

SUPERINTENDENT SEARCH RESULTS

we asked and
you answered



Community Forum

Welcome

Martine Blake, Director Family and Community Engagement,
WCCUSD

Bobby Jordan, Director Communications, WCCUSD

Jim Brown, Emeritus Partner, Leadership Associates

Sandy Thorstenson, Parenter, Leadership Associates

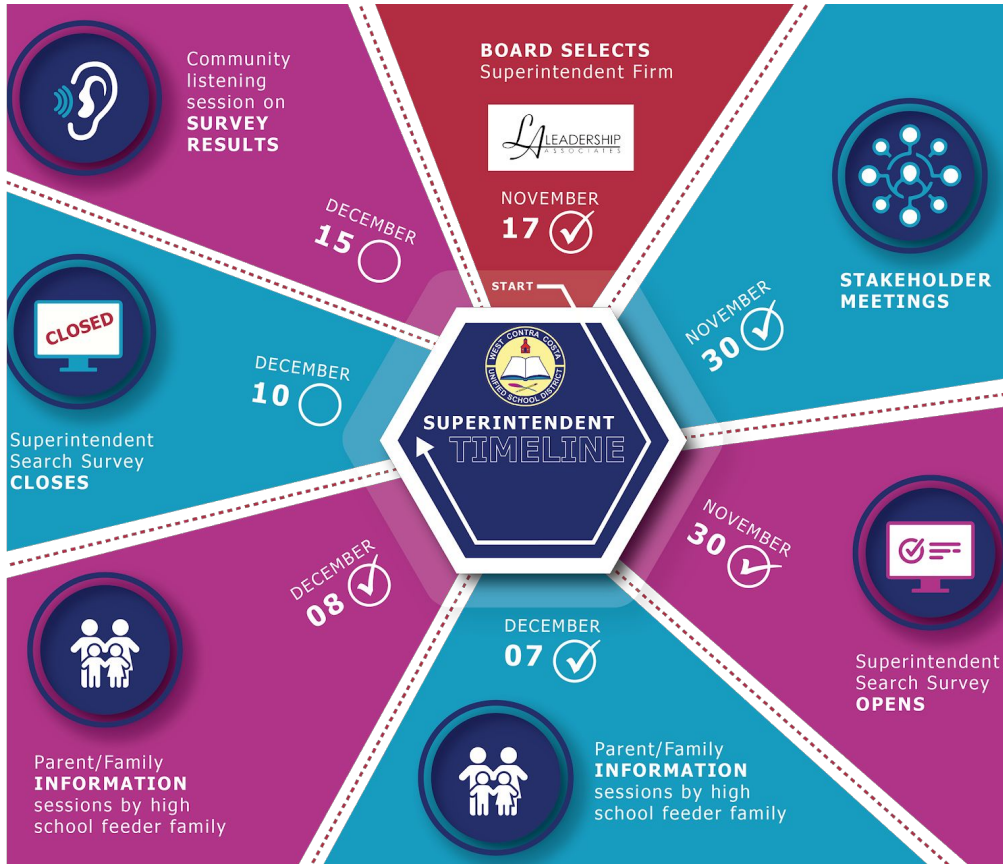


Agenda

- Welcome and Introductions (**2 minutes**)
- Superintendent timeline and Survey background (**5 minutes**)
- Superintendent Listening Session (**5 minutes**)
 - More than 50 sessions with parents/ family group, community and partner groups
- Superintendent Draft Job Description (**30 minutes total**):
- **PROFESSIONAL PROFILE (15 minutes):**
 - Qualities, Characteristics
- **PERSONAL PROFILE (10 minutes)**
 - Qualities, Characteristics
- **DESIRED EDUCATION/EXPERIENCE (5 minutes)**
 - Qualities, Characteristics
- **TAKE THE THOUGHT EXCHANGE (6-8 minutes)**
 - Tell us in the Thought Exchange what stood to you and specifically name is it was professional, personal or experience,
 - And tell us what was missing and specifically name if it was professional, personal or experience



Superintendent Search Timeline



UPCOMING:

Job Description approval

January

Superintendent recruitment

February 15

Superintendent Application Deadline

End of February

Reference, Background checks on Applicants

First Week of March

Board reviews applicants, selects finalists

March 12-14

Board Interviews finalists

March 15-19

Board selects Superintendent

March 24

Superintendent contract up for Board approval

Superintendent Survey Background

Nov. 30: Superintendent Search Survey opens in English and Spanish

Nov. 30-Dec. 2: Stakeholder listening session with community groups, District groups

Dec. 7-8: Parent/Family listening session by high school feeder families

Dec. 10: Survey closed (8 pm)

5,379 Respondents (English, Spanish)

4,785 Responses

2,088 Completed Responses



Q1: My perspectives come from being a (check all that apply):

