



**Stafford County  
Public Schools**  
*Inspire | Empower | Excel*



# **Superintendent Search Community Engagement Report August 10, 2021**

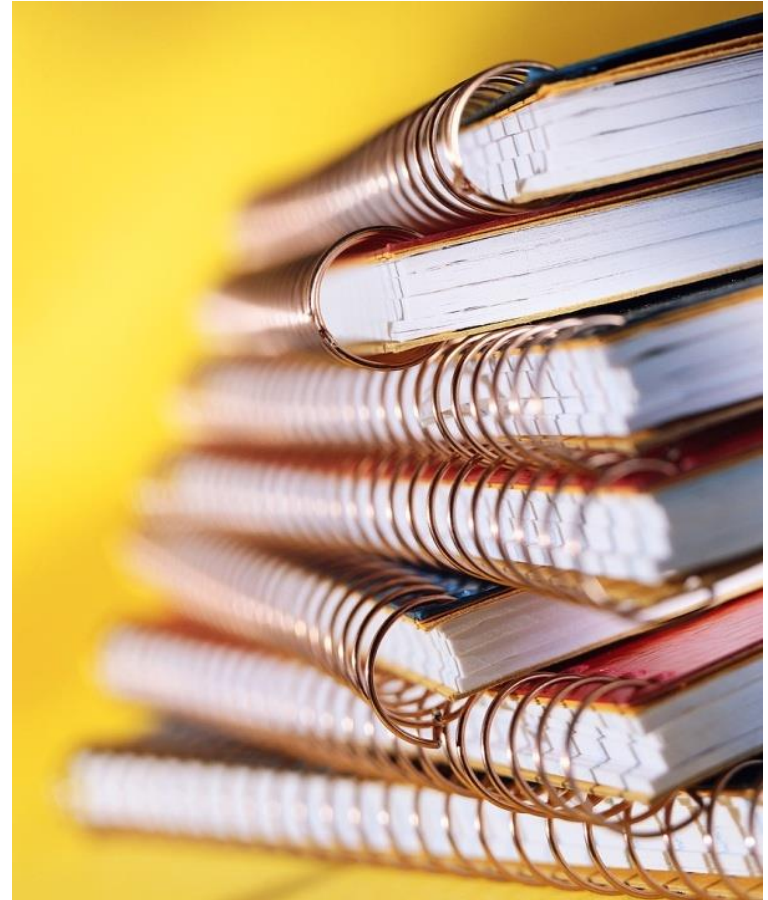
**Prepared and Presented  
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BWP & Associates**

# Stafford County Public Schools Community Engagement Objectives

- Identify the perceived strengths and challenges of SCPS.
- 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.

# Engagement meetings and Forums

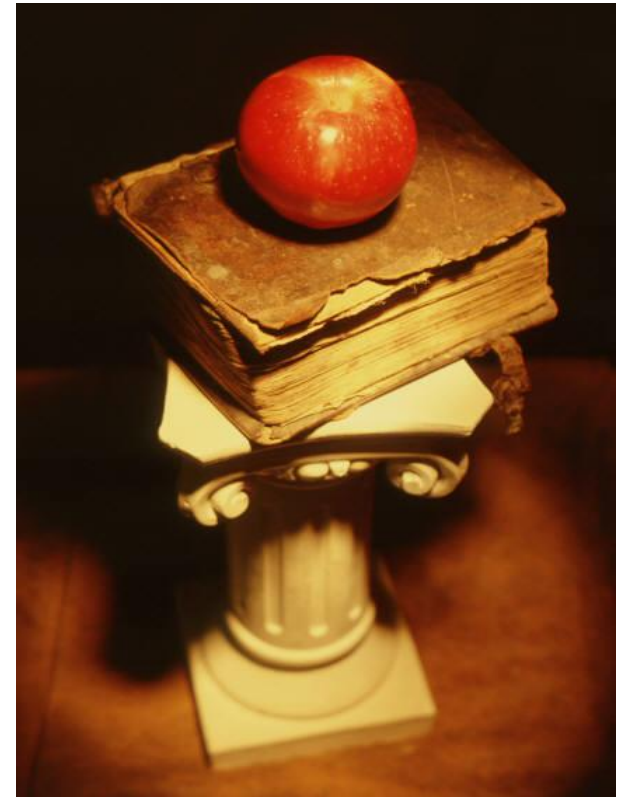
- Responses from 124 people who attended meetings and forums and 573 web site responses;
- Over 10 emails.
- Comments heard multiple times or uniquely relevant and insightful included in draft leadership profile.
- These “prominent responses” are listed in the report and the following slides provide highlights.



