The background of the slide features abstract, overlapping geometric shapes in various shades of blue, ranging from light sky blue to deep navy blue. These shapes are primarily located on the left and right sides of the slide, framing the central white area where the text is placed.

Superintendent Search Katonah-Lewisboro Public Schools

Leadership Profile Report
Public Presentation
Hazard Young Attea & Associates
April 16, 2024

Leadership Profile Report

Interviews, Focus Groups, and Open Forums

In District

- Board of Education
- Superintendent
- Assistant Superintendents
- Directors and Assistant Directors
- Administrators
- Faculty
- Support Staff
- District Clerk
- Executive Assistant to the Superintendent
- Union Leadership
- High School Students

Leadership Profile Report

Interviews, Focus Groups, and Open Forums

School and Community Groups

- PTO, Parent Council, SEPTO
- Arts Alive
- Booster Club
- ERJC

Community Forums

- Noon time via Zoom (4/10)
- Evening via Zoom (4/10)

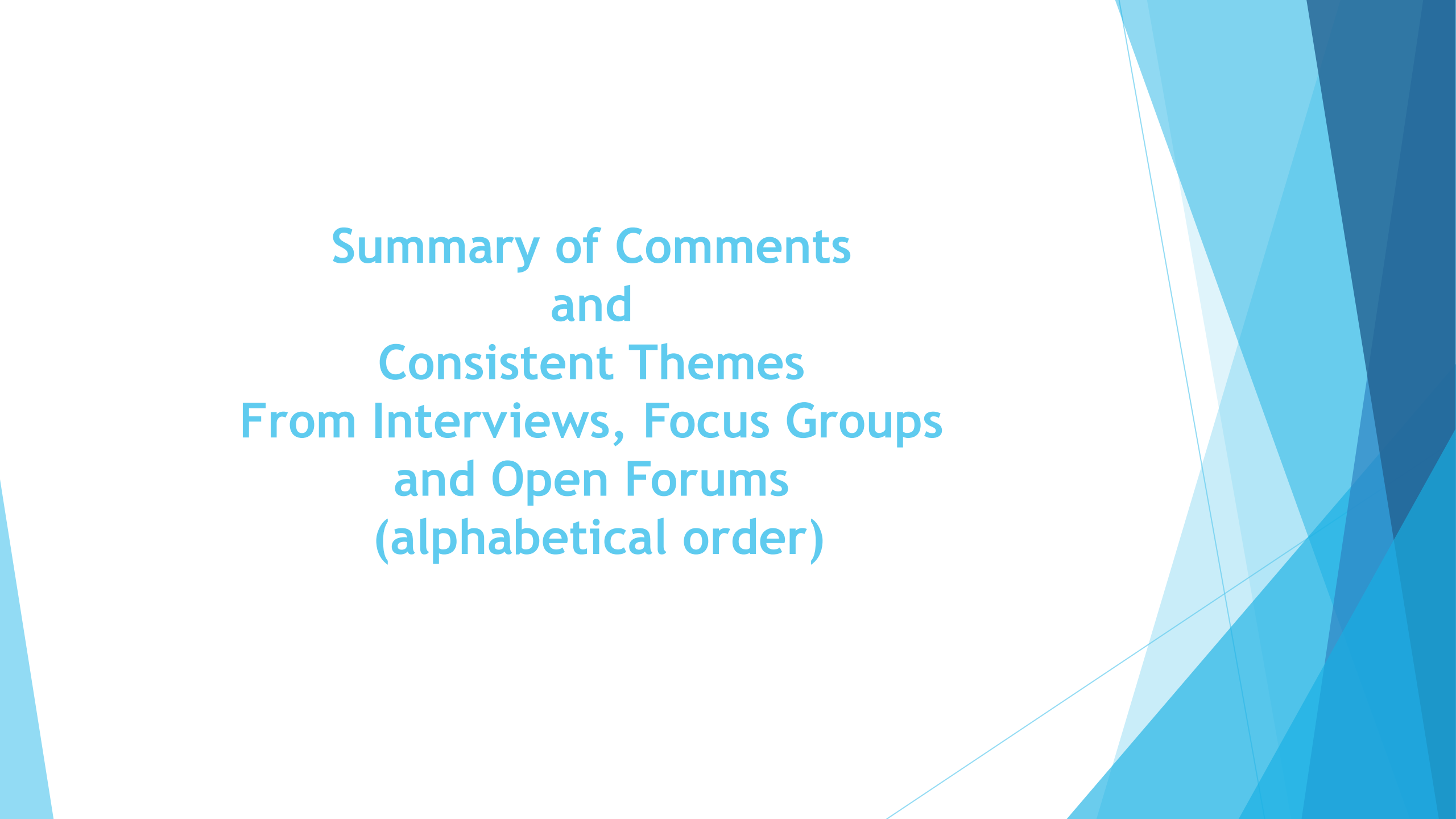
Leadership Profile Report Participation

Group	Number of Participants
Board of Education	7
Superintendent	1
Administrators	23
Faculty	3
Support Staff	10
Students	15
Community/Parents/Guardians	55
Total	114

Each of the Individuals and Groups Were Asked to Share Their Thoughts on These 3 Questions

1. How would you describe the strengths of the District?
2. What do you see as the greatest challenges facing the District in the next few years?
3. What characteristics and areas of expertise would you like to see in the next Superintendent?



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Summary of Comments and Consistent Themes From Interviews, Focus Groups and Open Forums (alphabetical order)

Strengths of the District - Consistent Themes

- Academic excellence
- Caring community
- Culture of thoughtful deliberate listening
- Highly qualified and committed administrators, faculty, and staff
- Students who are engaged and eager to learn



Challenges/Issues/Concerns Facing the District

- Assess instruction looking at research based best practice, alignment, and consistency for all students in the District
- Develop systems to address the structures and functions of departments and schools in the District
- Establish a strategic roadmap that defines District priorities that are aligned to the District vision and mission
- Oversee the upcoming \$49.5 million capital project beginning in the Summer of 2024

Summary Characteristics of the Next Superintendent From Interviews, Focus Groups, and Open Forums

All groups consistently spoke of the importance of the next Superintendent having the following desired characteristics:

- A strategic systems thinker
- Accessible and visible
- Approachable
- Calm
- Excellent listener and communicator
