



Superintendent Search Selection Criteria

The Lake Orion Community Schools Board of Education is looking for their next superintendent to have a professional background and experience that includes the following:

- Michigan Administrative Certificate, or equivalent.
- Minimum of master's degree in educational leadership.
- Extensive district level leadership experience.
- Building level administrative experience.
- Teaching experience.
- Superintendent experience preferred.
- Experience in both general education and special education settings.
- Demonstrated ability to develop and implement best practices in teaching and learning.
- Experience with strategic plan implementation and monitoring.
- Experience with budget development and management, including making tough decisions when funding is tight, including redistricting, building closures, and program cuts.
- Experience with special revenue fund programs.
- Experience with bonds, sinking funds, and facilities management.
- Experience in a district similar in size and academic success to Lake Orion.
- Successful experience developing and supporting professional learning communities and instructional coaching.

The Lake Orion Community Schools Board of Education has determined that the following attributes and qualities are the most highly sought in a new superintendent:

- A leader who can be highly collaborative in receiving and acting on input while also being firm and decisive when needed.
- A visionary leader with the ability to engage all stakeholders and inspire them with a shared vision of the future.
- Exceedingly responsive (follows through and follows up).
- Demonstrates professional honesty and integrity.
- An individual who sets high expectations for self and others; holds staff at all levels accountable; and who accepts responsibility for results.
- A compassionate, empathetic, and humble leader willing to work alongside others.
- Demonstrated ability to be visible throughout the district and actively engaged with school and community activities.
- Strong commitment to be present, visible, and active in the Lake Orion Community.
- Demonstrates effective communication skills (writing, public speaking and listening).
- A leader who is approachable, treats everyone with respect and dignity and who is open to ideas and suggestions from a variety of sources within the local community.
- Commitment to addressing academic, social, and emotional needs of all staff members, students, and families.