

## **Dickinson-Iron Intermediate School District Superintendent Search Criteria**

The Dickinson-Iron Intermediate School District is seeking a highly collaborative leader to work with the board, staff, local educational agencies, and communities to create a successful educational experience for all students. The Board of Education has identified the following criteria for selecting its next superintendent:

### **VISION**

- \*Thinks strategically and inspires others toward a long-term vision
- \*Demonstrates clear commitment to an inclusive and responsive environment for all children
- \*Presents creative solutions for complicated issues or unmet needs and offers pathways to success
- \*Identifies emerging trends, anticipates impacts, and develops strategies/plans to address and solve
- \*Understands the importance of fostering and building community relationships

### **MANAGEMENT & DECISION MAKING**

- \*Employs a collaborative leadership style and decision-making approach
- \*Exceedingly responsive-follows-up and follows-through
- \*Has experience managing complex system of schools
- \*Creates, leads and ensures implementation of multi-year efforts of continuous growth and improvement
- \*Able to develop/communicate goals while offering and strategizing creative solutions
- \*Ability to develop and direct an effective management team
- \*Strong budget development & budget management skills with the ability to effectively align resources
- \*Background and experience in contract and labor negotiations
- \*Experience in curriculum development and evaluations

### **PROFESSIONAL**

- \*Masters Degree plus Administrative Certificate preferred
- \*Superintendent Experience preferred
- \*Solid background/experience in school finance and budgeting
- \*Record of success as a leader for improving educational achievement for all students
- \*Record of success in previous educational administrative positions

### **PERSONAL QUALITIES**

- \*Honest, ethical, responsive while examining all unique characteristics of problems, issues, situations
- \*Strong communicator and listener with ability to encourage others to share creative ideas and thoughts
- \*Approachable, personable, transparent communication style
- \*Demonstrates effective public and human relations skills with staff, community, students, stakeholders
- \*Ability and courage to address issues with consistent follow-through
- \*Vested, recognizable member of the community