

LEADERSHIP PROFILE REPORT



Jericho Union Free School District
November 14, 2024

EXECUTIVE SUMMARY

This report presents the findings of the Leadership Profile Assessment conducted by Hazard, Young, Attea & Associates (HYA) in September and October 2024 for the new Superintendent of the Jericho Union Free School District. 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 and from the results of the online survey completed by stakeholders. The surveys, interviews, and focus group meetings were structured to gather input to assist the Board in determining the primary characteristics desired in the new Superintendent. Additionally, the stakeholder interviews and focus groups collected information regarding the strengths of the District and some of the challenges that it will be facing in the coming years.

Participation

The numbers of participants, by stakeholder group, in the two methods of data gathering are listed below: Not all focus groups were a group that was disaggregated for the online survey.

Groups	Personal interviews or focus groups	Online Survey
Board of Education Members	5	NA
Superintendent	1	NA
Administrators	23	8
Faculty	35	56
Support Staff	14	19
Students	10	30
Community/Parents/Guardians	68	-
Parents/Guardians with children in the JSD	-	121
Community/Parents/Guardians without children in the JSD	-	19
Total	156	253

A draft of the desired characteristics can be found at the end of this report. The community survey report is presented as a separate document.

It should be emphasized that the data are not a scientific sampling, nor should they necessarily be viewed as representing the majority opinion of the respective groups to which they are attributed. Items are included if, in the consultants' judgment, they warranted the Board's attention.

The HYA consultants interviewed **156** district and community constituents. Each of the individuals and groups was asked to share their thoughts regarding three questions:

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

What follows is a summary of the responses shared by the above persons. The first section provides a summary of the consistent responses. The second section provides response summaries from the various categories of individuals interviewed.

HYA and the Board 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 consultants will seek a new superintendent who can work with the Jericho Board of Education to provide the leadership needed to continue achieving high academic standards and excellent student performance, while meeting the unique needs of each of its students, schools and the expectations of the community.

The consultants would like to thank all the participants who attended focus group meetings or completed the online survey and the Jericho Union Free School District staff members who assisted with our meetings. In particular, Denise Nash, *the* District's Director of Public Information & Community Relations, was especially helpful in organizing and scheduling focus group meetings and assuring that the consultants' time in the District went smoothly.

Respectfully submitted:
Dr. Susan Guiney
Caryn Shaw

November 14, 2024

Section 1: *Summary of Responses from Interviews and Focus Group Meetings*

Consistent Themes from the Focus Groups

The following CONSISTENT comments were articulated by the majority of participants with whom the consultants met.

STRENGTHS OF THE DISTRICT - CONSISTENT THEMES

The input from the various constituent groups suggests that the Jericho Union Free School District is characterized by the following strengths (The comments are listed in alphabetical order):

- Academic excellence and a commitment to success for all students;
- Culture of thoughtful deliberate listening and responding to the instructional and social-emotional needs of students, families, and staff;
- Dedicated, committed, and highly qualified administrators, faculty, and staff;
- Highly engaged and supportive parents and community who value education;
- Outstanding local and national reputation and pride in the district;
- Professional and caring work environment;
- Sound financial health and strong fiscal standing;
- Students feel well supported and that their voices are valued;
- Students are exceptionally motivated, engaged, and eager to learn;
- Well-maintained buildings and facilities.

CHALLENGES AND ISSUES FACING THE DISTRICT - CONSISTENT THEMES

The following are some key themes concerning the challenges facing the Jericho School District that emerged from the focus groups (The comments are listed in alphabetical order):

- Develop a shared vision with the Board;
- Develop systems to address K-12 assessment and consider the use of time/schedules at the secondary level to support innovation and student wellness;
- Enrollment increases that impact the use of space, recruitment/hiring, and reflect changing demographics;
- Establish a strategic roadmap that defines District priorities that are aligned to the District vision and mission;
- Establish trust, and work to build relationships and unity, with all parts of the school community;
- Integrate new and evolving technologies and neuroscience into instruction to promote student health and safety, innovation, creativity, and advance achievement for all learners;
- Transition to a new superintendent in a way that understands the impact of following a long time leader.

