



Superintendent Search Malverne Union Free School District

Leadership Profile Report
Public Presentation
Hazard Young Attea & Associates
October 8, 2024

Leadership Profile Report

Interviews, Focus Groups, and Open Forums

In District

- Board of Education
- Superintendent
- Assistant Superintendents
- Directors and Supervisors
- Principals and Assistant Principals
- Faculty
- Support Staff
- Secretary to the Superintendent
- District Clerk
- Union Leadership
- High School Students

Leadership Profile Report

Interviews, Focus Groups, and Open Forums

School and Community Groups

Community Forums

Day

Evening

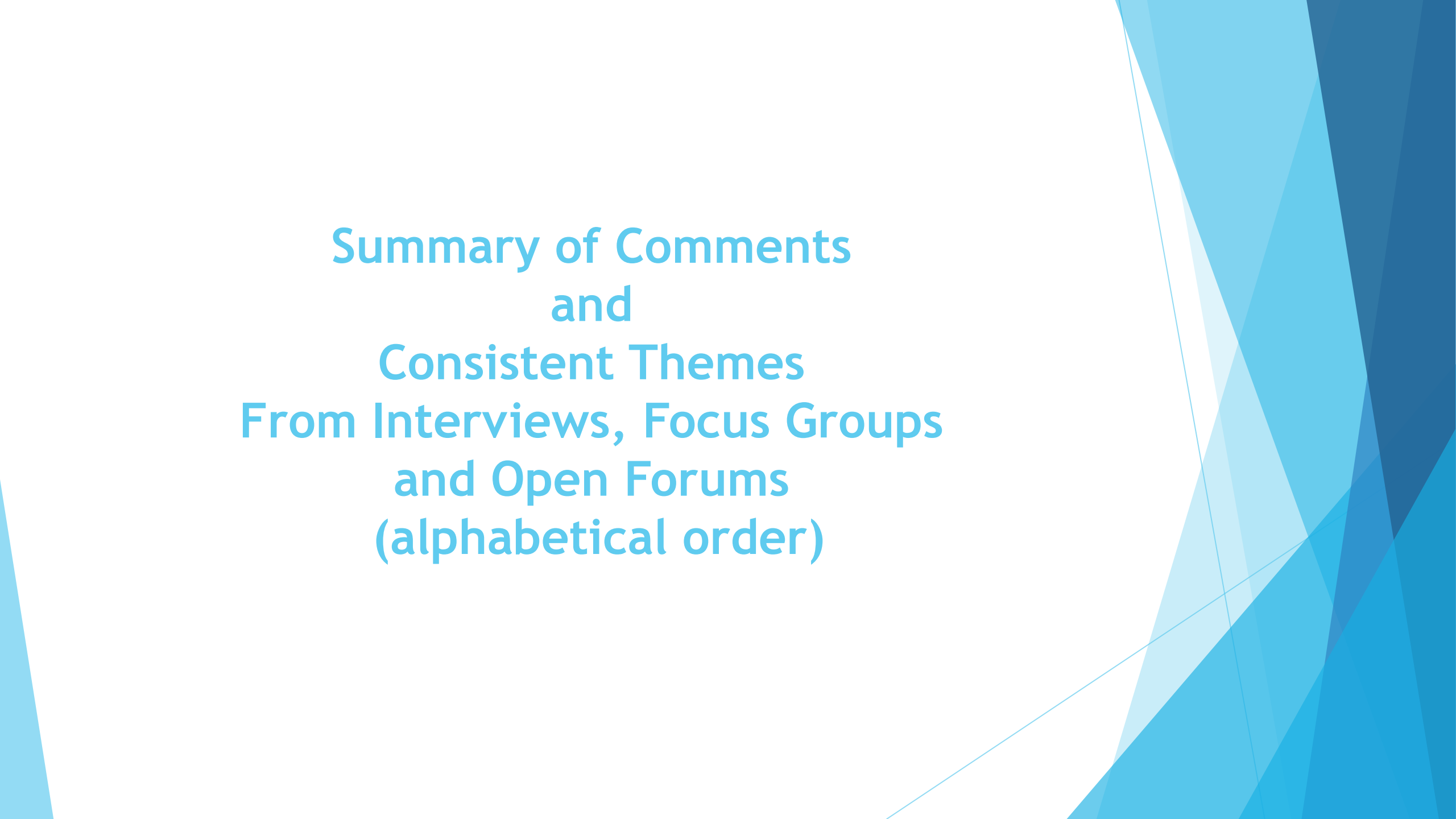
Leadership Profile Report Participation

Group	Number of Participants
Board of Education	5
Superintendent	1
Administrators	11
Faculty/Support Staff	15
Students	6
Community/Parents/Guardians	19
Total	57

Each of the Individuals and Groups Were Asked to Share Their Thoughts on These 3 Questions

1. How would you describe the strengths of the District?
1. What do you see as the greatest challenges facing the District in the next few years?
1. What characteristics and areas of expertise would you like to see in the next Superintendent?



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**Summary of Comments
and
Consistent Themes
From Interviews, Focus Groups
and Open Forums
(alphabetical order)**

Strengths of the District - Consistent Themes

- Caring faculty, administrators and staff who are dedicated to their students' success
- Community supports the District's goals and budgetary need
- Diversity
- Involved and supportive PTA
- Portrait of the Graduate
- Regionally and nationally recognized
- Size of the District, family environment
- Stable, well functioning BOE
- Students are motivated and provided many opportunities



Challenges/Issues/Concerns Facing the District

- Continued focus on literacy and math
- Diversity, equity and inclusion with need for more professional development
- Enrollment and facilities: increasing enrollment, older buildings, filling the seats in U Pre-K and where to house the students
- Fiscal issues: balancing programs and fiscal constraints
- Social and emotional needs of students: need for increase staffing and the tools for students to help themselves
- Sports opportunities to boys and girls
- Staffing as enrollment increases

Summary Characteristics of the Next Superintendent From Interviews, Focus Groups, and Open Forums

All groups consistently spoke of the importance of the next Superintendent having the following desired characteristics:

- Approachable, accessible, visible
- Embraces diversity
- Engaging; actively reaches out to students, staff, faculty and community
- Is an experienced Central Office administrator, proven track record of success



- Is a good communicator who will listen to parents, students, faculty and staff, and the community, hear what they are saying and work collaboratively on solving problems
- Longevity with a commitment for many years
- Transparent
- Will continue to improve academics with curricula expertise and by holding people accountable

Thought Exchange

Group	Number of Participants
Parent/Guardian	88 (58%)
Faculty/Staff	25 (17%)
Community Member	17 (11%)
Student	19 (13%)
Total	149



WORDCLOUD
Top Rated



Key Thoughts

- Attention to all Malverne schools: Demonstrates caring attitude for all schools despite ages and/or importance viewed in each school.
- Competent, Caring & Understanding, Honest & Approachable: A superintendent needs to know all aspects of the educational process and to be able to understand the needs and concerns of all stakeholders.
- Empathy and Emotional Intelligence as well as Cultural Awareness. Also the ability and enthusiasm to clearly and empathetically communicate

Keyword Themes

- Communication and Engagement
- Educational Excellence
- Empathy and Compassion
- Diversity and Inclusion
- Leadership and Vision

Next Steps

- Recruiting
- Interviewing
- Selecting

Thank you!