

Sonoma Valley Unified School District

Leadership Profile Report

January 12, 2010

Introduction

This report presents the findings of the *Leadership Profile Assessment* conducted by Hazard, Young, Attea and Associates, Ltd. (HYA) for the Sonoma Valley Unified School District. After the District selected HYA to assist in its search for a new high school principal, an assessment instrument was prepared to solicit responses which would be used to help the District clarify the characteristics it should seek in the new principal. The questionnaire was distributed to a variety of stakeholders including administrators, faculty, support staff, parents, students, and community groups. The District also invited a number of individuals and groups to meet with the consultant on December 14, 15, 18, and 30, 2009 to discuss these characteristics in greater depth.

In developing this *Leadership Profile Report*, the consultant sought opinions, recommendations and general comments with respect to preferred candidate traits and qualifications as well as District strengths, issues and concerns which could bear upon future leadership requirements and influence the selection criteria for the next high school principal. In an effort to ensure that the process was inclusive, the consultant noted that the District was seeking the views of a broad range of individuals to assist in the search process. It was agreed that the consultant would report the findings to the District without revealing the identity of any individual contributor, enabling the District to use the data as it proceeds to define the leadership characteristics and selection criteria to be used in identifying the next high principal. It was also understood that the District has the responsibility to define these characteristics and would use its prerogative to do so.

The responses provided with some consistency by the individuals, focus groups and those who completed questionnaires are presented in this report. Groups represented included Board members, administrators, faculty, students, support staff, parents, and community leaders. **It should be emphasized that the data are not a scientific sampling, nor should they necessarily be viewed as representing the majority opinion of the District's stakeholders or the respective groups to which they are attributed. Items are included if the consultant believes they warrant the District's attention.**

The consultant wishes to thank Lissa Juricich for her able assistance in arranging the interviews and keeping us on schedule. We also thank those with whom we met for their cordiality and responsiveness, in addition to all who took the time to respond by written form.

Carolyn McKennan, Ed. D.