

# **Madison Metropolitan School District Community Engagement Report November 11, 2019...**



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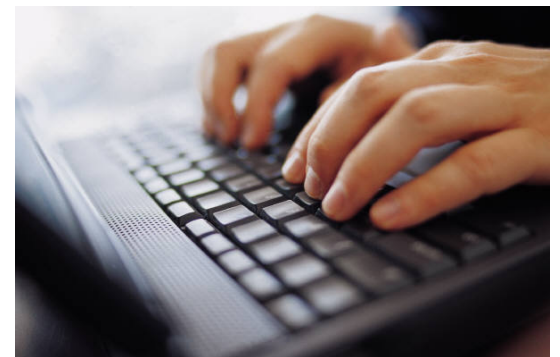
## **Finding a Leader For Your Future**

# Madison Metropolitan School District Community Engagement Objectives

- Identify the perceived strengths and challenges of MMSD.
- Identify desired qualities and characteristics the next Superintendent should possess and demonstrate.
- Build community understanding and support for the search process.
- Ensure the broadest possible community participation in the Superintendent Search process.

# Structure of Engagement Activities

- BWP & Associates met with board members, employees and community members on October 29 and 30, 2019.
- Engagement included 35 meetings with board members, employees, students, parents, elected officials, and community leaders in addition to 2 community forums.
- Over 208 people participated in conversations and over 1,481 have responded to the online survey.



# MMSD Search Survey Results

## **Top three strengths of Madison and Madison Metropolitan School District:**

1. Excellent teachers and staff – 55.8%
2. Location to the district – 43.4%
3. Supportive community – 43.3%

## **Top three important skills needed in next Superintendent:**

1. Collaborative leadership skills – 55.1%
2. Communication skills – 50.6%
3. Cultural competency – 49.6%

## **Top three characteristics next Superintendent needs to exhibit:**

1. Integrity – 51.1%
2. Commitment to the community – 49.9%
3. Good judgment – 48.7%

# **MMSD Search Survey Results (*cont.*)**

## **Experiences desired ( “Extremely important/Very important”):**

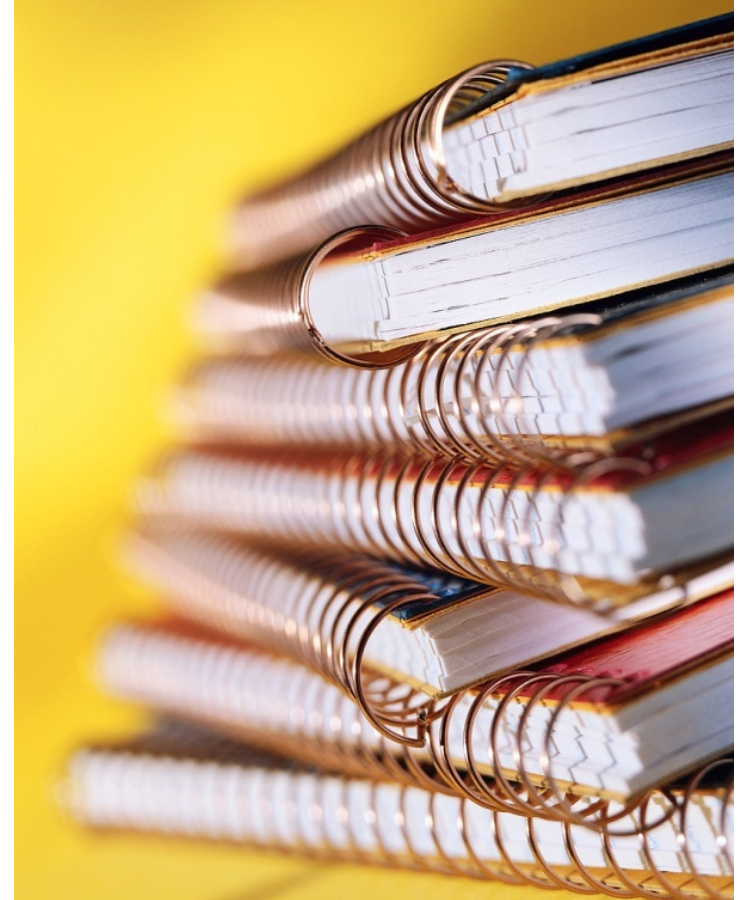
1. Exp. with culturally responsive practices in a diverse multicultural environment – 75.3%
2. Exp. as a classroom teacher – 71.3%
3. Exp. in strategic planning – 67.9%

## **Three most important issues facing MMSD in next 5 years:**

1. Academic growth – 49.4%
2. Personnel issues: hiring and retaining quality staff – 49.4%
3. Staffing: increasing the diversity of the workforce – 40.1%

# Engagement Meetings and Forums

- Responses from the over 224 people who attended meetings, forums and gave written input were reviewed by the team.
- Comments heard multiple times or that were uniquely relevant and insightful were gathered.
- These “prominent responses” are listed in the report and the following slides provide highlights.



