



Leadership Profile Report

January 24, 2024

Broad Spectrum of Data Collection

Qualitative: Interacted with 34 Stakeholders in 4 Focus Groups and 16 Individual Interviews

- 10 Parents
- 6 Faculty & Staff Members
- 16 Board & Administrators
- 2 Students

Quantitative: 65 Survey Responses

- 51 Parents
- 7 Faculty & Staff Members
- 4 Board & Administrators
- 1 Student
- 2 Community Members

Five Big Takeaways

The new Executive Director must ...

- Be visible & accessible to all stakeholders
- Be effective, transparent & timely with communications to all stakeholders
- Develop a shared-common vision
- Strategically plan to reach shared-common vision
- Build bountiful partnerships with

Community & U-46

EMSA's Strengths

- Talented Administration & caring Staff
- Dedicated & supportive Board
- Stakeholders invested in EMSA
- Current financial status
- Campus development, renovations and maintenance
- Promise of the campus

EMSA's Strengths, cont.

- Sense of a community — where everyone knows your name
- Great platform for learning
- Enrollment, smaller class sizes — waiting list
- Appreciation of diversity
- EL curriculum & use of technology
- Overall safety

EMSA's Areas to Improve

- Communications
- Academics – Math & Science, especially at junior high level
- Student achievement
- Meeting the needs of student subgroups
- EL utilization & staff development

EMSA's Areas to Improve, cont.

- HR management
- Administrative alignment
- Community connections & support
- Extra-curricular & academic offerings
- Common vision & known direction

Executive Director

10 Desired Characteristics

1. Experienced Educational Leader w/Business Sense.
2. Understands and embraces EMSA's philosophy and will collaboratively identify and successfully lead necessary changes and innovations to move the Academy forward.
3. Genuinely likes people and is deeply caring and authentically passionate about EMSA's students and their academic success and personal growth.
4. Visionary, future focused but analytic about changes.
5. Effective communicator and active listener.

Executive Director

10 Desired Characteristics, cont.

6. Highly visible, personable, approachable, accessible presence, who relates well to all.
7. Servant leader who is highly collaborative, inclusive and skilled at empowering others while building a positive climate.
8. Trustworthy and trusting while demonstrating integrity and honesty.
9. A staunch advocate for Charter Schools, EL and Science & Math.
10. Ambassador to the community as a whole and the ability to articulate ESMA aspirations and goals.

Next Steps

- Continue to accept applications until January 31, continue to interview, screen, and reference check
- Present slate of candidates 2/7 meeting
- Review interview protocols 2/7 meeting
- Board interviews slated candidates 2/20, 2/21 & 2/22
- At a future meeting discuss offer, compensation package and contract
- Board selects Executive Director by 4/1

Thank You!

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