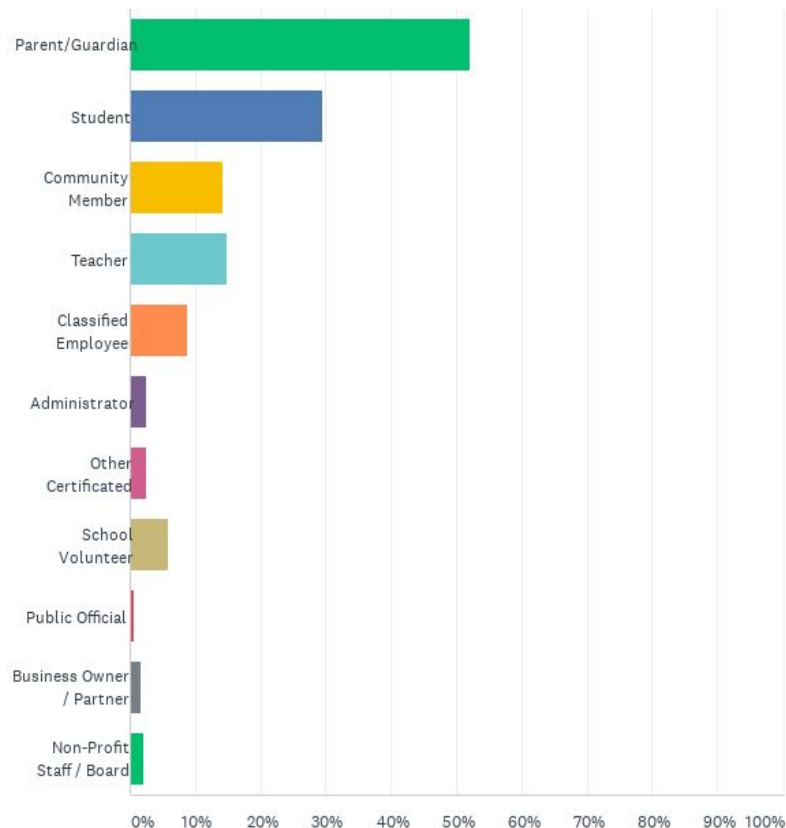
ANSWER CHOICES	RESPONSES	
Parent/Guardian	52.02%	2,489
Student	29.57%	1,415
Community Member	14.23%	681
Teacher	14.90%	713
Classified Employee	8.88%	425
Administrator	2.47%	118
Other Certificated	2.51%	120
School Volunteer	5.81%	278
Public Official	0.73%	35
Business Owner / Partner	1.59%	76
Non-Profit Staff / Board	2.01%	96
Total Respondents: 4,785		

ANSWER CHOICES	RESPONSES	
Padre/Tutor	86.53%	514
Alumno	15.66%	93
Miembro de la comunidad	9.93%	59
Maestro	6.57%	39
Empleado clasificado	5.22%	31
Administrador	2.19%	13
Otro Certificado	1.18%	7
Voluntario de la escuela	7.07%	42
Funcionario Público	1.18%	7
Dueño/Socio de un negocio	1.35%	8
Personal/Mesa Directiva de una organización sin fines de lucro	2.36%	14
Total Respondents: 594		

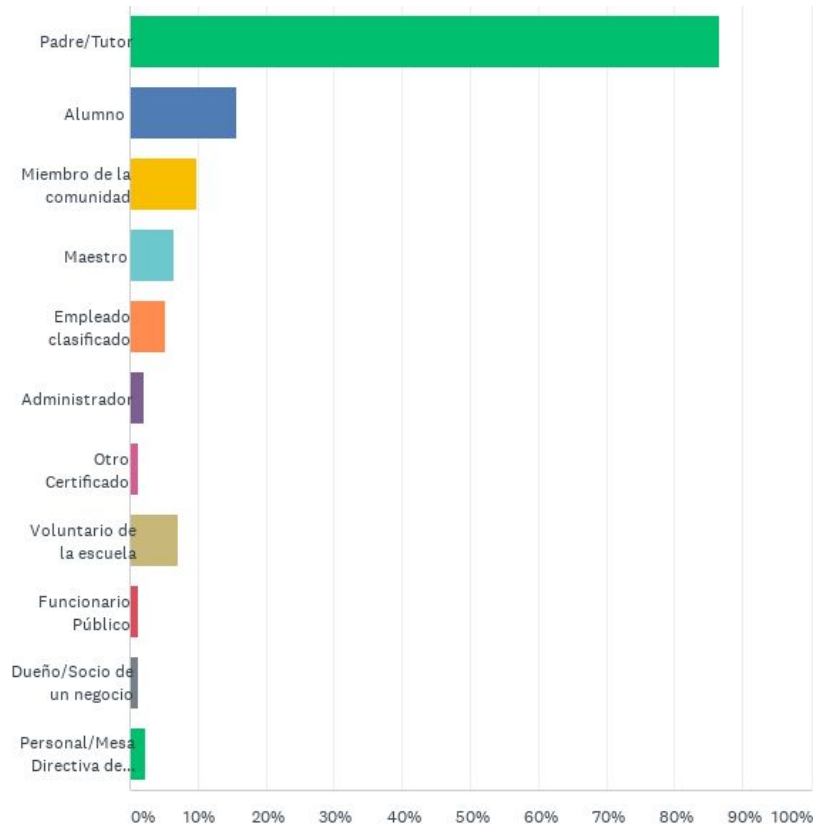
Answered: 4,785 Skipped: 36

Answered: 594 Skipped: 13

Q1: My perspectives come from being a (check all that apply):



Answered: 4,785 Skipped: 36



Answered: 594 Skipped: 13



Professional Profile

Q7: Please rank, in order of importance between 1 and 7, (1 being the most important), the following professional experiences that you believe are most important for the next superintendent to possess, as they relate to the needs of the District.

