



san diego county office of
EDUCATION
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Inspiring and leading innovation in education

SUHSD Superintendent Search Update

March 8, 2021

Dr. Yolanda Rogers, Ed.D., Assistant Superintendent

Chris Reising, Executive Director

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San Diego County Office of Education

SUPERINTENDENT SEARCH GOALS

- The single most important decision a school board makes is choosing the right individual to serve as superintendent.
- Such a decision benefits from staff and community input around...
 - Critical leadership attributes desired in a new leader
 - Community and staff values and expectations that inform the recruitment process
 - Identification of salient themes and necessary leadership skills

OUR COMMITMENT

- Clear and transparent process
- Provide guidance to Board during all phases
- Bring forward highly qualified candidates
- Confidential search
- Ongoing communication
- Gather input from stakeholders
- Screen applicants against Board-approved criteria
- Provide a written summary of all applicants and recommend those for consideration who best meet the Board-approved criteria

OUR APPROACH

- Development of a process that welcomed and encouraged input via Zoom and Microsoft Teams
 - Interactive stakeholders forums
 - 1:1 with board members
- Provided access to online survey in three languages, over a 13-day period

AGENDA

- Review timeline and accomplishments
- Review data collected from community survey and stakeholder group forums
- Q & A
- Next steps

PROPOSED TIMELINE

<u>WEEK OF</u>	<u>ACTIVITY</u>
March 8	Governing Board presentation Begin recruitment
April 2	Recruitment closes
April 5	Board reviews applications
April 12	Board conducts initial interviews in closed session Board selects finalists SDCOE conducts reference checks

PROPOSED TIMELINE (cont.)

<u>WEEK OF</u>	<u>ACTIVITY</u>
April 17 – 18	Board holds final selections interviews in closed session
April 19	Board announces final selection in open session (special Board meeting)
April 19 – 25	Validation visit; Board negotiates contract
May 10	Board approves contract

STAKEHOLDER GROUP FORUMS

Group

Date

Classified Employees

Feb. 17

Administrators

Feb. 18

SGCA – Counselors

Feb. 18

CBOC & Audit Teams

Feb. 18

SEA – Certificated

Feb. 18

African American Comm. Groups

Feb. 23

Filipino Community Groups

Feb. 23

STAKEHOLDER GROUP FORUMS (cont.)

Group

Date

Student Representatives

Feb. 23

DEPAC

Feb. 24

Community Forum – Spanish

Feb. 24

LGBTQIA+

Feb. 25

DELAC

Feb. 25

Community Forum – English

Feb. 25

Latinx Community Groups

Feb. 26

WHAT WE ASKED

- What are the strengths of SUHSD?
- What are the immediate and long-term challenges the next superintendent will face?
- What are the desired professional experiences and personal characteristics that you would like the next superintendent to bring to the position?
- What should the new superintendent know about SUHSD and the larger community?
- Is there any other information you would like to share with the Board of Trustees?

DATA COLLECTION PROCEDURES

- Data was collected from each Trustee, 14 stakeholder group forums and an online survey in English, Spanish and Filipino
- Over 1,400 responses were collected
- Data was compiled based on feedback received
- Major themes have been identified by the number of instances they occurred in participant's answers

QUICK DATA POINTS

- 1,358 Community responses
 - English - 1,207
 - Spanish - 147
 - Filipino - 4
- 100+ stakeholder forum participants
- Approximately 60% of respondents have students who attend Sweetwater UHSD schools

WHAT ARE THE STRENGTHS OF SUHSD?

Stakeholder Forums

- Parent and community engagement that fosters student learning
- Diversity of the community
- Community support of education
- Student readiness for college and career
- Site administrators who understand student and family needs

Online Surveys

- Extra-curricular activities and programs
- Availability of technology
- Diversity of the community
- School learning environment
- Student Safety

WHAT ARE THE AREAS OF IMPROVEMENT FOR SUHSD?

Stakeholder Forums

- Trust and transparency
- District understanding and support of equity, diversity and social justice
- Stewardship of financial resources
- District preparedness, engagement, and interactions
- Student safety/bullying

Online Surveys

- Stewardship of financial resources
- Board members who represent the needs of the community
- Safe and well-maintained facilities
- Student readiness for college and career

FOCUS OF NEW SUPERINTENDENT

Stakeholder Forums

- Equity and inclusion issues
- Student social and emotional well being
- Staff and community relations
- District financial issues
- Reopening of schools

Online Surveys

- District financial issues
- Student social and emotional well-being
- Reopening of schools
- Maximizing student achievement
- Parent and community communication

CHARACTERISTICS OF NEW SUPERINTENDENT

Stakeholder Forums

- Familiarity with community demographics and needs
- Student-centered
- Trustworthy
- Committed to equity and social justice
- Honesty and integrity; Commitment to student achievement; builds strong relationships (tie)

Online Surveys

- Honesty and integrity
- Transparent leadership
- Commitment to student achievement
- Trustworthy
- Student centered

ADDITIONAL DESIRED CHARACTERISTICS

- Innovative
- Visionary
- Listener
- Collaborative
- Courageous
- Leads with heart
- Bilingual

ANYTHING ELSE YOU WOULD LIKE THE TRUSTEES TO KNOW?

Stakeholder Forums

- Students first, student-centered leader
- Need transparent leadership
- Commitment to social justice, equity and anti-racism
- Need social and emotional wellness programs for all stakeholders
- Board and Superintendent accountability for their actions

Online Surveys

- Students first, student-centered leader
- Fiscal accountability
- Superintendent must be from outside of SUHSD
- Experienced leader with a proven track record & valid credentials
- Instructional leader
- School reopening

ADDITIONAL STUDENT-CENTERED COMMENTS/THEMES

- Overcrowding of schools
- Curriculum updates
- College and career preparation
- Focus on student voice
- East/West facilities
- Extracurricular - not just sports, but art
- Recruit staff who look like the students (Filipino and African American)

Questions or Comments?

NEXT STEPS

- The position posted today and will close on April 2
- Finalize and distribute brochure
- Search facilitators will continue to recruit and engage with potential candidates
- The information gathered from input sessions is used to provide a profile of the candidate most likely to be a successful match for SUHSD
- The profile will be used in reference checking and for designing the interview questions