



PINE RIVER AREA SCHOOLS

HOME OF THE BUCKS

Superintendent of Schools Selection Criteria

The Pine River Area Schools Board of Education is seeking a caring responsive leader to work with the board, staff members, and the community to provide a safe and supportive environment to develop individuals academically, socially, emotionally, so they are enabled to perform at their highest potential. Through an extensive process to gather stakeholder input, the Board has identified the following selection criteria for selecting its next superintendent:

VISION

- Leads and inspires internal and external stakeholders with a positive shared vision of the future
- Appreciates and understands the strengths and challenges of a rural district
- Understands and appreciates the value of continuity in the superintendent role
- Works with the Board of Education, teachers, staff members and community to identify and provide leadership on both short-term and long-term goals and creates the appropriate processes and environment to inspire all stakeholders to achieve them

PREFERRED PROFESSIONAL EXPERIENCE

- K-12 classroom teaching experience
- Building-level administrative experience
- Master's Degree plus Administrative Certification or ability to obtain
- Proven ability to communicate effectively with various stakeholder groups
- Demonstrated success in increasing student achievement levels
- Budget development and management experience

MANAGEMENT & DECISION MAKING

- Exceedingly responsive (follows through and follows up)
- Exceptional organizational skills and ability to operate systemically
- Recognizes, values, and affirms staff members, students, and families
- Maintains visibility and accessibility to staff members, students, families, and the community
- Strong communication skills
- Collaborative leader: leads by using consensus building to arrive at mutually beneficial decisions
- Student achievement and instructional goals developed through consensus are non-negotiable
- Ability to develop and direct an effective management team

PERSONAL

- Honest, ethical, transparent in all matters
- Overarching love of kids
- Is visible, approachable, and accessible to staff, students, and members of the community
- Outstanding communicator, including good listener