

LHP AHOS Search Site Visit Notes

Topic Areas / Focus Groups	Faculty & Staff	Search Advisory Committee	Leadership Team	Parents	Students	Alumni/ae	Board Members
Strengths of the School Things you appreciate, would never want to see changed		New SP - lots of input - will be a big plan to fulfill	<p>Role is essential (given school's size)</p> <p>Person should oversee the school and support the President - <u>Leadership Team</u></p> <p>Grew aux programs</p> <p>Maintains teacher involvement</p> <p>FA experience</p> <p>Worked in education but understands business and how it works</p> <p>Mission aligned</p> <p>Someone who understands the whole</p> <p>Someone cool, calm, collected, not</p>				

<p>react, doesn't rush decisions</p> <p>High trust</p> <p>Brings people together - relational style</p> <p>Sees the bigger picture and can bring people together to have discussion</p>	<p>Draws families from everywhere in the area</p> <p>Kid have gotten so many things from their LHP experience - confidence (personal and academic), lifelong friends,</p> <p>You can be whatever you want here</p>	<p>Community</p> <p>Everyone is involved in things</p>	<p>Want the school to have no duds starting at the top, all the way down</p> <p>Want to expand our reach</p> <p>Growth mindset; innovative</p> <p>"School of Opportunity" is not just a buzz word - there is something for every student and back that up with resources</p> <p>Some transformational experiences (NC trip for gr 8 and PA Outward Bound type program)</p> <p>Very diverse school - leadership</p>
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Key issues/ challenges facing the school (and new HOS), now and over next 5 years	Respect the important traditions			Test scores are dropping - but kids are getting the same grades?			
	Understand the culture before moving forward/creating change	Oversees so many different areas of school life	Spend more time with the division directors	Writing program doesn't seem to be as strong			
	See where we are first - take time to get to know the atmosphere	Get us to the next level	(AHOS) - it's a gray area with them being on the senior staff and the President	Some questions about academic quality			Strategic thinker
	Clear communication across divisions for cohesion and mission	Helping people see the big picture, especially working out conflicts	Ldrship team Leadership development	No transparency in dropping the language program or the English honors for 6th grade	Get to know the younger students as well....		Nourish the community
	Understand the SP intimately - to be able to create a create plan	decipher issues between President and others	Support the divisions - which need support in different ways	Find ways to create more unity among grades	Go above and beyond at the beginning -		Someone who can be a strong second in command
	Someone who will stay long enough	It's a public role, advisory, operations, front lines	the athletic complex and AD - integrating	Didn't tell parents (of lots of changes - even like with street closures)	Find ways to create more unity among grades		Process oriented
	Balance of tradition and change	Develop talent at the school - professional development	(78% of students - MS US are athletes)	Kids are not told either - like when Conan left.	Create a little more school spirit at each grade level		Being a more outwardly facing school -
	Appreciate that feeling the school has	school - professional development	Supporting Jim and the new SP - inspire people to take LHP to the next level	Division directors don't interact with PA			someone who can help drive that
	Since the position seems nebulous - need to have trust - and clarity about	- and moving the community forward	Support the (right	Fostering the			Invigorating the student experience at all levels

Top 5 prioriti es for the next HOS							
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Desired Qualities in next HOS - leadership style,			Build bridges Always checking in with people - making connections among divisions, office, etc. Some who can build trust and be trusted Is more important than competence Build teams, be decisive Vertical integration of PreK-12 curriculum Understand that they are part of something larger (isn't yet pervasive at the school) EQ. Know which levers to pull to help drive change and implement the SP Process and systems oriented Modeler of the right			
	Able and willing to listen to different stakeholders... .put together that feedback Solid understandin g of independent	Collaborator Someone who has experience utilizing spaces and changing the ways they are used. Present on campus Decisive, speaks their mind Challenges, gives feedback Educator Extremely relational Accessible	Involved (Bill has been to games, etc.) - involved in the community Truly care about the students and their families Communicate with transparency to the parents - giving some	Approachable , personable Knows how to handle	Leadership outside of the academic setting Strong COO Strong candidate to succeed Jim Support leadership teams Listening skills\ People developmen	

Single most import ant change the next Head might make							Judso- Christian values - lives and breathes here - everyone is happy - with a broad inclusivity Jewish student union,
Import ant Issues to Note	Get org chart Org Mobile (Amy McIntyre) LSH is announced on Wednesday						