

## **CENTRAL LAKE PUBLIC SCHOOLS SUPERINTENDENT SELECTION CRITERIA**

The Central Lake Public Schools Board of Education is seeking a responsive, collaborative leader to work with the board, staff, and community to create a successful educational experience for each and every student. The Board has identified the following criteria for selecting its next superintendent:

### **PROFESSIONAL**

- Possesses a comprehensive background in K-12 education that includes, classroom and administrative experience.
- Master's Degree plus Michigan administration certification preferred.
- Has a record of success in past leadership positions.
- Possess a knowledge of curriculum and is able to be an instructional leader for staff, board and community.
- Has experience with school finance that includes a background in grant writing, millages and/or bonds proposals.
- Has a background that includes hiring, developing and supporting staff.
- Has the ability to collaborate with other entities to optimize the educational opportunities for students.
- Actively engages and partners with the community and families.

### **MANAGEMENT**

- Uses a collaborative leadership style to arrive at mutually beneficial decisions.
- Understands a systemic approach to change through connecting departments and aligning initiatives.
- Has the ability to prioritize needs and appropriately allocate resources.
- Recognizes, values and affirms all staff.
- Ensures the efficient and safe management of operations and facilities.
- Empowers stakeholders to be actively involved in school success.
- 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 proactive strategies to address potential issues.
- Aligns actions to goals and vision

### **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.
- Leads by example and places the needs of the district first.
- Will become a part of the community and build trust.
- Strategic with implementation and process.