



District 54

Leadership Profile Report

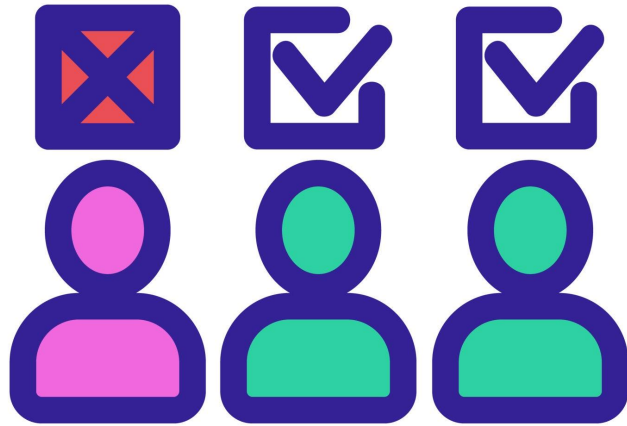
May 7, 2026

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Data Collection

- Quantitative: 1,582 Survey Responses
 - 718 Parents (47%)
 - 561 Certified/Licensed Staff (36.7%)
 - 103 Classified/Support Staff (7%)
 - 78 Administrators (5%)
 - 46 Nonrepresented Staff (3%)
 - 22 Community Members (1%)
- Qualitative: 19 Targeted Focus Groups, 8 individual interviews, and 2 Community Forums (241 total participants)



Survey Results

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83%

Survey
Respondents
Rating the
Quality of the
District as Good
or Excellent

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Survey: Strengths of the District

The top five identified:

- District schools are safe. (TL)
- Facilities are well maintained. (M)
- The District employs effective teachers, administrators, and support staff in its schools. (M)
- Teachers personalize instructional strategies to address individual learning needs. (TL)
- The District engages with diverse racial, cultural, and socio-economic groups. (CE)

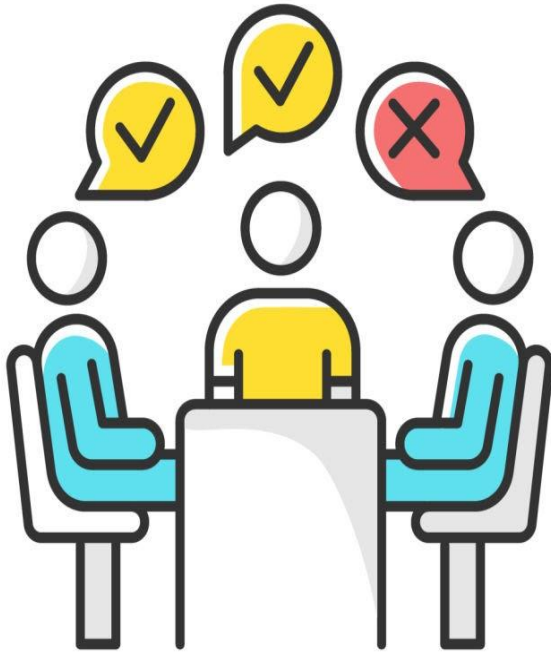
Key: (VV)=Vision/Values, (TL)=Teaching & Learning, (CE)=Community Engagement, (M)=Management

Survey: Expectations for the next Superintendent

The top five identified:

- Foster a positive, professional climate of mutual trust and respect among faculty, staff, and administrators (CE)
- Understand and be sensitive to the needs of a diverse student population. (TL)
- Be an effective manager of the District's finances and operations. (M)
- Recruit, employ, and retain effective personnel throughout the District and its schools. (M)
- Establish a culture of high expectations for all students and personnel (VV)

Key: (VV)=Vision/Values, (TL)=Teaching & Learning, (CE)=Community Engagement, (M)=Management



Focus Group Results

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Strengths

- Commitment to Whole Child Success and Specialized Programs
- High-Quality Staff and Leadership Culture
- Strong Community Support and Partnerships
- Diversity and Inclusivity
- Organizational Consistency and Reputation

Challenges & Issues

- Financial Instability and Funding Uncertainty
- Increasing Student Behavior and Mental Health Needs
- Staffing, Compensation, and Diversity Gaps
- Aging Facilities and Enrollment/Boundary Management
- Curriculum Technology Balance/Innovation

Immediate & Future Priorities

- Financial Stability and Long Term Fiscal Planning
- Visibility, Communication, and Stakeholder Relationship Building
- Staff Relations and Collective Bargaining
- Strategic Planning for Enrollment, Boundaries, and Facilities
- Curriculum Refresh and Technology/AI Strategy

Desired Characteristics of Next Superintendent

- Financial Acumen, Integrity and Transparency
- Visibility, Approachability, and Relationship Building
- Visionary and Innovative Leadership
- Extensive K-8 and Classroom Experience
- Collaborative, Humble, and Decisive Temperament



Next Steps

Meet with Board of Education tonight to determine desired path forward and timeline

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