

# Mundelein School Districts



75 and 120



## Leadership Profile Report

October 1, 2024



Presented by  
**BWP & Associates**





# Superintendent Leadership Profile



- Helps BWP Listen and Learn from Your Staff and Community
- Describes characteristics and experiences desired of new leader
- Based on stakeholder data from Board interviews, stakeholder focus groups as well as results of online survey
- Helps to screen applicants to ascertain “fit” for school district
- Purpose: provides guidance to Board and BWP in development of high-quality slate





# Data Sources from Focus Groups



## Stakeholder Focus Groups and Participants: 128 total

- D.O. Administrative Team/Support Staff (25)
- Elementary Principals/Assistant Principals (7)
- High School Administration (12)
- Elementary Teachers (40)
- High School Teachers (10)
- Teacher Association Leadership (5)
- High School Students from Principal's Advisory (6)
- Parents and Community members (11)



**1:1 Interviews:** School Board Members (12)

**Survey Respondents:** 425 (416 English and 9 Spanish)

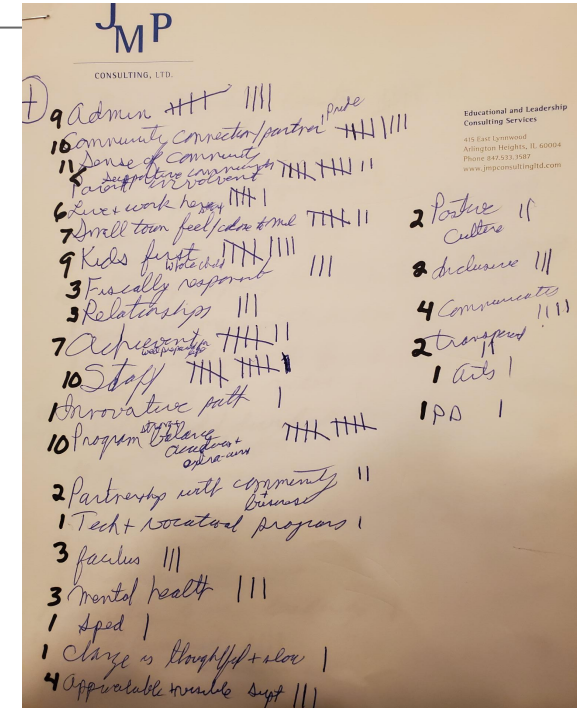




# Data Analysis



- Raw notes collected and organized
- Synthesis of trends and patterns
  - Tallies and frequency distributions completed
  - Common trends and themes emerge
- Qualitative and Quantitative Process



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# District Strengths (focus groups + board members)



- Experienced staff – deeply dedicated to D75/120
- Diversity as an asset – school and community
- Balanced educational program (academics, intervention and extracurricular offerings)
  - Find Your And!
- Dual Language programming
- Strong and supportive administration and Boards of Educations
- Proud and engaged parents and community members
  - Mundelein Pride!
- Child-centered focus – It is About Meeting the Needs of Your Students
- Schools are welcoming, responsive and supportive (positive culture and climate)
- Wonderful students that love their schools/district
- Academics are on the Rise
- Special Education Programs and Services provide critical support





# District Challenges (focus groups + board members)



In order of frequency:

- Concerns about the Shared Services model
  - Perception of inequities (some think HS is favored, some think K-8 benefits more. There is some confusion about who to go to for what purposes)
  - Lack of data on benefits to student achievement and finances
  - Visibility and accessibility of key administrators
- Outcome of referendum and impact on needed facility improvements
- District finances show a deficit; implications
  - Perspective of many more administrators on staff
- Uncertainty about expected student enrollment growth
- Student achievement continues to need improvement
- Perceived low staff morale

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# Qualities, Skills & Experiences of Next Superintendent

(focus groups + board members)



**In order of frequency:**

- Visible, approachable and hands-on; Engages with entire school community
- Dynamic, passionate and personable; relationship-builder with strong interpersonal skills
- Effective and transparent communicator
- Displays honesty, integrity and transparency; builds and sustains trust
- Commitment to continued growth in areas of diversity, equity and inclusion
- Visionary instructional leader; able to develop plan to improve student achievement
- Strong, decisive and courageous decision-maker; able to say “no” when needed
- Able to recruit, develop and maintain a strong administrative team and staff
- Diverse of candidates – staff that reflects student body





# Survey Demographics



## Respondents:

- 64% Mundelein 75, 120 residents
- 35% Parents of students
- 23% Parents of former students
- 36% Employees
- 2% Students
- 11% Volunteer in schools



***Some respondents fit into more than one survey category.  
For example, an employee might also be a resident and/or a parent.***







# District Strengths (survey results)



1. Excellent Teachers/Staff
2. Diversity as an Asset
3. Supportive Community and Parents
4. Number of Educational Options and Programs
5. Location and Size of the District
6. Culture of the District
7. Available Resources





# District Opportunities (survey results)



1. Facilities
2. Funding and finance
3. Potential student enrollment growth
4. Educational offerings and student choice/options
5. Curriculum that Meets Student Needs
6. Personnel/FTE





# Next Superintendent – Qualities (survey results)



## Leadership Skills

1. Communication skills
2. Managerial/operations
3. Financial management
4. Interpersonal/relationships
5. Organizational skills
6. Public relations

## Personal Skills

1. Integrity/trust
2. Decision-making, Problem-Solving
3. Commitment to the community
4. Child-centered
5. Collaborative
6. Visionary





# Leadership Profile



- Leader who is **VISIBLE, ENGAGED AND “HANDS-ON”** and fully invested in the district and community
- **DYNAMIC, PASSIONATE AND PERSONABLE**; a strong relationship and team builder
- Skilled **LISTENER** and **COMMUNICATOR** who will engage all stakeholders within the school community (all schools within district)
- Leader who models traits of **HONESTY, INTEGRITY, and TRANSPARENCY**
- **INNOVATIVE** and **VISIONARY INSTRUCTIONAL LEADER**, who clearly articulates and successfully facilitates a path toward continuous growth and improvement
- Strong, decisive and **COURAGEOUS LEADER** able to make tough decisions, have difficult conversations and ensure accountability for all
- **FISCALLY ASTUTE** manager able lead and navigate issues related to budget, finance and facilities
- Successful **EXPERIENCE AS AN ADMINISTRATOR** working in districts that are diverse and of a similar demographic as Mundelein
- Committed to Districts 75/120 *and* to continuous improvement of **SHARED SERVICE MODEL**



BWP & Associates thanks the  
Mundelein 75 and 120 school boards,  
administration, staff, students and  
stakeholders for their input and insights  
regarding the superintendent search.



***BWP & Associates***  
***Providing Direction for Outstanding Leadership***