

DeWitt Public Schools Superintendent Selection Criteria

The DeWitt 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 the ideal candidate to possess.

PROFESSIONAL

- Possesses a strong background in K-12 education, administration and curriculum
- Building-level administrative experience
- Master's Degree required, Ph.D or Ed.D preferred but not required
- Record of success in past positions including improving achievement for all students
- Uses a data-based strategies approach in the decision-making process
- Values professional development of staff
- Demonstrates a collaborative leadership style
- Actively engages and responds to community
- Advocates for public education at the local, county and state levels

VISION

- Thinks strategically and can inspire other toward a shared district vision
- Can identify and establish both short-term and long-term goals
- Progressive with technology and able to modify and enhance the learning process and operational systems
- Identifies emerging trends, anticipates their impact, and develops strategies to address them
- Promotes a culture of learning in the classroom and the home
- Strongly committed to creating a safe, welcoming, and respectful educational environment

MANAGEMENT

- Demonstrates exceptional public relations and communication skills
- Effectively oversees budget and finances
- Experience in labor relations and negotiations
- Experience in building relationships with employee groups
- Commitment to build open and collaborative relationships with all Board members
- Effectively explains district decisions and follows through
- Recognizes, values and affirms all staff
- Experience supporting bond proposals

PERSONAL QUALITIES

- Passion for students and children
- Is honest, ethical, and transparent
- High level of cultural competency and embraces diversity and equity of all kinds
- Embodies the highest degree of moral, professional, and ethical behavior
- Is an effective listener and communicator
- Demonstrates effective strategies for timely communication and updates on developing issues
- 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
- Is able to build trust in the school district and community
- Is willing to be part of the community
- Ability to demonstrate insight and accept feedback