

SCHOOL EXEC CONNECT

SCHOOL DISTRICT OF EDEN PRAIRIE

New Superintendent Profile

January 24, 2012

The School District of Eden Prairie Board of Education wished to have a better understanding of the school community members' perceptions of the District as they began their search for a new Superintendent. The Board requested that *School Exec Connect* consultants Dr. Kenneth Dragseth, Dr. Antoinette Johns, Mr. Robert Ostlund and Dr. Charlie Kyte gather information from constituents regarding the goals, strengths and challenges of the District as well as the characteristics, skills and attributes desired in the new superintendent. This report presents a brief summary of the comments of about 200 people who attended a Focus Group or were interviewed individually and 716 people who responded to the District's On-line Survey. These focus groups were held: District and Building Administrators, Parents and Community Members, PTO Leaders, Community Leaders, Students, Support Staff, Non-certified Staff, Early Childhood Parents and Staff, English as a Second language Parents, Hispanic Parents, Teacher Leaders and Teachers. The On-line Survey asked for respondents to self select from the following categories: Certified Staff member, Student, Administrator, Non-certified Staff member, Community/Business member, Parents (past or present), and Other. District Board recent and current members, the interim superintendent, the mayor, and the President of the Teacher's union were met with individually.

Due to the sampling methodology, this report should not be considered scientifically accurate. The online survey was designed to be completed only one time per computer. Respondents may have participated in both a Focus Group and the On-line Survey. The opinions set forth may not reflect the opinion of the majority of the staff or District residents. The judgments of what should be included in this report are those of the consultants based on the statements heard throughout the data-gathering process. The survey results are rank-ordered and the Focus Group results are not rank-ordered.

The first summary presents the general findings of the Focus Groups and the Survey data combined. The on-line survey summary is the second item in the report. The Focus group and individual meeting summary follows. The last item is the Profile for the Superintendent derived from all of the data and comments. This information will give direction to the Board of Education as it enters the next phase of the search process.

This report may be used in several ways:

- After reviewing the input from members of the District, the Board may modify and accept the attributes that will serve as criteria to be considered as candidates are screened and interviewed.
- The Board should review this report to become informed about the thinking of different constituent groups regarding the perceptions of those associated with the District.
- The Consultants will use this report as the foundation for screening and interviewing candidates who are well matched for the superintendent's position in this district.
- The Consultants recommend that this report be available to candidates for a better understanding of the District and its strengths and challenges.

Thank you to those who took the time to respond to the On-line Survey or to attend one of the Focus Groups or individual meetings. The results of this report will assist the Board as they enter the next phase in the search for a new superintendent of schools.

Respectfully submitted,

Kenneth Dragseth, Ph.D., Mr. Robert Ostlund, Antoinette Johns, Ed. D, Charlie Kyte, Ed.D.

School Exec Connect Consultants

EDEN PRAIRIE NEW SUPERINTENDENT PROFILE

The new superintendent should be a person who:

*Is a collaborative consensus builder, capable of working with the staff, community members, students and the Board in a manner that includes others in decision-making utilizing the best ideas and creativity to create success for all students.

*Is trustworthy and builds trust with staff, students and community by his/her actions, transparency and communications.

*A leader who knows how to build a strong team of educators, supports them and brings out the best in them so that staff morale increases, students succeed and the community supports the schools.

*Has excellent interpersonal skills and is approachable, visible, personable, compassionate and someone who of high integrity.

*Is a proven educational leader who has a deep knowledge of curriculum and instruction with an emphasis on teaching 21st Century skills and raising achievement for all students.

*Is an experienced, goal orientated, visionary leader who works well with all constituents to develop a 21st century vision for the district and leads in a manner that facilitates implementation.

*Is a leader who understands the value of economic, ethnic and cultural diversity in an educational environment and engages staff and community in programs and initiatives designed to insure that all students are successful.

*Is a strategic thinker who can work cooperatively and effectively with the Board to set the direction of the district, implement initiatives and communicate progress to the Board and constituents.

*Is someone who has a strong understanding of school finance and the budget development process and will chart a course of financial stability.

*Is a strong communicator who can influence, represent and promote the district internally and externally to better serve the needs of the district's educational programs and services.