



Murray Avenue School

Leadership Profile Report

May, 2017

MURRAY AVENUE SCHOOL

LEADERSHIP PROFILE REPORT

Summary

This report presents the findings of the Leadership Profile Assessment conducted in April, 2017, for the new principal of Murray Avenue School. The information obtained in this report was received after Dr. Shaps and I met with staff and parent groups in a focus group setting and from the results of the online survey completed by stakeholders. The group meetings were structured to gather input to assist the Superintendent in determining the primary characteristics desired in the new elementary principal. Additionally, information was collected regarding the strengths of the school and the challenges that will be facing the principal in the coming years.

Meeting Schedule

Group	Meeting Date
Murray Avenue Staff	April 18, 2017
PTA Executive Board	April 19, 2017
Parent Meetings	April 19 & 20, 2017

Strengths of Murray Avenue School

Murray Avenue is a high performing neighborhood school with an enrollment of 744 students in grades K-5. The staff of 96 employees is comprised of 59 certified faculty members and 37 classified staff. The parent community plays a strong and active role in the life of the school.

Staff and parents identified a number of strengths found in Murray Avenue School. Among these were students' excitement for learning, a strong sense of caring on the part of all staff for children, a child-centered instructional approach, and supportive parents who willingly partner with teachers and the administration to create a school culture which places the needs of students at the forefront of all decisions.

Challenges and Issues Facing Murray Avenue School

The many benefits identified by parents and staff, at the same time, present challenges. Both staff and parents spoke of the value of a neighborhood school. However, the growing enrollment presents a space challenge. Expectations for student achievement are high, and maintaining a healthy balance between academic and social emotional learning is key. At first glance the community appears homogeneous and one parent shared, “Although the school does not have the diversity of the other schools, it is necessary to view each family as individuals. Each family comes with diverse needs.” There was concern expressed for the impact of a multitude of new initiatives and programs that impact instructional time and an interest in building cross-curricular connections.

Quality or Attributes

Murray Avenue School is a highly successful, desirable community that holds high expectations for all students. As the District seeks a new principal several qualities or attributes were identified as essential for the next principal to possess to be successful.

The principal must be visible, approachable and available to students, staff, and parents. The principal must be an instructional leader who has a deep understanding of child development, instructional practices that support the needs of all learners, and a passion for their work with children. In order to be successful as an elementary principal the person must possess excellent communication skills, maintain an attention to detail, and have the ability to form relationships with students, staff, and parents. The search committee will seek a person with strong ethics, a love for learning, and the ability to articulate and operationalize a strong vision and mission for the future of Murray Avenue School.

Conclusion

I would like to thank all the participants who attended focus group meetings and those who completed the online leadership profile. Thank you in advance to the members of the search committee for their time and service to the school community.

Summary of Comments from Focus Group Meetings

The structure of the focus groups was open, allowing for participants to build upon each other's comments. Participants were asked to respond to the following prompts:

- Describe/list the strengths of Murray Avenue School.
- What do you see as potential challenges for Murray Avenue School?
- What qualities or attributes must the next principal possess to be successful?

The statements were captured from responses and may lack grammatical correctness.

Staff Feedback

Strengths:

- Supportive and dedicated Staff
- Strong parent involvement
- High achieving students

Challenges:

- Lack of diversity
- Curriculum expectations
- High expectations for student achievement

Qualities or Attributes:

- Minimum of 10 years of classroom experience
- Strong communication skills
- Ability to balance the students, teachers and parents

Summary of Comments from Focus Group Meetings Continued

Parental Feedback

Strengths:

- Dedicated teachers and staff
- Strong community base
- High quality curriculum

Challenges:

- Enrollment space
- Keeping up with technology
- Discipline

Qualities or Attributes:

- Superior and diverse educational background
- Strong communication skills
- Strong leadership skills