

Harrison Community Schools Superintendent Selection Criteria

The Harrison Community 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 K-12 education, teaching and administration
- Possess a strong background in curriculum development and evaluation
- Building-level administrative experience
- Previous superintendent experience preferred
- Master's Degree plus Administrative Certification preferred
- Record of success in past positions including improving achievement for all students
- Values professional development of staff
- Demonstrates a positive leadership style
- Actively engages and responds to community
- A clear understanding of poverty and trauma and how it effects education

VISION

- Thinks strategically and can inspire other toward a shared district vision
- Can identify and establish both short-term and long-term goals
- Ability to think outside of the box
- Identifies emerging trends, anticipates their impact, and develops strategies to address them
- Promotes a culture of learning in the classroom and the home
- Promotes a culture of pride in the community and the school

MANAGEMENT

- Demonstrates exceptional public relations and communication skills
- Effectively oversees budget and finances
- Experience in labor relations
- Effectively explains district decisions and follows through
- Recognizes, values and affirms all staff
- Ability to develop and direct an effective management team

PERSONAL QUALITIES

- Passion for students and children
- Is honest, ethical, and transparent
- High level of cultural competency and embraces diversity and equity of all kinds
- Embodies the highest degree of moral, professional, and ethical behavior
- Is an effective listener and 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 build trust in the school district and community
- Is willing to be an active member of the community
- A strong problem solver