



# **Lockport Township High School District 205**

***“Guiding, Preparing, and Inspiring  
all students to be lifelong learners”***

**Superintendent Leadership Profile**

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**Drs. Phil Ehrhardt, Sheila Harrison-Williams and Anne Noland**

# Superintendent Leadership 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
  - Teachers
  - Teacher leadership
  - Principals and Administrators
  - Support staff
  - Community
- Survey: Respondents
- Interviews: Board of Education members

# What We Heard: Strengths

- Supportive close-knit and diverse community
- Communication
- Talented, caring and dedicated teachers, leaders, and staff
- Teacher retention/ students return to community to teach
- Rich and storied history
- Academics/ student achievement
- Facilities
- Resources including technology
- Stable financial resources
- Comprehensive education offered
- Support for the arts and extra-curricular activities
- Freshman Academy
- Variety of options for students
- Board of Education works well together

# What We Heard: Challenges

- Turnover in administrative staff and teacher leadership
- Communication/use of social media
- Articulation and coordination with the feeder districts
- Meeting the needs of all students/students enter at different levels
- Curriculum and options
- Communication between the two schools is needed
- Providing social and emotional support for students and families
- Technology support
- Teachers and staff feeling appreciated
- Scheduling
- Change on a variety of levels

# What We Heard: Characteristics

- Strong leader with exemplary communication skills
- Familiar with the district/invested in and excited about the district
- Student and family centered
- Visible and involved in the schools and community
- Exhibits integrity and honesty
- Visionary and creative
- Approachable, relationship builder
- A good listener
- Someone who builds trust and empowers others
- An instructional leader
- Committed to District 205 for the long run
- Ability to lead an engaged Board of Education
- Holds high expectations for all
- Collaborative and supportive

# Survey Responses: Demographics

## 90 Responded to Survey

- Employees (36)
- Non-employees (28)
- Parents of Current Students (44)
- Parents of Former Students (23)
- Current non-child household (4)

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

# District 205 Strengths Summary

- 1. Excellent teachers and staff/teacher longevity**
- 2. Academic achievement**
- 3. Financial stability**
- 4. Facilities**
- 5. Supportive community**





# Opportunities/Concerns Summary

1. Curriculum and educational options
2. Administrative turnover
3. School funding
4. Communication
5. Articulation with feeder schools
6. Meeting the needs of all students



# District 205 Leadership Profile

## Characteristics/Traits



- A strong leader with successful high school experience in a similar environment
- A relationship and team builder
- An individual who will be visible and involved in the schools and community at large
- A skilled communicator

# District 205 Superintendent Summary, Continued

## Characteristics/Traits

- A passionate student-centered leader with in-depth understanding of curriculum, instruction, and social emotional learning
- A person who is personable, honest, and exhibits great integrity
- A leader who can develop trust
- A creative, visionary leader
- A good decision maker
- A leader with a long term commitment to the district and community
- A person who can develop good relationships with and provide leadership to the Board of Education
- A leader with fiscal acumen

# Other Considerations

- Living in or in close proximity to the district
- Confidentiality

*Thank you for the participation and cooperation of the Lockport High School District 205 Board of Education and the various stakeholders.*

