

2021 Mt. Blue RSD Superintendent Search Update

First and foremost, thank you to everyone who completed the Superintendent Search Survey and to the RSU 9 employees who participated in the School Forums. The survey and forum responses are being used to guide the Board Superintendent Search Committee's discussions. Additionally, a special thank you to the following individuals who are serving on the Superintendent Interview Panel: Board members - Kirk Doyle, Jeff Harris, Lisa Laflin, Angela LeClair, Jesse Sillanpaa, Debbie Smith, Craig Stickney; Employees - Patti Belanger, James Black, Laura Columbia, Bill Greenlaw, Doug Hodum, John Jones, Laura McFarlane, Kris Pottle, Sara Spear, Melissa Williams; Community/Parent members - Daniel Simonds and Mathew Casavant.

The search for Mt. Blue Regional School District's new superintendent is still active. The position was posted on February 1st, with applications due on February 26th, and interviews were conducted the week of March 15th. After careful consideration and deliberation, the Board has chosen to reopen the search. The position will be reposted with a new application closing date of April 16th. Another search update will be sent in late April or early May.

2021 Superintendent Search Survey and Forum Results

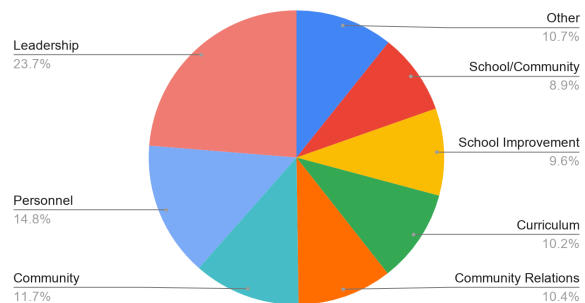
The survey was conducted from February 3rd to February 12th. The survey link was emailed and texted to all Mt. Blue Regional School District employees, parents, and students in grades 9-12. A link to the survey was placed on MBRSD's website and Facebook page, and in the Daily Bulldog, a local on-line newspaper. Paper copies were available at all town offices in the District. Attribute descriptions are explained in detail at the end of this document.

Demographics: Eight hundred and eighty-eight (888) people participated in the survey. The subgroups are outlined as follows:

- 416 identified as a parent
- 228 identified as an employee
- 116 identified as a student
- 70 identified as employee/parent
- 58 identified as a resident

Survey Results: Please choose the highest attribute or qualification you view as a priority for the School Board to consider for the new Superintendent.

- Leadership 23.7%
- Personnel Management 14.8%
- Community Communication 11.7%
- Community Relations 10.4%



*items under a certain % were combined into Other.

Subgroup Data

Parents- <ul style="list-style-type: none">• Highest Attribute: Leadership (20.4%)• Second Highest Attribute: Leadership (15.6%)• Third Highest Attribute: Leadership (15.1%)	Residents- <ul style="list-style-type: none">• Highest Attribute: Leadership (29.3%)• Second Highest Attribute: Personnel Management (17.2%)• Third Highest Attribute: School Finance/Budget (17.2%)
Employees- <ul style="list-style-type: none">• Highest Attribute: Personnel Management (31.1%)• Second Highest Attribute: Personnel Management (21.5%)• Third Highest Attribute: Leadership (16.7%)	Employee/Parent- <ul style="list-style-type: none">• Highest Attribute: Leadership and Personnel Management Tied (30%)• Second Highest Attribute: Community Relations (21.7%)• Third Highest Attribute: Leadership (17.4%)
Students- <ul style="list-style-type: none">• Highest Attribute: Leadership (19.8%)• Second Highest Attribute: Leadership (19.2%)• Third Highest Attribute: School Finance/Budget (17.2%)	

Takeaways

Most frequent in the three responses:

- 55% included Leadership
- 37% included Personnel Management
- 33% included Community Communication

Least frequent in the three responses:

- 3% included Superintendent/Board Relations in their choices.
- 5% included Supervisor/Evaluation in their choices.
- 5% included School Facility Management in their choices.

Themes from Staff Forums

- Active involvement in the schools and community
- Collaborative leadership style
- Delegation of duties
- Honor and strengthen relationships with students, families, staff, community, and community partners (UMF, CTE partners, etc.)
- Provide a sense of direction (post-pandemic) - have a vision
- Show respect and trust to all levels of staff - address staff morale
- Strong listening and communication skills
- Trust
- Visibility in the classrooms, schools, school events, and community

Survey participants were asked to rank, from the following list, the top four attributes or qualifications they considered most important in the new superintendent:

<p>COMMUNITY COMMUNICATION – Is able to communicate clearly with staff, parents, students, and community, both verbally and in writing.</p> <p>COMMUNITY RELATIONS – Recognizes the importance of encouraging the community to share needs and wants regarding education and reflecting on them. Demonstrates ability to involve the community in developing and implementing goals. Views the community/school relationship as a partnership.</p> <p>CURRICULUM – Holds a strong commitment to define and deliver an effective, consistent curriculum Pre-K-12.</p> <p>LEADERSHIP – Is able to motivate, lead, guide, and direct people. Is committed to implementing the mission and long-range plan of the school system.</p> <p>ORGANIZATIONAL MANAGEMENT – Uses a systematic approach to managing and improving the schools. Has excellent organizational skills, working knowledge of school law, and proven ability to resolve organizational conflicts.</p> <p>PERSONNEL MANAGEMENT – Demonstrates excellent people skills. Has the ability to recruit and retain high-quality staff. Understands strong personnel management practices and collective bargaining issues.</p> <p>SCHOOL/COMMUNITY INVOLVEMENT – Is visible in the schools, aware of the current issues and activities in the schools, and shows an interest in community affairs.</p>	<p>SCHOOL FACILITY MANAGEMENT – Has a good understanding of facilities management, including the development of long-term maintenance plans, and budgeting/planning for future building needs.</p> <p>SCHOOL FINANCE/BUDGETING – Possesses strong working knowledge of school finance, including budget development and management. Has the ability to effectively communicate with the School Board, staff, community, and local municipal officials. Maintains a clear understanding of federal, state, and local funding issues.</p> <p>SCHOOL IMPROVEMENT- Demonstrates a commitment to supervise and evaluate school programs in the spirit of continuous improvement. Understands education practices, research, and national/state/local initiatives, including Maine's Learning Results. Has the ability to frame issues for discussion, reach timely decisions and implement change.</p> <p>STAFF DEVELOPMENT- Fosters continuous staff improvement. Emphasizes both system-wide and individual development.</p> <p>SUPERINTENDENT/BOARD RELATIONS - Understands that the Superintendent is responsible for the management of the schools under the Board's policies and is accountable to the Board. Supports and facilitates the work of the Board. Maintains open communication with the Board.</p> <p>SUPERVISOR/EVALUATION - Understands the importance of accountability for staff and self. Uses an evaluation process that establishes clear performance standards and follows through to resolve performance issues.</p>
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