	1	2	3	4	5	6	7	TOTAL	SCORE
Experience in California public education, either teaching and/or site administration	28.75% 585	19.71% 401	15.82% 322	11.99% 244	10.07% 205	8.06% 164	5.60% 114	2,035	4.98
Experience as an assistant superintendent or associate superintendent	7.56% 154	14.98% 305	14.49% 295	16.90% 344	18.61% 379	17.83% 363	9.63% 196	2,036	3.84
Experience as a superintendent in a comparable district	11.07% 227	13.99% 287	18.97% 389	16.33% 335	15.16% 311	14.43% 296	10.04% 206	2,051	4.06
Experience in oversight of school district finances, budgets, and business management	13.28% 273	21.21% 436	22.52% 463	21.84% 449	10.85% 223	7.20% 148	3.11% 64	2,056	4.70
Experience in management of school facilities	2.52% 52	6.73% 139	11.09% 229	15.21% 314	25.38% 524	23.63% 488	15.45% 319	2,065	3.13
A proven track record of growing academic achievement for all students, including special needs children, second language learners, and children of poverty	33.71% 711	18.35% 387	11.28% 238	9.44% 199	8.87% 187	13.09% 276	5.26% 111	2,109	4.98
Bilingual	5.63% 120	6.52% 139	6.76% 144	8.73% 186	10.32% 220	13.56% 289	48.47% 1,033	2,131	2.54

	1	2	3	4	5	6	7	TOTAL	SCORE
Experiencia en la educación pública en California, ya sea enseñando y/o en administración	44.14% 98	17.12% 38	11.71% 26	9.46% 21	5.86% 13	2.70% 6	9.01% 20	222	5.40
Experiencia como asistente del superintendente o superintendente asociado	11.89% 27	28.19% 64	20.26% 46	11.89% 27	9.69% 22	7.93% 18	10.13% 23	227	4.56
Experiencia de liderazgo en un distrito semejante	11.56% 26	13.78% 31	26.67% 60	18.67% 42	14.22% 32	9.78% 22	5.33% 12	225	4.39
Experiencia en la supervisión de las finanzas, presupuestos, y gestiones empresariales de un distrito escolar	4.41% 10	14.98% 34	19.82% 45	29.07% 66	14.98% 34	9.69% 22	7.05% 16	227	4.07
Experiencia en la gestión de instalaciones de una escuela	3.10% 7	3.10% 7	7.52% 17	16.37% 37	34.51% 78	21.68% 49	13.72% 31	226	3.04
Un historial comprobado del crecimiento académico de todos los alumnos, incluyendo a los niños con discapacidades, aprendices de inglés como segundo idioma, y niños en la pobreza.	12.28% 28	14.91% 34	5.26% 12	8.77% 20	12.72% 29	34.21% 78	11.84% 27	228	3.55
Bilingüe	16.12% 39	9.09% 22	7.85% 19	5.79% 14	8.26% 20	12.40% 30	40.50% 98	242	3.20

