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***LEADERSHIP PROFILE
MOUNT ARLINGTON SCHOOL DISTRICT
NOVEMBER 16, 2016***

EXECUTIVE SUMMARY

This report summarizes the comments and surveys from various school and community meetings as well as the interviews in a LEADERSHIP PROFILE REPORT conducted by the search firm of West Hudson Associates. The purpose of this report is to assist the Mt. Arlington School District Board of Education as one of the initial steps in its search for the next Superintendent of Schools. The data contained herein were obtained from twenty -one meetings/conversations with members of the Board of Education, and groups identified by the Board in meetings that occurred on November 1, 2016 and November 2, 2016.

Additionally, there is data from the online survey that ran for approximately one month ending November 10, 2016. All of this advisory information is intended to help the Board of Education make the critical decision about the criteria they want to govern the Superintendent Search. The Board has decided to make this decision after stakeholders have had many opportunities to record their thoughts, feelings, and recommendations for the selection of the next Superintendent. The Board of Education is very appreciative of the considerable involvement of all of those who participated in the meetings and the online survey.

Information obtained through the stakeholder responses and the survey reflects both similarities and differences about the strengths, challenges, and needs of the district. There is agreement for the most part in the many areas that there is much pride in the district and there is significant support for the schools and teachers from parents and community.

Some concern exists that the district has limited fiscal resources and there is a growing special needs population. There continues to be appropriate vigilance about the preparedness of Mt. Arlington students as they attend Roxbury High School. Some concern also exists about the possibility of significant housing/condominiums that may occur which may raise significantly student enrollment creating capacity pressure on the two schools in the district. A common conclusion is the next superintendent must understand well this complex community and residents including but not limited to students as well as parents. To that end, there is a strong preference for someone who has a track record of successful leadership in a suburban and diverse community.

Stakeholders are hopeful that the Board of Education and the next superintendent will be able to work together and collaboratively with interested community leaders, parents, teachers, staff, as well as students in developing and implementing a clear plan to address the district needs. Additionally, there is an expressed hope that the great work of the recently retired superintendent will continued to be forward looking. It is believed by many that the district can still improve and possibly become among the high performing school districts in the state and the region. The next superintendent should be both a team builder and leader who will encourage the development of leadership in others as well as being someone who is visible and accessible in the community and the schools. It is therefore essential that the next superintendent have strong communication skills and a vision of what is best for all students. Experience as a teacher, building leader and perhaps central administration is strongly preferred.

Respectfully submitted

Dr. William Librera West Hudson Associate Consultant to the Board

MOUNT ARLINGTON SCHOOL DISTRICT SUPERINTENDENT SEARCH CRITERIA

The Mt. Arlington School District – a preK-8 district located in northwest Morris County --- seeks a gifted leader who will extend the preceding Superintendent’s strong record of progress. To do so, the successful candidate will be expected to consistently challenge and support our dedicated professional and support staff as well as sustain the active involvement of parents and the community.

In order to continue to improve and develop the district, the next Superintendent should be:

- A visionary educator – proactive, resourceful and innovative --- who is able to raise and sustain high levels of student achievement
- A skilled planner, who will join the community through a long-term commitment to excellence
- A visible, approachable, and open-minded thinker, with demonstrated success in addressing the full spectrum of student learning needs
- A trustworthy colleague who continually works with the Board, professional staff, parents and the community to seek better outcomes for all students
- A communicator who is fiscally and technologically savvy
- An educational steward, able to build upon the traditions and accomplishments of a small school district
- An energetic professional who motivates and inspires teachers to grow and to commit to longevity in the district

November 16, 2016