Southeast Delco Superintendent Search Update

The DCIU Search Consultants met several times during the months of January, February, March, and April with the Board of School Directors regarding the superintendent search process. And, although schools have been closed since March 16 due to COVID-19 mitigation efforts, the Southeast Delco Superintendent Search process continues. The following is an update on some of the key components of the Superintendent Search process:

**Timeline**
The timeline for the search process is as follows:
- January-February: Advertising
- March 31: Close of Applications
- April – May: Recruitment and Interviews
- June: Appointment

* Due to the COVID-19 situation, the timeline is slightly delayed, but a June appointment is still targeted.

**Hiring and Recruitment**
The recruitment of candidates moved forward despite the COVID-19 closures. All advertising has been completed per the board-approved Recruitment Plan. The position opening was advertised in a variety of paid and unpaid diverse publications and education-related professional association journals. The applications closed on March 31, 2020.

A total of 27 applications were received. After a thorough review of all applicants, the Board agreed to interview seven qualified candidates. The first round interviews will be held virtually the week of April 28. The second round of interviews are slated to be held the week of May 4; the Board expects to invite 2-3 candidates back for second interviews at that time. The date for the final round of interview(s) is to be determined.

**Focus Groups and Survey**

**Focus Groups**
A total of seven focus groups were held which gave staff, administrators, students and the community an opportunity to learn more about the search process and give input into key areas to assist in finding the ideal Superintendent candidate. Nearly 45 people participated in the various focus groups discussions. The attendees gave a great deal of thoughtful, honest feedback throughout the focus groups, which was a tremendous help in developing the
Leadership Profile. The Profile defines what qualities you desire in your next superintendent and will help guide the development of the interview questions for candidates.

Survey
A survey, which gave the entire Southeast Delco School District community an opportunity to have a voice in determining what leadership competencies your next Superintendent should possess, was developed and made available online for the community to complete. Survey questions were reviewed and agreed upon by the Board prior to distribution. The survey opened on February 7 and was originally slated to close on February 19. To allow additional time for more surveys to be completed, the Board agreed to extend the survey to February 28. In total, 251 individuals participated in the survey. The survey results, which were compiled and reviewed with the Board, were then used to develop the Superintendent Leadership Profile. The SED community is commended for such a great completion rate. The Board and the DCIU Search Consultants appreciate all efforts to encourage participation in the survey and everyone who took the time to give their input.

Focus Group and Survey Communication
The Board and the DCIU Consultants used a variety of sources and vehicles to garner participation in both the survey and the focus groups. These efforts include:

- Press release sent to local papers
- Information about the focus groups and survey was posted on SED and DCIU websites
- Focus Group dates were added to the calendar on the district website
- Flyers sent home with all students the week of February 10
- Emails sent to all staff and whatever limited list of students/families that exists
- Robo-calls to be made to staff, students/families February 19-20
- Flyers will also be taken to the community resource organizations that cover the district (per Beverly Donaldson and Pat Alford)
- Flyers given to the participants that attended the Neighbor to Neighbor Community (2/19) Meeting. Pat Alford also spoke to them on the importance of all the stakeholders to attend the focus groups and filling out the survey.
- Flyers dropped off at local daycare centers
- Flyers mailed to several churches and dropped off as well
- Flyers dropped off at senior center and local borough halls
- Placed on district public access channel (it is appearing numerous times in the information rotation. It is also on the channel’s calendar to give it greater coverage.)
- DCIU social media
- Board members’ social media
- Principals to announce in schools
**Superintendent Leadership Profile**

As stated, the data from both the survey and the focus groups were compiled into a Leadership Profile. Here is a brief summary: The Southeast Delco School District is a suburban district that is seeking a superintendent who demonstrates a high level of professionalism, strong educational leadership skills, experience with academic excellence, systems thinking approaches, fiscal planning and management, and who understands the challenges associated with a diverse district. This leader will capitalize on one’s experience to develop a thorough understanding of the needs of the district and create a vision and strategic direction to drive ongoing success for all students.