

## **Whiteford Schools Superintendent Selection Criteria**

The Whiteford Agricultural Schools is seeking a strong, collaborative leader to work with board, staff, and community to create a successful educational experience for all students. The Board has identified the following criteria for selecting its next superintendent:

### **PROFESSIONAL**

- Possesses a strong background in K-12 education, instruction and administration
- Record of success in past positions including improving achievement for all students
- Has a collaborative leadership style, able to work with small town school
- Able to improve instruction through professional development of staff
- Uses a data-based strategies approach and is thoughtful in decision-making
- Advocates for public education at the local, county, and state levels
- Actively engages and responds to the community

### **VISION**

- Works with the Board and stakeholders to identify both short-term and long-term goals
- Can lead and inspire others toward the shared district vision
- Demonstrates effective skills with technology and is able to integrate into instruction

### **MANAGEMENT**

- Effectively oversees district finances
- Able to manage labor relations and negotiations
- Effectively explains district decisions and follows through
- Recognizes, values and affirms all staff
- Ensures the excellent management of operations and facilities

### **PERSONAL QUALITIES**

- Is honest, ethical, straightforward in all matters
- Is skilled listener and effective communicator
- Is visible, approachable, and accessible to staff, students and community
- Treats others with compassion and respect
- Has strong leadership skills that can bring people together toward common goals
- Is able to become a part of the community build trust in the school district and community