SCHOOL LEADERSHIP LLC

SUPERINTENDENT SEARCH
NORTH SHORE SCHOOLS

SPECIFICATION DEVELOPMENT REPORT

October 22, 2026

Community Input: Forums and Focus Groups:

209 Participants

Participants in Forums and Focus Groups

Board of Education (6)
Interim Superintendent of Schools (1)
Directors (9)
Union Officers (11)
SEPTA Representatives (3)
Central Office Administrators (2)
North Shore MIddle School Faculty (52)
Glen Head School Faculty (5)
North Shore Viking Booster Club (6)
Community Forum (11)
Sea Cliff School Faculty (27)
Glenwood Landing School Faculty (22)
Principals (5)
Assistant Principals (3)
PTO Representatives (5)
Middle School Students (2)
High School Students (3)
Assistant Directors (2)
Central Office Staff (9)
North Shore HIgh School Faculty (7)
Security Coordinator (1)
Food Services Staff (2)
Legislative Action Committee (5)
Virtual Community Forum (10)

EACH INDIVIDUAL AND GROUP SHARED THOUGHTS ON THREE BROAD QUESTIONS

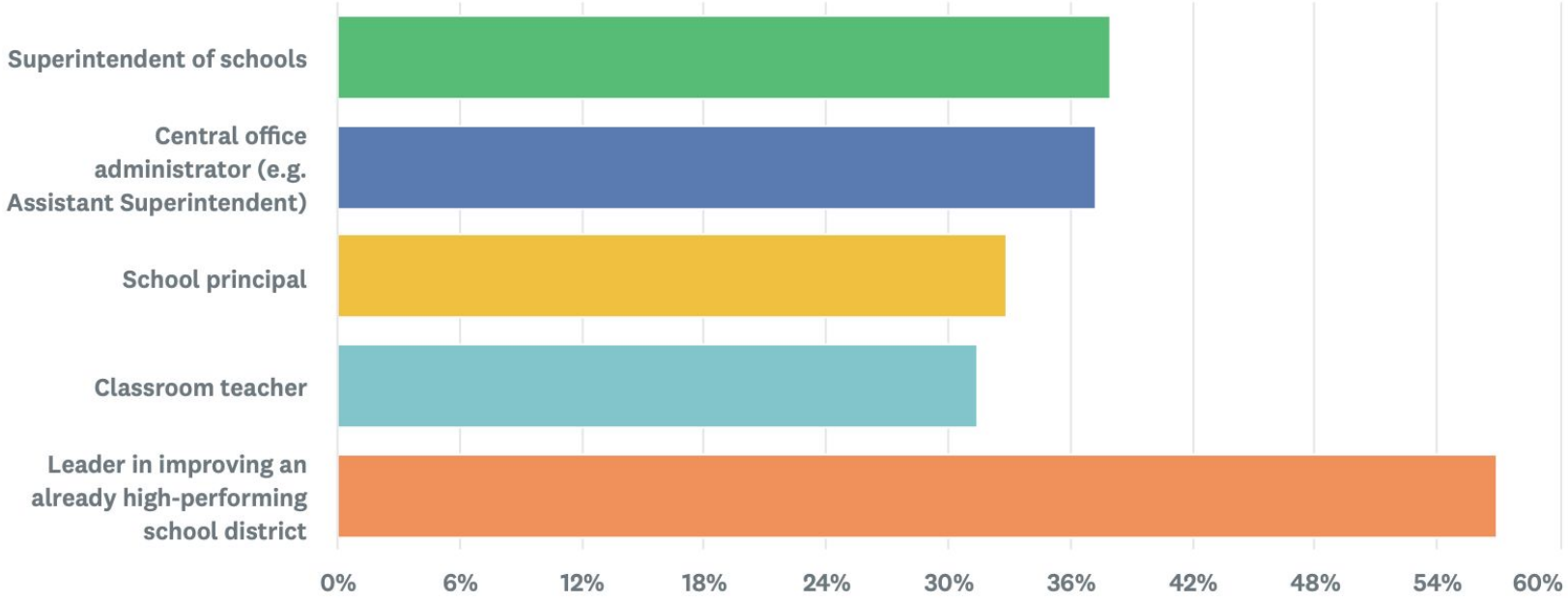
- What qualities, skills, characteristics, and experiences are most important for the next superintendent?
- What are the key strengths of the district? What would draw excellent candidates to apply?
- What are the major challenges for a new superintendent? What issues will he/she need to address?

