Executive Summary Report: Superintendent Search Focus Groups

Executive Summary

This report synthesizes feedback collected from parent focus groups discussions conducted on October 1, 2026.

The findings reflect a strong call for an inspiring, Christ-centered leader who balances strong spiritual leadership with sophisticated business acumen and executive management skills. Key takeaways highlight the urgency of addressing rising tuition costs, fostering operational excellence in the business office, establishing financial transparency, restoring open parent-school communication, and cultivating a vibrant, unified campus community.

Key Desired Candidate Characteristics

1. Christ-Centered Spiritual Leader

- **Spiritual Mission & Heritage:** Must demonstrate a strong personal faith and unwavering commitment to the founding Christian mission of PBS ("sold out for Jesus and our kids").
- **Faith Integration:** Prioritizes spiritual growth, Christian worldview integration, and campus-wide prayer for students and faculty above athletic or extracurricular achievements. Acts as a moral compass for the entire school community.

2. Business, Financial & Fundraising Acumen

- **Executive & Financial Management:** Brings proven expertise in executive management, budgeting, and resource allocation to ensure sound financial operations.
- **Alternative Revenue & Endowments:** Possesses strong fundraising capabilities and non-profit experience to build institutional endowments, engage church partners, and cultivate alumni giving to reduce tuition reliance.
- **Administrative Professionalization:** Capable of auditing and restructuring internal business operations to eliminate operational waste and administrative errors.

3. Relational, Visible & Personable Presence

- **Campus Visibility:** Maintains a warm, approachable, and highly active presence across campus—regularly connecting with teachers, students, and parents rather than remaining behind a closed office door.
- **Direct Communication & Listening:** Communicates with clarity and empathy, listens attentively to parent feedback, and addresses concerns constructively.

4. Educational Visionary & Strategic Leader

- **Academic Innovation & Faculty Retention:** Articulates a compelling academic vision that emphasizes curriculum innovation, academic rigor, smooth grade transitions, and strong faculty support.
- **Regional Market Position:** Understands the competitive educational landscape in Baton Rouge and can strategically position PBS for long-term growth.

Major Strategic Priorities for the Next Superintendent

1. Tuition, Financial Transparency & Business Operations

- **Tuition & Value Alignment:** Address escalating tuition costs to re-align with Brother Bob's founding vision of accessible, high-quality Christian education for working, middle-class families. Ensure that the academic and spiritual value provided clearly matches the financial investment requested.
- **Financial Transparency:** Provide clear financial reporting and accountability regarding tuition usage and fundraising goals, matching the transparency standard of regional peer schools.
- **Business Office Overhaul:** Resolve administrative and billing errors, improve customer service, and streamline the financial aid application process so families feel supported.

2. Community Building, Communication & Culture

- **Rebuilding Trust & Partnership:** Re-establish a warm, cohesive community culture based on mutual trust and open dialogue between parents, faculty, administration, and the board.
- **Parent & Alumni Engagement:** Create structured volunteer opportunities for parents (e.g., room moms/dads, library/cafeteria subcommittees) and actively involve alumni in long-range strategic planning and mentorship.
- **Transparent Long-Range Planning:** Develop and share a clear 5-year strategic plan detailing academic initiatives, facility improvements, and key financial targets.

3. Academic Rigor, Faculty Support & Programmatic Vision

- **Faculty Retention & Professional Support:** Retain and attract high-caliber, committed teachers by offering strong administrative support, professional development, and competitive resources.
- **Balanced Academic & Tech Vision:** Refine curriculum transitions (particularly 8th to 9th grade), enhance the Flex hybrid program, and maintain a balanced, intentional approach to classroom technology and screen usage.

4. Enrollment Growth, Marketing & Regional Positioning

- **Strategic Enrollment Management:** Implement proactive recruitment and retention strategies to grow student numbers, expand peer group opportunities, and distribute operational costs to relieve tuition pressure.
- **Brand Identity & Public Presence:** Effectively communicate and market Parkview's unique Christian identity, academic offerings, and strong community focus to prospective families across the region.