

To: Region 14 Hiring Committee – Superintendent of Schools

From: Dr. Joseph Erardi – JE Consulting

Re: Community Profile / Community Engagement

Date: August 20, 2018

### **Engagement and Collection of Information**

JE Consult ascertained data by holding 15 focus meetings and by synthesizing information which was gleaned from over 200 R14 members who participated in the online survey. In summary, the findings listed below represent the contribution and opinion from staff, parents, the office of the first selectmen, and community members.

### **Findings**

The Region 14 community has prioritized the following **skills** as essential needs for the new superintendent:

1. A superintendent who takes pride in **communicating** to all stakeholders;
2. A superintendent who is experienced and confident in the **political frame**;
3. A superintendent who will **empower** staff to make decisions best for students;
4. A superintendent who has a deep understanding of **teaching and learning**;
5. A superintendent who leads by **demonstration and actions**;
6. A superintendent who champions children and through a **deep understanding of finance** can provide the necessary resources for all learners;
7. A superintendent who understands and embraces **complex learners**.

The Region 14 community has prioritized the following **character traits** as essential needs for the new superintendent:

1. **Respectful to All**
2. **Impeccable Professional and Moral Standards**
3. **Intelligent**
4. **Problem Solver**
5. **Honesty at all Times**

Those who participated in the data collection believe that the greatest **success** within the Region 14 district is:

1. The **ownership and pride that each community** takes for their local school and their regional commitment to all children;
2. The **reputation of NHS on a national platform**;
3. **The teaching and learning staff** (defined as all layers within the organization) who work tirelessly for all children;
4. The support from **parents and community** who champion the region;
5. The **graduate of R14** who is prepared to be a productive citizen and productive worker.

Those who participated in the data collection believe that the greatest **challenge** within the region is:

1. To always find **best for children** in a regional community;
2. To consistently re-center **differing opinions** to honor best practice;
3. To examine **student achievement** as the region looks to enhance student outcomes;
4. To maintain the level of excellence within the region due to the turbulent **fiscal** picture of both state and local dollars;
5. A consistency and commitment to **exceptional learners**.

In addition, those who participated in the focus groups and those who shared additional comments on the survey believe the following is important for committee consideration within the hiring process:

- The new superintendent needs to genuinely plan to stay for a **lengthy tenure** or should not accept the job;
- The new superintendent should spend time **listening and learning the region** before recommending any change;
- The new superintendent should **be visible** within the school community and the community-at-large;
- The new superintendent should consider an every day **open door policy** for both staff and community;
- The new superintendent should **examine the present hiring** practice on all levels;
- The new superintendent must be able to **retain, lead, and inspire the present R14 staff**;
- The new superintendent understands and embraces all aspects of **teaching and learning including the arts and athletics**;
- The new superintendent is clear, concise, and detailed with **communication** to all stakeholders;
- The new superintendent embraces **parents as partners**;
- The new superintendent never loses sight of children; however, always **allows site level administrators to appropriately oversee their building**.