

## **ADDISON COMMUNITY SCHOOLS SUPERINTENDENT SELECTION CRITERIA**

The Addison Community Schools Board of Education 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 has identified the following criteria for selecting its next superintendent:

### **PROFESSIONAL**

- Possesses a strong background in K-12 education and administration.
- Record of success in past positions including improving achievement for all students.
- Able to be an instructional leader for staff, board and community.
- Able to improve instruction through professional development of staff.
- Uses data to inform decision-making.
- Advocates for public education at the local, county, and state levels.
- Actively engages and responds to the community and families.

### **MANAGEMENT**

- Has a collaborative leadership style.
- Able to oversee district finances.
- Able to manage labor relations and negotiations.
- Effectively explains district decisions.
- Recognizes, values and affirms all staff.
- Ensures the efficient management of operations and facilities.
- Empowers the administrators and school improvement teams of the district.
- Organized, thoughtful, and transparent.

### **VISION**

- Works with the Board and stakeholders to identify both short-term and long-term goals.
- Can lead and inspire others toward the shared district vision.
- Identifies emerging trends, anticipates the impact, develops strategies to address.
- Progressive with technology and able to integrate into the learning process and operational systems as appropriate.

### **PERSONAL QUALITIES**

- Is honest, ethical, and straightforward in all matters.
- Is a skilled listener and effective communicator.
- Is 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.
- Will become a part of the community and build trust.
- Confident, collaborative, and strong leader.
- Strategic with implementation and process.