



Hartford Public Schools

Superintendent Selection Criteria

"Every Student Matters. Every Moment Counts."

Our Mission: Hartford Public Schools is dedicated to fostering a love of learning in an innovative, cooperative, and safe climate which empowers students to be productive, caring and respectful citizens that are prepared for their future endeavors.

The Hartford Public Schools are seeking a strong, collaborative leader to work with the school board, staff, students, and community to create a successful educational experience for all. Our Board has identified the following criteria for selecting our next superintendent:

PROFESSIONAL

- Possesses a strong background in K-12 education, administration, and instruction
- Record of success in current/previous district and community
- Experience with various learning methods (Covid-19 preparations)
- Experience with a bi-lingual and multi-cultural diverse community
- Experience with school finances and budgeting
- Experience in building strategic relations with the community and business
- Uses data in decision-making and able to manage processes effectively
- Values professional development of staff
- Engages and responds to community/staff/students
- Connects with local and county districts and agencies
- Experience in curriculum development, mapping, Pre K-12 alignment, along with evaluations
- Strong advocated for all learners (Early Childhood, Advanced Placement, Accelerated Learners, Alternative Education)
- Background and experience in facilities management

VISION

- Ability to works within current/future strategic plan and district philosophy of education
- Identifies emerging trends, including the use of technology, anticipates their impact, and develops strategies to address them
- Understands the importance of fostering and building community relationships
- Believes in the importance of preparing Hartford students to be career or college ready

PERSONAL QUALITIES

- Is honest, ethical, transparent, and responsive
- Is a good listener and communicator
- Is visible, approachable, and accessible to staff and students while serving as a **vested** member of the community
- Treats others with empathy and respect
- Has strong leadership skills that can bring people together toward common goals
- Is able to build trust in the school district and community
- Has courage to address issues as required
- Is organized with excellent follow through
- Is a creative problem solver

MANAGEMENT

- Is a collaborative decision-maker
- Explains district decisions and follows through
- Respects, values, recognizes and supports all staff members
- Able to take on a wide variety of tasks appropriate to the needs of the district
- Able to work with staff, labor relations, and negotiations
- Communicates effectively with all stakeholders
- Fosters a positive and productive district climate

SALARY: The Board of Education has set a salary range of \$120,000 - \$135,000 commiserate with experience.