



# news

OFFICE OF PUBLIC INFORMATION

341 S. Bellefield Avenue, Pittsburgh, PA 15213

**For Immediate Release**

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## **‘Leadership Profile’ for Permanent Superintendent Created Through Community Engagement Process – Will Aid in Recruitment/Selection Process**

*1,716 people provided feedback detailing desired qualities in search for next permanent Superintendent of Pittsburgh Public Schools*

PITTSBURGH, May 26, 2022 – Following a multi-pronged approach to collect community input regarding the leadership traits and qualities needed to identify the next permanent Superintendent of Pittsburgh Public Schools, the consulting firm BWP & Associates which is leading the national search to identify qualified candidates to fill the post of permanent Superintendent for the District, has developed a “Leadership Profile” as a guideline for its recruiting process.

The Leadership Profile—which identifies the traits needed in a leader that will best serve PPS students, educators, and the community—was presented by BWP to the Board at a public meeting this evening during a Special Session.

All told, 1,716 people participated in community feedback activities earlier this month via an online survey, interviews, focus groups and community forums. Specifically, 156 people participated in over 35 scheduled meetings that were facilitated by the search team. An additional 1,560 people completed an online survey. Administrative, teachers, staff, student, parents/guardians, and community member constituent groups were represented throughout the process.

“Community engagement is an essential part of this process, and we thank all those who have participated in providing valuable input for the mutual benefit of the search process, our Board and for the entire community,” said Board President Sala Udin. “We are grateful for everyone’s time and input. We wanted those voices to be heard and we heard them.”

**Highlights from the 132-page “Community Engagement and Profile Report” include the following: (Note, the percentage figure that follow responses below indicate the percentage of survey takers who selected these particular responses.)**

#### About Pittsburgh Public Schools

The Pittsburgh Public School District is the largest of 43 school districts in Allegheny County and second largest in Pennsylvania. The District serves 20,350 students in pre-kindergarten through graduation. The Pittsburgh Public Schools offers students a variety of options and opportunities that will help them succeed in school and prepare them for whatever comes next in college, career and life.

**Top three strengths of Pittsburgh Public Schools:**

1. Excellent teachers and staff – 62%
2. Educational programs and options – 38%
3. Location of District/Supportive Community – 32%

**The three most important issues or concerns facing PPS in the next five years:**

1. Funding – 49%
  2. Personnel – 35%
  3. Educational options and programs – 33%
- Community Relations– 33%

**Top three important skills you would like to see in next Superintendent:**

1. Communication skills – 67%
2. Managerial skills – 44%
3. Collaboration skills – 43%

**Three most important characteristics you would like a superintendent to exhibit:**

1. Integrity – 64%
2. Commitment to the community – 53%
3. Good judgement – 47%

**Experience desired in Superintendent:**

1. Experience in strategic planning – 97%
2. Experience in a multicultural environment – 95%
3. Experience in instruction– 93%

During this evening’s Special Session, BWP presented the following “Leadership Profile” to the Pittsburgh Board of Public Education for recommended use as the basis for the recruitment, identification, and selection of the superintendent. The Board will formally vote on this recommendation after further review.

**Leadership Profile—Skills and Personal Characteristics**

According to BWP’s “Community Engagement and Profile Report,” Pittsburgh Public Schools stakeholders identified the qualities they believe will lead to success for the next Superintendent. The Board seeks candidates who can demonstrate a “match and fit” with the following qualities and characteristics. (The following are representative excerpts from the feedback received from

the PPS community; while all these characteristics are important, they are not ranked in any order.)

**The individual appointed will be a leader who:**

- Has a clear leadership vision and is dynamic and inspiring
- Is an innovator and out-of-the-box thinker
- Is able to seek available partnerships with universities, foundations, medical centers, and businesses
- Has the personnel know-how to identify and support good staff and will be able to build a strong, supportive team that will collaborate with all segments of the community using data and good judgement to make decisions
- Demonstrates integrity and has a strong backbone, is thick skinned and is able to make tough decisions
- Has experience in strategic planning in a multicultural environment
- Has been a teacher with experience in instruction, a variety of programs such as Special Education and technology and who has demonstrated success in improving student achievement by reducing or eliminating achievement gaps
- Is strong in community relations, visible, approachable, accessible, and culturally responsive
- Is caring, transparent, compassionate and is a relationship-builder who will foster unity and promote trust
- Has strong and effective communication skills and the ability to connect with all facets of the community
- Understands finances and prioritizing resources
- Is politically savvy and has experience in the politics of equity that is guided by what is best for all students.

The insights garnered from the community outreach efforts helped to build the foundation on which BWP developed the Leadership Profile for Pittsburgh Public Schools and will be utilized in the recruiting and selection recruiting process. The nine-member Board will make the ultimate hiring decision for the next permanent Superintendent. Note: Due to personnel and privacy issues, the candidate pool will remain confidential until the final selection is announced.

The entire BWP report—“Community Engagement and Profile Report”—along with materials presented during the Special Session are available on [Pittsburgh Public School’s website](https://www.pghschools.org/superintendent-search). <https://www.pghschools.org/superintendent-search>.



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