The New Superintendent Profile was developed utilizing the opinions expressed by School Board members, administrators, teachers, support staff, students, parents and community members during individual and focus group interviews and at two community forums regarding goals for the district, the district’s greatest strengths and challenges, and the attributes, skills and characteristics desired in the new superintendent. Also utilized were the responses to a survey available through the District’s website.

The consultants will utilize the New Superintendent Profile in recruiting and screening potential superintendent candidates. The Board and the community are encouraged to use the Profile as they interview and evaluate candidates to determine how well they fit the current leadership needs of the district.

ATTRIBUTES DESIRED IN THE NEW SUPERINTENDENT

Independent School District 318

The new superintendent should be a person who:

- Is highly visible throughout the schools and community, a personable leader with integrity who develops trusting relationships with the School Board, staff, students, parents and the entire community.

- Is an excellent communicator and spokesperson for the District through effective speaking, writing, listening, and the use of technology in a manner that effectively markets the District, enhances community support, and fosters effective internal lines of communication between the administration, staff and students.

- Is a leader who motivates and empowers others, sets high expectations, makes difficult decisions, has excellent follow-through, delegates appropriate authority, and holds others accountable.

- Is a student centered, instructional leader with a deep understanding of curriculum and instruction who facilitates a strong professional development program and supports the use of data in meaningful ways to foster continuous academic improvement.
- Is a collaborative consensus builder who listens with an open mind, uses data and input from those with multiple or diverse perspectives, and is able to synthesize, compromise and craft a shared vision before taking action.

- Is a creative visionary willing to take on difficult challenges and encourages innovative approaches to improve student learning, increase funding, and create partnerships with parents, businesses, other government entities, area collaboratives, neighboring districts and higher education to strengthen District 318 schools.

- Develops a positive working relationship with the School Board that fosters excellent communication between the parties and a clear understanding and commitment to their respective administrative and governance roles.

- Has a successful track record as an administrator and demonstrates a strong understanding of school finance, practices solid and transparent stewardship of taxpayer dollars and is able to craft a long-term vision to lead the District down a path of financial stability.

- Builds positive relationships through high integrity and excellent interpersonal skills, fosters a trusting environment safe for the expression of ideas and opinions, and focuses on each individual’s strengths to build capacity in others and a cohesive and effective team.

- Is an approachable and supportive team builder who brings out the best in others and interacts with all people in a manner that makes them feel valued, heard and empowered.

- Demonstrates cultural competence and has experience working with economically, racially and culturally diverse populations, seeks to recruit and hire staff who reflect the diversity of our students, and is committed to creating and maintaining a culture that is respectful, responsive and focused on closing achievement gaps and providing equitable opportunities for all.
• Embraces the important role of technology in today’s global society, facilitates improved infrastructure, works toward equity of access to technology for all students, supports best practices of technology integration, and ensures that the District provides professional development in the use of technology for all staff.

• Values and supports strong student athletic and academic co-curricular activities and fine arts programs designed to enhance student achievement, build community involvement and support, and offer opportunities for equitable participation by all students.

• Supports high quality early learning programs to enhance school readiness and family support for learning.

• Is politically astute in advocating for School District 318 and it’s students through the establishment of strong legislative networks and coalitions.