



FOREST AREA
Community Schools

Superintendent of Schools Selection Criteria

The Forest Area Community Schools Board of Education is seeking a responsive, visible, and accessible leader to work with the school board, staff members, and the community to provide a nurturing educational environment, which will help students form positive attitudes toward learning, and help build effective life skills. 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

- Master's Degree plus Administrative Certification or ability to obtain
- Building-level administrative experience
- K-12 classroom teaching experience
- Previous superintendent experience
- Proven ability to communicate effectively with various stakeholder groups
- Demonstrated success in increasing student achievement levels
- Budget development and management experience
- Experience with curriculum development and evaluation
- Ability to develop and direct an effective management team
- Record of engagement with and involvement in community

MANAGEMENT & DECISION MAKING

- Exceedingly responsive (follows through and follows up)
- Able to develop creative solutions to complex problems
- Recognizes, values, and affirms staff members, students, and families
- Maintains visibility and accessibility to staff members, students, families, and the community
- Collaborative leader: leads by using consensus building to arrive at mutually beneficial decisions
- Student achievement and instructional goals developed through consensus are non-negotiable
- Demonstrated ability to make tough decisions and see them through
- Able to adapt leadership style to meet needs of different situations

PERSONAL

- Honest, ethical, respectful, and transparent in all matters
- Is visible, approachable, and accessible to staff, students, and members of the community
- "Down to earth" and personable
- Outstanding communicator, including good listener