



Glenbard Township High School District 87

SUPERINTENDENT LEADERSHIP PROFILE REPORT

PRESENTED BY BWP & ASSOCIATES

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Superintendent Leadership Profile

Describes desired characteristics/experiences

Based on stakeholder data from Board member interviews, stakeholder groups, and an online survey

Used to screen applicants to determine “match” for school district needs

Provides guidance to the Board of Education and consultants in selecting new superintendent



Data Sources

Stakeholder Groups (137 participants)

- Administrative Team/Central Office & Building
- Teacher Association Leadership
- Community Members – Open Forum
- Student Leadership Groups
- Support Staff
- Teaching Staff
- Elementary District Superintendents

Survey: Total Respondents (727)

1:1 Interviews: School Board Members (7)



District Strengths (focus groups + board members)

- ~~Dedicated and talented teachers, administrators and staff~~
- Parental support and connections with the community
- Fiscal responsibility and ample resources-good financial status
- Many opportunities for all students
- Diversity of community and in the schools
- Inclusive and positive culture
- Equity, diversity and equality for all students
- Academically respected schools
- Wide range of program/course offerings
- Athletics and extracurricular opportunities
- Positive culture



District Opportunities for Growth

(focus groups + board members)

- Some perceived inequities between schools – look at attendance areas
- Need to look at bus schedule/block schedule/bell schedule
- Improving student academic achievement
- Security and safety planning
- Referendum results....lots of projects going on (keep public informed)
- How can we balance course offerings at each school
- Support staff feels under-appreciated
- Address the increase in numbers of students with special needs and language issues

Qualities, Skills, Experiences of Next Superintendent



(focus groups + board members)

- Visible, approachable, accessible and engaged in schools/community
- Visionary, motivational and growth-oriented instructional leader
- Displays integrity, honesty, ethical behavior
- Strong leader able to set clear expectations and then hold people accountable
- A good communicator, public speaker and listener
- A leader who embodies an understanding and acceptance of diversity
- Someone who will recognize all staff at all levels
- Strong people skills; able to energize and motivate others



Survey Demographics

727 Respondents

- 62% D87 residents
- 35% Parents of students
- 25% Parents of former students
- 37% Employees
- 18% Students
- 8% Volunteer in schools

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



District Strengths

(survey results)

1. Excellent teachers and staff
2. Educational options and programs
3. Supportive community
4. Available resources
5. Diversity
6. Academic Achievement
7. Reputation of District



Glenbard District 87

District Challenges

(survey results)

1. Educational Options and Programs
2. Facilities
3. Curriculum
4. (tie) Instruction
5. (tie) Equity
6. Personnel
7. Community Relations



Next Superintendent - Qualities

(survey results)

Leadership Skills

1. Communication
2. Managerial
3. Interpersonal
4. Financial

Personal Traits

1. Good decision-maker
2. Integrity/trust
3. Commitment to the community
4. Child-centered

Leadership Profile



A successful and VISIONARY LEADER, who can facilitate and clearly articulate a path that focuses on continuous growth

A leader who makes a COMMITMENT to, and relates to, the Glenbard District 87 school communities

A leader who models the traits of TRUST, INTEGRITY, and TRANSPARENCY

A strong DECISION-MAKER and PROBLEM SOLVER who sets clear expectations and then holds people accountable

A skilled COMMUNICATOR who engages all stakeholders within the school community

A RELATIONSHIP builder, with exceptional INTERPERSONAL skills

A passionate CHILD-CENTERED leader with an in-depth understanding of teaching, learning, and the social/emotional factors critical to the success of students

An ACTIVE LISTENER and COLLABORATIVE leader

Next Steps in the Process

- Oct. 25: Last day to submit applications
- 10/28 & 11/4: BWP conducts initial interviews with the 10-12 candidates that most closely match the Leadership Profile
- Nov. 13: 6:00 pm BWP conducts interview preparation workshop with Board and presents candidate slate of 5-7
- 11/18 & 11/19: Board conducts first round of interviews
- Week of 12/2: Board dinner meetings/interviews with finalists
- Week of 12/2: Confidential Group meets with final 2 candidates
- December 16 Contract with new Superintendent Approved

