

## **Superintendent Qualities and Characteristics (VERSION 1)**

Our district is seeking a superintendent who brings proven leadership, steady judgment, and an unwavering commitment to strong academic outcomes. The ideal candidate will honor the district's history, understand its current challenges, and lead with clarity, integrity, and purpose.

### **Instructional Leadership Focused on Student Achievement**

- Demonstrates a strong background in teaching and learning, with a record of improving literacy and math proficiency using evidence-based practices.
- Skilled in strengthening core instruction and building systems that raise achievement across all schools.
- Prioritizes authentic, accurate reporting of student performance and bases decisions on verifiable data.

### **Fiscal Stewardship and Strategic Management**

- Brings experience managing complex budgets with transparency and long-term stability.
- Able to identify efficiencies, protect classroom priorities, and make difficult decisions when resources are limited.
- Shows attention to responsible financial practices and leaves previous organizations in solid fiscal condition.

### **Steady, Ethical, and Student-Centered Leadership**

- Models humility, patience, and professionalism—responding to challenges with calm, confidence, and grace.
- Maintains confidentiality, avoids drama, and remains focused on students rather than politics.
- Possesses a clean professional record and a reputation that withstands public scrutiny.

### **Effective Communicator and Relationship Builder**

- Communicates clearly, directly, and consistently with all stakeholders.
- Listens actively and remains approachable, visible, and responsive to staff, families, and the community.
- Engages constructively with diverse viewpoints and builds trust even in difficult or divided environments.

### **Collaborative, Systems-Minded Leadership**

- Builds strong, durable systems that support high-quality instruction and predictable operations.
- Encourages shared leadership and empowers principals, teachers, and support staff.
- Creates consensus, inspires confidence, and leads change thoughtfully and effectively.

### **Labor Relations and Organizational Stability**

- Experienced in collective bargaining with the ability to be firm, fair, and student-focused.
- Capable of restructuring systems or contracts when needed without unnecessary conflict.
- Not easily swayed or intimidated; maintains professionalism and clarity in high-pressure situations.

### **Integrity, Transparency, and Accountability**

- Practices open communication with the Board, provides clear information upon request, and respects governance roles.
- Leads with honesty, character, and consistency.
- Keeps students at the center of all decisions, ensuring every graduate is prepared for meaningful post-secondary opportunities.

## **Superintendent Qualities and Characteristics (VERSION 2)**

Our district is seeking a superintendent who brings proven leadership, steady judgment, and an unwavering commitment to strong academic outcomes. The ideal candidate will honor the district's history, understand its current challenges, and lead with clarity, integrity, and purpose.

### **Instructional Leadership Focused on Student Achievement**

Demonstrates a proven record in improving literacy and math proficiency using evidence-based practices, strengthening core instruction, and making data-driven decisions.

### **Fiscal Stewardship and Strategic Management**

Brings experience managing complex budgets with transparency and long-term stability, protecting classroom priorities and ensuring responsible financial practices.

### **Steady, Ethical, and Student-Centered Leadership**

Models humility, professionalism, and calm, focusing on student needs while maintaining confidentiality and a clean professional record.

### **Effective Communicator and Relationship Builder**

Communicates clearly and consistently, listens actively, and engages constructively with diverse viewpoints to build trust among all stakeholders.

### **Collaborative, Systems-Minded Leadership**

Builds strong systems to support high-quality instruction, encourages shared leadership, and leads change thoughtfully, with a focus on creating consensus.

### **Labor Relations and Organizational Stability**

Experienced in collective bargaining and restructuring systems with a student-focused approach, maintaining professionalism in high-pressure situations.

### **Integrity, Transparency, and Accountability**

Leads with honesty and clarity, communicates openly with the Board, and ensures decisions prioritize student success and post-secondary preparation.