

# Superintendent Search Dobbs Ferry Union Free School District

Public Presentation, February 1, 2022

# Leadership Profile Report

Participation: 137 Zoom interviews and Focus Groups

Board of Education	7
Supt. and Administrators	14
Faculty	12
Support Staff	7
Students	11
Parents and Community	<u>86</u>
Total	137

# Summary of Comments

## Consistent Themes

(alphabetical order)

# Strengths

- Academic excellence
- IB at the Middle School and High School
- Caring, committed faculty, staff
- Communication - especially during pandemic
- District encourages innovation - ahead of the curve
- Excellent relations with unions, police, village, fire department
- Great students
- Pride in the schools and the community
- Size of the District - close knit community - supportive, caring - schools focal point of the village

# Challenges/Issues/Concerns

- Cultural disagreements/debate around implementation of Diversity, Equity and Inclusion initiatives (DEI)
- Following a superintendent who has been incredibly accessible and admired for her ability to build relationships
- Increasing enrollment/capital project
- Social, emotional wellness of staff and students - need more supports

# Characteristics of the Next Superintendent

- Accessible, responsive
- Builds trust
- Collaborative
- Encourages innovation, risk taking
- Good communicator
- Good listener - will be open to hear diverse perspectives - provides opportunities to engage with parents
- People person, builds relationships - can bring people together
- Visible and approachable

# Survey Results

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## Respondents:

Administrators	8
Faculty	83
Support Staff	14
Students	23
Parents/Guardians who have students in the schools	430
Community member who do not have students in the public schools	23
<b>TOTAL:</b>	<b>581</b>

# District Strengths

- District schools are safe.
- Technology is integrated into the classroom.
- The District employs effective teachers, administrators and support staff.
- Facilities are well maintained.
- The District engages with diverse racial, cultural and socio-economic groups.

# Characteristics Constituents Desire in a New Superintendent

- Recruit, hire, and retain effective personnel throughout the District and its schools.
- Provide transparent communication.
- Demonstrate a deep understanding of educational and emerging best practices and emerging strategies.
- 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.

# Draft of Desired Characteristics

All the groups consistently spoke of the importance of the next Superintendent having the skills to **build relationships** which will allow the staff, students, parents and community members to trust the Superintendent and the decisions that the Superintendent makes.

In order to build relationships and gain trust, the Superintendent must be

- Accessible and responsive
- A proactive communicator
- A good listener who will be open to diverse perspectives and provide opportunities to engage with staff, students, parents and community members
- Visible in the schools and the community
- Have the skills to bring a divided community together

## Draft of Desired Characteristics (Continued)

Other characteristics needed to be successful as the Superintendent in Dobbs Ferry include:

- A strong educational leader with a focus on academics who has high expectations for all students
- A macromanager
- An innovator and risk-taker

The successful candidate will:

Be certified as a superintendent, or capable of gaining certification in NYS

Have a long term commitment to the District

# Next Steps

- Recruiting
- Interviewing
- Selecting