



Elk Rapids Public Schools Superintendent Selection Criteria

Elk Rapids Public Schools is seeking a collaborative leader and community member. The right individual will have excellent communication skills, extensive K-12 experience and an abiding passion to serve our community. The Board of Education has identified the following criteria for selecting its next superintendent:

VISION

- Works collaboratively with the Board of Education to execute and enhance the vision of the strategic plan for Elk Rapids Public Schools
- Creates a process and environment to inspire others toward the long-term vision

PROFESSIONAL EXPERIENCE

- Works collaboratively with staff and community to affect positive change
- Experience facilitating the alignment of curriculum and related resources across grades and subjects
- Record of success in previous professional positions
- Budget development and management
- K-12 classroom teaching experience
- Building-level administrative experience
- Prior superintendent experience preferred
- Master's Degree plus Administrative Certification

PERSONAL

- Transparent, honest and open; consistently demonstrating high professional ethics
- Approachable by all and seeks out opportunities to engage with stakeholders
- Oriented to the best interest of students and the school district
- Inspires trust and motivates staff and community towards a common cause
- Demonstrates value in and appreciation of staff and community

MANAGEMENT & DECISION-MAKING

- Collaborative leadership style
- Able to develop and direct an effective leadership team
- Knowledgeable regarding oversight of school finance and budget
- Experience in organizing, supervising, and delegating responsibility to personnel and evaluating the outcomes and providing feedback to the board and community
- Demonstrated ability develop creative solutions to complicated problems
- Proactively identifies and acts on concerns and opportunities
- Shares and utilizes data for decision making and accountability

INTERPERSONAL

- High level of responsiveness to staff and community (follows up and follows through)
- Visible and accessible to staff, students and community
- Exceptional public relations and communication skills
- Willing to listen and learn from/ with others