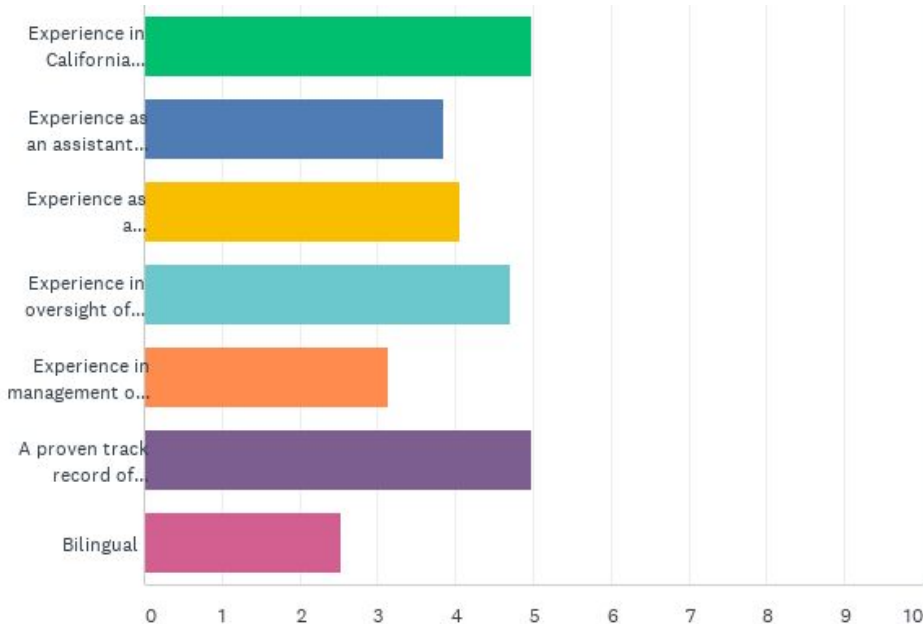
Answered: 2,184
Skipped: 2,637

Answered: 255
Skipped: 352

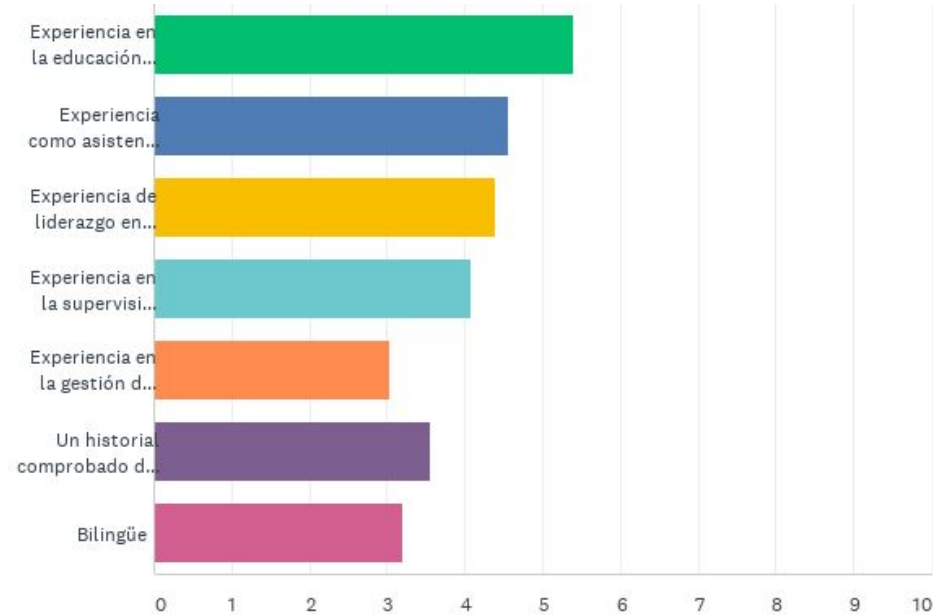


Professional Profile

Q7: Please rank, in order of importance between 1 and 7, (1 being the most important), the following professional experiences that you believe are most important for the next superintendent to possess, as they relate to the needs of the District.



Answered: 2,184 Skipped: 2,637



Answered: 255 Skipped: 352

Professional Profile

Q8: Please rank, in order of importance between 1 and 7, (1 the being most important), the following professional leadership characteristics that you believe are most important for the next superintendent to possess, as they relate to the needs of the District.

	1	2	3	4	5	6	7	TOTAL	SCORE
Is a strong instructional leader who leads successful initiatives that will improve achievement for all students	38.95% 726	24.25% 452	11.91% 222	9.60% 179	6.22% 116	4.02% 75	5.04% 94	1,864	5.48
Will bring the entire community together toward a strong vision of student achievement	22.32% 415	24.21% 450	19.63% 365	14.04% 261	8.50% 158	7.42% 138	3.87% 72	1,859	5.00
Will place the highest priority on safe environments for students and staff	16.31% 304	17.01% 317	24.89% 464	17.01% 317	11.37% 212	8.10% 151	5.31% 99	1,864	4.64
Has strong human relations skills and is a "people person"	7.47% 139	8.87% 165	13.86% 258	23.21% 432	20.58% 383	15.53% 289	10.48% 195	1,861	3.71
Will be accessible to parents and staff	3.84% 72	7.41% 139	11.24% 211	14.12% 265	29.94% 562	22.96% 431	10.50% 197	1,877	3.30
Will be highly visible at our schools and community events	3.65% 69	4.02% 76	5.24% 99	7.99% 151	11.21% 212	29.14% 551	38.76% 733	1,891	2.38
Has the ability to coach and develop potential leaders within the District, and create a strong, cohesive working team	10.93% 213	15.55% 303	13.80% 269	13.80% 269	11.03% 215	11.03% 215	23.86% 465	1,949	3.73

Answered: 1,983 Skipped: 2,838



Professional Profile

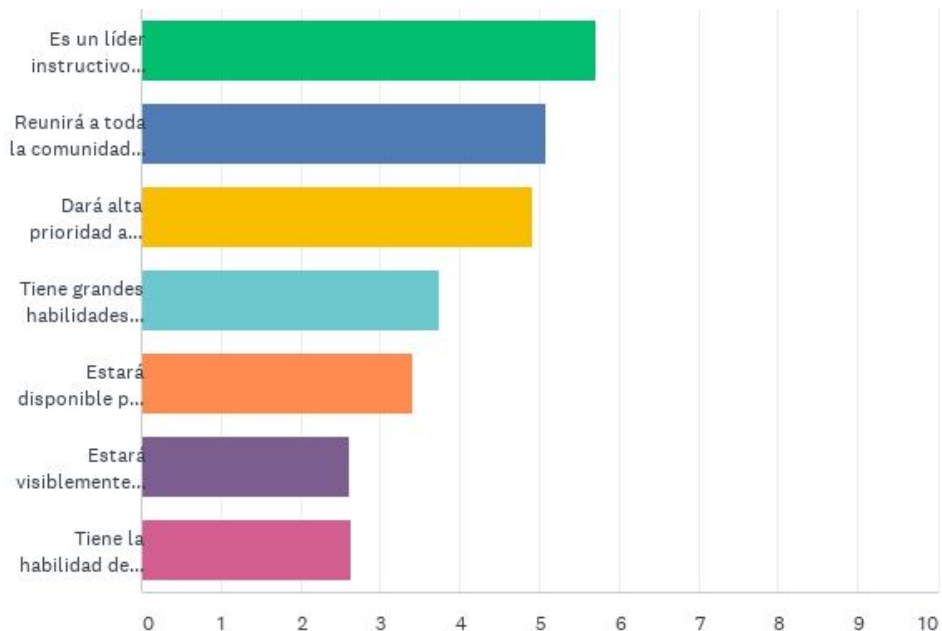
Q8: Please rank, in order of importance between 1 and 7, (1 the being most important), the following professional leadership characteristics that you believe are most important for the next superintendent to possess, as they relate to the needs of the District.

