



Report on Superintendent Search Community Input Hoover City Schools

February 10, 2015

Input Meeting Results

Meetings

Engagement Meetings:

- Parents and community
- Elected Officials
- School and System Administrators
- School Support Staff
- Teachers

Meeting Responses

Desired Skills and Traits:

- Demonstrates integrity (e.g. honest, transparent, trustworthy)
- Is approachable and a good listener
- Makes informed decisions, focusing on what is best for students academically and otherwise
- Progressive thinker; develops a vision with stakeholders and plans strategically to implement it

Meeting Responses

Desired Skills and Traits continued:

- Has the courage to uphold difficult decisions and advocate for the district
- Understands funding; increases funding; practices responsible budgeting/spending, and works closely with the CSFO
- Works effectively with the board and all types of people and groups, particularly city leaders

Meeting Responses

Desired Skills and Traits continued:

- Communicates effectively and efficiently with all stakeholders (including the media) to restore a positive image and cohesiveness and to increase public support and confidence
- Embraces the diversity of people/cultures within the district, ensuring all students are educated to the best of HCS's ability
- Sets high expectations for self, employees, students, and parents

Meeting Responses

Desired Skills and Traits continued:

- Studies district's organizational chart, assigning personnel according to their strengths and effectiveness; then empowers employees to do their jobs, holding them accountable and making changes, as necessary
- *Fairly* allocates resources to the various schools and programs
- Assesses facility usage and needs; plans for necessary changes (e.g. growth areas, fine arts)

Meeting Responses

Experience:

- Proven district leader, preferably in a community comparable to Hoover
- Understands education thoroughly, preferably having been an educator
- Understands the business side of education also

Meeting Responses

Imminent Challenges:

- Rezoning, busing, unitary status, and cleaning service issues
- Achievement gaps
- Funding

QUESTIONS?