

To: Lemont-Bromberek CSD 113A Board of Education
From: Dawn Miller, Search Consultant, Illinois Association of School Boards
Re: Survey Results

We received surveys from 6 Board members, 75 Staff members and 284 Community members.

The top five characteristics chosen by the board are:

1. Follow the educational philosophy established by the Board that reflects the communities values
2. Provide leadership in planning and developing with the Board of Education, both long and short range district goals
3. Ability to maximize financial and human resources
4. Work cooperatively with the Board of Education
5. Knowledge and experience with district management practices

The top five characteristics chosen by the staff are:

1. Ability to maximize financial and human resources
2. Provide leadership in planning and developing with the Board of Education, both long and short range district goals
3. Ability to analyze current situations, initiate appropriate action and inform the Board of Education when advisable
4. Be a "people person"
5. Ability to interpret educational and financial data to the Board, staff and community

The top five characteristics chosen by the community are:

1. Ability to maximize financial and human resources
2. Provide leadership in planning and developing with the Board of Education, both long and short range goals
3. Ability to interpret educational and financial data to the Board, staff and community
4. Analyze current situations, initiate appropriate action and inform the Board of Education when advisable
5. Follow the educational philosophy established by the Board of Education that reflects the communities values

The composite of the characteristics chosen are:

1. Ability to maximize financial and human resources
2. Provide leadership in planning and developing with the Board of Education, both long and short range district goals

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3. Follow the educational philosophy established by the Board of Education that reflects the communities values
4. Ability to analyze current situations, initiate appropriate action and inform the Board of Education when advisable
5. Ability to interpret complex educational and financial data to the Board, staff and community

Comments:

There are 10 pages of comments for the Board to review. Some of the comments mentioned most frequently:

- Importance of financial experience
- Previous administrative experience necessary, but experience as superintendent not necessary
- Need for extensive background check
- Preference for an Illinois candidate
- Appreciation to the Board for seeking community input
- Personal characteristics including honesty, integrity, trustworthiness

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I am recommending the following Candidate profile:

AN INVITATION TO LEAD LEMONT-BROMBEREK CSD 113A

The Board of Education, community and staff of Lemont-Bromberek CSD 113A are committed to quality education.

The district is seeking a dynamic educational leader with a commitment to continue to move us forward.

The successful candidate will:

- Maximize financial resources, manage human resources wisely, seek creative solutions for challenges facing our district and ensure accountability throughout the system
- Provide visionary leadership working with the Board, staff, parents and other segments of the community to develop and articulate a comprehensive plan for the future of our district
- Follow the educational philosophy of the Board of Education that reflects the communities values, needs and aspirations; an ethical person whose personal attributes include honesty, integrity, warmth, stability under pressure and good judgment
- Possess excellent analytical, planning and organizational skills as well as knowledge of an successful experience in sound district management practices, curriculum and instruction and the ability to interpret complex educational and financial data to the Board, staff and community
- Be a visible, accessible, approachable leader who is committed to building mutual respect and trust and will serve as a model and mentor to staff, students and the community