DESIRED CHARACTERISTICS OF THE NEW SUPERINTENDENT - CONSISTENT THEMES

The constituent groups CONSISTENTLY mentioned the following desired characteristics (The comments are listed in alphabetical order):

- Able to galvanize the community
- Able to navigate the Board
- Accessible and visible
- Approachable
- Collaborative
- Confident
- Dedicated to Jericho and its traditions and values
- Excellent listener and communicator
- High level of professional trust
- Humble
- Innovative
- Maintains an open door policy
- Makes decisions based on what's best for the students
- Listens to and respectful of people with opposing views
- Personable
- Professional
- Student focused
- Trustworthy
- Uses and understands the value of data and makes data-driven decisions

SECTION 2: *Summary of Comments from Focus Groups and Individual Meetings*

The structure of the focus groups was open, allowing for participants to build upon each other's comments. Participants were asked to respond to the following questions:

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

The responses are listed in alphabetical order. This is not a scientific sampling, nor should the comments be viewed as representing the majority opinion of the respective groups to which they are attributed. The items below are included if, in the consultants' judgment, they warranted the Board's attention.

BOARD OF EDUCATION (5)

(The comments are listed in alphabetical order)

Strengths of the District

Academic excellence

Amazing teachers and staff

Committed involved parents and supportive families

Community supports the schools

Course offerings provide for all students

Take it to the highest level

District assets

Property is available if the District decides to expand

District is a family

Environment of caring and care for students and District

Excellent financials and financially secure

Expectation of excellence

Facilities in excellent condition

Buildings are beautifully kept

Managed internally

Wonderful, hard working staff

Funding capital work through reserves

Good job adapting to the changing demographics

PPS Department and special education

Premier District with an excellent reputation

Pride in the District

Private school education

Putting students first

Rank as #1

Respectful students

Right fit for students

Small enough to feel like a community

Large enough to offer many course, activities, and friend groups

Schools are center of community

Science research, STEM, and business programs

Strong culture of learning

Students are competitive and cooperative

Students are excited, motivated, enjoy learning, and have a desire to do well

Support for all students is excellent

Teachers are invested in student learning and achievement

Teachers really care about students and go out of their way for them

Technology is accessible to all students

Well funded

Challenges Facing the District

Advances in STEM

Cell phones in schools

Community groups

- Coalition of Concerned Jericho Parents

Defining the roles and responsibilities of the superintendent and the Board

- Working with the Board

Developing a shared vision with the Board

Diversity

- Hiring diverse staff

- Strength as a District

Enrollment increases

Expectation of excellence

Limited Innovation

- Instructional models

- New programs and academics

- Wellness for students

Litigation

Maintaining class sizes

Managing community and parent perceptions and expectations

- Concerning trend to focus only on "my child" and not on global perspective

Potential for capital expansion

Providing for and celebrating the children "in the middle"

Rebuilding trust among all District constituents

Security

Shared decision making

Supporting excellence in multiple areas

- Additional opportunities for students outside of STEM

Transition of new superintendent

Working with the Board

Superintendent Desired Characteristics

Ability to challenge the status quo

Ability to galvanize the community

Able to keep community moving forward together

Accessible

Advocate for Jericho at the State level

Appreciates learning

Approachable

Brings new ideas

Caring

Central office experience

Classroom experience
Collaborative, especially with administrators and staff
Confident
Connects with people
Continuous improvement
Culturally sensitive
Does what is right even though it may not be popular
Dynamic
Educational leader who appreciates learning
Eager
Empathetic
Encourages new ideas
Erudite
Ethical
Excellent communication skills
Experience as a building principal and in the District Office
Experience working with a Board of Education
Experienced with diversity, equity, inclusion, and belonging
Financial/business acumen
Flexible
Focus on building a strong team
Focus on the District, academics, and students
 Not a focus on trendy issues
Good listener
Good presentation skills
Great people skills
Has relationships with community leaders
Helps people to understand the why behind decisions
High level of emotional intelligence
Honest
Humble
Innovative
 New and fresh look at academics
Interacts with parents and students
Keep schools politically neutral
Knowledge of school finance
Longevity
Makes decisions based on what's best for students not necessarily most popular
Makes people feel welcome
Not afraid to be wrong
Open door policy
Open to new programs and initiatives
People skills

Personable
Politically savvy
Possesses soft skills
Proactive
Provides Board with timely and regular updates
Receptive
Relationship builder
Smart
Strong educational philosophy
Strong leader
Strong personality
Takes initiative
Trusted
Understands challenge of following a long-time superintendent
Understands metrics and uses them to inform conversations
Understands parents
Uses and understands the value of data and makes data-driven decisions
Uses social media
Values importance of STEM
Wants the District to be a smart place
Wants to see the District move to the next level
Warm
Welcoming
Willing to speak as a leader in the field
Willing to take risks and try new programs
Wise