# Community Engagement

## *“Essential Questions”*

1. What are the strengths of SCPS?
2. What are the greatest issues, concerns, and challenges facing SCPS?
3. What qualities and characteristics will the next superintendent need to possess and demonstrate?



## Strengths

### Strengths: All Focus Group Participants



# Stafford County Public Schools

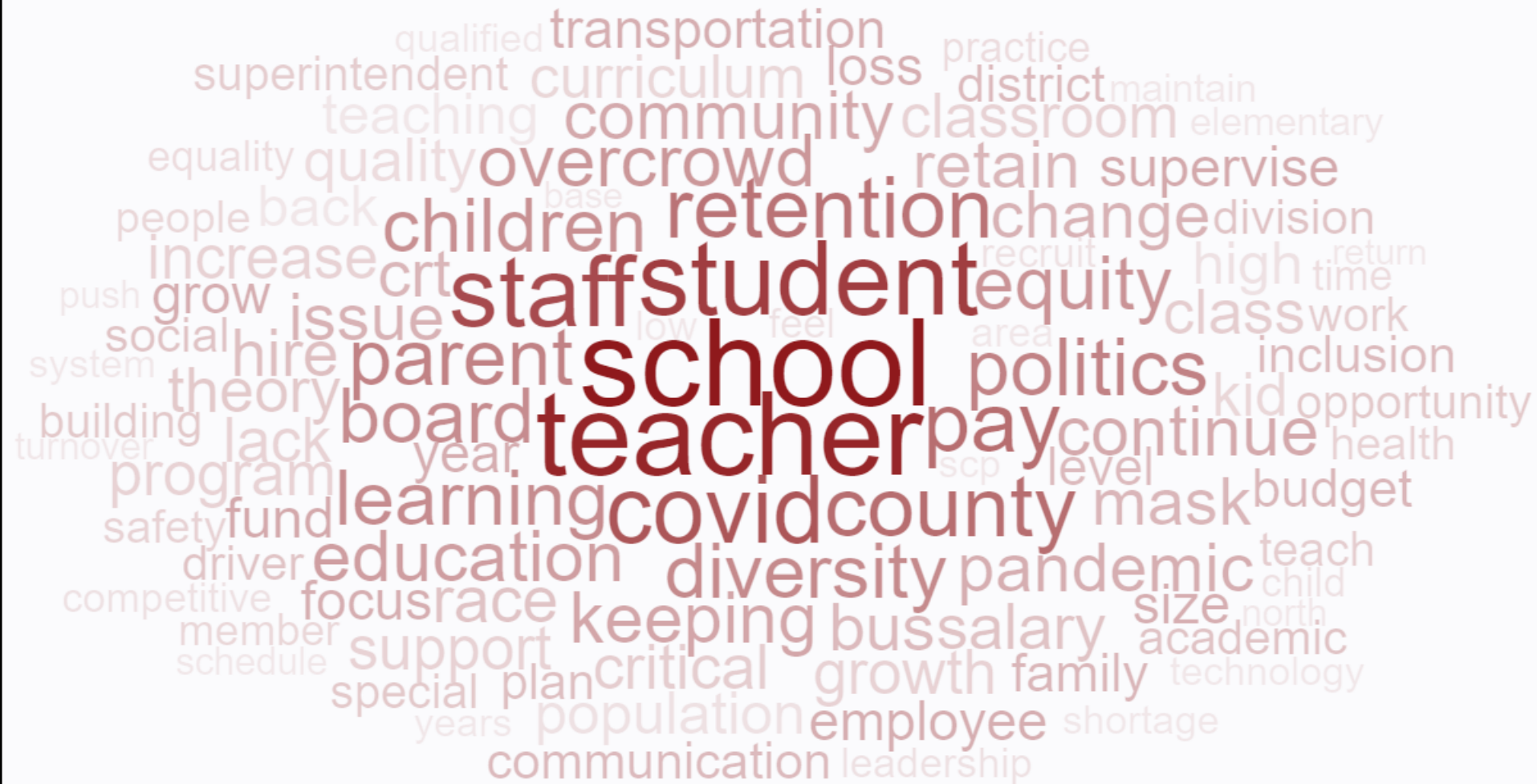
## Strengths

- Excellent teachers and dedicated staff – dedicated committed teachers, principals and staff.
- Diversity of great students and the community, multicultural connections.
- Educational options and programs – variety of programs to meet needs of diverse student population.
- District – great location, unique blend of urban, suburban and rural, military presence, reputation attracts families, great place to raise a family.
- Supportive community – parental involvement, community values and supports schools.
- Other - Stafford strives to maintain a smalltown atmosphere even as it continues to grow.



