

## **Meridian Public Schools Superintendent Selection Criteria**

The Meridian Public Schools 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.

### **PROFESSIONAL**

- Master's Degree required. Administrative Certification preferred
- A strong background in K-12 education, administration, and curriculum preferred
- Building-level administrative and/or Assistant Superintendent experience preferred
- Record of success in past positions including improving achievement for all students
- Strong knowledge and experience with school financial matters
- Values professional development of staff
- Actively engages and responds to community
- Uses a data-based strategies approach in the decision-making process
- Advocates for public education at the local, county and state levels

### **VISION**

- Demonstrates a keen ability to think outside the box/develop creative solutions to complicated problems
- Thinks strategically and can inspire other toward a shared district vision
- Progressive with technology and able to integrate as appropriate into the learning process and operational systems
- Identifies emerging trends, anticipates their impact, and develops strategies to address them
- Demonstrates a culture of learning in the classroom and the home

### **MANAGEMENT**

- Demonstrates exceptional public relations and communication skills
- Effectively oversees budget and finances
- Experience in labor relations and negotiations
- Experience in building relationships with employee groups
- Recognizes, values and affirms all staff
- Ability to develop and direct an effective management team
- Maintains visibility and accessibility to staff
- Demonstrates both a collaborative leadership style and situational leadership style
- Effectively explains district decisions and follows through
- Experience supporting successful bond passages

### **PERSONAL QUALITIES**

- Passion for students and community
- Is honest, ethical, and transparent
- Is an effective listener and communicator, and demonstrates responsiveness
- Is visible, approachable, transparent, and accessible to staff, students, and community
- Has strong leadership skills that can bring people together toward common goals
- High level of cultural competency and embraces diversity and equity of all kinds
- Treats others with empathy and respect
- Is able to build trust in the school district and community
- Is willing to be part of the community