Administrators (23)

(The comments are listed in alphabetical order)

Strengths of the District

Ability to do things differently
Accessibility
 Among the staff
 Parents and community members can contact anyone anytime
Amazing students
Appreciation of District
Caring, dedicated, hard working staff
Cohesiveness of the District
 Everyone has access to each other and to the Superintendent
 People feel comfortable expressing their ideas
 Team works together

Collaborative
 Interdisciplinary
Commitment to culture
Community of love and care
Community values education
Constituents make the success
District philosophy connected to standards
Don't sit on laurels
Engineering program
Everyone is treated as a professional
Everyone takes pride in their work
Facilities were upgraded recently
Financially secure
Focused staff
Great guidance counselors
Great place
Great relationships with parents
Incredible, hard working teachers
Innovative
Involvement
 People show up
 Willingness to pitch in and help
Learning centers in high school
Motivated students
Music and art education
NEST Program
New teacher orientation
 Mentoring
 PLCs
No meeting culture
 When something comes up it is handled immediately
Parents are exceptionally supportive
Personalized approach to instruction
Progressive
Schools are center of village
 It is the community
 Parents feel comfortable reaching out to everyone in the District
Science Research
Smart is cool in Jericho
Special Education
Strong culture of learning in the entire community
Strong shared vision
Structure of decision making

Curriculum Associates

Students at the center

Students help each other

Students' needs are met

Customized programs for students

Programs make sense for everyone

Students want to be in classes with teachers they respect and with curriculum that is challenging

Student voice is valued

Teachers teach at high levels

Teachers want to work with students

Variety of course offerings and clubs

Welcoming to the community

Well resourced

Wonderful place to work

Challenges Facing the District

Building trust

Community culture

Competition and anxiety

Creating a unanimous Board vision

Discerning what is necessary and what is not

From NYS

New Profile of a Graduate

Enrollment

Increasing numbers of ENL students

Increasing numbers of students

Space is a premium

Specials on a cart

Expensive to live in Jericho

Financial challenges

High tax base

Investment in programs and skills that students need to succeed

Focus on what is good for kids

Increased focus on test scores

Integrity of academics

Limited innovative growth and creative thinking

Maintaining the culture of the District

Culture of trust

Focus on each and every student

Self directed successful professional administration

Maintaining unity in the District

Navigating the Board of Education

Navigating the political and social climate

Need for strategic planning
New superintendent following a "Legend"
Reviewing assessments
 Advanced placement
 Authentic assessments
School year begins later than other districts
Transition of new superintendent
 Learning about the history of the District
Value of programs

Superintendent Desired Characteristics

Able to build a great team
Able to maintain the shared vision
Able to manage expectations
Able to navigate a Board
Accessible
Accountable
Ambassador for the District
Appreciates all members of the staff
Approachable
Authentic
Believes in social and emotional learning and student and staff wellness
Believes in success for all students
Bold leader
Building level/District level experience
Builds trust
Classroom experience
Collaborative leader
Courage to ask people to do things differently
Creates a learning environment where students feel safe
Creates safe spaces for team to come forward with ideas and solutions
Does not give up on students
Embedded in the community
Engages in strategic planning process
Excellent communicator
Family comes first
 Jericho family
 Personal family
Focus on what is best for students
Fun
Gives careful consideration of everyone
Good communicator
Great interpersonal skills

Helps remove roadblocks that prevent the work from getting done
High level of professional trust
Holds people accountable
Impeccable soft skills
Innovative and encourages staff to be innovative
Knows names and roles
Knows people
Leadership is shared
Learning comes first
Makes decisions in the best interest of all students
Makes people feel valued
Minimizes mistakes and emphasizes successes
Not a micromanager and will hold people accountable
Open door
People person
Personally cares about the people in the District
Polished
Politically savvy
Puts students first
 “What is best for students”
Respectful and commands respect
Smiles
Stands up for learning and students’ success
Success for every student
Supports all programs
Supports innovation
Supports staff
 Has the team’s back
 Protects the staff
Supports teaching for understanding
Supports the shared vision of the District
Thoughtful
Traditions
 Celebrations
 Recognizing students’ accomplishments
 Alumni
 Current students
Treats everyone professionally
 Trusts the professionals to do their jobs
Trustworthy
Understands the importance of Wellness Days
Values families and the families of staff
Values history of Jericho

Values importance of academic integrity
Visible
Warm

FACULTY (35)

(The comments are listed in alphabetical order)

