Saginaw ISD Superintendent Selection Criteria

Our mission: Developing productive and civic-minded lifelong learners.

SELECTION CRITERIA

Educational Qualifications
- Possess a minimum of a Master’s Degree. Advanced degrees are valued.
- Hold an Administrative Certification consistent with the Michigan School Code
- Background and Employment Experience
- Minimum of five years’ experience in high level leadership and making executive decisions; previous experience as a superintendent is valued
- Previous employment in/or clear understanding of the role of an Intermediate School District/Educational Service Agency is essential.
- Highly knowledgeable in Career and Technical Education
- Successful bond/millage management experience
- Track record of building lasting partnerships
- Involvement in strategic planning
- Skilled evaluator
- Worked in diverse environments; understands implications of poverty

Professional Leadership Skills
- Clear commitment to service (Serve!)
- Values creativity and risk-taking (Innovate!)
- Empowering, collaborative (Empower!)
- Excellent communication skills. Adept at presenting and media relations
- Seeks to build from momentum of current programs and services but is willing to make changes as needed
- Mentors staff toward professional excellence
- Transparent; provides feedback, follow-through and rationale for decisions
- Visionary
- Builds trust

Personal Attributes
- Unquestioned honesty; displays a high degree of integrity and ethical behavior
- Great listener
- Views through a lens of equity
- Cultural competent
- Approachable
- Positive
- Personable and likeable
- Open-minded, loves to learn