



**Mount Clemens
Community Schools**

Mount Clemens Community Schools Superintendent Selection Criteria

The Mount Clemens Community School District is seeking a strong, creative and collaborative leader to work with 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

- Possesses a strong background in PreK-12 education, administration and curriculum.
- Record of success in past positions including transforming schools.
- Uses a research and data driven approach in the decision-making process.
- Values professional development of staff.
- Able to turn around schools and show growth.
- Engages and responds to community.
- Advocates for public education at the local, county, and state levels.
- Able to build community connections.

VISION

- Thinks strategically and can inspire others toward the shared district vision.
- Understands teaching and learning is the main mission of the school district.
- Can identify and establish both short term and long term goals.
- Identifies emerging trends, anticipates their impact, and develops strategies to address.

PERSONAL QUALITIES

- Honest, ethical, and transparent.
- Good communicator and effective listener.
- Visible, approachable, and accessible to staff, students and community.
- Treats others with empathy and respect.
- Has strong leadership skills that can bring people together toward common goals.
- Builds trust in the school district and community.
- Willing to become a community leader.
- Has ability to work collaboratively with the Board of Education and to build a strong culture of trust and loyalty between the Board, administration, staff and public.

MANAGEMENT

- Collaborative decision-maker.
- Will effectively explain district decisions and follow through.
- Will effectively oversee the budget and manage the finances.
- Recognizes, values and affirms all staff members.
- Ensures the excellent management of facilities.