

November, 2024

# MILWAUKEE PUBLIC SCHOOLS

Superintendent  
Leadership  
Profile Report



Board of Education  
Presentation  
November 21, 2024

"This is the most important hire for Milwaukee in a long time!"

"Our students deserve the best."

"We can become the schools our families want."

"It's time to reimagine MPS!"

"Our diversity is our strength."

Prepared By :



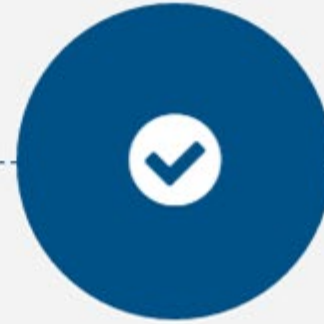
# SIGNATURE SEARCH PROCESS



Engage



Recruit



Select



Transition



# ENGAGEMENT

*MPS Strengths?... MPS Challenges?... Leadership Characteristics?*

## PROCESS

- October - November 2024
- **63** individual interviews, focus groups
- Zoom sessions
- Online survey in **ten** languages
- Low participation but very genuine, engaged participants

## PARTICIPANTS





# STRENGTHS

*What are the strengths of Milwaukee Public Schools that the next superintendent can build upon?*

## INTERVIEW AND FOCUS GROUP THEMES

- Strong Milwaukee Community
- Caring Dedicated Staff
- Variety of Program Options for Students and Parental Choice
- Diversity Valued

## SURVEY - HIGHEST SCORING ITEMS

- Technology is integrated into the classroom.
- The District engages with diverse racial, cultural and socio-economic groups.
- Teachers personalize instructional strategies to address individual learning needs
- District technology infrastructure is sufficient to support use of technology in the classroom.
- The District employs effective teachers, administrators and support staff in its schools.



# CHALLENGES

*What are the challenges facing Milwaukee Public Schools that the next superintendent should be aware of, or you would like to see addressed?*

## INTERVIEWS AND FOCUS GROUP THEMES

- Organizational Structure and Alignment
- Expectations and Accountability
- Board Governance
- Trust and Relationships

## SURVEY – LOWEST SCORING ITEMS

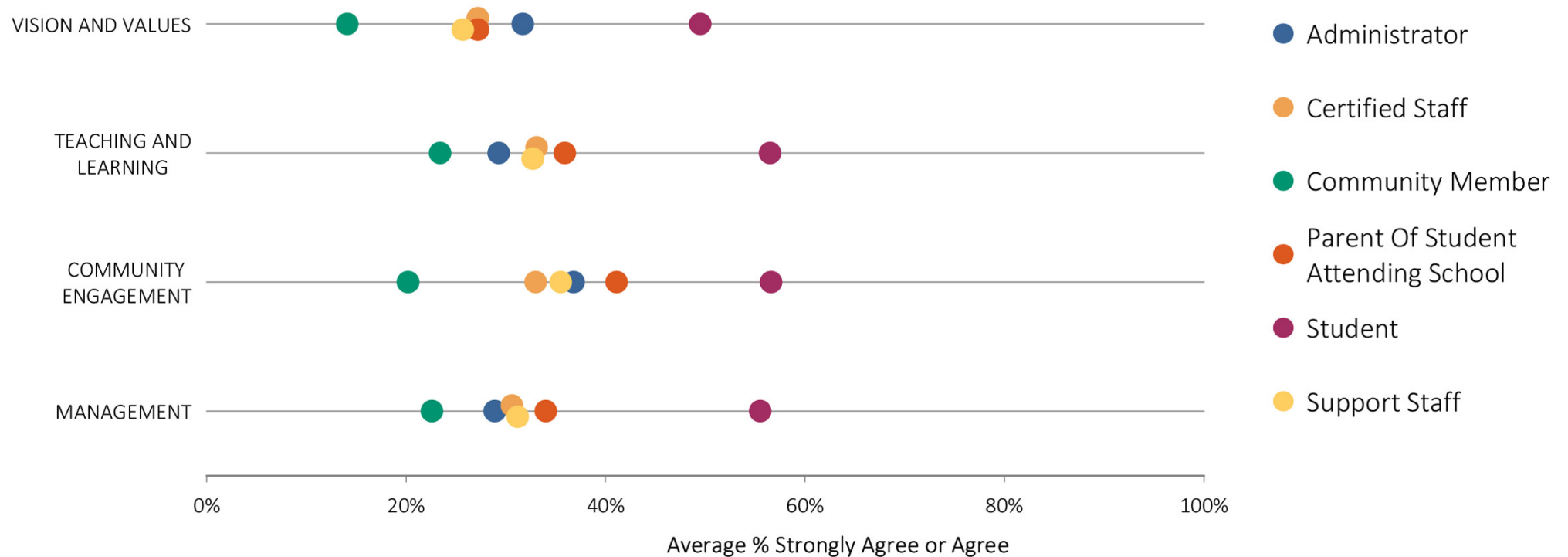
- District is financially responsible
- Transparent communication from District
- Students are on track to be ready for next grade, and college and career ready
- District heading in the right direction
- District schools are safe

# ANALYSIS

## State of the District Summary

Respondents rated statements related to the state of the district on a scale of 1 (Strongly Disagree) to 5 (Strongly Agree). Each statement corresponds to one of the following constructs: Vision & Values, Teaching & Learning, Community Engagement, and Management. Overall results are presented below; results for individual items are reported in the appendix.