# Challenges

### Challenges: All Focus Group Participants



# Stafford County Public Schools

## *Challenges-Issues-Concerns*

- Funding - challenge to have adequate funding to maintain competitive compensation for staff, support to build additional schools and address an aging infrastructure.
- Growth – overcrowding of schools and infrastructure needs and creating High School 6, impact on transportation, redistricting.
- Continue building relationship with Board of Education and Board of Supervisor and reality of upcoming changes in leadership.
- Educational options and programs – continue to support academic and CTE options for students and support technology.
- Equity – balancing needs of schools and programs and providing resources to support all students.
- Closing the achievement gap and eliminating disparity in discipline of students of color.
- Diversity – need for expanded programs to support needs of all students and increase diversity in staff.
- Pattern of continued change in leadership, need stability in leadership.
- Hot topic items such as “masks” , Critical Race Theory, and transgender accommodations.
- Post COVID issues to address student learning and student wellness.



### Skills and Characteristics: All Focus Group Participants



# Qualities and Characteristics (Demonstration of best “Match and Fit”)

Instruction – innovator, understanding of post COVID issues, “boots on the ground” experience as teacher and administrator, strong track record of positive student achievement and closing learning gaps, ability to provide leadership with hot topic issues like CRT.

Communication – excellent communication and collaboration skills, good listener, approachable, visibility in schools and community, relationship builder and team builder, transparent, will work positively with all segment of community.

Management – experience in similar district, politically savvy, non-politician, understanding of diversity and equity and parity, experience with growth and infrastructure management, ability to build upon relationship with School Board and Board of Supervisors.

Personal qualities – integrity, transparent, long term commitment to community, promotes trust and openness, experience and understanding of diversity and equity.

# Building the Leadership Profile

- After reviewing and organizing prominent responses from the engagement process, the Search team drafted a description of what the majority of participants desire in the next Superintendent.
- We present this profile to the Board as a draft so that you will have time to review its contents before final approval.

# Leadership Profile(draft)

Stafford County Public School Stakeholders have identified the qualities they believe will lead to success for the next superintendent. The Board seeks candidates who possess and demonstrate the following qualities, characteristics and experiences.

The individual appointed will:

- Have successful experience in a system similar to Stafford County, with a proven track record of managing resources effectively, promotes a collaborative style in identifying and seeking solutions to complex issues such as growth and facilities.
- Possesses a strong instructional background with documented success in improving student achievement, both overall and across student subgroups that demonstrates a reduction and/or elimination achievement gaps.
- Will make a commitment to Stafford County with the intention to stay for a long tenure and make lasting changes.

# Leadership Profile continued

- Has the sensitivity to and experience with issues of diversity, equity and parity.
- Has the communication and collaboration skills to build productive relationships with staff, parents, and members of a diverse community.
- Is visible, with an approachable leadership style that builds relationships, increases unity, promotes trust, and exhibits transparency.
- Is a strategic, innovative and forward thinker who has the experience to recognize and build upon existing strengths, determine what to enhanced, what to maintain, and the insight to make sound decisions.
- Understands the issues facing schools during the present post pandemic and will plan and implement strategies to support student learning and wellness in a safe and appropriate learning environment.

## Leadership Profile continued

- Has the political skills and integrity to build relationships that will facilitate cooperation among and between the School Board and Board of Supervisors and the entire community to meet the fiscal and operational needs of the schools and what's best for all students.
- Has demonstrated the ability to respond to current “hot topic items such as Critical Race theory” and will address concerns in a measured and appropriate manner.
- Demonstrates the conviction to follow the current guidelines regarding teaching approved history, civic, and social studies curriculum.
- Is politically savvy and non-partisan and has experience in supporting efforts of equity that is guided by what is best for all students.
- An inclusive and collaborative leader who understands issues around racism, social justice and cultural competency.

# Planned Next Steps in SCPS Search Process

***Specifications:*** Completed August 7

*Board approves Profile*

***Recruitment/Assessment:*** September 1, 2021, application deadline

*BWP receives/reviews applications*

*BWP screens applicants/completes reference checks*

*BWP prepares slate of candidates/present recommendations – September*

***Selection:***

*Board selects and schedules interviews with candidates*

*Board conducts 1<sup>st</sup> round of interviews – September*

*Board selects finalists – October*

*Board selects new superintendent/negotiates contract – October*

*Board Introduces new superintendent to community – October*

*Superintendent begins no later than January 1, 2022*