

Ontonagon Superintendent Search Selection Criteria

The Ontonagon 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

- *Willing to work closely with the board, staff, families, and community to promote district educational goals
- *Encourages & promotes a culture/expectation of positive learning outcomes for all students
- *Recognizes emergent trends and reports to incorporate them at all classroom levels
- *Anticipates educational changes and works to involve everyone toward understanding and commitment
- *Works to foster strong community visibility, interactions, and involvements to support educational goals
- *Supportive of all aspects of the educational process and supports all students and all educational opportunities

Management & Decision-Making

- *Recognizes, values, affirms and supports all teachers and staff members
- *Ability to recognize/deal with difficult situations and problem-solve for resolution and improvement
- *Experience in building/developing relationships between/among employee groups
- *Willingness to employ consensus-building strategies throughout district challenges
- *Ability to employ creative solutions to difficult situations and educational challenges
- *Willing to work collaboratively with all stakeholders throughout the district
- *Ability/willingness to follow-up and follow-through
- *Ability to recognize educational challenges and willingness to address needs as a result of challenges
- *Recognizes, respects, values, affirms, & supports all students, staff, & stakeholders
- *Ensures effective, efficient management of facilities and operations
- *Ability to lead effective management teams and serve as support for all stakeholders
- *Experience/ability/willingness to manage/oversee comprehensive educational budgets
- *Willingness to delegate day-to-day operations of the district

Professional

- *Masters Degree plus Administrative Certificate preferred
- *Relies upon data-driven strategies in decision-making processes
- *Organized, transparent, and thoughtful when upholding education decision-making
- *Preferred background and experience in school finance and budgeting with willingness to continually learn more
- *Collaborative leadership & management style
- *Possesses strong background in K-12 education, teaching, and administration preferred

Personal Qualities

- *Honest, ethical and responsive when working through unique characteristics within problems, issues, and situations
- *Approachable with the ability to listen and communicate clearly and honestly with a transparent vision
- *Embodies highest degree of moral, ethical, & professional behaviors
- *Visible & willing to become part of the communities while leading by behavior
- *Approachable, transparent, personable communication style with all stakeholders
- *Innovator/problem solver with willingness to include all stakeholders to effectively improve educational situations
- *Strong leadership skills with ability to move stakeholders toward common goals to achieve positive outcomes
- *Confident, collaborative and responsive to all stakeholders while building consensus toward common district goals