



MCPHERSON *MJ* **JACOBSON, LLC**

EXECUTIVE RECRUITMENT & DEVELOPMENT

11725 ARBOR STREET, SUITE 220 ♦ OMAHA, NEBRASKA 68144 ♦ 402-991-7031/888-375-4814
FAX: 402-991-7168 ♦ EMAIL: MAIL@MACNJAKE.COM ♦ WEBSITE: WWW.MACNJAKE.COM

The School District of Clayton
Clayton, Missouri

District Stakeholder Input

Executive Summary

During November 17th and 18th, 2020, consultants Dr. Judy Sclair-Stein and Dr. Jeanette Tendai conducted meetings with district stakeholders representing five different groups associated with The School District of Clayton, including community, students, teachers, classified staff and administrators. The consultants received input from approximately 100 individuals in these groups. Input was gathered regarding the selection of a new superintendent for The School District of Clayton. Outlined on this page and the next several pages is an Executive Summary of the major themes expressed by the participants at these sessions.

Tell us the good things about your community.

- The city is a perfect size and has both an urban and suburban feel – very walkable.
- The community is welcoming and friendly.
- The community is safe and a good place to raise a family; generations return to raise their families.
- The community is close to opportunities in the region (arts, sports, higher educational institutions).
- Education is valued and the community supports the school system. – Every tax levy attempt in the last 50 years has passed.
- People love the community and participate in activities and events.
- People know each other and help one another.
- The community is diverse and has an international feel.
- Housing stock is varied from multi-family apartments and condos to houses.
- There is lots of support and respect for the teachers and schools.

Tell us the good things about your schools.

- The students are amazing and want to learn.
- Teachers/staff and administration are outstanding and make decisions based on students.
- Students are at the center of the decisions made throughout the district.
- People are proud of the school district and expect success.
- People who work in the district demonstrate a high degree of professionalism.
- The district has an outstanding reputation and is consistently rated as a top Missouri and national school district.
- Student voices and individuality are valued.
- There's an abundance of resources to support learning opportunities for student and teachers.
- The district is technology rich.
- The district is always trying to get better and be innovative.
- The district partners with local and regional business and educational institutions.
- There is lots of diversity throughout the district.
- There is an emphasis on all activities – sports, arts, theater, academics (something for everyone).
- Very welcoming and supportive school community.
- It is a learning organization. Everyone in the system participated in professional development.
- There is a balance between high expectations and being warm and caring.
- The district is collaborative so people work together and can take risks without fear.

What issues should the superintendent be aware of as he/she comes into the district?

- Parents are extremely involved and vocal in all aspects of their children’s education.
- Community expects superintendent to be visible at all levels and know students, staff and parents.
- The organization is really “flat.” There is access to the superintendent and people tend to jump the chain of command and call, e-mail or visit the superintendent. People go straight to the top.
- The district is committed to ABAR (Anti-bias, Anti-racism) and the next leader must move this forward.
- There is a new Strategic Plan, but work hasn’t started due to the pandemic. This document should drive our work and our financial decisions.
- The new superintendent must be willing and able to stand up to pressure and make necessary change.
- Person should take time to get to know the people, district and community before trying to make big changes. There are traditions that are valued and should be understood.
- There is a need to use data to drive decisions and curriculum development.
- There is an African-American achievement gap that needs to be addressed.
- The district resources should be used to meet the needs of every student, not just the most visible ones.
- The district needs to maintain and build on their involvement at the regional and state level.
- People expect the leader to communicate why a decision is made and be able to explain the process.
- There will be a need for healing after the pandemic. All aspects of our community have been impacted.

What skills, qualities or characteristics should the new superintendent possess to be successful here?

- Visible, approachable, someone who will get to know people personally...community members, staff, parents and especially students
- Champion of the district – Someone who will represent the district in a positive and uplifting manner
- Proven record of integrating equity focused values throughout a system
- Genuine passion and love of students and district as a whole – Pride in The School District of Clayton.
- A good listener who hears ALL voices and is able to engage members of the community who are not traditionally heard
- Must genuinely enjoy attending district/community events and activities
- Must get to know the students and staff at all buildings
- Strong visionary leader who can inspire and motivate people
- Must be able to listen to people, let them be heard and say no if necessary.
- The leader must be able to get beyond discussions and move toward a vision.
- Understands the importance of mental health, burnout and value of self-care.
- Must be a learner and see themselves as the lead learner for the district
- The leader should want to be in classrooms to understand what takes place.
- Understands and has ability to analyze systemic needs of district and take action
- Relationship builder – people person – genuine – caring – healer
- Team builder who can bring everyone together for the kids
- Ability to understand and manage the strong opinions that will be expressed
- Ability to actively listen respectfully and respond appropriately to situations
- Possess and demonstrates a high level of honesty, transparency and integrity
- Encourage innovation and willing to trust teachers and administrators to try new things
- Appreciates the expertise of the people around them and give them flexibility
- Ability to communicate clearly in all forms
- A willingness to set personal boundaries and take care of themselves so they can continue to do their work
- Sense of humor, creative and able to infuse fun into work and learning
- Always puts best interest of students first
- Understands Missouri legislation and government as it relates to education
- Demonstrates a willingness to be a member of the larger educational community in the region, state and nation.
- Possesses a strong understanding of school finance and budgeting