SURVEY

- Survey Posted Online from September 28 - October 12
- Survey Posted in English, Spanish, and Mandarin
- Survey Format: two multiple choice questions and three open response
- 191 Responses

Q1 137 responses

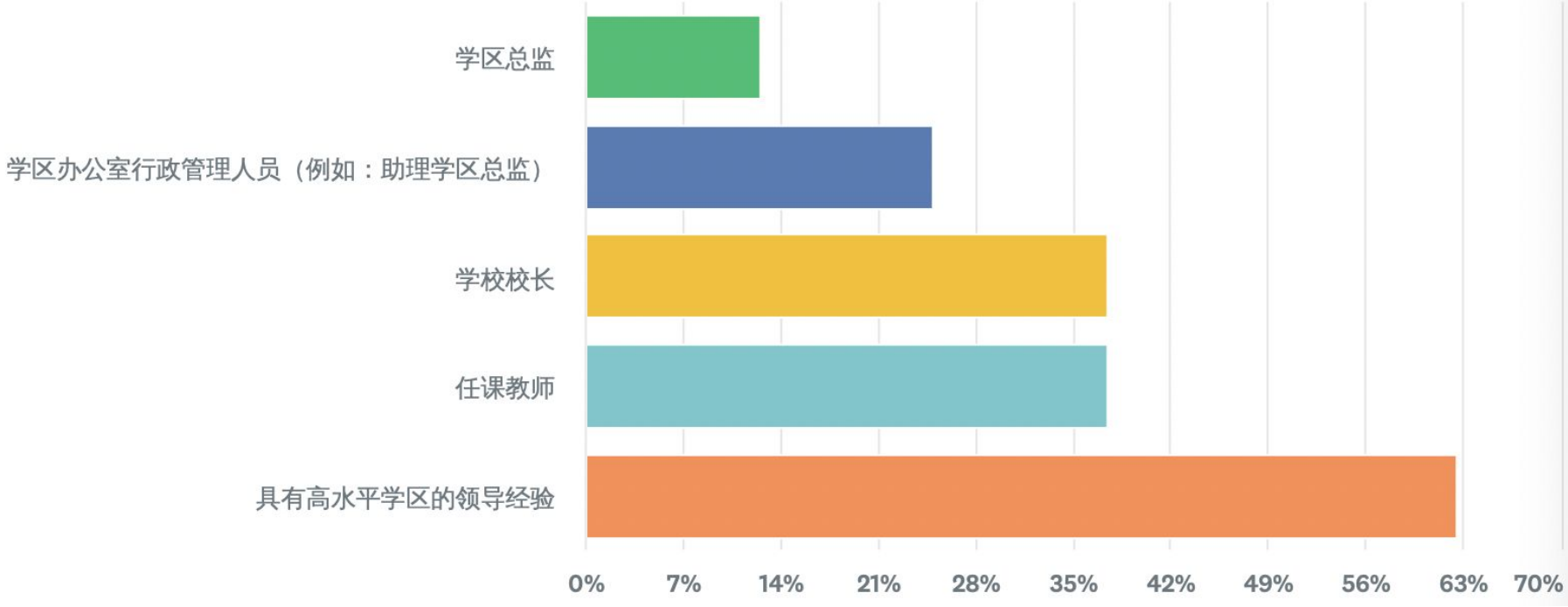
In the following list of prior experiences for a Superintendent, please click the boxes beside the TWO prior experiences that you feel are MOST CRITICAL (realizing ALL are important) for an individual to be successful as Superintendent of the North Shore Central School District:



