



## **SHEPHERD PUBLIC SCHOOLS SUPERINTENDENT CANDIDATE PROFILE**

Shepherd Public Schools is seeking a highly collaborative, community-focused leader with a strong work ethic who puts the welfare of all students first in everything that they do. The right individual will have experience in the classroom and in an educational leadership role. They will understand curriculum and appreciate the contributions that all staff make toward the betterment of our students.

### **AREAS OF EXPERTISE**

- Understands the culture of a small-town and the importance of community relations
- Demonstrates a keen ability to think outside the box and develop creative solutions to complicated problems
- Strong understanding of school finance and funding sources
- Knowledgeable concerning curriculum development and evaluation
- Demonstrated experience solving personnel issues and strong conflict resolution skills
- Understands the legal issues related to running a public-school system in Michigan

### **MANAGEMENT AND DECISION-MAKING SKILLS**

- Ability to develop and direct effective administrative, instructional and support staff teams
- Demonstrates good judgment, inclusivity and transparency in decision-making
- Effective oversight of district finances and budget
- Collaborative leader; accepts and responds to feedback appropriately

### **LONG-RANGE GUIDANCE SKILLS**

- Respects and implements District Strategic Plan and initiatives
- Creates and inspires others toward a long-term vision for a sustainable, strong K-12 public school system
- Carefully monitors and responds to changes in District, State and Federal environments
- Plans forward to ensure stability for the District and its students

### **INTERPERSONAL SKILLS**

- Visible and accessible to staff, students and community
- Excellent communicator, skilled listener
- Highly responsive to all stakeholders
- Exhibits compassion and respect for all

### **PROFESSIONAL BACKGROUND**

- Master's Degree and administrative certification
- K-12 classroom teaching experience
- Previous educational leadership experience as a central office or building level leader
- Willingness to pursue professional development and grow within the role

### **PERSONAL SKILLS**

- Oriented toward the best interest of all students
- Exemplifies the highest moral, professional and ethical behavior
- Visible, approachable and collaborative
- Ability to make decisions in a timely manner
- Unconditional love for all kids