



Safe. Loved. Learning.

Superintendent of Schools Selection Criteria

The Grand Traverse Academy, a Glasser Quality School, Board of Directors is seeking a caring, responsive, student-centered leader to work with the Board of Directors, teachers, staff members, students, and families to realize the school's mission that all students to be safe, loved, and learning as they achieve excellence in character and academics. Through an extensive process to gather stakeholder input, the Board has identified the following selection criteria for selecting its next superintendent:

VISION

- Commitment to character education.
- Ability to create student-centered learning environments.
- Able to inspire teachers, staff members, students, and families with a shared vision of the future.
- Proactive leader able to anticipate challenges and opportunities, think strategically, develop plans, and create the appropriate processes and environment to achieve them.

PROFESSIONAL EXPERIENCE

- K-12 classroom teaching experience.
- Building-level administrative experience.
- Master's Degree plus Administrative Certification or ability to obtain.
- Experience in Public School Academies (Charter Schools) and an appreciation for why families chose to enroll their students in them.
- Experience with character education; knowledge & appreciation of Choice Theory and a commitment to be Glasser certified.
- Expertise in curriculum development and evaluation.
- Demonstrated ability to develop and manage a budget.
- Proven ability to recruit and retain teachers and staff members.
- Record of increasing student enrollment through the effective communication of vision and mission.

MANAGEMENT & DECISION MAKING

- Recognizes, values, and affirms administrators, teachers, staff members, students & families.
- Exceedingly responsive (follows through and follows up) with all stakeholders.
- Able to use consensus and other group processes to arrive at mutually beneficial decisions.
- Maintains visibility and accessibility to teachers, staff members, students, and families.
- Ability to develop creative solutions to complicated problems.
- Ability to develop and direct an effective management team.

PERSONAL

- Embodies the highest degree of moral, professional, and ethical behaviors.
- Honest, respectful, and transparent in all matters.
- Positive growth mindset.
- Is visible, approachable, and kind.
- Compassionate and empathetic.
- Effective communicator, including good listener.
- Overarching love of kids.