



Benzie County Central Superintendent Selection Criteria

The Benzie County Central School District is seeking a strong, collaborative leader to work with the school board, staff, students and community to create a successful educational experience for all. Our Board has identified the following criteria for selecting our next superintendent:

PROFESSIONAL

- Possesses a strong background in K-12 education, administration, and instruction
- Experience with school finances and budgeting
- Record of success in current/previous district and community
- Knowledge and/or experience of MI Excel Blueprint
- Uses data in decision-making and is able to manage processes effectively
- Values professional development of staff
- Engages and responds to community/staff/students
- Connects with local and county agencies
- Experience in Curriculum development, mapping and PreK-12 alignment
- Strong advocate for all learners (Early Childhood, Advanced Placement, accelerated learners, alternative education, special education, etc.)
- Background and experience in facilities management

VISION

- Ability to work within the current strategic plan and district philosophy of education
- Prioritizes student-learning needs over the customs, routines and established relationships that can stand in the way of necessary change
- Identifies emerging trends, anticipates their impact, and develops strategies to address them
- Experience with integrating technology, as appropriate, into the learning process
- Understands the importance of fostering and building community relationships
- Believes in the importance of preparing Benzie students to be career or college ready

PERSONAL QUALITIES

- Is honest, ethical, transparent, and exceedingly responsive (follows through and follows up)
- Is a good listener, communicator, and open to new ideas
- Is persistent, direct, and has the ability to monitor and plan ahead
- Is able to stay visibly focused and self-assured during rapid systemic reconfiguration
- Is visible, approachable, and accessible to staff and students while also serving as a vested member of the community
- Has strong leadership skills that can bring people together toward common goals
- Has the ability to motivate others and positively influence their behaviors
- Is able to build trust in the school district and community
- Has courage to address issues as needed
- Creative problem solver

MANAGEMENT

- Is a collaborative decision-maker
- Explains district decisions and follows through
- Respects, values, recognizes, and supports all staff members
- Able to take on a wide variety of tasks appropriate to the needs of the district
- Able to build a professional environment of mutual respect, teamwork and accountability
- Able to work with staff, labor relations, and negotiations
- Communicates effectively with all stakeholders