

Baraga Superintendent Search Selection Criteria

The Baraga Area School District is seeking a highly collaborative leader to work effectively with the board, staff, local educational agencies, and communities to create a successful educational experience for all students. The Board of Education has identified the following criteria for selecting the next superintendent:

Vision

- *Understands the importance for anticipating/developing academic growth for all students
- *Willing to work with the Board to foster communication with people with diverse backgrounds & perspectives
- *Recognizes emergent educational trends and empowers staff to respond to educational changes
- *Plans forward to ensure stability for the district and its families
- *Understands/respects the importance of fostering & building community relationships to represent the district

Management & Decision Making

- *Strong budget development & budget management skills with the ability to effectively align resources
- *Demonstrates exceptional public relations and communications skills
- *Employs a collaborative and inclusive leadership style
- *Demonstrated responsiveness to students with learning differences
- *Ability to develop creative solutions to complicated problems
- *Demonstrates good judgment, inclusivity, and transparency in decision making
- *Effective oversight of district finances and budget
- *Effectively explains district decisions and follows through providing timely feedback to all stakeholders
- *Recognizes, respects, values, and affirms all students and staff members

Professional

- *Master's Degree plus Administrative Certificate preferred
- *Possesses a strong background in K-12 education, teaching, and administration
- *Background and experience in school finance and budgeting
- *Record of success improving educational achievement for all students
- *Uses data-driven strategies in decision-making processes and within curriculum development
- *Collaborative leadership & management style
- *Organized, thoughtful, and transparent in all district and stakeholder matters and decisions

Personal Qualities

- *Honest, ethical, responsive when examining unique characteristics of problems, issues, and situations
- *Approachable, personable, transparent communication style with all stakeholders
- *Innovator and problem-solver
- *Visible and willing to become part of the community while leading by example
- *Effective listener and communicator
- *Sensitive to the needs of students, staff, parents, community and willing to initiate change whenever necessary
- *Embodies highest degree of moral, professional, and ethical behaviors
- *Exceedingly responsive – follows up and follows through
- *Resourceful visionary with ability to consistently, fairly & collaboratively address district needs and goals
- *Values strong cultural competence and embraces diversity and equity of all kinds for all stakeholders