



# TAHOMA

Future Ready Students

## Superintendent Search *Leadership Profile Report*

December 12, 2023

# FOUR PHASES

\*ENGAGEMENT

\*RECRUITMENT

\*SELECTION

\*TRANSITION



# SUCCESSFUL COMMUNITY ENGAGEMENT

BOARD PLANNING MEETING

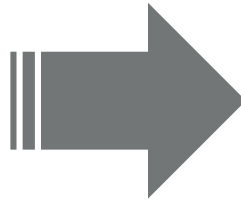
BOARD INTERVIEWS

INDIVIDUAL INTERVIEWS

FOCUS GROUPS

COMMUNITY FORUMS

STAKEHOLDER SURVEY



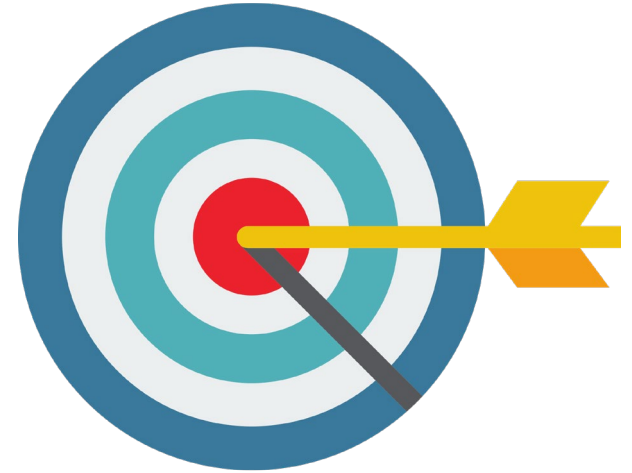
- Leadership Profile Report
- Selection criteria and characteristics which determines candidate qualities that match the Tahoma School District needs.

# PARTICIPATION

Group	Personal interviews, focus groups, forums & survey
Students	627
Family Members	268
Community	42
Certificated Staff	132
Classified Staff	71
Administrators/ Supervisors	26
<b>Total</b>	<b>1,166</b>

*GOAL IS 10% OF STUDENT POPULATION*

850



## QUESTION #1

# Strengths

**Students first – belief & support**  
**Great staff – caring & committed**  
**Supportive families and community**  
**Positive culture and climate – relationships**  
**Sense of family and belonging**  
**Focus on Teaching &**  
**Learning/Innovative/Integrated**  
**Technology**  
**Options available for students**  
**Facilities are well maintained**  
**Great return on investment**  
**Partnerships**

## QUESTION #2

# Challenges

**Impact of sex abuse case - reduced trust**  
**Growth management - school size,  
financial challenges**  
**Central office leadership turnover - less  
experience**  
**Hiring practices - process, priorities**  
**Uniting Community with Divergent  
Views - Political, Urban vs. Rural**  
**Decision Making - Lack of Transparency**  
**Pupil Safety - Behavior, Drugs, Bullying,  
and Mental Health**  
**Pupil Supports K-12 - Social/Emotional,  
Early Intervention, Struggling Students**

## QUESTION #3

# Qualities/ Characteristics

**Foster a positive culture of mutual trust and respect for all**

**Visible/accessible**

**Committed to students, staff, families & community**

**Engaged with the community**

**Provides clear and transparent communication – good listener**

**Ability to bring people together**

**Instructional leader with students first mindset**

**Leads by example with integrity**

**Central office leadership experience – mid to large district**

**Fearless leader - humble**

**Maintains a culture of high expectations for all - holds everyone accountable**

**Creative problem solver - strategic thinker**

**Ability to mentor leadership team**

**Experience managing growth**

**Financial management, Bond/Levy experience**

TOP FOUR  
QUALITIES/  
CHARACTERISTICS  
LISTED  
BY  
GROUP

PARENTS/COMMUNITY MEMBERS

\*Positive, professional climate of trust and mutual respect

\*Transparent communication

\*Recruit, employ and retain effective personnel

\*Establish a culture of high expectations for all

CLASSIFIED STAFF

\*Positive, professional climate of trust and mutual respect

\*Transparent communication

\*Establish a culture of high expectations for all students and personnel

\*Effectively plan and manage the long-term financial health of the district



TOP FOUR  
QUALITIES/  
CHARACTERISTICS  
LISTED  
BY  
GROUP

CERTIFICATED STAFF

\*Positive, professional climate of trust and mutual respect

\*Transparent communication

\*Demonstrate a deep understanding of educational research and emerging best practices and implement strategies

\*Understand and be sensitive to the needs of a diverse student population

ADMINISTRATORS

\*Positive, professional climate of trust and mutual respect

\*Transparent communication

\*Effectively plan and manage the long-term financial health of the district

\*Provide a clear, compelling vision for the future

TOP FOUR  
QUALITIES/  
CHARACTERISTICS  
LISTED  
BY  
GROUP

STUDENTS

- \*Kind, empathetic, and friendly
- \*Involved, engaged, committed – putting students and schools first
- \*Knowledgeable, able to solve problems and conflict
- \*Listens to and respects students, staff, community – open minded

# QUESTIONS



Thank  
You

*With gratitude and  
great respect,*

*Kris & John*

Dr. Kristine McDuffy  
Mr. John Dekker