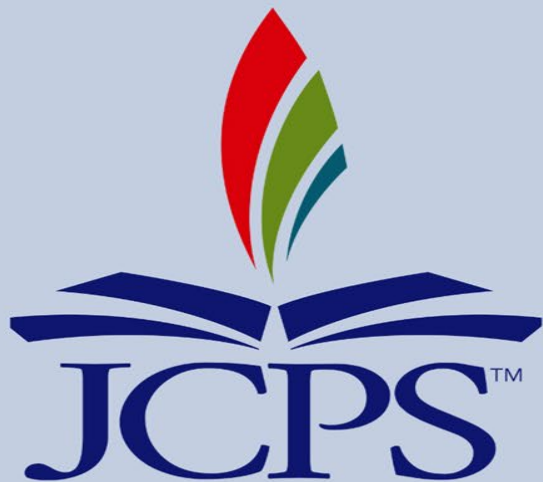


# LEADERSHIP PROFILE REPORT

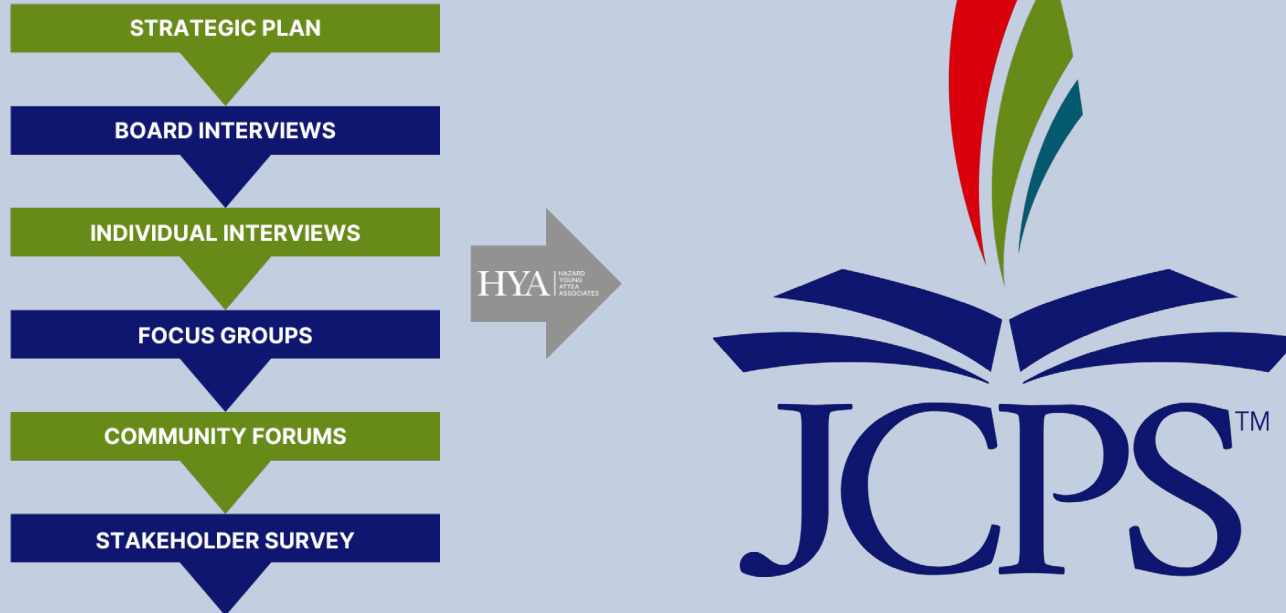
JCPS Superintendent

March 2025



# Profile Development

HYA Associates collected data from multiple sources to develop the Leadership Profile and arrive at a set of desired characteristics for recruitment and selection of the next Superintendent of Jefferson County Public Schools.



