

The Waterford School District is seeking a strong, collaborative leader to create an educational experience that inspires, educates, and empowers all students to thrive. In particular, the Waterford School District is seeking a leader who will work with the Board of Education, staff, students, parents and community on a transparent process that furthers the district's [current strategic plan](#) and works toward attaining the district's vision.

The Board of Education has identified the following criteria for selecting its next superintendent:

VISION & LONG-RANGE PLANNING

- Proven track record of improving student achievement
- Proven track record of active advocacy for public education
- Proven track record of implementing district-wide strategic plan

PROFESSIONAL EXPERIENCE

- Master's Degree plus Administrative Certification required
- K-12 classroom teaching experience preferred
- Central Office and/or building-level administrative experience preferred
- Previous superintendent experience preferred
- Budget development and management experience preferred
- Experience with curriculum development and evaluation preferred
- Experience with contract/labor negotiations preferred
- Human resource management experience preferred
- Successful experience working with diverse communities preferred
- Demonstrated responsiveness to students with learning differences preferred

INTERPERSONAL QUALITIES

- Follows up and follows through; exceedingly responsive
- Exemplifies the highest standards of professional and ethical conduct
- Establishes strong relationships with students, staff, families and community
- Works to build consensus to advance district goals
- Maintains visibility and accessibility across the district and community

MANAGEMENT & DECISION-MAKING SKILLS

- Demonstrates a keen ability to think outside of the box and develop creative solutions to complicated problems
- Recognizes, values, and affirms staff members
- Works to to develop and lead effective administrative teams
- Possesses strong communication skills