



Leadership Profile Report

October 8, 2025

Presented by



BWP & Associates

Superintendent Leadership Profile



- Developed based on stakeholder data from school board member interviews, stakeholder focus groups and the results of the online survey
- Serves multiple purposes throughout the search:
 - Recruitment of candidates
 - Marketing and advertising
 - Interview question development
 - Candidate assessment and scoring rubrics
 - Confirms the “fit”



Data Sources from Focus Groups



Stakeholder Focus Groups and Participants: 72 total

- District Administration-6
- Building Administration-14
- Teachers-12
- Teachers Union Leadership- written response received
- Support Staff Union Leadership-3
- Open Community Meeting-30

1:1 Interviews with Board Members-7

Survey Respondents: (English-337, Spanish-5,)



Data Analysis



- Qualitative and Quantitative Process
- Raw notes collected and organized
- Synthesis of trends and patterns
 - Tallies and frequency distributions completed
 - Common trends and themes emerge



Qualities, Skills & Experiences of Next Superintendent

(Focus Groups+Board Members)

- **Visible & Approachable** – present in schools, approachable to staff, families, and community.
- **Strong Communicator & Listener** – transparent, empathetic, open-minded, clear in messaging.
- **Trust Builder** – consistent, fair, honest; builds credibility with unions, board, and community.
- **Fiscally Responsible & Creative** – strong financial acumen, resourceful with limited funds.
- **Equity-Minded, Student-Centered** – committed to inclusivity, addressing subgroup gaps, cultural responsiveness.
- **Collaborative & Empowering** – respects staff expertise, empowers building leaders, not a micromanager.



Survey Demographics



Respondents*:

- 70% CCSD 46 residents
- 45% Parents of students
- 24% Parents of former students
- 33% Employees
- 9% Students
- 6% Volunteer in schools



****Some respondents fit into more than one survey category.
For example, an employee might also be a resident and/or a parent.***

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Next Superintendent – Qualities

Survey Results



Leadership Skills

- Leadership
- Communication
- Interpersonal
- Financial Acumen
- Instructional Leadership

Personal Skills

- Integrity/trust
- Decision-maker/problem solver
- Child-centered
- Critical thinker
- Commitment to community

Leadership Profile



The next Superintendent of Grayslake CCSD 46 will be:

- A **visible, approachable, and compassionate communicator**, present in schools and community.
- A **trust builder** who demonstrates honesty, transparency, fairness, and consistency.
- A **fiscally creative and responsible leader** who maximizes limited resources and plans for long-term stability.
- A **collaborative systems thinker** who reduces silos, empowers administrators, and respects staff expertise.
- A **courageous, equity-driven instructional leader** who addresses achievement gaps and ensures inclusive practices.
- A **politically astute, culturally responsive community leader** who embraces diversity, balances competing demands, and invests in Grayslake as “home.”
- A **personable and authentic leader**, with humor, empathy, and resilience.



Next Steps in the Process



- October 20: Last day to submit applications
- October 21-24: BWP conducts initial interviews with the candidates most closely matching *Leadership Profile*
- October 29 : BWP conducts interview preparation workshop with CCSD 46 Board.
BWP shares candidate slate (Typically 5-7 candidates) **Closed Session**
- November 3-4: CCSD 46 Board conducts Round 1 interviews
 - Closed Session
- November 10: CCSD 46 Board conducts Round 2 interviews
 - Closed Session
- November 19 or December 17: Board makes decision and finalizes superintendent contract

BWP & Associates thanks
Community Consolidated School
District 46's school board,
administration, staff, and
stakeholders for their input and
insights regarding the
superintendent search.



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Providing Direction for Outstanding Leadership