	1	2	3	4	5	6	7	TOTAL	SCORE
Es un líder instructivo sólido que lidera iniciativas exitosas que mejorarán el rendimiento de todos los estudiantes.	52.26% 104	17.09% 34	10.05% 20	4.52% 9	6.53% 13	5.53% 11	4.02% 8	199	5.71
Reunirá a toda la comunidad hacia una visión sólida del logro estudiantil	20.83% 40	35.42% 68	14.58% 28	6.77% 13	11.46% 22	5.21% 10	5.73% 11	192	5.09
Dará alta prioridad a tener entornos seguros para los alumnos y el personal	13.71% 27	18.78% 37	39.59% 78	12.18% 24	8.12% 16	5.08% 10	2.54% 5	197	4.92
Tiene grandes habilidades para fomentar relaciones humanas y es una "persona sociable"	3.03% 6	8.59% 17	12.63% 25	39.90% 79	16.16% 32	11.11% 22	8.59% 17	198	3.75
Estará disponible para los padres y el personal	2.49% 5	6.47% 13	10.45% 21	19.90% 40	37.31% 75	17.91% 36	5.47% 11	201	3.41
Estará visiblemente presente en nuestras escuelas y en los eventos de la comunidad	1.49% 3	8.96% 18	2.99% 6	7.96% 16	12.94% 26	45.77% 92	19.90% 40	201	2.61
Tiene la habilidad de capacitar y desarrollar a posibles líderes dentro del Distrito, y de crear un equipo de trabajo fuerte y unido	8.80% 19	6.02% 13	6.94% 15	8.33% 18	8.80% 19	10.19% 22	50.93% 110	216	2.63

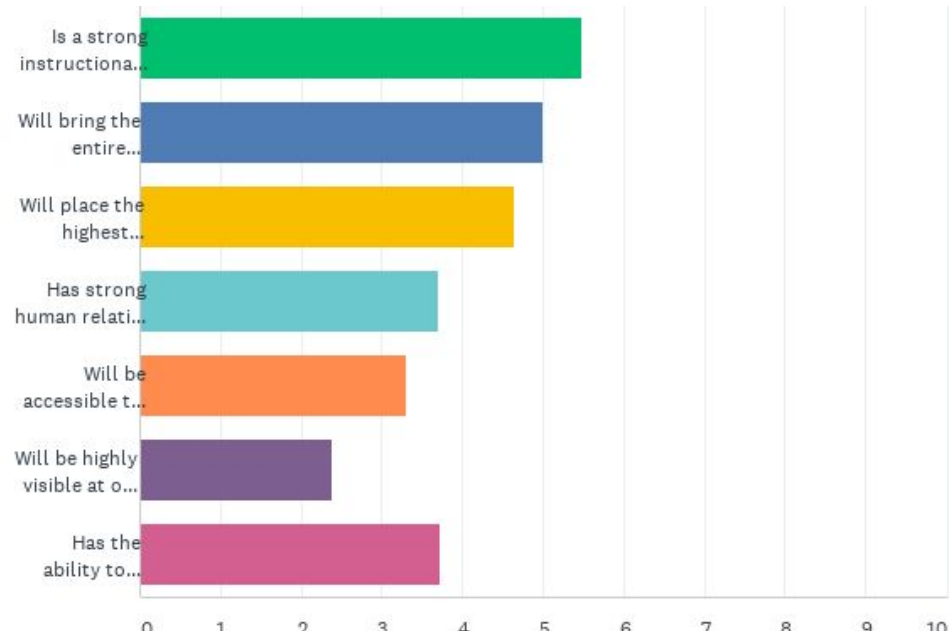
Answered: 225 Skipped: 382

Professional Profile

Q8: Please rank, in order of importance between 1 and 7, (1 the being most important), the following professional leadership characteristics that you believe are most important for the next superintendent to possess, as they relate to the needs of the District.