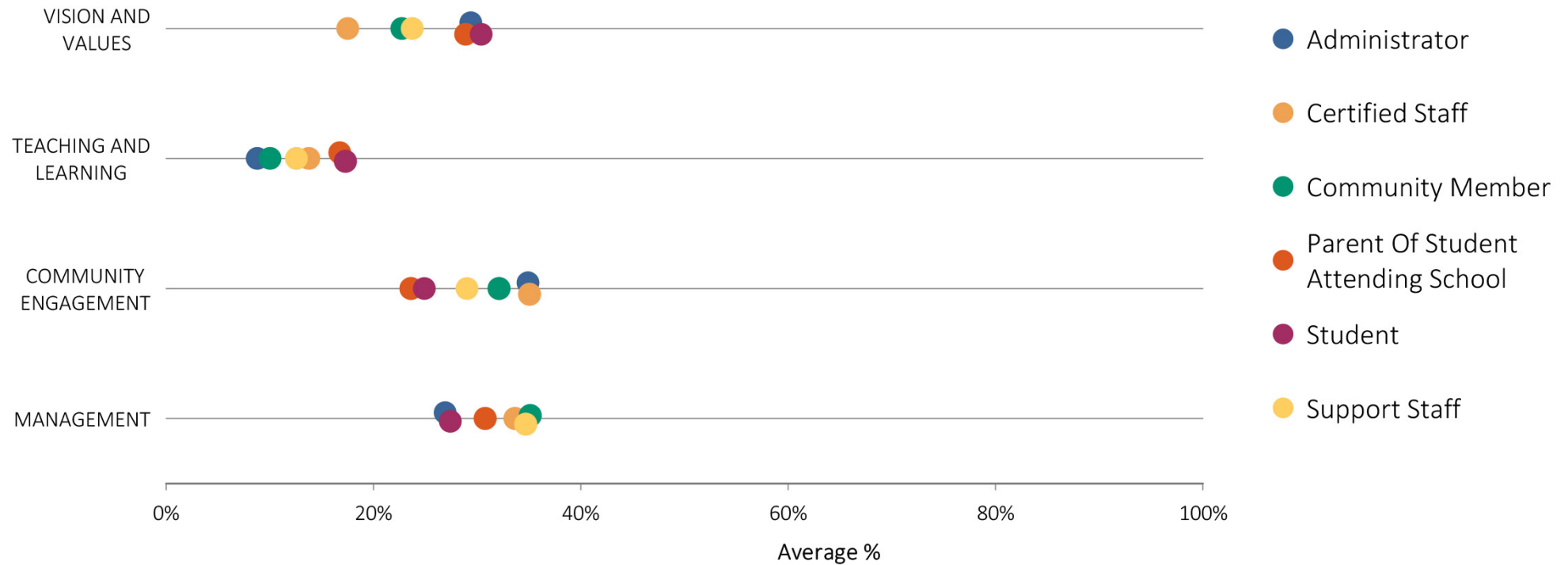
### State of the District Results by Constituent Group



## Leadership Profile Summary

Respondents were asked to select leadership statements that are most important in selecting a new superintendent. Each statement corresponds to one of the following constructs: Vision & Values, Teaching & Learning, Community Engagement, and Management. Overall results are presented below; results for individual items are reported on the next page.

### Leadership Profile Results by Constituent Group





# DESIRABLE CHARACTERISTICS OF NEXT SUPERINTENDENT

## INTERVIEWS AND FOCUS GROUPS

- Visionary Relationship Builder
- Organizational Manager and Courageous Leader
- Restore Trust and Transparency
- Student Focus for Success
- Knowledge and Skills for Urban Leadership

## SURVEY

- Foster a positive, professional climate of mutual trust and respect among faculty, staff, and administrators
- Effectively plan and manage the long-term financial health of the District
- Recruit, employ, and retain effective personnel throughout the District and its schools
- Provide transparent communication
- Establish a culture of high expectations for all students and personnel



# TRANSITION

Stakeholders expressed the conditions the board must support for a successful transition. Those thoughts are also shared here:

- A board willingness to adhere to their role of governance and accountability
- A willingness to allow the new superintendent to lead the district
- Support for an audit of district operational practices, procedures and structure
- Clear articulation of high expectations and accountability for students and staff
- Demonstrate an appetite of hope for envisioning the future of MPS
- The consideration of a mentor for the new superintendent and transition support for the new superintendent and board
- The consideration of individual transition teams for 1.) student success 2.) finance, 3.) engagement

# NEXT STEPS...

**Ongoing**

**Receive and Screen All Applicants**

**Tues. December 17, 2024**

**Presentation of Confidential Slate of Candidates to Board**

**Sat. January 11, 2025**

**First Round Confidential Interviews**

**January 27 – 28, 2025**

**Finalist Interviews and Public Forums**

**February, 2025**

**Contract Negotiations and Background Checks**

**Late February, 2025**

**Announcement of Superintendent Hire**

**July 1, 2025**

**Position Begins**

# Questions?

*THANK YOU!*

*Milwaukee Public Schools Community*

*Dr. Pat Neudecker*

*Dr. Mike Richie*

**HYA** | HAZARD  
YOUNG  
ATTEA  
ASSOCIATES