

## **Carrollton Public Schools Superintendent Selection Criteria**

The Carrollton Public School District is seeking a strong, collaborative leader to work with the board, staff, and community to create a successful educational experience for all students. The Board of Education has identified the following criteria for selecting its next superintendent.

### **PROFESSIONAL**

- Possesses a strong background in teaching experience in K-12 education, administration and, curriculum
- Building-level administrative experience
- Previous superintendent experience preferred
- Master's Degree plus Administrative Certification required
- Demonstrates a collaborative leadership style
- Actively engages and responds to community
- Strong understanding of school of choice and shared time programming, including advocacy at the state level
- Experience in traditional and non-traditional schooling
- Successful experience in working with diverse communities
- Advocates for public education at the local, county, and state levels
- Record of success in past positions, including improving achievement for all students
- Uses a data-based strategies approach in the decision-making process
- Advocates and supports professional development of all staff

### **VISION**

- Thinks strategically and can inspire others toward a shared district vision
- Can identify and establish both short-term and long-term goals
- Progressive with technology and able to integrate as appropriate into the learning process and operational systems
- Identifies emerging trends, anticipates their impact, and develops strategies to address them
- Promotes a culture of learning in the classroom and the home

### **MANAGEMENT**

- Demonstrates exceptional public relations and communication skills
- Experience in building relationships with employee groups
- Effectively explains district decisions and follows through
- Recognizes, values, and affirms all staff
- Experience supporting successful bond passages preferred
- Effectively oversees budget and finances
- Experience in labor relations and negotiations

### **PERSONAL QUALITIES**

- Embodies the highest degree of moral, professional, transparent, and ethical behavior
- High level of cultural competency and embraces diversity and equity of all kinds
- Is an effective listener and communicator
- Is visible, approachable, and accessible to staff, students, and community
- Treats others with empathy and respect
- Passion for students and children
- Has strong leadership skills that can bring people together toward common goals
- Is able to build trust in the school district and community
- Is willing to be an active part of the community