

Superintendent Search Bedford Central School District

Leadership Profile Presentation
October 13, 2021

Leadership Profile Report

▶ Participation: Zoom interviews and Focus Groups

Board of Education 7

Supt. and Administrators 26

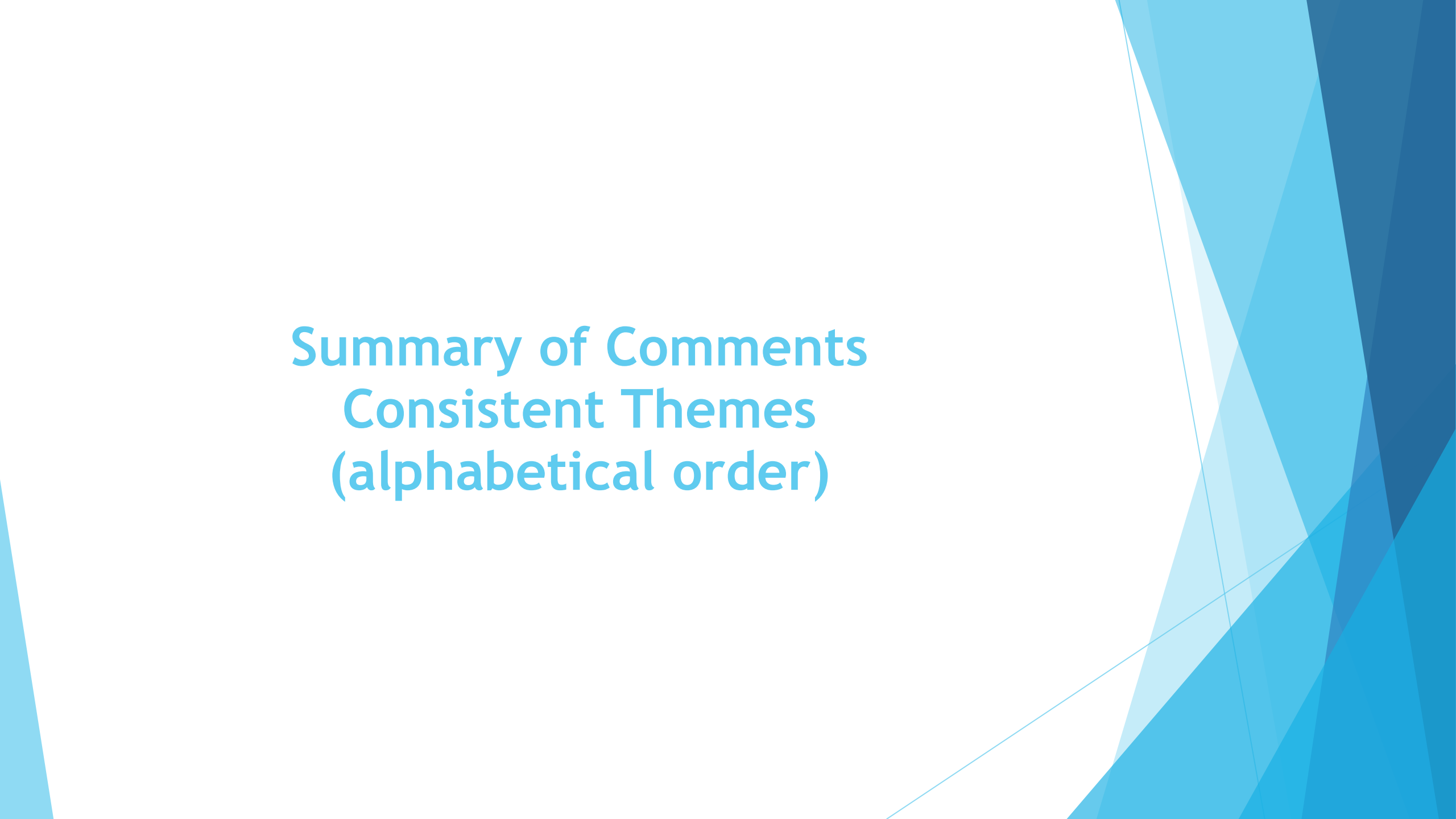
Faculty 13

Support Staff 4

Students 8

Parents and Community 39

97

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Summary of Comments Consistent Themes (alphabetical order)

Strengths of the District

- ▶ Caring, committed faculty and staff
- ▶ Diversity
- ▶ Great kids
- ▶ Pride in the schools and the community
- ▶ Supportive, caring community

Challenges/Issues/Concerns

- ▶ Academics - raise the bar for all students
- ▶ Bringing the community together
- ▶ Disparity in test scores

Characteristics of the Next Superintendent

- Courage of Convictions
- Focus on academics
- Good communicator
- Good listener - will be open to hear diverse perspectives - provide opportunities to engage with parents - people need to feel they are being heard
- Holds people accountable
- Long term commitment to the District
- Proven track record of success in a similar district
- Strong educational leader
- Visible and approachable

Survey Results

Respondents

Administrators	6
Faculty	52
Support Staff	19
Students	65
Parents/Guardians who have students in the Bedford Central School District	394
Community members who do not have students in the Bedford Central School District	49

TOTAL: 585

Top Rated Characteristics (survey)

1. Establish a culture of high expectations for all students and personnel.
2. Demonstrate a deep understanding of educational research, emerging best practices, and implementation strategies.
3. Recruit, employ, and retain effective personnel throughout the District and its schools.
4. Provide transparent communication.
5. Effectively plan and manage the long-term financial health of the District.

Desired Characteristics

- A person who can make a long term commitment to the District
- A strong educational leader with a focus on academics who has high expectations for all students
- A strong manager and motivator who can move the instructional goals forward
- Courage of convictions
- Good communicator
- Good listener - will be open to hear diverse perspectives - provide opportunities to engage with parents - people need to feel they are being heard
- Has the skills to bring a divided community together
- Holds people accountable
- Proven track record of success in a similar district
- Visible and approachable - enjoys being at events and out in the community

Next Steps

- Recruiting
- Interviewing
- Selecting