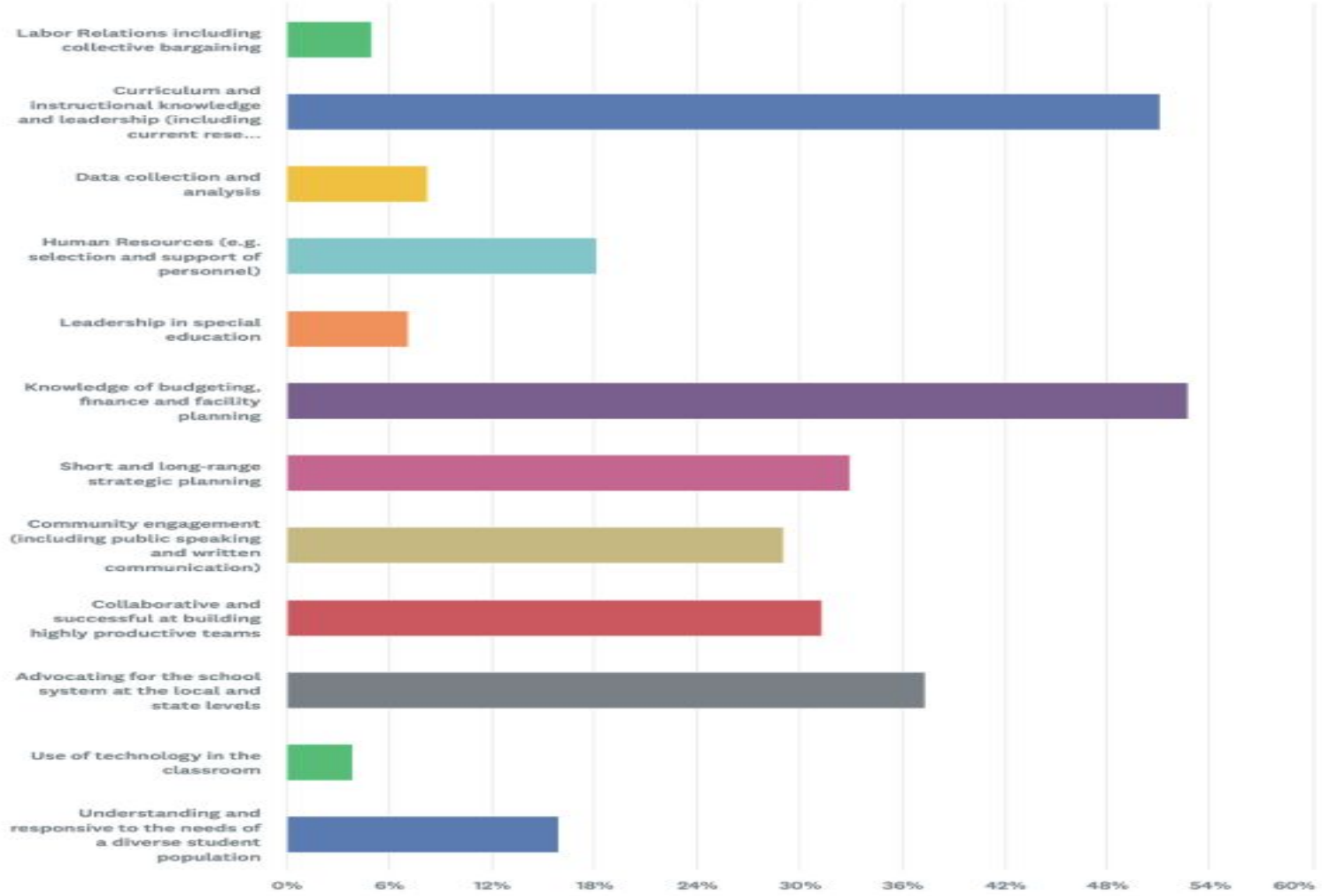
Answer Choices	Percentage	Responses
Superintendent of schools	42.31%	77
Central office administrator (e.g. Assistant Superintendent)	35.71%	65
School principal	34.62%	63
Classroom teacher	30.77%	56
Leader in improving an already high-performing school district	52.75%	96
Total		**357**

Q1 8 responses

1. 以下列出了学区总监候选人可能具备的相关工作经历。请勾选您认为最为重要的两项经历（我们理解所有这些经历都很重要）：



Answer Choices	Percentage	Responses
学区总监	22.22%	2
学区办公室行政管理人员（例如：助理学区总监）	22.22%	2
学校校长	44.44%	4
任课教师	33.33%	3
具有高水平学区的领导经验	55.56%	5
Total		**16**


