



Superintendent Search *Leadership Profile Report*

February 29, 2024

FOUR PHASES

***ENGAGEMENT**

***RECRUITMENT**

***SELECTION**

***TRANSITION**



SUCCESSFUL COMMUNITY ENGAGEMENT

BOARD PLANNING MEETING

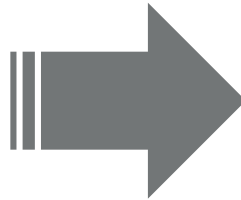
BOARD INTERVIEWS

INDIVIDUAL INTERVIEWS

FOCUS GROUPS

COMMUNITY FORUMS

STAKEHOLDER SURVEY



- Leadership Profile Report
- Selection criteria and desired characteristics that determine candidate qualities that match the Coupeville School District needs.

PARTICIPATION

Group	Personal interviews, focus groups, forums & survey
Students	71
Family Members	162
Community	87
Certificated Staff	120
Classified Staff	70
Administrators/ Supervisors	6
Total	516



QUESTION #1

Strengths

Students First
Supportive, Engaged Community
Rich History
Caring, Committed Staff
Youth Sports & Activities
Hope for the Future

QUESTION #2

Challenges

Anticipated Financial Shortfall
Engaging All Stakeholders in Budget
Priorities
Trust & Staff Morale/Adversarial
Bargaining
Aging Elementary School Facility
A Cohesive Leadership Team
Opportunities for Student Voice

QUESTION #3

Desired Characteristics

Love of Children

Honest/Transparent

Builds Trust & Morale

Visionary

Genuine/Authentic

Knowledge/Experience - Teaching &
Learning

High Expectations with High Support

Good Listener/Communicator

Collaborative and Inclusive Team Builder

Skilled Problem-Solver

QUESTION #3

Desired Characteristics

Strategic Thinker and Leader – Data
Driven
Engaged in the Community - Visible &
Approachable
Ethical/Professional
Financial Knowledge & Experience
Courageous - Ability to make tough
decisions
Committed to Coupeville
Inspires

**TOP FOUR
QUALITIES/
CHARACTERISTICS
LISTED
BY
GROUP**

STUDENTS

- *Effectively plan and manage the long-term financial health of the district
- *Provide transparent communication
- *Be visible throughout the district and actively engage in community life
- *Understand and be sensitive to the needs of a diverse student population

FAMILY OF CURRENT STUDENT

- *Effectively plan and manage the long-term financial health of the district
- *Foster a positive, professional climate of mutual trust and respect among faculty, staff and administration
- *Establish a culture of high expectations for all students and personnel
- *Recruit, employ, and retain effective personnel throughout the district and its schools

**TOP FOUR
QUALITIES/
CHARACTERISTICS
LISTED
BY
GROUP**

COMMUNITY MEMBERS

- *Effectively plan and manage the long-term financial health of the district
- *Foster a positive, professional climate of mutual trust and respect among faculty, staff and administrators
- *Provide transparent communication
- *Be visible throughout the district and actively engage in community life

CLASSIFIED STAFF

- *Effectively plan and manage the long-term financial health of the district
- *Foster a positive, professional climate of mutual trust and respect among faculty, staff and administrators
- *Establish a culture of high expectations for all students and personnel
- *Be an effective manager of the district's day to day operations

**TOP FOUR
QUALITIES/
CHARACTERISTICS
LISTED
BY
GROUP**

CERTIFICATED STAFF

- *Effectively plan and manage the long-term financial health of the district
- *Foster a positive, professional climate of trust and mutual respect
- *Provide transparent communication
- *Be an effective manager of the district's day to day operations

ADMINISTRATORS

- *Foster a positive, professional climate of trust and mutual respect
- *Establish a culture of high expectations for all students and personnel
- *Be visible throughout the district and actively engage in community life
- *Provide a clear, compelling vision for the future

QUESTIONS



Thank
You

***With gratitude and
great respect,***

Kris & John

Dr. Kristine McDuffy
Mr. John Dekker