

Appendix B

The Leadership Profile

DESIRED QUALIFICATIONS AND CHARACTERISTICS FOR THE SCHOOL CITY OF EAST CHICAGO INDIANA SCHOOLS SUPERINTENDENT

BWP and Associates consultants, after gathering and incorporating the quantitative and qualitative data via the community engagement process, believe the following ten skills and characteristics are the most desired in a new superintendent. All of these characteristics are important and are not listed in any ranked order.

The individual appointed should be:

1. A strong patient leader who is collaborative and will be visible and involved in schools and the community.
2. A visionary who is approachable, personable, and one who recognizes the importance of accountability for everyone.
3. Someone who is a good listener and communicator and will be transparent in their actions.
4. The individual will have a strong personality with demonstrated excellent administrative and instructional leadership skills.
5. A person who knows and understand Black and Latino communities and comes with experience in successfully working in urban settings.
6. Someone who is a data-driven instructional leader with a proven record of academic success and school turnaround experiences in urban communities.
7. An individual who has a familiarity with or can understand and relate to the East Chicago community at-large.
8. A passionate leader who is child-centered and believes in placing “children first”.
9. Someone who is skilled in Board/Superintendent relationships and can support, work with, and lead our Board in unity.
10. A relationship builder who will continue to foster community and organizational partnerships for the good of our students and our community.