- Instructional leader
- Mentor
- Open to hearing and respectful of people with opposing views
- Reasonable
- Student focused



Survey Results

Survey Results

Group	Number of Participants
Board of Education Members	N/A
Superintendent	N/A
Administrators	2
Faculty	30
Support Staff	12
Students	1
Parents/Guardians with students in the Katonah-Lewisboro Public Schools	298
Community members who do not have children in the Katonah-Lewisboro Public Schools	67
Total	410

District Strengths

- District schools are safe - (TL)
- Technology is integrated into the classroom - (TL)
- Facilities are well maintained - (M)
- District technology infrastructure is sufficient to support use of technology in the classroom - (M)
- Students are on track to be ready for the next grade and ultimately college and career ready - (TL)

Key

TL = Teaching and Learning

M = Management

Top Rated Characteristics Constituents Desire in a New Superintendent*

- Provide transparent communication (CE)
- Foster a positive, professional climate of mutual trust and respect among faculty, staff, and administrators (CE)
- Establish a culture of high expectations for all students and personnel (VV)
- Recruit, employ, and retain effective personnel throughout the District and its schools (M)
- Demonstrate a deep understanding of educational research and emerging best practices and implement strategies (VV)

* Key
CE = Community Engagement
M = Management
VV = Vision and Values

*Respondents were asked to select 4 statements they deem most important in selecting a new superintendent.

Desired Characteristics

Desired Characteristics

After seeking input from its Board members, parents, staff, students and the community via focus groups, interviews, and an online survey, the Katonah-Lewisboro Board of Education seeks a strong strategic leader who:

- Addresses challenges and issues calmly, respectfully, and is open to hearing opposing views;
- Assesses instruction through the lens of research based best practices to align and provide a consistent educational experience for all students across the District;
- Develops systems to address the structures and functions of departments and schools in the District;
- Guides the District in defining its priorities and collaboratively develops a roadmap to assist the District in achieving its mission and vision;
- Is experienced with capital projects;
- Is an experienced Central Office leader with a proven record of success.

Desired Characteristics (Continued)

The successful candidate will:

- Be certified as a superintendent, or capable of gaining certification, in New York State;
- Demonstrate a sincere commitment to the long-term success and well-being of the District.

Next Steps

- Recruiting
- Interviewing
- Selecting

Thank you!