

Bloomington Public Schools Superintendent Selection Criteria

The Bloomington Public Schools are seeking a strong, collaborative leader to work with 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.

PROFESSIONAL

- Possesses a strong background in K-12 education, administration and curriculum
- Record of success in past positions including improving achievement for all students
- Uses a data-based strategies approach in the decision-making process
- Actively engages and responds to community
- Values professional development of staff
- Demonstrates a collaborative leadership style
- Advocates for public education at the local, county, and state levels

VISION

- Thinks strategically and can inspire others toward the shared district vision
- Can identify and establish both short-term and long-term goals
- Progressive with technology and able to integrate as appropriate into the learning process and operational systems

MANAGEMENT

- Effectively oversees budget and finances
- Collaborates with staff including labor relations and negotiations
- Effectively explains district decisions and follows through
- Recognizes, values and affirms all staff
- Able to adapt and succeed in a small school environment
- Ensures the excellent management of operations and facilities

PERSONAL QUALITIES

- Honest, ethical, and transparent
- Effective listener and communicator
- 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
- Willing to become a part of the community
- Able to build trust in the school district and community