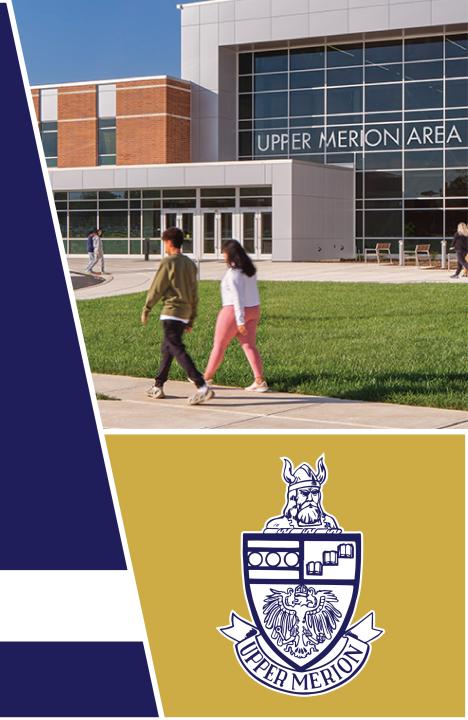
UPPER MERION AREA SCHOOL DISTRICT

SUPERINTENDENT SEARCH

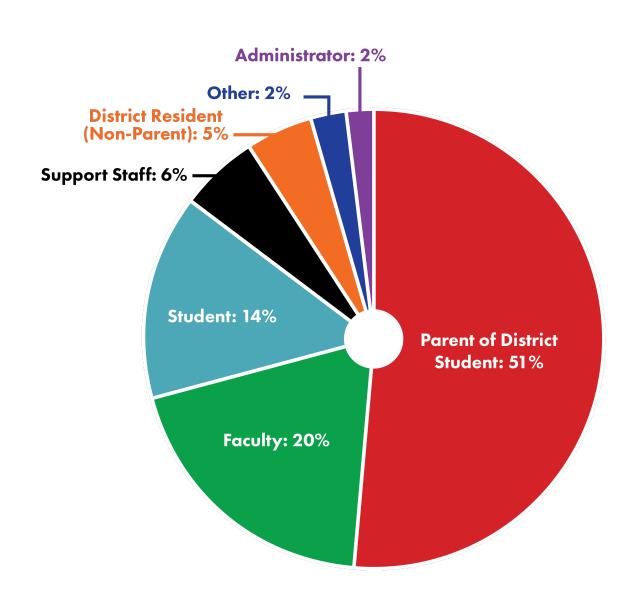
Leadership Profile Assessment



COMMUNITY SURVEY RESULTS | NOVEMBER 2023



WHICH GROUP BEST REPRESENTS YOUR ROLE AND/OR RELATIONSHIP WITH THE DISTRICT?



WHAT ARE THE STRENGTHS OF THE UPPER MERION AREA SCHOOL DISTRICT?

| DEDICATED STAFF | "The teachers are very knowledgeable instructional leaders who care about children." "Kid first teachers who do all that they can to help students achieve academic and personal success." | | |
|--------------------------|---|--|--|
| DIVERSITY OF STUDENTS | "Inclusive and have equal treatment for students regardless of their background- supports diversity and maintains high level education." | | |
| FACILITIES | "Newly built and uplifted schools are a magnet for top educator talent which leads to excellent quality of education for kids." | | |
| CURRICULUM | "Progressive, high-quality curriculums." "Strong teachers and learning environment, personalized learning tracks." | | |
| ADMINISTRATION | "Supportive environment for instructors/high staff morale." "I feel valued, supported, and heard as a staff member." | | |

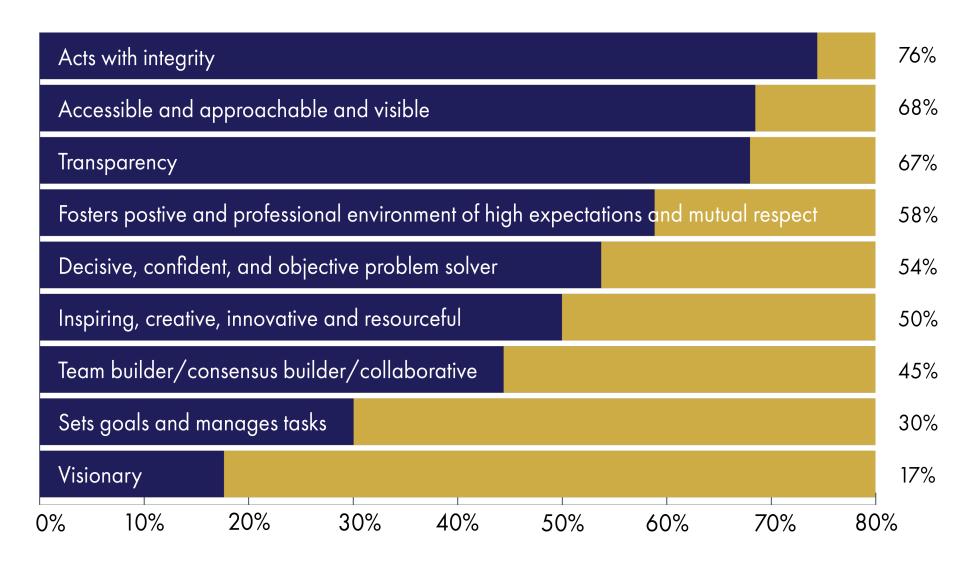
WHAT ARE THE MOST IMPORTANT CHALLENGES OF THE UPPER MERION AREA SCHOOL DISTRICT?

| ACADEMIC EQUITY | "Equity in all schools - making sure all students in the district are getting the same great education." "Tightening the achievement gap between low-income students and others." | |
|---------------------|---|--|
| STUDENT BEHAVIOR | "Disrespect by students towards authority/drug use/ bullying/social media harassment are all serious problems and are harmful to the mental health of many students." | |
| COMMUNICATION | "Lack of communication and transparency." "District must develop a more efficient communications policy - too many inefficient emails are sent." | |
| STAFFING ISSUES | "Not enough diversified teachers for its diverse student population." "Understaffing of departments/grade levels and shortage of teacher subs/coverages." | |
| POPULATION | "Population growth. Room in schools. Overcrowding in classrooms." "We need to redistrict at the elementary level. Some schools are way overpopulated while others are underpopulated." | |

WHAT AREAS OF EXPERTISE ARE MOST IMPORTANT FOR THE NEXT SUPERINTENDENT?

| Competen | Competent, inspiring communicator with all stakeholders | | | | |
|--|---|-----------|---|-----|-----|
| Motivate c | Motivate and lead employees for student success | | | | |
| "Student First" mentality that includes all students reaching academic proficiency | | | | | 65% |
| Ensure equal access for all students | | | | | |
| Create a culture of diversity, equity, inclusion and belonging | | | | | 48% |
| Plan for rig | gorous academic progra | ams | | | 45% |
| Plan for eff | fective facilities usage | | | | 43% |
| Management of school finances and budget | | | | | |
| Engage and foster community involvement | | | | | 29% |
| Use strateç | gic plan to guide decisio | on making | | | 11% |
| 0% | 20% | 40% | 6 | 50% | 80% |

WHAT ARE THE MOST IMPORTANT PERSONAL QUALITIES OF LEADERSHIP?



WHAT TASKS MUST THE NEW SUPERINTENDENT BE HIGHLY EFFECTIVE IN ACHIEVING?

