Parkview Baptist School Superintendent Search

Community Survey Summary

Based on the community survey, here is a summary and interpretation of the results:

Desired Leadership Profile

- **Top Qualities:** The community's top three requested leadership traits are Spiritual Leadership (deeply committed to Christian education), Educational Visionary (forward-thinking regarding curriculum), and Business & Financial Acumen.
- **Professional Background:** Over half of the respondents either have no preference or desire a blend of professional backgrounds, while traditional K-12 educational administration is the most preferred specific career path.

Strategic Priorities

When asked about the top strategic focus areas for the next three to five years, respondents prioritized the following:

- Advancing academic excellence and curriculum innovation.
- Ensuring long-term financial sustainability and endowment growth.
- Strengthening Christian integration and student spiritual life.
- Enhancing faculty and staff retention, support, and professional development.

Core Strengths to Preserve

The "Calling" of the Faculty

Parents frequently noted that teachers at Parkview view their roles as a ministry or calling, not just a job. The faculty's genuine love, care, and ability to know students by name are considered the school's greatest assets.

The "Brother Bob" Founding Vision

Multiple respondents referenced "Brother Bob" and the school's original mission: providing an affordable, high-quality, Christ-centered alternative to public schools for middle-class, working families.

Unapologetic Biblical Integration

Families deeply value that faith is woven organically into the daily curriculum, rather than just being an "add-on" program. Protecting this spiritual foundation without judgment is a top priority.

The "Family" and Traditions

The tight-knit, welcoming community was praised heavily. However, several respondents warned that the administration must actively protect "the small things that create connection"—such as Homecoming parades, tailgates, and structured community service—because these traditions foster the school's unique identity and pride.

Whole-Child Excellence

Historically, Parkview has expected excellence across academics, athletics, and spiritual life. Parents want to preserve the expectation that students are pushed to achieve their best in a disciplined, yet supportive, environment.

Key Challenges and Areas for Improvement

The "Bang for Your Buck" Dilemma

Escalating tuition is the most critical pain point. Families expressed that Parkview's tuition is approaching the premium prices of competitors like Dunham and Episcopal, but the school is not delivering a matching premium experience in its facilities or academic resources.

Basic Operational Failures

Respondents voiced frustration over visible operational shortcomings that contradict the high tuition costs, specifically calling out poor cafeteria food quality, dirty facilities, and unmaintained infrastructure (e.g., unlit stadium signs).

Eroding Trust and "Toxic" Leadership

There is a strong undercurrent of distrust toward the school board and recent administration. Comments cited "nepotism," "favoritism," "toxic leadership," and a lack of transparency regarding

how financial and operational decisions are made. Parents feel their feedback is solicited but ultimately ignored.

Staff and Student Retention

Continual tuition hikes and cultural shifts have led to declining enrollment and the departure of beloved staff members. Respondents specifically noted the loss of middle school teachers, male high school teachers, and male athletes as highly concerning trends.

Academic Modernization vs. Screen Time

While some parents want upgraded STEM and tech integration, others specifically requested a return to traditional "book and paper" learning, noting that heavy reliance on tablets and screens (like Reflex math) is increasing student anxiety and decreasing actual retention.

Strategic Advice for the Search Committee

Drop the Church Membership Requirement

A highly prevalent recommendation is to widen the candidate pool by not requiring the new Superintendent to be a member of Parkview Baptist Church. Parents argue that an exceptional candidate should simply be an active member of a local church with aligned Christian/Baptist values, as forcing a leader to switch church homes is restrictive and limits top talent.

Overhaul Board Governance

Respondents heavily criticized the current governance structure, arguing that the school is run too much like a church and not enough like a multi-million-dollar business. They urge the committee to bypass bylaws that restrict board seats to church members and instead tap into the wealth of business acumen, operational expertise, and financial knowledge possessed by the tuition-paying parents.

Hire an "Operator" with a Backbone

While spiritual leadership is assumed, the community stressed that the next leader must be a highly capable business operator. They want someone who is "not afraid to make waves," can make tough budget cuts, remove operational bottlenecks, hold underperforming staff accountable, and manage up to the board.

Prioritize Local Cultural Understanding

Several comments advised finding someone who is from the South or has worked extensively in Louisiana. The community believes a leader who understands the local culture and relational dynamics of Baton Rouge will have a much higher success rate than an out-of-state unknown.

Demand Transparency in the Search

The community is wary after the previous administration's tenure. They are asking the search committee to take their time, not settle, rely on extensive background checks rather than just strong interview skills, and maintain open, continuous communication with parents throughout the selection process.