Strengths of the District

Drive of student body
Feels like home
Fosters curiosity at the elementary level
Great relationships
High expectations for teachers
High functioning District
High levels of academic performance
Internal hiring and appointments create consistency
Learning is scaffolded
Parent involvement
People do not feel micromanaged
 Teachers can be who they are
 Teachers feel professional
 Teachers have a work room and share with each other
People feel they are an intricate part of the community
People feel they can try new things
Stability
Staff embrace shifting demographics of the community
Top performing school district
Warm community
Value of a small district

Challenges Facing the District

Artificial Intelligence
 Changing assessment models
Changing demographics
Classroom space with growing enrollment
Co-principals in the high school
Helping parents understand that school is more than just academics
Elementary and high school space issues
 Addition of Academy, Social worker office
 Addition of Pre-K
 Influx of new students mid year
Finances and future budgets

Having a smooth transition
Increasing ENL population
 Need for staff
 Part time staff and need full time staff
 Recruiting and maintaining ENL teachers
Integrating new students and families into culture of Jericho
 Encourage parents to attend concerts and children's events
Lack of clubs and after school activities at the elementary school
Managing parents' expectations
Political demographics in the community
Transition of new administrators

Superintendent Desired Characteristics

Ability to say no and stand on their morals and principles
Able to balance social emotional learning/wellness with academic excellence
Able to navigate and work with the Board
Accessible
Appreciates staff and teachers
Approachable
Authentic
Charismatic
Classroom experience
Comes from a district with a similar academic culture
Comfortable hiring all different types of staff members
Comfortable on the news and in the media
Consensus builder
Curious
Dedicated to Jericho
Delegates responsibility
Diplomatic
 Able to deal with various aspects of the community
Flexible
Friendly
Great listener
Has a sense of humor
Humble
Includes teachers in finding solutions
Integrity
Interacts with the staff
Invested in the community
Life long learner
Listening to all sides when making decisions
Longevity

Makes teachers feel supported
Mature
Motivated to learn about everyone and the District
Not afraid of trying new things
Not influenced by special interest groups
Not a micromanager
Open door policy
Open minded
People person
Proactive and aware of issues before they get out of hand
Provides guidance
Stability
Strength to make decisions
Strong leader
Supportive of students with special needs
Supports all staff
Understands the culture of Jericho
Understands the role of all school groups
 Learning Center
 Permanent Subs
Understands Asian culture
Values relationships and people
Visible
Warm

SUPPORT STAFF (14)

(The comments are listed in alphabetical order)

Strengths of the District

Academics
Cohesive district
 Staff
 Teachers
Community supports budget and schools
Dedicated staff
Destination district
 Great place to work
District is welcoming to all cultures
Encouraged to be the best they can be
Financially stable
Great team
High academic achievement

Interaction among everyone
Involved parents
Maintain high quality facilities
 Funds are available for capital projects
 Pristine buildings and grounds
Passion for children to succeed
Resources
Security
Shared decision making
Staff has pride in their work
Successful students
Teaching
Top rated district
Wonderful district

Challenges Facing the District

Changing demographics
 Losing sense of community
Competition is fierce
 AP courses
 Community is competitive
 Parents are competitive
 Students don't take lunch
Students are competitive
Diversity
 Socio-economic extremes
High expectations for staff
Maintaining the reputation and ranking
Managing parents' expectations
Public relations
Staffing issue in CSEA positions
 Retirements
Transition to new leadership
Workers at the lower level
 Promotions

Superintendent Desired Characteristics

Ability to look outside the box
Able to manage parent expectations
Able to navigate Board differences
Accepts all cultures and diversity
Accessible
Addresses problems head on

Appreciates multiple perspectives
Approachable
Calm
Can handle the pressure of the superintendency
Caring
Charismatic
Collaborative
Considerate
Doesn't feel the need to come in and change anything immediately
Down to earth
Empathetic
Even keeled
Fair
Financially savvy
Friendly
Good communicator
Good listener
Good negotiation skills
Has creative ideas
Longevity
Makes changes slowly
Maintains the reputation
Not a pushover
Open door
People person
Personable
Positive relationship with media
Puts the District first
Stands by decisions
Strong leader
Supportive of everyone
Takes time to get to know everyone and the District
Understanding
Unifier
Vested in the schools and community
Visible
Welcoming
Willing to listen
Willing to "roll up sleeves"

STUDENTS (10)

(The comments are listed in alphabetical order)

