



PORTER COUNTY
EDUCATION SERVICES

Leadership Profile Report



March 14, 2025

Presented by
BWP & Associates



Superintendent Leadership Profile



- Based on stakeholder data from school board member interviews, stakeholder focus groups as well as results of online survey
- Serves multiple purposes throughout the search
 - ✓ Personal recruitment of candidates
 - ✓ Advertising
 - ✓ Interview question development
 - ✓ Candidate assessment and scoring rubrics
 - ✓ Confirms the “fit”

Data Sources from Focus Groups

1:1 Interviews: School Board Members (7)

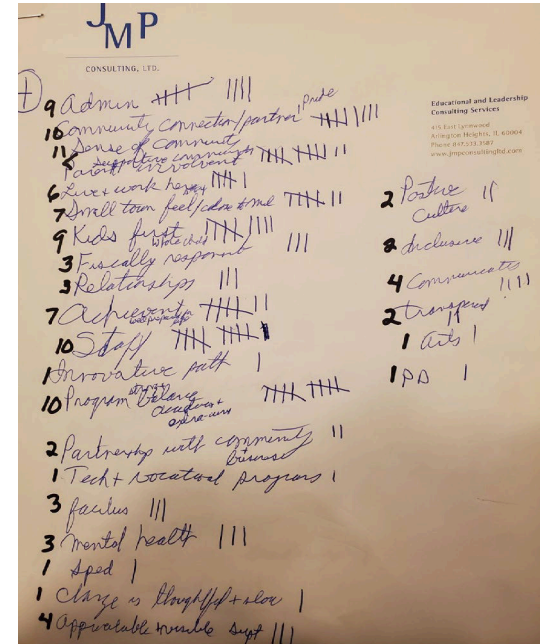
SEPAC Representatives (4)

Staff Survey Respondents: (76)



Data Analysis

- Raw notes collected and organized
- Synthesis of trends and patterns
 - Tallies and frequency distributions completed
 - Common trends and themes emerge
- Qualitative and Quantitative Process



District Strengths

(focus groups + board members)



- PCES structure/model provides high quality educational services for the county in a consistent, equitable, economical fashion
- Wide variety of programs and services to meet the needs of all children
- Partnership, cooperation and communication with the parent community is on the rise
- County districts collaborate and advocate for each other
- More students are being served in their home schools and districts
- Strong and caring staff

District Challenges

(focus groups + board members)

- The needs and differences between the large districts and the small districts have been amplified by growing decentralization. Large districts are wanting to keep more personnel and control within their districts, while the smaller districts highly value the shared services model
- Communication, both internal and external
- Not always as collaborative as a co-op should be
- Engagement and collaboration with parents has been improving and needs to keep moving forward
- Some of the decentralization has led to a possible overabundance of administrators
- Fiscal management is always a challenge

Qualities, Skills & Traits

(focus groups + board members)



- Collaborative/Team-builder/Consensus-builder
- Strong interpersonal skills/Relationship-builder
- Passionate, innovative visionary leader
- Empathetic
- Visible, accessible and approachable
- Knowledgeable in Special Education law/Current in Special Education best practices
- Decisive, problem-solver
- Communication
- Political savvy (board and parents)



Survey Demographics

Staff Respondents:

- 13% PCES teachers
- 8% Administrators
- 45% Other Certified Staff
- 21% Support Staff
- 12% Others
- 6% Volunteer in schools

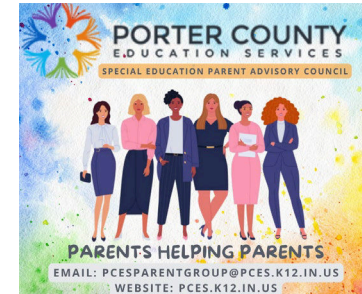


District Strengths

(survey results)



1. Excellent Teachers/Staff
2. Educational Options and Programs
3. Location of PCES Programs
4. Effective Leadership
5. Supportive Community
6. Available Resources
7. Diversity

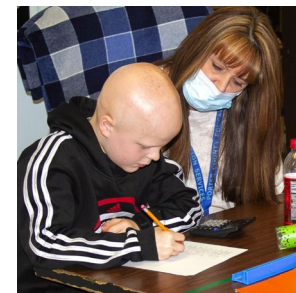


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District Challenges

(survey results)

1. Personnel
2. Funding
3. Facilities
4. Educational Options and Programs
5. Community Relations



Next Superintendent – Qualities

(survey results)



Leadership Skills

1. Communication
2. Interpersonal/Relationships
3. Managerial
4. Board relationships
5. Organization
6. Financial

Personal Skills

1. Decision-maker/Problem Solver
2. Integrity/Trust
3. Team Builder
4. Child Centered
5. Active Listener
6. Advocate



Leadership Profile



- **COLLABORATIVE** leadership style; skilled at building consensus
- Strong **INTERPERSONAL SKILLS**; Dynamic and passionate **TEAM** and **RELATIONSHIP BUILDER**
- **INNOVATIVE** and **VISIONARY INSTRUCTIONAL LEADER**
- **KNOWLEDGEABLE** in the field of Special Education; current and skilled in **BEST PRACTICES** in the field
- Skilled **COMMUNICATOR** who engages all stakeholders within the school communities
- Leader who displays **HONESTY** and **INTEGRITY**, and who builds **TRUST**
- **VISIBLE, APPROACHABLE, HANDS-ON**; Present and active in schools and community
- Skilled **LISTENER** who is compassionate, empathetic and caring
- **POLITICALLY ASTUTE** leader who understands how to work collaboratively with the board, parents, administrators and staff for the benefit of the students

Next Steps in the Process



- March 16: Last day to submit applications
- March 21: BWP conducts initial interviews with candidates most closely matching Leadership Profile
- April 14: (7:00 AM): BWP shares candidate slate with PCES Board. BWP conducts interview preparation workshop with Board.
 - Closed Session
- April 24: (8:00, 9:15 and 10:30 AM) PCES Board conducts Round 1 interviews in Valparaiso
 - Closed Session
- April 29: (8:00, 10:00 AM) PCES Board conducts Round 2 interviews with two finalists in Valparaiso
 - Closed Session
- April 29: (noon): PCES Board deliberates and selects the new Executive Director
- Late April/Early May: Finalize contract
- May 6: Contract with new Executive Director approved



BWP & Associates thanks Porter
County Education Services board,
administration, staff, students and
stakeholders for their input and
insights regarding the superintendent
search.



BWP & Associates
Providing Direction for Outstanding Leadership