

Update on Stakeholder Engagement and Online Survey Los Alamitos Superintendent Search 2019

January 25, 2019

This is an Executive Summary of the input received from key stakeholders via the engagement sessions on January 8 and 15, and the online survey.

STAKEHOLDER SESSIONS, JANUARY 8; 15, 2019

These staff and community meetings were exceptionally well attended. Everyone was exceedingly passionate and enthusiastic about the qualities desired in the new superintendent and their personal commitment to Los Alamitos.

Highlighted below some of the most common themes heard relative to the Personal and Professional Qualities desired in the new Superintendent and the Strengths and Challenges facing Los Alamitos School District.

Highlights: Personal Qualities Desired in Superintendent:

We desire a Superintendent who...

1. Will make a long-term commitment to Los Alamitos
2. Will appreciate the unique culture and strengths of our District and community
3. Will be highly visible and accessible
4. Is a person of great honesty and integrity
5. Is respectful of all people
6. Is a good listener
7. Is collaborative and inclusive
8. Will trust and empower others
9. Is trustworthy and authentic
10. Has a good sense of humor

Highlights: Professional Qualities Desired:

We desire a Superintendent who...

1. Has experience as a classroom teacher, principal and district level administrator
2. Has a good working knowledge of all aspects of district functions: Instruction, Finance, Human Relations and Maintenance & Operations
3. Has a proven track record of success working in a school district and a community similar to Los Alamitos
4. Is a strong instructional leader
5. Values diversity and divergent points of view
6. Is an effective and articulate communicator
7. Will be visible, accessible and approachable in the schools and in the community

8. Will work with the Board to build trust and support throughout the District and community
9. Has demonstrated professional development and growth in his/her own professional career
10. Possesses a Doctorate, preferred

Strengths of Los Alamitos:

1. Excellent teachers who go above and beyond
2. A positive District culture
3. The long term stability of the District, its staff and the Governance and Leadership team
4. A passionate and engaged community
5. The strong focus on the 4 A's: Academic, Arts, Activities, Athletics
6. Curricular rigor and high expectations throughout the District
7. Ongoing and extensive professional development opportunities
8. Collaboration and coordination with the three cities that are a part of LAUSD
9. Interest Based Bargaining
10. A focus on putting children first

Challenges Facing Los Alamitos:

1. Managing and overseeing the Measure G Bond program
2. Working with the community and staff in effectively addressing the issues facing the Human Relations Task Force
3. Maintaining the fiscal solvency of the District
4. Addressing the traffic issues at the high school and around Rossmoor area
5. Addressing the emotional and social needs of students
6. Awareness of growing drug and vaping issues
7. Conducting a superintendent search that provides an opportunity for all qualified candidates to be considered
8. Meeting the needs of lower achieving students and those non-college bound students

ONLINE SURVEY, JANUARY 9-18, 2019

The online survey closed on Friday with a total of 1073 individual responding. Below is a summary breakdown. The percentages in this summary have been rounded up.

The 1073 survey respondents were divided into the following categories:

- 80% Parent
- 32% Community Member
- 23% Teacher
- 21% School Volunteer
- 9% Classified Employee
- 6% Business Owner/Partner
- 5% Non-Profit Staff/Board
- 3% Students
- 3% Administrators
- 3% Other Certificated
- .05% Public Official

When asked to rank in order of importance the Professional Experiences the respondents felt were most important in the next superintendent, the rank order by percentage was as follows:

- 42% Experience in California public education, either teaching and/or site administration
- 27% A proven track record of growing academic achievement for all students, including special needs children, second language learners, and children of poverty
- 13% Experience as a superintendent in a comparable district
- 13% Experience as an assistant superintendent or associate superintendent
- 5% Experience in oversight of school district finances, budgets, and business management
- 3% Bilingual
- 1% Experience in management of school facilities

When asked to rank in order of importance the Professional Leadership Characteristics the respondents felt were most important in the next superintendent, the rank order by percentage was as follows:

- 29% Is a strong instructional leader who will maintain and improve the student achievement gains made in the District
- 16% Will place the highest priority on safe environments for students and staff
- 16% Has strong human relations skills and is a "people person"
- 16% Has the ability to coach and develop potential leaders within the District, and create a strong, cohesive working team
- 15% Will bring the entire community together toward a strong vision of student achievement
- 7% Will be accessible to parents and staff
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When asked to rank in order of importance the Personal Characteristics the respondents felt was most important in the next superintendent, the rank ordering by percentage was as follows:

- 27% Receptive to ideas
- 24% Approachable
- 12% Organized
- 12% Pragmatic
- 11% Democratic
- 9% Decisive
- 8% Imaginative