Answered: 225
Skipped: 382



Answered: 1,983
Skipped: 2,838



Professional Profile

Job Description:

- Has a clear equity driven vision and proven track record of growing academic achievement for all students, including special needs children, second language learners, African Americans, Latinx, and children impacted by poverty
- Is a strong instructional leader who leads successful initiatives that will improve achievement for all students
- Will unify the entire community around a vision that keeps the academic and social emotional success of all WCCUSD students as its primary focus
- Has lived in and/or worked in a community with diversity comparable to West Contra Costa Unified
- Has a track record of success in building systems and practices which directly address the issues of systemic racism that adversely affect the education of our students
- Will ensure oversight and strengthen programs such as the Dual Language Immersion program
- Will provide a safe, welcoming, and uplifting learning environment for all students, and staff, and families
- Has strong human relations skills and communication skills (listening, speaking, writing)
- Has a deep commitment to equity, access, transparency and will communicate honestly, clearly, effectively and frequently with stakeholders
- Will be inclusive and seek input in the decision-making process and will communicate rationale for decisions



Professional Profile

Job Description:

- Is accessible, responsive and approachable to students, parents, staff and community partners from all neighborhoods
- Will bring a vast array of communities and stakeholders together and unify all behind a common vision to improve the academic achievement and well-being of all students
- Will understand, support and be visible in our community schools and will enlist the Superintendent's Cabinet to visit schools and classrooms regularly to stay informed of the workings and needs of the schools
- Will lead and learn alongside the school site leaders
- Has the ability to coach and develop potential leaders within the District, and create a strong, cohesive working team
- Will build and sustain the systems and structures which enable us to create academic supports and direct resources to students who require extra support
- Will build and sustain the systems and checks and balances to ensure fiscal solvency and stability and will ensure transparency with regard to the district's fiscal health
- Has a record of success in managing school district finances, budgets, and school facilities; will maximize resources and will be resourceful in seeking additional sources of funding
- Has successful experience as a teacher, school leader and district office leader in a district and/or community comparable to West Contra Costa.



Professional Profile

Job Description:

- Has the technical skills to lead, manage and improve a large, complex and diverse organization
- Will help us transition well to an educational system that will emerge from the pandemic with improvements in teaching and learning that will better engage our students in meaningful learning experiences
- Will strengthen the instructional practices which provide the necessary support for WCCUSD's English Language learners
- Has the ability and commitment to use data transparently and effectively to monitor the effectiveness of strategies and practices and identify improvements when needed
- Will strengthen our arts and vocational education programs
- Will work diligently to support, inspire and motivate our staff to do their best work
- Will commit to engaging in a listening tour before any changes are considered
- Will seek to understand the appeal some parents/families have for charter schools so WCCUSD can be strengthened
- Is passionate about public education and will take a stand to protect our neighborhood schools



Professional Profile

Job Description:

- Will have the systems and practices in place that enable us to hire, retain, train and support high quality teachers, administrators, and support staff
- Will engage WCCUSD's diverse community of students, parents, staff and community organizations in meaningful ways in district decision making processes
- Will work collaboratively with our labor partners to provide the teaching, learning and leadership practices that prepare all our students for success in higher education and/or a career with growth potential
- Will insist on the importance of long-range planning that includes a strategic plan aligned with our LCAP and data including grade level indicators that enable staff, superintendent, and the Board to monitor its effectiveness
- Will work closely with the District's oversight and advisory committees and value their work
- Will strengthen partnerships with WCCUSD's many community organizations and foundations that support student success
- Will make use of multiple opportunities to communicate widely and frequently to seek input and keep parents/families and the broader community well informed
- Will work collaboratively with the Board and strengthen the work of the governance team



Personal Profile

Q9: Please rank, in order of importance between 1 and 8, (1 being the most important), the following personal characteristics that you believe are most important for the next superintendent to possess, as they relate to the needs of the District.

	1	2	3	4	5	6	7	8	TOTAL	SCORE
Empathetic	20.46% 376	17.57% 323	12.73% 234	14.91% 274	10.66% 196	10.28% 189	8.27% 152	5.11% 94	1,838	5.33
Equity-Minded	24.85% 459	22.25% 411	17.65% 326	10.67% 197	8.07% 149	6.61% 122	5.36% 99	4.55% 84	1,847	5.81
Consensus Builder	4.35% 80	7.56% 139	14.19% 261	14.74% 271	15.99% 294	14.85% 273	16.26% 299	12.07% 222	1,839	4.00
Visible	3.07% 56	5.04% 92	5.75% 105	13.19% 241	11.93% 218	14.50% 265	16.53% 302	29.99% 548	1,827	3.15
Collaborative	7.46% 138	11.78% 218	16.00% 296	17.35% 321	20.86% 386	15.41% 285	8.05% 149	3.08% 57	1,850	4.74
Accountable	22.89% 428	14.81% 277	14.97% 280	12.35% 231	10.43% 195	12.99% 243	6.90% 129	4.65% 87	1,870	5.38
Courageous	6.37% 118	10.10% 187	9.13% 169	8.54% 158	10.97% 203	15.29% 283	25.28% 468	14.32% 265	1,851	3.74
Visionary	13.16% 250	11.89% 226	9.63% 183	8.16% 155	10.74% 204	9.42% 179	12.68% 241	24.32% 462	1,900	4.08

Answered: 1,945 Skipped: 2,876



Personal Profile (Español)

Q9: Please rank, in order of importance between 1 and 8, (1 being the most important), the following personal characteristics that you believe are most important for the next superintendent to possess, as they relate to the needs of the District.

