

Superintendent Search Irvington Public Schools

Leadership Profile Report
Public Presentation
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Leadership Profile Report

Interviews, Focus Groups, and Open Forums

In District

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

Leadership Profile Report

Interviews, Focus Groups, and Open Forums

School, Community, and Government Partners

- PTSA, Foundation, and Booster Club
- Town officials

Community Forums

- Morning via Zoom (3/12)
- Evenings via Zoom (3/11 and 3/13)

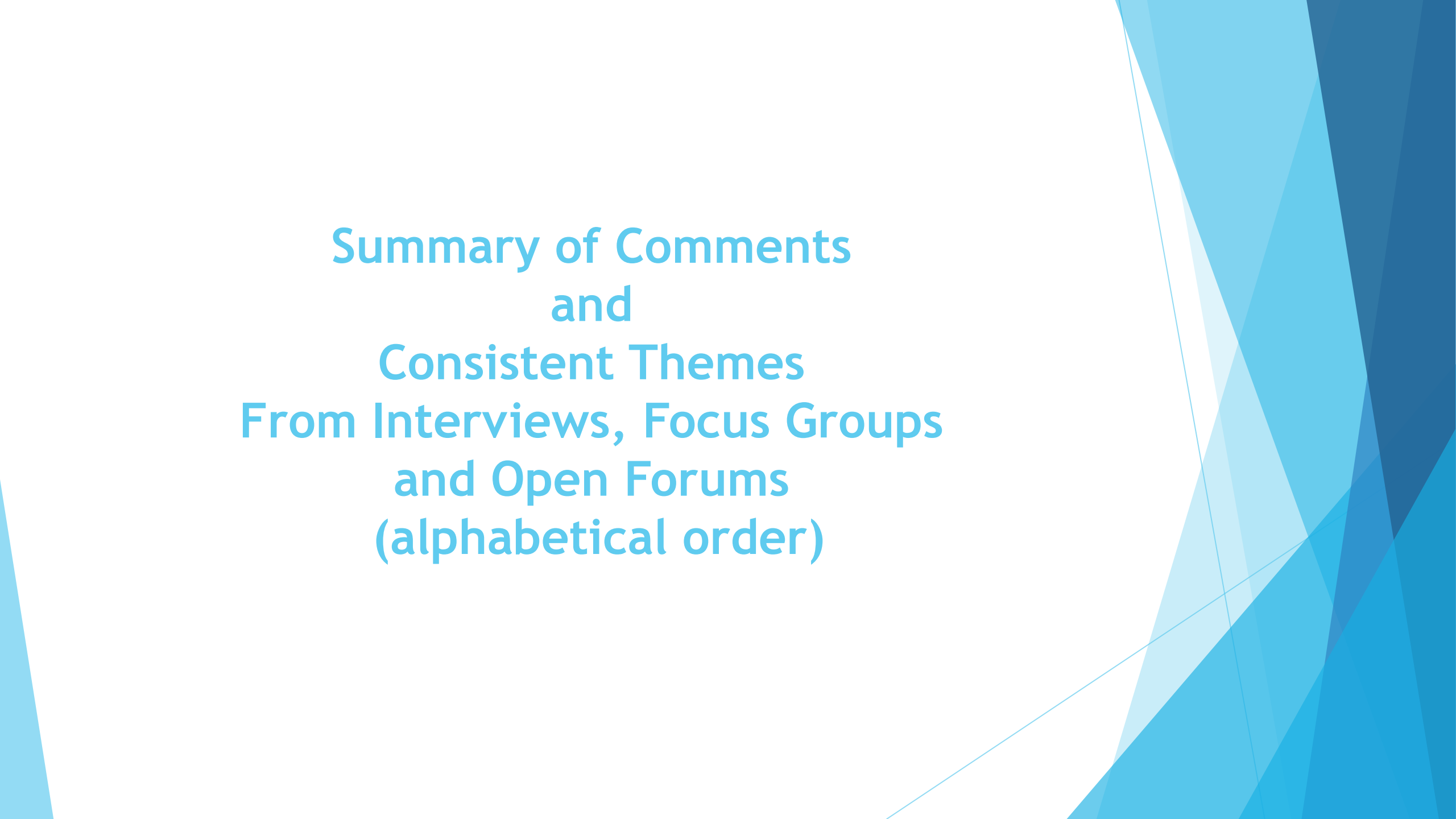
Leadership Profile Report Participation

Group	Number of Participants
Board of Education	7
Acting Superintendent	1
Administrators	15
Faculty	125
Support Staff	8
Students	5
Community/Parents/Guardians	71
Total	232

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

- Academic excellence
- Administrators, faculty, and staff are dedicated
- Communication between school principals and families
- Engaged and supportive community
- Exceptional students
- Fiscally sound
- Irvington is a very caring community
- Pride in the District



Challenges/Issues/Concerns Facing the District

- Addressing the needs of all students, especially in special education
- District size impacts the desired programs and resources and what the community can afford
- Need to assess and align all curricular areas K-12
- Recruit, hire, and retain a diverse staff
- Update instructional practices in classrooms to engage 21st century students and increase learning particularly in High School mathematics

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:

- An instructional leader with a deep understanding of curriculum, using data, and professional development
- Builds relationships
- Engages the community
- Good communicator and listener



Summary Characteristics of the Next Superintendent From Interviews, Focus Groups, and Open Forums (cont.)

- Supports and mentors staff
- Supports DEI
- Thoughtful and empathetic
- Visible
- Visionary



Survey Results

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Survey Results

Group	Number of Participants
Board of Education Members	N/A
Acting Superintendent	N/A
Administrators	11
Faculty	77
Support Staff	31
Students	32
Parents/Guardians with students in the Irvington Public Schools	278
Community members who do not have children in the Irvington Public Schools	30
Total	459

District Strengths

- District schools are safe - (TL)
- Facilities are well maintained - (M)
- Technology is integrated into the classroom - (TL)
- Students are on track to be ready for the next grade and ultimately college and career ready - (CE)
- District provides a clear, compelling, shared vision for the future - (VV)

Key

TL = Teaching and Learning

CE = Community Engagement

M = Management

VV = Vision and Values

Top Rated Characteristics Constituents Desire in a New Superintendent*

- Recruit, employ, and retain effective personnel throughout the District and its schools (M)
- Foster a positive, professional climate of mutual trust and respect among faculty, staff, and administrators (CE)
- Establish a culture of high expectations for all students and personnel (VV)
- Demonstrate a deep understanding of educational research and emerging best practices and implement strategies (VV)
- Provide transparent communication (CE)

* Key
CE = Community Engagement
M = Management
VV = Vision and Values

*Respondents were asked to select 4 statements they deem most important in selecting a new superintendent.

Desired Characteristics

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Desired Characteristics

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

- A courageous and engaging leader who is able to navigate challenges, empower other district leaders and physically represent the district with confidence;
- Embraces the District's commitment that all students feel welcome and have a sense of belonging in all schools;
- Fosters and models excellent communication through thoughtful interactions and makes everyone feel heard and valued;
- Has a deep understanding of curriculum, the use of data for assessment and decision making, and professional development to improve learning outcomes for all students;
- Is a visible leader who builds relationships through community and school engagement;

Desired Characteristics (Continued)

- Is a servant-leader who partners with administrators, faculty, staff, parents and the community to support students' learning and the success of the District;
- Is a visionary problem solver who addresses the changing needs of students in a global society;
- Supports and mentors new and veteran administrators, faculty, and staff.

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.

Next Steps

- Recruiting
- Interviewing
- Selecting

Thank you!