



## **NORTH DICKINSON COUNTY SCHOOL SUPERINTENDENT SEARCH CRITERIA**

The North Dickinson County School District is seeking an experienced, collaborative leader to work with the Board of Education, staff, local education agencies, and communities to create a successful, educational experience for all students. The Board of Education has identified the following criteria for identifying the next superintendent:

### **VISION**

- \*Understands & respects the importance of fostering & building community relationships to represent the district
- \*Continues the good work and progress completed by the district and works toward additional successes
- \*Works cooperatively toward solutions for multi-tiered issues and responds to support inclusive environments
- \*Anticipates potential educational changes and collaborates to create academic successes for all students
- \*Understands, responds, and supports the development of academic growth for all students
- \*Willing to work with the board to foster communication with all stakeholders
- \*Plans forward to ensure stability for the district and families

### **MANAGEMENT & DECISION-MAKING**

- \*Strong budget development & budget management skills with the ability to effectively align resources
- \*Understanding of curriculum development and evaluation of curriculum in the best interest of students & district
- \*Recognizes, respects, values, and affirms all students and staff members
- \*Demonstrates exceptional public relations and communication skills
- \*Understands contract and labor negotiations and contract administration
- \*Effective oversight and maintenance of district facilities

### **PROFESSIONAL**

- \*Masters plus Administrative Endorsement/Certificate preferred
- \*Superintendent Experience preferred
- \*Teaching Experience preferred
- \*Administrative Experience preferred
- \*Bachelors Degree preferred
- \*Educational Experience preferred

### **PERSONAL QUALITIES**

- \*Honest, ethical, and responsive when examining unique characteristics of problems, issues, and situations
- \*Collaborative leader moving toward decisions by situational examination and consensus building
- \*Approachable, personable, transparent communication style with stakeholders and elected government officials
- \*Strong, effective listener and communicator in all situations with ability to share creative ideas and solutions
- \*Innovative problem solver willing to address district needs as they apply to student needs and successes
- \*Resourceful visionary with the ability to consistently, fairly, and collaboratively address district needs and goals
- \*Kind individual with effective public & human relations skills with staff, students, community, and stakeholders
- \*Exceedingly responsive-follows-up and follows-through
- \*Transparent and goal-oriented using district data-driven strategies in decision-making processes
- \*Collaborative with the ability to identify necessary changes in the best interest of the district