Strengths of the District

Academics and academic drive
Athletic school community connected to students
AP classes
District wants students to know they are more than grades
Drive
Everyone can have the best experience for their passion
Good sense of community
Great education
Guidance counselors are looking out for the best interest of the students
 Availability of guidance counselors and support personnel
Inclusive
Individualization for all students
Making every experience as wonderful as it can be
Opportunities are amazing
 Business and engineering tracks
 Courses are offered to reflect the real world
 Problem solving
 Real estate certification
 Science Research class
 Wide variety of programs and electives for students
Parent involvement
Students can explore many different interests
Students feel safe asking for assistance
Students feel very safe here
Student voice is valued
 Artificial Intelligence (AI) committee
Support classes
Teachers and students have great relationships
 Teachers are thoughtful of students' course loads and tests
 Teachers are understanding
 Teachers reach out to students
Teachers are very supportive and thoughtful of students' mental health
Variety of clubs
Wellness Day
Widespread and inclusive celebrations across all areas

Challenges Facing the District

Academics can be a challenge

Creating a unified Board

Exceptionally competitive

AI is popular

Academic integrity

Due to pressure

Creates divide among students

Environment is exceptionally stressful

High number of valedictorians

Significant focus on getting into college

Grades

Parents call if the student doesn't get an A+

Lunch is optional

Students don't take lunch because they take extra APs

Maintaining student voice

Managing failure

Managing parent involvement

Standard is an A+ every quarter

Stress

Feeling that students must attain an A+

Students involved in multiple extracurricular activities and sports

Students take as many AP classes as possible

Time for breaks

Summer AP assignments

Too much pressure

Take classes and join clubs based on interest

Not required

Pressure of college

Testing schedule

Can eliminate many tests on one day

Some subjects stick to the "day" schedule

Superintendent Desired Characteristics

Able to delegate

Advocates for school

Approachable

Best interest of students is top priority

Can find solutions that take everyone into consideration

Ensures students' safety in school

Interpersonal skills

Knows what to do under pressure

Makes relationships with students and their parents

Open minded

Politically neutral

Positive

Represents the District

Supports new initiatives

Supports the administrative team, staff and framework of the District

Understands what is happening politically and technologically in the world today

Visible

Visionary

Warm

COMMUNITY/PARENTS/GUARDIANS (68)

(The comments are listed in alphabetical order)

Strengths of the District

Academic excellence

Addresses educational needs quickly and in a proactive manner

Administrators and Superintendent are very visible and accessible

Administrators are supportive

All children feel welcomed by the teachers, principals and District

In the classrooms

In the school buildings

Budgets pass in Jericho

Close knit relationships between students and teachers

Commitment to students' mental health and well being

Community works together to raise children

District is a family

District is a leader among other districts on Long Island

Community service

Professional treatment of staff, students, parents

Wellness

District tries new programs

Everyone cares

Extracurricular activities

Theater

Focus on STEAM

Focus on the whole child

Guidance counselors treat each child as an individual

Honors all areas of students' success

Academics

Athletics

Extracurricular activities

Kindness

Increase in Asian families moving to Jericho who value and support excellent education

Intentionally built culture to focus on an excellent education for the children
Longevity and loyalty of staff
Many activities and opportunities for students
Manages finances well
Multiple opportunities and electives for students
 Open enrollment of APs
No students left behind
 Someone always reaches out to help students
Nurturing environment
Parent involvement
Parents are here for Jericho
Parents are smart
Reputation
School is the focus of the community
Sense of belonging
Special education department is wonderful
Strong financial foundation
Strong supportive PTA
Students are successful
Students feel cared for by teachers and staff
Students have opportunities to speak and express themselves
Teacher student ratio is low
Teachers and staff are supportive and caring
Teachers are very accessible
Teachers treat students as if they are their own children
Well resourced community

Challenges Facing the District

Artificial Intelligence and social media
Balance of high achievers and average students
 Balancing resources
 Population has changed and curriculum needs to change
Bringing people together
Challenging courses
 AP Chemistry
 AP Physics
Changing demographics
 Priorities of different parents
Commitment to community
 Families are there only for the schools
 Families move after graduation
Competing priorities
Creating culturally responsive clubs and opportunities for students

