, and responsive
- ✓ Strong listener and communicator
- ✓ Student-centered, culturally competent, and equity-focused
- ✓ Experienced instructional leader
- ✓ A systems thinker and effective implementer
- ✓ Collaborative and accountable



Community Survey

Total Respondents

503

Survey Language

English: **498**

Spanish: **5**

Connection to the District

Residents of District **161 (61%)**

Parents of Current Students **(52%)**

Parents of Former Students **(25%)**

Volunteers **(13%)**

Non-child Households **(3%)**

Students **(2%)**



Strengths Identified - Survey

Stakeholders consistently identified the following as the district's primary strengths:

Teachers and Staff

61%

Community Support

57%

Diverse Student Population

43%

District Reputation

23%

Educational Options and Programs

21%

Schools/Facilities

17%



Challenges/Improvements - Survey

Stakeholders identified the following as the most critical areas for growth (next five years):

Recruitment and Retention of Staff

48%

Student Academic Achievement

43%

Meeting Needs of Diverse Learners

36%

Quality of Instruction

32%

Curriculum & Community Relations

25%

Finances & Infrastructure

17-20%



Next Superintendent - Survey

Top Leadership Skills prioritized by stakeholders:

Communication

76%

People/Team Management

47%

Instructional Leadership

46%

Relationship Building

45%

Cultural Competence

33%

Innovation

23%



Next Superintendent - Survey

Top Personal Characteristics prioritized by stakeholders:

Integrity
42%

Problem Solver
29%

Strategic Thinker
20%

Child-Centered Leadership
29%

Commitment to Community
28%

Equity-Focused Leadership
19%



Superintendent Qualifications: Survey

- 1 Working in Diverse Communities
- 2 Strategic Planning
- 3 Instructional Experience
- 4 Proven Success as a Superintendent
- 5 Classroom Teacher Experience



Superintendent Qualifications Priorities

Ranked based on weighted stakeholder survey responses

- 1** Working in Diverse Communities
- 2** Strategic Planning
- 3** Instructional Experience
- 4** Proven Success as a Superintendent
- 5** Classroom Teacher Experience



D161 Leadership Profile

The ideal candidate will:

- Demonstrate integrity through ethical decision-making and transparent practices
- Communicate clearly to proactively build strong, trusting relationships with all stakeholders
- Lead with clarity and a sense of urgency to promote and implement a shared vision focused on excellence, innovation, accountability and continuous improvement
- Possess deep instructional expertise, with a proven record of improving student outcomes
- Maintain a visible presence in schools and be actively connect to the broader community
- Foster a culture of accountability and high expectations across the organization
- Demonstrate cultural competence and a strong commitment to equity for all students
- Apply strategic thinking and effective problem-solving to address complex challenges
- Recruit, develop, and retain high-quality staff across all levels of the organization
- Align systems, resources, and priorities to ensure coherence and goal attainment
- Develop and sustain safe, supportive learning environments that promote student success
- Strengthen and enhance the district's reputation as a destination for excellence in teaching and learning



Next Steps in the Process

May 6 BWP interview top applicants

May 14 BWP presents Candidate Slate/BWP interview workshop to Board

May 18-19 Board interviews Candidate Slate

May 25-26 Board interviews with Finalists

June 15 Board approves contract



Thank You

BWP & Associates thanks the Flossmoor School District 161 Board, administration, staff, students, and stakeholders for their input and insights regarding the superintendent search.

Your contributions have been vital in shaping the future leadership of your district.

BWP & Associates

Providing Direction for Outstanding Leadership

