

Madison Metropolitan School District

SUPERINTENDENT SEARCH

LEADERSHIP PROFILE ASSESSMENT

Your response to the following questions will help the Board develop a profile of leadership qualities for the new superintendent. Please bring your **completed form** to your meeting with the consultants or mail/fax it to them at the address/fax number on the reverse side.

PLEASE CIRCLE THE GROUP YOU REPRESENT:

Administrator Board Community Faculty Parent Student Support Staff

1. What do you consider to be the two most significant strengths of this School District?
 1. The commitment to make public education work for all students.
 2. The teachers and staff.

2. What do you consider to be the two most important challenges or issues facing this School District?
 1. Maintaining public support, including adequate funding, for public schools
 2. Addressing inequalities in needs and outcomes.

3. Please share two characteristics which you would like to see in the new superintendent.
 1. A commitment to advancing equity (see below).
 2. An appreciation of the positive contributions of teachers, staff, parents and community members in making our schools better.

4. Based on your perceptions of the needs of the District, please rank the following characteristics/skills in order of importance from 1-14 with 1 being most important.

2 Ability and willingness to deal directly and fairly with faculty, staff, students and parents
11 Accountable, and holds everyone in the organization accountable for his/her respective area of responsibility
13 Awareness of instructional and administrative applications of technology
12 Belief in data based decision-making that focuses on the individual needs of students
4 Collaborative
10 Decisive
5 Effective communication skills: verbal, written and listening
3 Experience as a superintendent
1 Experience in a multi-cultural environment
8 Fiscal management expertise
7 Knowledge of emerging research and best-practice in the area of curriculum/instructional design and implementation and how it affects student learning
6 Organizational/management skills
5 Personal interest and involvement in the community
14 Understands the respective, yet complementary, roles of the Board and the Superintendent

Please note: The last item is ranked #14 because as phrased it is nearly meaningless.

5. Tell us your vision for the School District for the future.
See attached:

6. Do you know someone you feel would be a good candidate for the superintendent's position? If so, please write his/her name and address or phone number here or send it to Hazard, Young, Attea & Associates, Ltd. at the address or phone numbers listed below, or via email to office@hyasearch.com.

Thank you for your comments. Please bring this completed form to your interview session or return it by September 20th to:

HAZARD, YOUNG, ATTEA & ASSOCIATES, Ltd.
1151 Waukegan Road, Glenview, IL 60025
847-724-8465 Fax: 847-724-8467
office@hyasearch.com

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Attachment

5. Tell us your vision for the School District for the future.

I believe that public education is our best means of creating a better future; a future with less inequality, more understanding, greater prosperity and a stronger sense of citizenship. I also understand that fulfilling this mission – especially at a time when public education is under attack from many quarters and under a state finance system that values tax relief more than education – is and will remain an ongoing struggle. Districts like MMSD have an important role to play in the national debates over the mission and assessment of public education. We are a district of high expectations, high needs and great inequalities. We are also a community that supports our schools and believes that students of all backgrounds can and must be successful. Like other districts in the Minority Student Achievement Network (the first place I would look for candidates), we are a proving ground and have the great opportunity to demonstrate that public education can fulfill its mission, can provide opportunities for all, and can create a better future.

The best statement of what the next steps in this direction would be can be found in the work of the Equity Task Force (<http://www.madison.k12.wi.us/boe/equity/>). I would ask that all finalists read and respond to the Final Task Force Report (and appendices).

At minimum, the profile should reflect a commitment to the Task Force's definition of equity:

***Equity assures full access to opportunities for each
MMSD student to achieve educational excellence and
social responsibility.***