



# Berrien Springs Public Schools

## Berrien Springs Public Schools Assistant Superintendent Selection Criteria

The Berrien Springs Public School District is seeking a strong, innovative, progressive, collaborative leader to work with the board, superintendent, staff, and community to create a successful educational experience for all students. The Board and Superintendent have identified the following criteria for selecting the next assistant superintendent:

### **TEACHING AND LEARNING**

- Strong background in K-12 education, administration, and instruction
- Excellent background in competency-based education and personalized learning
- Excellent knowledge of curriculum process and pedagogy
- Record of success in past positions including improving achievement for all students
- Provides instructional leadership for students with different abilities and interests
- Uses data driven strategies in decision-making processes and curriculum development
- Values professional development and will identify and develop leadership opportunities

### **VISION**

- Develops strategies with stakeholders and inspires others toward the shared district vision
- Identifies and prioritizes 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 into the learning process and operational systems as appropriate

### **PROFESSIONAL MANAGEMENT**

- Effectively oversees budget including both on campus and off campus instruction
- Collaborative decision-maker and follows through on decisions
- Explains instruction/curriculum decisions and provides feedback to stakeholders
- Respects, values, recognizes, and supports all staff members
- Develops and empowers the leadership team and school improvement teams

### **PERSONAL QUALITIES**

- Honest, ethical, and transparent
- Builds trust in the school district and community
- Effective communicator and empathetic listener
- 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 part of and be involved in the community
- Confident, collaborative, strong leader
- Thoughtful with implementation and process
- Strong written communication