

Houghton Lake Community Schools Superintendent Selection Criteria

The Houghton Lake Community 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 PreK-12 education, administration, and instruction
- Proven experience with finance and effective budget management
- Record of success in past positions including improving achievement for all students
- Uses data driven strategies in decision-making processes and curriculum development
- Values professional development and will identify and develop leadership opportunities
- Demonstrates collaborative leadership style
- Engages and responds to community
- Able to provide instructional leadership for students with different abilities
- Keeps current with legislative matters and keeps Board informed

VISION

- Thinks strategically with 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

PERSONAL QUALITIES

- Is honest, ethical, and transparent
- Is able to build trust in the school district and community
- Is an effective communicator and empathetic listener
- Is visible, approachable, and accessible to staff, students and community
- Treats others with empathy and respect
- Displays strong leadership skills that can build support with staff and community
- Will become invested in the community and desire to stay longer than a short time

MANAGEMENT

- Effectively oversees budget and manages finances
- Is a collaborative decision-maker and follows through
- Explains district decisions and provides feedback to stakeholders
- Respects, values, recognizes, and supports all staff members
- Ensures the excellent management of operations and facilities and able to lead bond issue process
- Effectively collaborates with staff, including labor relations and negotiations
- Develops and empowers the leadership team and school improvement teams of the district