# Three Questions Asked of Participants

1. What do you see as the strengths of MMSD and Madison?
2. What do you see as the greatest challenges facing MMSD?
3. What qualities and characteristics will the next superintendent need to possess and demonstrate?



# Highlighting Strengths of the District

- Excellent teachers and administrators
- Diversity
- Supportive and engaged parents, community and community partners (UW)
- Commitment to addressing issues of racial equity, restorative practices, social justice
- Great students
- Resources
- Positive Reputation
- School programs and academic rigor
- Community cares about good education
- Educational opportunities



# Highlighting Challenges of the District

- Implementing social justice and restorative practices
- Resources and equitable distribution of funds
- Curriculum – not focused enough, too many initiatives
- Programming – provide Brown and Black students with equity in opportunity
- Academics – the opportunity gap resulting in disparate outcomes
- Personnel issues – more cultural diversity within staff
- Climate, culture and morale – need for building admin. support
- Communication at all levels
- Consistency and visibility of leadership
- Facilities
- Equitable allocation of resources
- School safety and discipline

# Developing Leadership Profile

- After reviewing both the survey data and organizing the prominent responses from the engagement meetings and forums, the Search team has drafted a description of what we believe the majority of participants desire in the next Superintendent from the characteristics and skillsets we heard.
- We present this profile to the Board as a draft so that you will have time to absorb its contents before final approval.

## Desired Qualities and Characteristics of New Superintendent: Building the Draft Leadership Profile

- Visionary and team builder who can inspire and bring others along.
- Experience in working with diverse student and community populations on issues of racial equality, cultural competency, social justice, restorative practices.
- Background as an educator with teaching and administrative experience and in working with special needs, multilingual and early childhood populations.
- Understanding of commitment to high levels of academic achievement for all students, especially those of color.
- An excellent communicator who values input and desires to build positive relationships with staff, students, parents, and community.

## Draft Leadership Profile (*cont.*)

- Student centered – works for what is best for students.
- Experience in working with diverse student and community populations in racial, cultural and economic contexts.
- Experience in district finance and budgeting.
- Racially conscious and can demonstrate a commitment to and success in working on issues of race and racial equity, cultural competency, social justice, restorative practices.
- Personal qualities: confident, dedicated, sincere, student-focused, thick skinned, boots on the ground leader, honest, organized, fair, ethical, strong and can say no.

## Draft Leadership Profile (*cont.*)

- Interpersonal skills: collaborates with a variety of stakeholder groups, can build good relationships, good listener who gets input, is accountable, exercises good judgment, approachable, is a trust builder, will listen to student voices.
- Knowledge of the history of MMSD with a desire to address its issues, will reach out to “marginalized” populations.
- Leadership skills: team builder, can go against the norm, strategic in planning and systems thinking (including long-term financial planning and visioning), accountable, visible in schools and community, approachable, visionary, innovative, holds others accountable.

# Planned Next Steps in MMSD Search Process

***Specification:*** Completed Nov. 11

*Board approves Leadership Profile – ASAP*

***Recruitment/Assessment:*** Nov. 24, 2019 application deadline

*BWP receives/reviews applications screens applicants*

*completes reference checks - Nov. 25-26*

*BWP prepares slate of candidates/present recommendations Dec. 4*

*Board selects candidates for interviews Dec. 4*

***Selection:***

*Board conducts 1<sup>st</sup> round of interviews Dec. 10,11,16*

*Board selects semi-finalists Dec. 17*

*“Day in the District” and Semi-finalist interviews – Jan. dates(TBD)*

*Board selects finalist – Jan. dates (TBD)*

*Board and candidate negotiate contract Jan./Feb. – dates (TBD)*

*Board Introduces new superintendent to community – Feb. (TBD)*

*Superintendent begins on or before July 1, 2020*

# Questions?

“Individual talents get magnified many times over through the collective lens of an effective team.”

*Dalal Haldeman*