# Focus Group Protocols

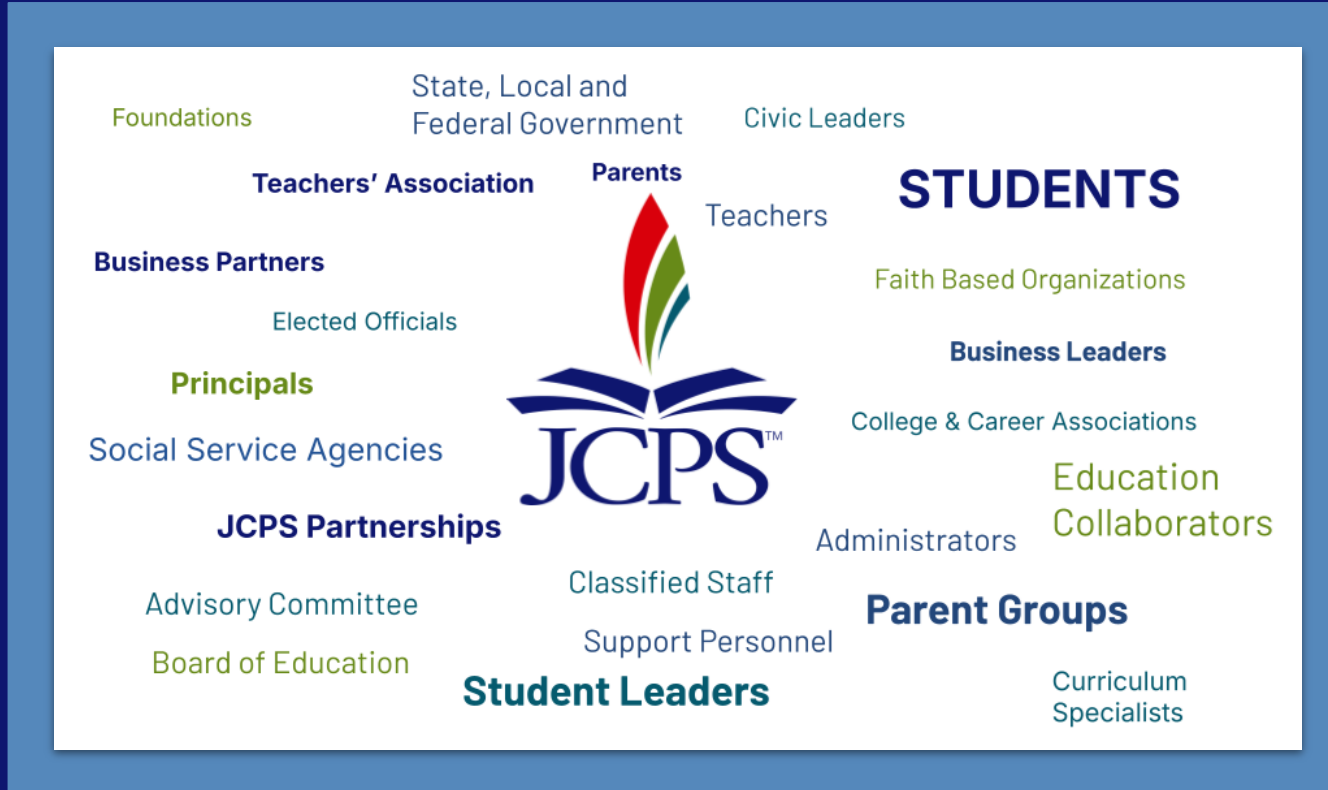
The structure of the focus groups was open, allowing for participants to build upon each other's comments. Participants were asked to respond to the following questions:

- What do stakeholders value regarding the schools? What strengths do they desire to retain and build upon?
- What are the issues this District currently faces, and will face in the next three to five years?
- What personal and professional characteristics are expected in a new Superintendent?



# Focus Groups Participation

Focus groups were offered for constituents to provide input, representing a comprehensive network of constituents and partners of Jefferson County Public Schools.



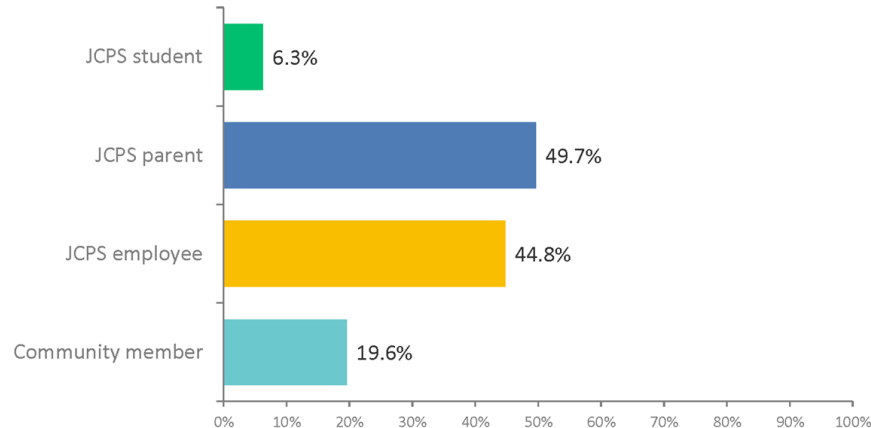
# Survey

The online community survey was live from January 24 through February 14, 2025. The survey was developed by the Advisory Committee. The results as presented by the Committee were included in the Leadership Profile Report.