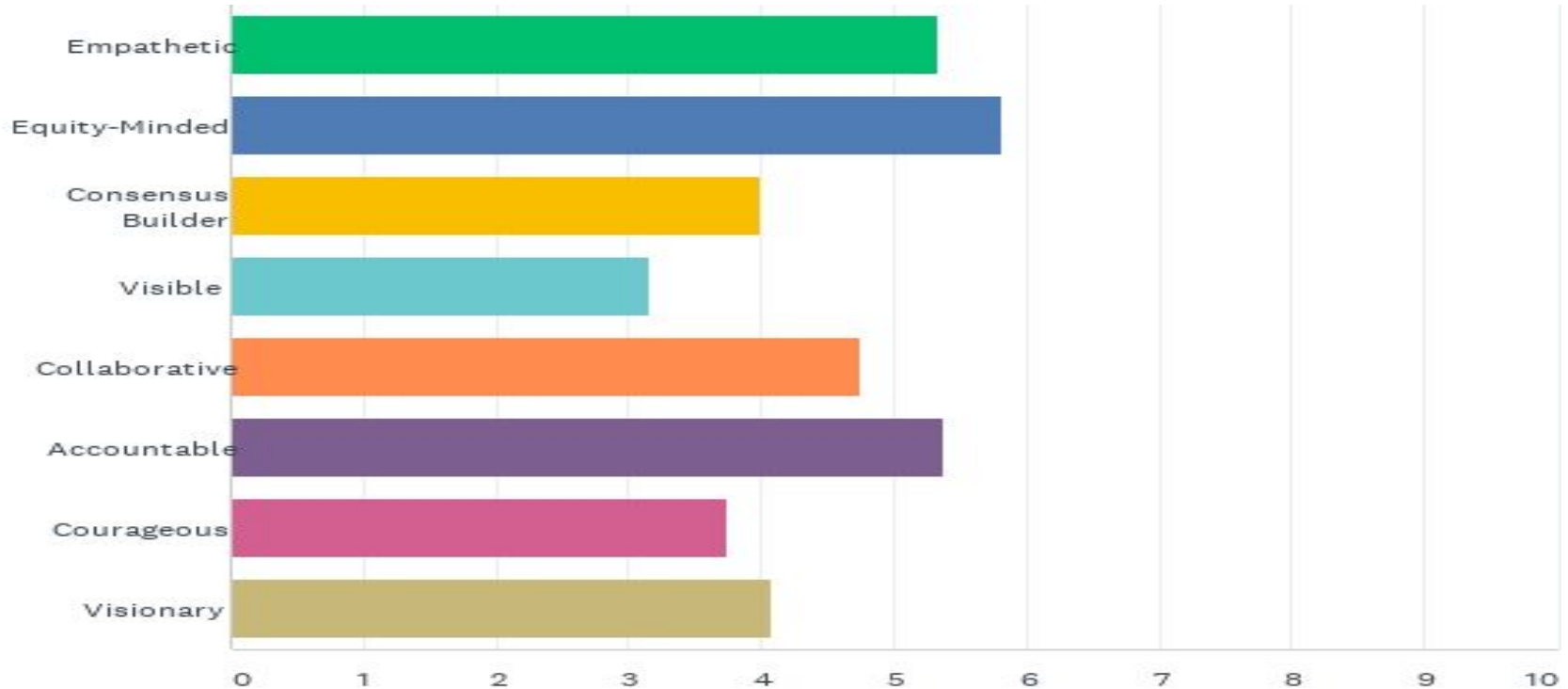
	1	2	3	4	5	6	7	8	TOTAL	SCORE
Empático	46.20% 85	21.20% 39	7.61% 14	7.07% 13	5.98% 11	2.17% 4	6.52% 12	3.26% 6	184	6.46
Equidad	25.68% 47	37.16% 68	11.48% 21	7.10% 13	7.10% 13	6.01% 11	1.64% 3	3.83% 7	183	6.23
Generado de consejos	3.31% 6	7.18% 13	32.60% 59	18.23% 33	14.36% 26	10.50% 19	6.63% 12	7.18% 13	181	4.73
Visible	4.40% 8	3.30% 6	9.89% 18	34.62% 63	16.48% 30	10.99% 20	10.99% 20	9.34% 17	182	4.21
Colaborativo	5.00% 9	11.11% 20	15.56% 28	12.78% 23	36.67% 66	12.22% 22	5.56% 10	1.11% 2	180	4.71
Explicable	2.75% 5	5.49% 10	7.14% 13	7.14% 13	10.99% 20	39.01% 71	17.58% 32	9.89% 18	182	3.45
Valiente	2.14% 4	6.42% 12	5.35% 10	5.35% 10	4.28% 8	13.37% 25	40.11% 75	22.99% 43	187	2.81
Visionario	11.62% 23	7.07% 14	7.07% 14	7.58% 15	5.05% 10	7.58% 15	12.12% 24	41.92% 83	198	3.32

