

Superintendent Search Mamaroneck Public Schools

Leadership Profile Report
Public Presentation
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April 18, 2023

Leadership Profile Report

Interviews, Focus Groups, and Open Forums

In District

- Board of Education
- Superintendent
- Assistant Superintendents
- Directors
- Principals and Assistant Principals
- Support Staff
- Teachers K-5 Forums
- Teachers 6-12 Forums
- High School Students

Leadership Profile Report

Interviews, Focus Groups, and Open Forums

In District

- District Clerk
- Confidential Employees
- Student Support Committee
- Union Leadership

School and Community Partners

- District Equity Team
- PTA/PT Council
- SEPTA
- Various Community Groups

Leadership Profile Report

Interviews, Focus Groups, and Open Forums

- Community Forums
 - Morning and evening via Zoom
 - Morning and evening in person
 - MAS Spanish Community in person

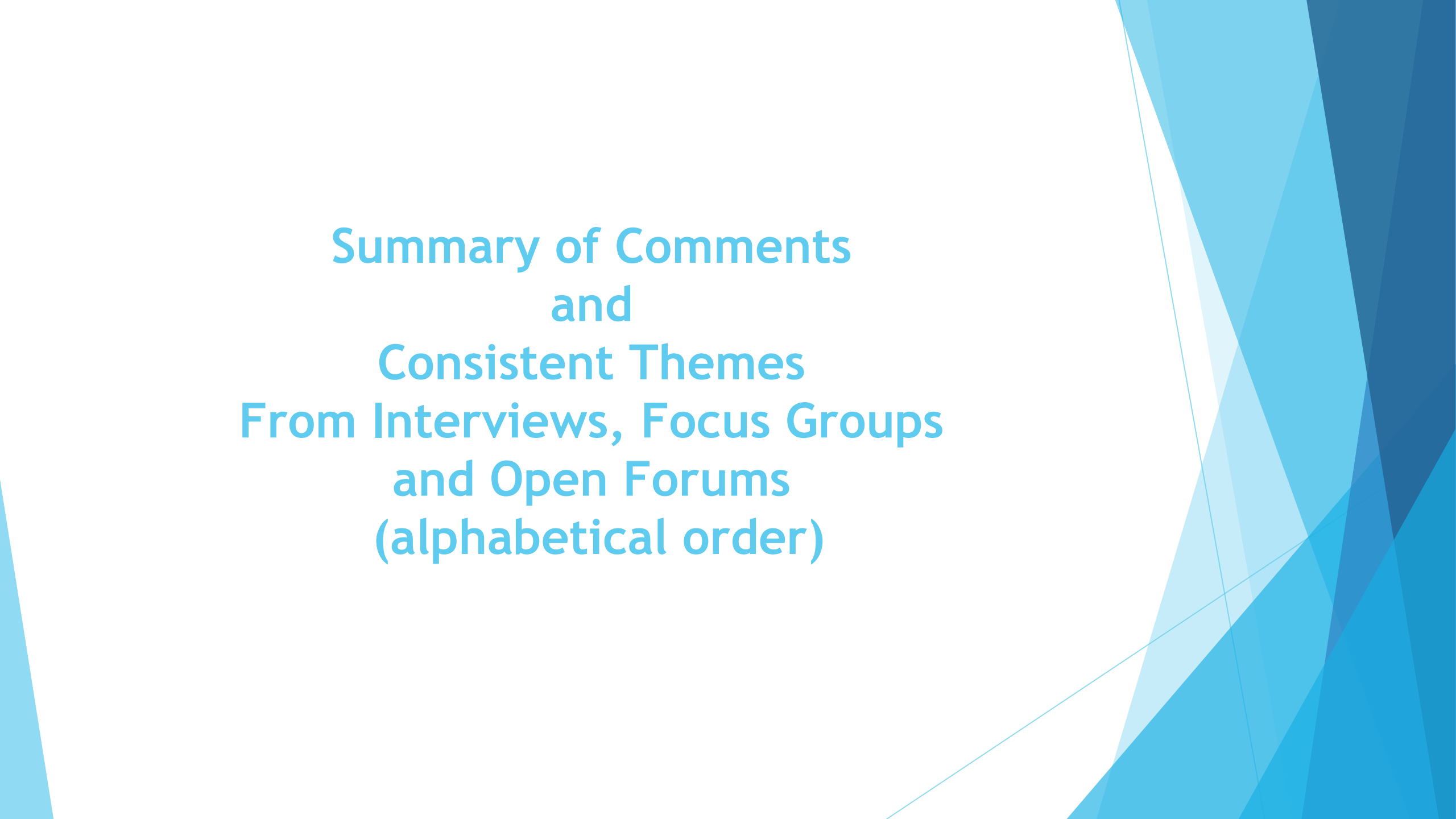
Leadership Profile Report Participation

Group	Number of Participants
Board of Education	7
Superintendent	1
Administrators	29
Faculty	29
Support Staff	17
Students	18
Community/Parents/Guardians	74
Total	175

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

- Diversity
- Dual Language Program
- Faculty, staff and administrators are caring and dedicated
- Many choices of courses and options are available at the High School
- Parents and the community who are committed to student learning and support the budgets
- Resources are available to support student learning and innovative programs
- Students are motivated, hard working and insightful



Challenges/Issues/Concerns Facing the District

- Continue to create a sense of belonging
 - provide necessary supports to encourage ongoing equity and access
- Internal and external communication with all constituencies
 - continue to ensure that everyone is informed and all voices are heard
- Staff and administrative turnovers
- The Hommocks
 - reenvision what a middle school can be
 - size
 - transition to 6th grade

Summary Characteristics of the Next Superintendent From Interviews, Focus Groups, and Open Forums

All groups consistently spoke of the importance of the next Superintendent to be **experienced** and have the skills to

- **Build Relationships**
 - Approachable
 - Personable
 - Visible
- **Communicate and collaborate**
- **Mentor an administrative team**

as well as be **inspiring, visionary** and **possess knowledge of best practices** that will allow all members of the District (staff, students, parents, and community members) to advance to the next level.