4,568  
Respondents

## Q3: What role group best describes you (select all that apply)

Answered: 4050



# SURVEY: Common Desires of Respondent Groups

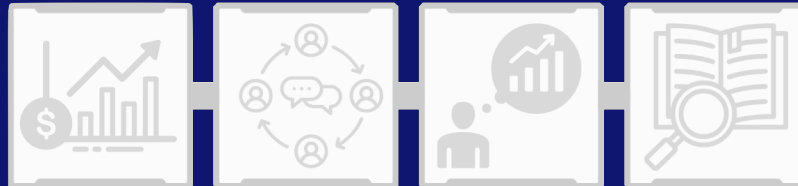
Respondents were asked to choose the single most important focus for the next superintendent.

- **33%** - Promote the academic achievement of all students
- **16%** - Focus on student behavior in the classroom
- **8%** - Ability to lead the team
- **7%** - Close the opportunity, achievement and resource gap
- **6%** - Improve JCPS Transportation (Operations)
- **6%** - Promote the social well-being of all students
- **6%** - Meet the needs of students in choice zone, ELL, Sp Ed
- **6%** - Recruit and Retain Staff

# PRIORITIES CONSENSUS

Additional consensus is seen for the following priorities as reported from the focus groups.

- JCPS needs a transformational leader who balances operational expertise with a deep community connection.
- The superintendent must fight for the district's needs and maintain a visible presence in the community.
- There is a desire for the Superintendent to have experience working with diverse populations.



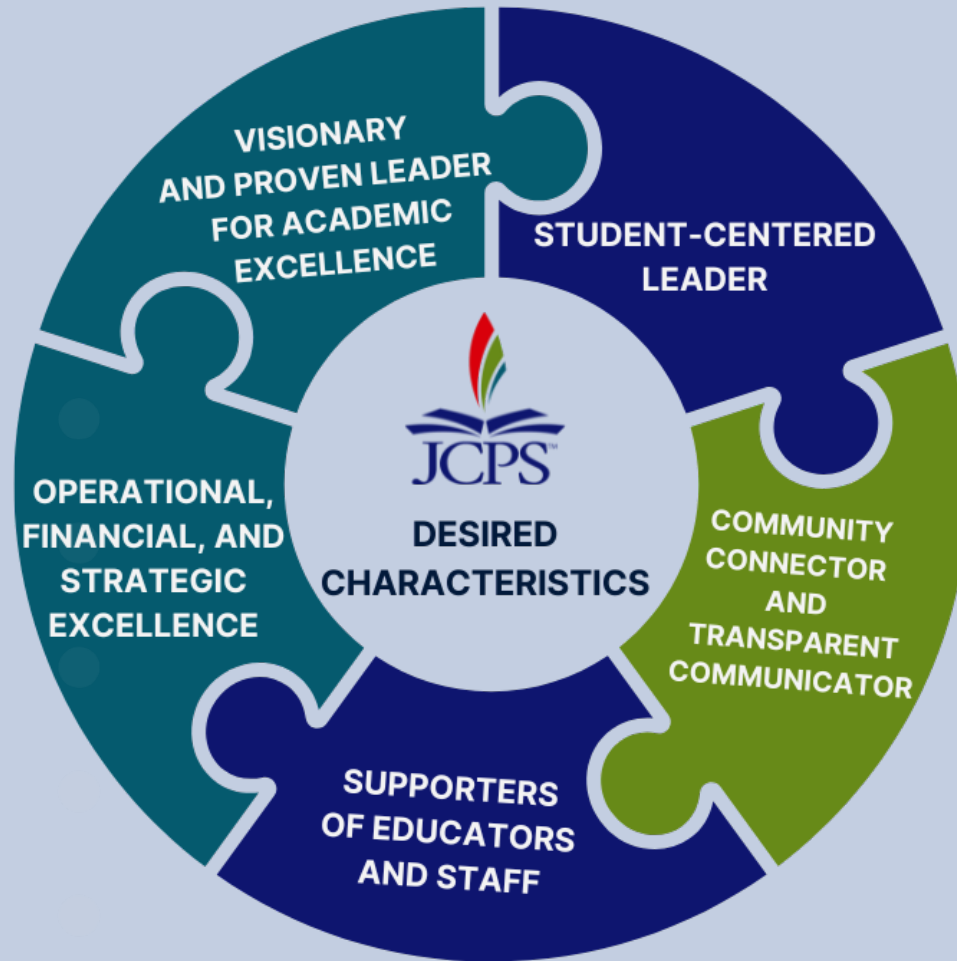
# Developing the Desired Characteristics

HYA Associates triangulated data from multiple sources to arrive at a set of desired characteristics for recruitment and selection of the next Superintendent of Jefferson County Public Schools .

Even when conflicting, contrasting, inconsistent, and contradictory desires are reported (which is normal when surveying and talking to disparate groups), common themes emerge that are important to most constituents . The work of HYA Associates is to find where consensus exists .







## Next Steps

- The Board can further review this draft and discuss with Micah Ali any edits or revisions.

