

TECUMSEH SCHOOLS SUPERINTENDENT SELECTION CRITERIA

The Tecumseh Public School District 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 of Education has identified the following criteria for selecting its next superintendent:

VISION

- Inspires others toward a shared district vision and strategic plan.
- Prioritizes both short-term and long-term goals.
- Identifies emerging trends, anticipates their impact, and develops strategies to address them.
- Knowledgeable regarding trends in technology and able to discern technologies that are valuable to the learning process and operational systems.

PROFESSIONAL

- Strong background in K-12 education, administration, curriculum, and instruction.
- Record of success in past positions including improving achievement for all students.
- Demonstrated success with implementation of STEAM, CTE, and work-based learning.
- Experience with finance and effective budget management.
- Collaborative leadership style.
- Professional development implementation; cultivates leadership opportunities for staff.
- Uses data driven strategies in decision-making processes and curriculum development.
- Actively engages and responds to community.
- Provides instructional leadership for students with differing abilities and interests.
- Effective management of student enrollment.
- Advocates for public education at the local, county, and state levels.

MANAGEMENT

- Collaborative decision-maker and follows through on decisions.
- Explains district decisions using data and provides timely feedback to stakeholders.
- Respects, values, recognizes, and supports all staff members.
- Recognizes and values all aspects of education including the Arts, Athletics and Academics.
- Strong relationships, communication and collaboration with the Board.
- Efficient and effective management of operations and facilities.
- Proven success in collaboration with staff, including labor relations and negotiations.
- Experience with bond, sinking fund, capital projects including successful proposal strategies.
- Developing and empowering a leadership team and school improvement teams.
- Effective management of staff performance.

PERSONAL QUALITIES

- Honest, ethical, straightforward, and transparent.
- Effective listener and enthusiastic and strong communicator.
- Treats others with compassion and respect.
- Engaging, visible, approachable, and accessible to staff, students and community.
- Strong leadership skills that build support and trust between the district and community.
- Will become part of the community and lead by example.
- Will listen and learn and utilize current strategic plan as a foundation for growth.