

To: Region 5 Hiring Committee – Superintendent of Schools

From: Dr. Joseph Erardi – JE Consulting

Re: Community Profile / Community Engagement

Date: August 13, 2018

Engagement and Collection of Information

JE Consult ascertained data by holding 14 focus meetings (one-on-one, small group, elected officials, administration, staff, board members, and community forums) and by synthesizing information which was gleaned from over 120 R5 members who participated in the online survey. In summary, the findings listed below represent the contribution and opinion from staff, parents, board of education members, the office of the first selectmen, and community members.

Findings

The Region 5 community has prioritized the following **skills** as essential needs for the new superintendent:

1. A superintendent who is experienced and confident as an effective **communicator** to all stakeholders;
2. A superintendent who understands **teaching and learning** and one who thinks **strategically** for 7-12 students;
3. A superintendent who has a **collaborative and approachable leadership style** and one that will work closely and effectively with all levels within the organization;
4. A superintendent who **understands the subtle difference between wants and needs** and one who can provide the necessary resources for all learners;
5. A superintendent who understands and embraces **complex learners**.

The Region 5 community has prioritized the following **character traits** as essential needs for the new superintendent:

1. **Trust**
2. **Approachable and Personable**
3. **Problem Solver**
4. **Intelligence**
5. **Honesty**
6. **High Personal and Professional Standards / Common Sense / Sense of Humor / Ethical**

Those who participated in the data collection believe that the greatest **success** within the Region 5 district is:

1. The **ownership and pride that each community** takes in their local (PK-6) school and their regional (7-12) commitment to all children;
2. The **student** who leaves the region with an experience that has prepared the learner for success beyond AHS;
3. The **staff** (defined as all layers within the organization) who work tirelessly for all children;
4. The **parents and community** who support the region;
5. The ability to offer a **personalized learning** experience to all students.

Those who participated in the data collection believe that the greatest **challenge** within the region is:

1. Three well-meaning communities making every decision that is **best for children**;
2. To maintain the level of excellence within the region due to the turbulent **fiscal** picture of both state and federal dollars;
3. To fully understand the individual needs of every child; in particular, children with **specialized programming**;
4. The needed attention when students **transition** from their local school to the regional middle school / high school;
5. To maintain the present **standard of excellence** which showcases the region as one of the top performing districts in the country.

In addition, those who participated in the focus groups and those who shared additional comments on the survey believe the following is important for committee consideration within the hiring process:

- The new superintendent should go on a lengthy **listening and learning tour** before recommending any regional change;
- The new superintendent should be an exemplary **instructional leader** with a proven record of student success;
- The new superintendent should **be visible** within the school community and the community-at-large;
- The new superintendent should understand the **unique challenges that confront a regional school district**;
- The new superintendent must have knowledge around **all aspects of fiscal responsibility**;
- The new superintendent should consider an every day **open door policy** for both staff and community;
- The new superintendent must be able to **retain, lead, and inspire the present R5 staff**;
- The new superintendent understands and embraces all aspects of co-curricular student opportunities **including the arts and athletics**;
- The new superintendent is clear, concise, and detailed with **communication** to all stakeholders;
- The new superintendent embraces **parents, students, staff, and community as partners**.