Answered: 209 Skipped: 398



Personal Profile

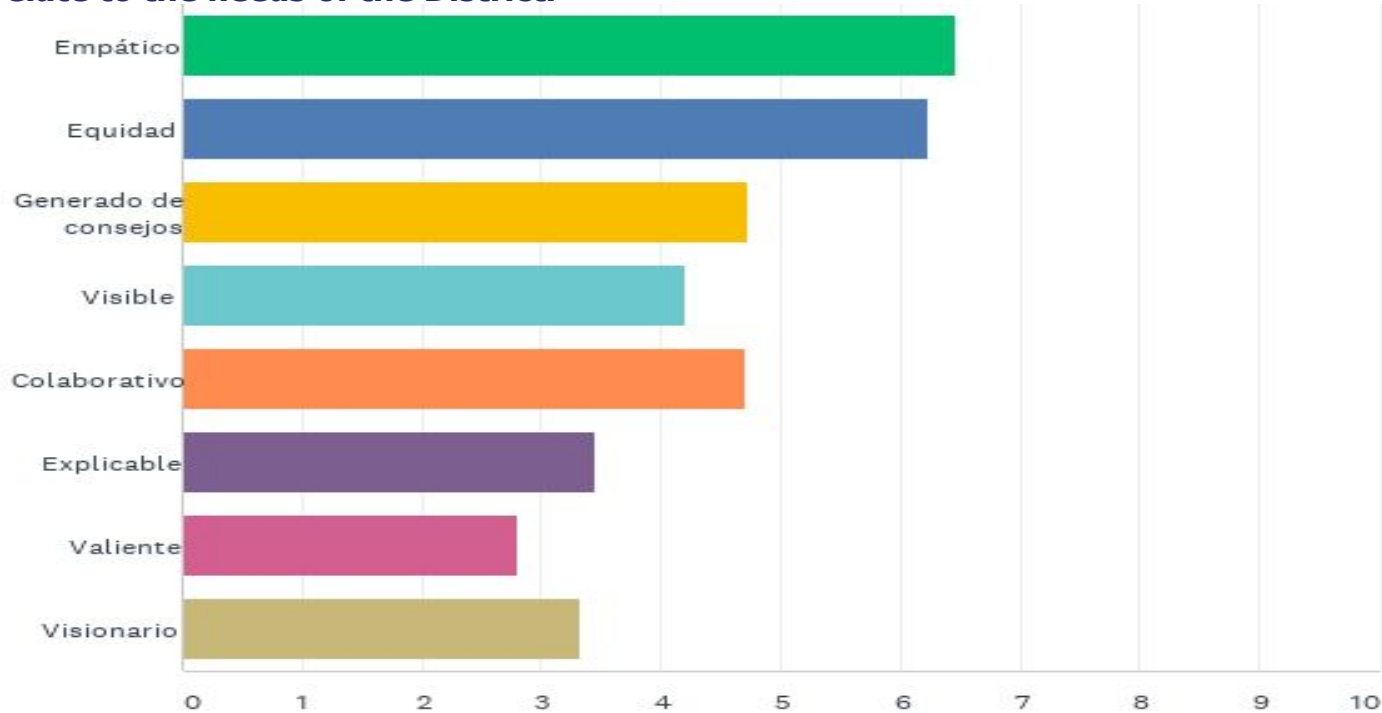
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Answered: 1,945 Skipped: 2,876

Personal Profile (Español)

Q9: Please rank, in order of importance between 1 and 8, (1 being the most important), the following personal characteristics that you believe are most important for the next superintendent to possess, as they relate to the needs of the District.



Answered: 209 Skipped: 398

Personal Profile

Job Description:

- Will always keep the success of all WCCUSD's students as the focus of everyone's work
- Has a high degree of personal and professional integrity
- Has strong emotional intelligence
- Demonstrates humility, modesty, empathy, and transparency in working with students, staff, parents and the community
- Has a passion for working in our district and community to achieve the vision and mission of public education with an equity minded lens
- Is honest, forthright and collaborative in working with students, staff, parents, and community
- Will build trusting relationships among all stakeholders
- Has a high level of commitment to addressing the racist, economic, and social practices which adversely affect the education of our students
-



Personal Profile

Job Description:

- Will emphasize the importance of building relationships that support the instructional practices that will improve student learning
- Genuinely enjoys working with students, parents, staff, and community
- Has a good sense of humor
- Is approachable and is a good listener
- Is apolitical, a visionary change agent and has the personal courage to take on the tough issues and see them through
- Values the importance of lifelong learning for the superintendent and staff Uses a strong equity lens to improve the quality of teaching and learning in significant ways
- Will build systems that establish a high degree of accountability for the performance of the superintendent and staff on behalf of the students of WCCUSD
- Values consensus and accountability



Desired Education/Experience

Job Description:

- Successful leadership experience as a superintendent or equivalent in a large, complex organization
- Eligible for the appropriate California credentials authorizing service as a superintendent
- Education leadership experience in a district or community comparable to West Contra Costa
- A doctorate is preferred or evidence of continuous professional and advanced graduate work
- A record of focusing on students and improving achievement for all groups in a diverse community
- A strong record of partnering with community groups and engaging parents/families and students
- Bilingual (desirable)



Thought Exchange Time

TAKE THE THOUGHT EXCHANGE:

You can write as many thoughts as you like.

Be sure to rate other thoughts

When you share a thought be sure to:

- Tell us in the Thought Exchange what stood out to you, and specifically name it. Was it professional, personal or experience?
- And tell us what was missing and specifically name if it was professional, personal or experience



Next Steps

- Take the Thought Exchange, share it with your community
- Newly sworn in Board will discuss job description tomorrow at the Board meeting
- Share your comments and thoughts during the Board meeting, Item F4
- Contact Leadership Associates with questions/comments
- Visit www.wccusd.net/superintendentsearch for more information
- Take the Return to School Thought Exchange at (link here)

