



LEADERSHIP PROFILE

Decatur Public School District #61

HYA | HAZARD
YOUNG
ATTEA
ASSOCIATES

Executive Summary

This report presents the findings of the Leadership Profile Assessment conducted by Hazard, Young, Attea & Associates (HYA) in January 2019 for the new Assistant Superintendent for Teaching and Learning, Decatur Public Schools District 61. The data contained herein were obtained from input the HYA consultants received when they met with individuals and groups in either individual interviews or focus group settings. The interviews and focus group meetings were structured to gather input to assist the Superintendent in determining the primary characteristics desired in the new assistant superintendent. Additionally, the stakeholder interviews and focus groups provided their perceptions regarding the strengths of the District and some of the challenges that it will be facing in the coming years.

Throughout the process, participants shared their commitment to the Decatur Public School System and their desire for the progress made in the last two years to continue well into the future. They spoke in positive terms about the district leadership also citing evidence of staff and community commitment to the District, seeing the District as critical to student, family and community.

Consistently, participants emphasized their common belief that the position of the Assistant Superintendent for Teaching and Learning is a crucial component in the District's future success.

Staff expressed being uplifted by the focus on strategic plan, sharing that the plan has helped to build a common vision in terms of where the District needs to be and how they need to get there, coupled with a strong willingness to change with and adapt to the needs of the student population and community. There is strong community support and a clear and ever-present focus on teaching and learning, with added emphasis on the importance of team work.

Participation

The numbers of participants are listed below.

Group	Personal interviews or focus groups
Building level administrators	7
Central office administrators	15
Faculty	1
Support staff	1
Total	24

The draft of the desired characteristics is provided under separate cover and is meant to be a stand-alone complementary piece to the Leadership Profile Report.

It should be emphasized that the data are not based on a scientific sampling of participants, nor should they necessarily be viewed as representing majority opinions of the respective groups to which they are attributed. Items are included if, in the consultants' judgment, they warranted the Superintendent's attention. They appear below, listed in alphabetical order by category.

Strengths of the District

- Building leadership
- Communication
- Community support
- Diverse community and student population
- Focus on professional development for all staff
- Focus on teaching and learning
- Positive climate
- Relationship with Colleges/universities
- Strategic plan guides the work
- Support for innovation
- Support of Masters program for teachers
- Teamwork
- Willingness to change

Challenges and Issues Facing the District

- Able to respect the past but move the district forward
- Achievement gap
- Administrative turnover
- Board relations
- Dropout rate
- Funding and facilities
- Lack of trust among some internal groups
- Loss of staff results in loss of institutional knowledge
- Need teacher mentoring program
- Public perception
- Recruitment and retention of staff
- School consolidations
- Seven unions
- Social media
- Social/emotional needs of students
- Underperforming schools
- Urban population

HYA and the Superintendent intend to meet the challenge of finding an individual who possesses most of the skills and character traits required to meet the needs of the district. The search team will seek a new assistant superintendent who can work with the Superintendent to provide the leadership needed to continue to raise academic standards and student performance, while meeting the unique needs of each of its schools and communities.

The search team would like to thank all the participants who attended focus groups meetings and the staff members who assisted with our meetings.