



*Leadership is complex.
We can help.*

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December 13, 2021

To: Bay Village Community Members
Re: Superintendent Search input

As the Bay Village Board of Education is preparing for a superintendent leadership transition, we are seeking input from administrators, staff members, parents and community members about the desired qualities and characteristics of the new educational leader.

This is one of the most important decisions that a Board of Education makes. The person who provides educational leadership to the district must reflect the expectations, hopes and dreams of all stakeholders. While the board is responsible for the final decision, they will seek as much input from district stakeholders as possible.

Finding Leaders will be assisting the board with the search process. They will be conducting focus groups with staff members, students, administrators, parents and community members.

The purpose of this input is to assist the board in identifying the qualities and characteristics of the new educational leader plus identifying the district's strengths, opportunities, aspirations and results (SOAR).

Please join us on Monday, December 20, 2021 for a focus group which will last about one hour. The meeting will be held at Bay Middle School Cafeteria at 7 p.m. Your participation will be greatly appreciated.

Sincerely,

Bay Village Board of Education

and

***Edward Vittardi,
Finding Leaders***