

## **Pennfield Schools Superintendent Selection Criteria**

The Pennfield Schools Board of Education 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:

### **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
- Identifies emerging trends, anticipates the impact, develops strategies to address
- Progressive with technology and able to integrate into the learning process and operational systems as appropriate

### **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 be an instructional leader for staff, board and community
- Able to improve instruction through professional development of staff
- Uses a data-based strategies approach and follows through in decision-making
- Advocates for public education at the local, county, and state levels
- Actively engages and responds to the community and families

### **MANAGEMENT**

- Effectively oversees district finances
- Able to manage labor relations and negotiations
- Effectively explains district decisions
- Recognizes, values and affirms all staff
- Ensures the excellent management of operations and facilities
- Develops/empowers the admin team and school improvement teams of the district
- Organized, intentional, and transparent

### **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 empathy and respect
- Has strong leadership skills that can bring people together toward common goals
- Is able to become a part of the community and build trust
- Confident, collaborative, and strong leader
- Thoughtful with implementation and process
- Strong written communication