

## **ORIGINAL LEADERSHIP PROFILE:**

The Edina Public School Board seeks a superintendent who embodies the highest standards of integrity, collaboration, and effective leadership as identified by the school board, staff, students, parents, and community. The following profile highlights the essential qualities needed to succeed in this pivotal role.

- Exhibits unwavering integrity by holding themselves to high ethical standards and demonstrates honesty and authenticity in professional and personal interactions with all district stakeholder groups and individuals
- Builds and guides a strong leadership team, balancing empowerment with accountability while inspiring high performance standards and fostering professional growth opportunities for all district administrators
- Communicates clearly and confidently, ensuring transparency, adaptability, and responsiveness with every district constituent
- Fosters trust and collaboration with diverse groups, promoting practices to support safety, mental health, and equitable opportunities for each and every student
- Partners effectively with the school board, providing sound recommendations to support strategic district decisions and fiscal responsibility now and into the future
- Demonstrates visibility and accessibility, building strong relationships both inside and outside the schools walls

Previous superintendent experience preferred, but not required.

## **REVISED LEADERSHIP PROFILE:**

The Edina Public Schools Board seeks a superintendent who exemplifies ethical, collaborative, and forward-thinking leadership. This leader will bring both strategic discipline and relational strength, ensuring student success and transparent, accountable leadership at every level of the organization.

**Believes in and exemplifies the mission, vision, and values of Edina Public Schools.** Demonstrates a passion for fostering excellence, equity, inclusion, and innovation in education as well as educational technology. A strong project manager and executor of strategy with a commitment to continuing implementation of the district's current strategic plan with measurable results.

**Cultivates a collaborative leadership culture** by partnering with the school board and guiding district staff. Balancing empowerment with accountability, elevating performance standards, supporting professional growth of district leaders, and offering well-reasoned recommendations that advance strategic priorities and ensure responsible fiscal management of district resources.

**Builds and develops a cohesive, high-performing administrative leadership team** that is aligned around district values, strategic priorities, and student success. Invests in leadership development, fosters collaboration across departments, and ensures continuity and capacity within the district's leadership structure.

**A skilled communicator who can model visible and accountable leadership** through clear, confident, and transparent communication, unwavering integrity, and genuine, relationship-centered engagement with all district stakeholders to build trust and collaboration.

Excels in dynamic, high-expectation environments by modeling focus, resilience, and a commitment to achieving **excellence while prioritizing staff and student well-being** and ensuring expectations are high yet realistic and sustainable.

Previous superintendent experience is required.