- Badminton
- Dance
- Table tennis
- Demanding families
- Discord among the Board of Education
 - Board has to support the new superintendent
 - Distrust of district and administration
 - Reflects the community
 - Priorities
 - Parental control of curriculum
 - Upsets the community
- District status
- Diversity
 - Balancing parents' expectations and diverse needs of students
 - Challenge to staff, students, parents
 - Communication
 - Increased diversity in the District
 - New Chinese families
- Equitable education for all students
 - Not just high achievers
- Equitable selection of parents for school events (PTA)
- Exceeding the status quo
- Growing special education population
- Handwriting
 - Reading script and fonts
- Impact of technology
 - Cell phone use
 - Social media
- Increase in enrollment
 - Space issues
- Increase in new students from other countries
- Increasing participation in athletics
 - Changing demographics
 - Impact of club sports
 - Students moving to other districts for serious play
- Keeping mental health of students at the forefront
- Limited resources to handle increasing enrollment
 - Instructional spaces
 - Staff
 - Teachers
- Look at AP exams
 - Other options
 - Too many

Managing expectations
 College expectations
 What parents are expecting
Managing the anxiety around long time superintendent leaving
Managing the budget
NYS Mandates
 Regionalization
Overall change in the world and how it impacts the Jericho schools
 Mental health concerns
 Socio-political
 Technical
Parents are organizing clubs and opportunities outside of school
People are not prepared for academic challenges
 People go to private schools
 People rely on social media and word of mouth
Possible turnover/retirements
Pressures in educational environment
Retain talented staff
Safety
Staff working for someone other than current superintendent
Stress on students
Transition to a new superintendent
Visibility outside of NYS
Working with the Board of Education

Superintendent Desired Characteristics

An educational leader
Able to agree and disagree
Able to handle a crisis
Able to hire new staff as veteran staff retires
Able to retain talent
Able to understand the challenge of following a long-time superintendent
Able to use social media
Able to work with diversity
 Particularly Asian community
Academic innovator
Accessible
Advocates at state and national level for Jericho
Approachable
Authentic
Background in curriculum and instruction
Balanced, able to listen to both sides
Calm

Can build on the strong foundation
Classroom experience
Clear vision for the District and community
Collaborative
Commands respect
Committed to Jericho
Compassionate
Confident
Educational leadership and vision
Empathetic
Engages parents and community
Excellent communicator and listener
Experience with a diverse student population
Experienced
Explains why decisions are made
Fair
Familiar with issues students are facing today
 Helping parents to deal with this
Financially savvy
Focus on student satisfaction
 Believes in resilience
Friendly
From a similar type of district
Globally aware and brings new ideas to Jericho
Honest
Includes parents in decision making, when appropriate
 DEI committee, Wellness committee
Integrity
Involved with the community
Knowledge of educational systems
 Business
 Curriculum
Knows what Jericho is like
Makes data-driven decisions
Makes people feel heard
Manages high expectations of parents and stress
Mediator
Meets with community groups
 Goes to events, games, PTA meetings and meets with Boards
Not top down
Open minded
Open to new ideas
Patient

Respected locally and state-wide
Sense of humor
Strong personality
Supportive of special education programs
Takes risks
Thick-skinned
Thinks about the next level for Jericho
Thinks outside of the box
Thoughtful decision maker
Transparent
Trusted
Understanding
Understands culture of Jericho
 Realistic understanding of diversity in Jericho and how to balance the Chinese culture and the American culture
Unifier
 Able to galvanize the community
 Helps people to be kind to each other
 Helps people be respectful
Values a climate and atmosphere of cohesiveness
Values mental health
Values student voice
Visible
Visionary
Wants to be ahead of the norm
Wants to be part of the Jericho family
Warm
Welcoming
Willing to hear other people's ideas and implement them

Jericho School District Superintendent of Schools

DESIRED CHARACTERISTICS

After seeking input from its Board members, parents, staff, students and the community via focus groups, interviews, and an online survey, the Jericho Board of Education seeks a strong strategic leader who:

- Addresses challenges and issues calmly, respectfully, and is open to hearing opposing views;
- Can balance the traditions and excellence of Jericho with having the fortitude, savvy, and people skills to develop, plan and implement creative and futuristic ideas and programs to best support Jericho's students;
- Demonstrates the ability to connect at all levels in a diverse community with multiple needs and high expectations;
- Guides the District in defining its priorities and collaboratively develops a roadmap to assist the District in planning a future aligned to achieving its mission and vision;
- Has a track record of authentic and compassionate leadership;
- Has the ability to use data indicative of high achieving districts to drive thoughtful decisions, district goals and initiatives;
- Invests in the community by being visible, present, approachable, and actively engaged in District and community events;
- Is well regarded in the educational community as a leader.

The successful candidate will:

- Be certified as a superintendent, or capable of gaining certification, in New York State;
- Demonstrate a sincere commitment to the long-term success and well-being of the District.