Survey Results

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Survey Results

Group	Number of Participants
Board of Education Members	N/A
Superintendent	N/A
Administrators	5
Faculty	126
Support Staff	47
Students	59
Community/Parents/Guardians with students in the Mamaroneck Public Schools	334
Community/Parents/Guardians who do not have children in the Mamaroneck Public Schools	53
Total	624

District Strengths

- District schools are safe. (TL)
- District technology infrastructure is sufficient to support use of technology in the classroom. (M)
- Facilities are well maintained. (M)
- Technology is integrated into the classroom. (TL)
- The District employs effective teachers, administrators and support staff in its schools. (M)

* Key

TL = Teaching and Learning

M = Management

Top Rated Characteristics Constituents Desire in a New Superintendent

- Establish a culture of high expectations for all students and personnel (VV)
- Foster a positive, professional climate of mutual trust and respect among faculty, staff, and administrators (CE)
- Provide transparent communication (CE)
- Recruit, employ, and retain effective personnel throughout the District and its schools (M)
- Understand and be sensitive to the needs of a diverse student population (TL)

* Key

CE = Community Engagement

M = Management

TL = Teaching and Learning

VV = Vision and Values

Draft of Desired Characteristics

Draft of Desired Characteristics

After seeking input from its Board members, parents, administrators, faculty, staff, students and the community via focus groups, interviews, open forums, and an online survey, the Mamaroneck Public School District Board of Education seeks a strong educational leader with the following characteristics:

- a visible presence in the schools and the community;
- accessible and approachable to all constituencies;
- background in curriculum and instruction;
- collaborative;
- excellent communicator and a good listener;
- experienced superintendent preferred with the ability to mentor an administrative team;
- people person, builds relationships and can bring people together;
- visionary, inspiring with a focus on research based best practices and taking the District to the next level.

Draft of Desired Characteristics (Continued)

The successful candidate will

- Be certified as a superintendent, or capable of gaining certification, in New York State, and
- Have a long term commitment to the Mamaroneck Public Schools.

Next Steps

- Recruiting
- Interviewing
- Selecting

Thank you!

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