Labor Relations including collective bargaining
Curriculum and instructional knowledge and leadership (including current rese...
Data collection and analysis
Human Resources (e.g. selection and support of personnel)
Leadership in special education
Knowledge of budgeting, finance and facility planning
Short and long-range strategic planning
Community engagement (including public speaking and written communication)
Collaborative and successful at building highly productive teams
Advocating for the school system at the local and state levels
Use of technology in the classroom
Understanding and responsive to the needs of a diverse student population
0%
6%
12%
18%
24%
30%
36%
42%
48%
54%
60%

Q2 - 182 responses: In the following list of skills, please check the boxes beside THREE that you believe are most critical for an individual to be successful as Superintendent of the North Shore Central School District

ANSWER CHOICES	RESPONSES	
Labor Relations including collective bargaining	8.92%	39
Curriculum and instructional knowledge and leadership (including current research and best practices)	59.95%	262
Data collection and analysis	3.66%	16
Human Resources (e.g. selection and support of personnel)	15.10%	66
Leadership in special education	7.55%	33
Knowledge of budgeting, finance and facility planning	46.68%	204
Short and long-range strategic planning	42.11%	184
Community engagement (including public speaking and written communication)	22.65%	99
Collaborative and successful at building highly productive teams	39.82%	174
Advocating for the school system at the local and state levels	24.03%	105
Use of technology in the classroom	7.09%	31
Understanding and responsive to the needs of a diverse student population	16.48%	72
Total Respondents: 437		

SURVEY DEMOGRAPHICS

Q6 182 responses

Tell us about yourself. Please check ALL of the following that apply to you:

	YES	Total
A resident of the district WITHOUT children currently in the school	100.00% 9	9
A resident of the district WITH children currently in the school	100.00% 168	168
A member of the district teaching staff	100.00% 6	6
A member of the district support staff	100.00% 8	8
A member of the district administrative staff	100.00% 1	1
A student attending a district school	100.00% 8	8
A former member of the Board of Education	100.00% 2	2
A resident of the district WITH children currently in a private school	100.00% 12	12
An officer of a district PTO	100.00% 11	11
		225

KEY STRENGTHS OF DISTRICT

- Staff and families foster pride and connection in a district with a “private school feel”. District alumni return to the community to raise their families.
- Excellent and highly dedicated teachers, leadership team and support staff invested in the success and well-being of students and one another.
- Innovative approach to education with a strong and rigorous academic program and a commitment to each child’s holistic development.
- Students have many opportunities to pursue academic, artistic and athletic interests.
- Strong culture of collegiality and collaboration.

CHALLENGES

- Preparing for the possible loss of revenue from the power plant settlement.
- A proposed project by Propel may result in operational disruptions and impact the broader community.
- Generating parent and staff support for a unified vision for the future.
- Addressing high pressure and growing social-emotional needs of students.
- Strengthening the chain of command and ensuring consistent application of policies.

SPECIFICATIONS BASED ON SURVEY, FOCUS GROUPS AND FORUMS

Broadly, the successful candidate will be able to move the educational program forward, manage the budget and plan for an uncertain financial future, communicate effectively with a high-expectation community, and unify the district around a shared vision. More specifically, the successful candidate will be:

- *An experienced, energetic, confident and inclusive administrator who appreciates the uniqueness of the North Shore schools, seeks to build on the district's strengths and shared values, and always places students at the forefront of decision making;*

- *A courageous, ethical, honest, transparent and collaborative leader who approaches all situations with integrity and professionalism;*

SPECIFICATIONS, (CONTINUED)

- *An inspirational and innovative educator who is committed to continuous improvement, encourages creativity throughout the district, and is knowledgeable about the ways in which curriculum, instructional practice, and assessment affect student learning;*
- *A visible, accessible, and approachable team builder who fosters strong relationships, builds trust, empowers staff, and connects productively with all segments of the educational community;*
- *A systems thinker who plans strategically, anticipates challenges, articulates a clear vision for the district's future, and communicates clearly and proactively; and*
- *A skilled and adaptive overseer of district finances, with expertise in budget development and management, and the ability to maximize resources and engage the community in long range planning.*

NEXT STEPS

Official Search Launch - October 23, 2026

Applications Close - January 4, 2027

Recruiting (ongoing)

Advertising

Outreach to target organizations