

# SUPERINTENDENT CANDIDATE PROFILE

## SHEPHERD PUBLIC SCHOOLS

Shepherd Public Schools is seeking a highly collaborative, community-focused leader with a strong work ethic who puts the welfare of all students first in everything that they do. The right individual will have experience in the classroom and in an educational leadership role. They will understand curriculum and appreciate the contributions that all staff make towards the betterment of our students.

### AREAS OF EXPERTISE

- Demonstrates collaboration and relationship building skills
- Understands the culture of a small-town and the importance of community relations
- Demonstrated ability to make decisions
- Proven excellent communications skills
- Demonstrated visibility throughout the district and community
- Understands the legal issues related to running a public-school system in Michigan

### MANAGEMENT & DECISION-MAKING SKILLS

- Ability to develop, direct and support effective administrative, instructional and support staff
- Demonstrates good judgment, inclusivity, and transparency in decision-making
- Effective oversight of district finances and budget

### LONG-RANGE GUIDANCE SKILLS

- Creates and inspires others toward a long-term vision for a sustainable, strong K-12 public school system
- Carefully monitors and responds to changes in District, State, and Federal environments
- Respects and appreciates District initiatives
- Plans forward to ensure stability for the District and its students

### INTERPERSONAL SKILLS

- Visible to staff, students, and community
- Excellent communicator; skilled listener
- Highly responsive to stakeholders
- Exhibits compassion and respect for all

### PROFESSIONAL BACKGROUND

- K-12 classroom teaching experience preferred
- Previous educational leadership experience
- Master's Degree preferred
- Strong background in school finance
- Strong background in curriculum and instruction
- Administrative Certification preferred or willingness to pursue such within 6 months of hire

### PERSONAL SKILLS

- Demonstrates a keen ability to think outside the box and come up with creative solutions
- Oriented towards the best interest of students
- Exemplifies the highest moral, professional, and ethical behavior
- Visible, approachable and collaborative
- Exceedingly responsive, follows through and follows up
- Ability to make decisions in a timely manner
- Unconditional love of all kids

**PLEASE NOTE:** The Board anticipates including in the new superintendent's contract a provision for mutual agreement on a date by which the new superintendent will establish and maintain his or her family residence no further than twenty miles from the boundary line of the school district, in compliance with MCL 15.602. Further, the Board may require the new superintendent to complete a pre-employment physical, at the board's expense, prior to execution of the contract.