

Wayland Union Schools Superintendent Selection Criteria

The Wayland Union School District is seeking a strong, collaborative leader to work with the board, staff, and community to create a successful educational experience for all students. The Board of Education has identified the following criteria for selecting its next superintendent:

PROFESSIONAL

- Possesses a strong background in K-12 education, administration, curriculum, and instruction
- Record of success in past positions including improving achievement for all students
- Proven experience with finance and effective budget management
- Demonstrates a collaborative leadership style
- Implements professional development and identifies and cultivates leadership opportunities for staff
- Uses data driven strategies in decision-making processes and curriculum development
- Actively engages and responds to community
- Excels in instructional leadership for students with different abilities and interests
- Is an ambassador for public education at the local, county, and state levels

VISION

- Proven experience with strategic planning with all stakeholders and the ability to inspire others toward the shared district vision
- Can identify and prioritize both short-term and long-term goals
- Identifies emerging trends, anticipates their impact, and develops strategies to address them
- Progressive with technology and able to integrate as appropriate into the learning process and operational systems

MANAGEMENT

- Effectively oversees budget and finances
- Is a collaborative decision-maker and follows through on implementation
- Explains district decisions and provides timely feedback to stakeholders
- Supports and defends districts decisions
- Respects, values, recognizes, and supports all staff members
- Efficient and effective management of operations and facilities
- Successfully collaborates with staff, including labor relations and negotiations
- Skilled in conflict resolution
- Develops and empowers the leadership team and school improvement teams of the district

PERSONAL QUALITIES

- Is honest, ethical, and transparent
- Must build trust in the school district and community
- Is an effective listener and communicator
- Is engaging, visible, approachable, and accessible to staff, students and community
- Uses common sense, treats others with empathy and respect
- Displays strong leadership skills that builds support with staff and community
- Will become part of the community and lead by example