

## **WAYLAND UNION SCHOOLS SUPERINTENDENT SELECTION CRITERIA**

The Wayland Union 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:

### **VISION**

- Inspires others toward a shared district vision using approved strategic plan
- Prioritizes both short-term and long-term goals
- Identifies emerging trends, anticipates their impact, and develops strategies to address them
- Knowledgeable regarding trends in technology and able to discern technologies that are valuable to the learning process and operational systems

### **PROFESSIONAL**

- Central office/superintendent experience preferred
- Strong background in K-12 education, administration, curriculum, and instruction
- Record of success in past positions including improving achievement for all students
- Experience with finance and effective budget management
- Collaborative leadership style
- Proven professional development implementation and cultivates leadership opportunities for staff
- Uses data driven strategies in decision-making processes and curriculum development
- Actively engages and responds to community
- Provides instructional leadership for students with differing abilities and interests
- Advocates for public education at the local, county, and state levels

### **MANAGEMENT**

- Collaborative decision-maker and follows through on decisions
- Explains district decisions and provides timely feedback to stakeholders
- Respects, values, recognizes, and supports all staff members
- Efficient and effective management of operations and facilities
- Proven success in collaboration with staff, including labor relations and negotiations
- Proven success in developing and empowering a leadership team and school improvement teams

### **PERSONAL QUALITIES**

- Honest, ethical, straightforward, and transparent
- Effective listener and communicator
- Treats others with compassion and respect
- Engaging, visible, approachable, and accessible to staff, students and community
- Strong leadership skills that build support and trust with the staff and community
- Will become part of the community and lead by example