



## **Kingsley Area Schools Superintendent Search**

### **Selection Criteria**

- Michigan Administrative Certificate, or equivalent
- Minimum of Master's Degree in Educational Leadership
- Minimum of 5 years of successful administrative experience
- Past teaching experience preferred
- Building leadership experience preferred
- Superintendent experience preferred

The Kingsley Board of Education has determined that the following criteria are the most highly sought in a new superintendent:

- Is a student-centered leader who sincerely cares about students and families served
- Exemplifies the highest level of personal and professional ethics, personal integrity and trust
- A visionary leader with the ability to engage all stakeholders in the pursuit of a clear vision and purpose for the district that focuses on student achievement, communication and the use of district resources
- Demonstrated ability to be visible throughout the district and actively engaged with school and community activities and a commitment to be present, visible, and active in the Kingsley area.
- Demonstrates effective communication skills (writing, public speaking and listening); and excellent interpersonal and public relations skills
- A school leader who is approachable, treats everyone with respect and dignity and who is open to ideas and suggestions from a variety of sources within the school community
- Leadership experience in a traditional public school setting that reflects a record of success in positions of increasing responsibility including experience as a school superintendent

- Dedication to educational excellence and the success of all students
- Demonstrated knowledge of and experience with effective curriculum, instruction, professional development, assessment and best practices to improve teaching and student achievement
- A commitment to a philosophy of continuous improvement through collaboration and research
- Demonstrated knowledge of and experience in public school finance and fiscal management; inclusive of bond issues, sinking fund and related expenses
- Knowledge of facility maintenance and operations including: support services, facility studies, improvements and bonding opportunities
- Demonstrated success in human resource management, including collective bargaining, contract administration and employment practices
- An individual who sets high expectations for self and others; holds staff at all levels accountable; and who accepts responsibility for results
- Genuine calm, patient, reflective demeanor coupled with the ability to be decisive
- True ability to be a compassionate, empathetic and humble leader
- Demonstrated track record of direct involvement and knowledge of politics of public education at the local, state and federal levels
- Proven leadership ability with skills in implementing change, collaboration, successful systems, creative problem solving, intelligent risk taking and team building