ADDISON COMMUNITY SCHOOLS SUPERINTENDENT SELECTION CRITERIA

The Addison Community 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:

PROFESSIONAL
- Possesses a strong background in K-12 education and administration
- Record of success in past positions including improving achievement for all students
- Able to be an instructional leader for staff, board and community
- Able to improve instruction through professional development of staff
- Uses data to inform decision-making
- Advocates for public education at the local, county, and state levels
- Actively engages and responds to the community and families

MANAGEMENT
- Has a collaborative leadership style
- Able to oversee district finances
- Able to manage labor relations and negotiations
- Effectively explains district decisions
- Recognizes, values and affirms all staff
- Ensures the efficient management of operations and facilities
- Empowers the administrators and school improvement teams of the district
- Organized, thoughtful, and transparent

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

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
- Will become a part of the community and build trust
- Confident, collaborative, and strong leader
- Strategic with implementation and process