

DELTA-SCHOOLCRAFT ISD SUPERINTENDENT SELECTION CRITERIA

The Delta-Schoolcraft Intermediate School District Board of Education seeks an experienced, collaborative leader to work with the Board, staff, and local districts to create a successful educational experience for all students. The Board has identified the following criteria for selecting its next superintendent:

PROFESSIONAL

- Demonstrated success in K-12 education and administration
- Possesses an experienced understanding of Special Education, Career Technical Education, Early Childhood Education and Mental Health Services in education
- Actively engages with and responds to the local districts and families of ISD students
- Record of success in past positions including improving achievement for all students
- Serve as instructional leader for staff, Board and local districts
- Able to improve instruction through professional development of staff
- Uses data to inform decision-making
- Advocates for public education at the local, county, and state levels

MANAGEMENT

- Has a collaborative leadership style
- Effectively explains organizational decisions
- Recognizes, values and affirms all staff
- Empowers the administrators and staff of the organization
- Organized, thoughtful, and transparent
- Able to manage labor relations and negotiations
- Able to oversee the organization's finances
- Ensures the efficient management of operations and facilities

VISION

- Works with the Board and stakeholders to identify both short-term and long-term goals
- Ability to lead and inspire others toward the shared organizational vision
- Identifies emerging trends, anticipates the impact, develops strategies to address
- Progressive with technology and able to integrate into the learning process and operational systems as appropriate
- Supportive of providing a wide range of opportunities for students, including Career Technical Education, Special Education, Early Childhood Education and Mental Health Services in Schools

PERSONAL QUALITIES

- Is visible, approachable, and accessible to staff, students and local districts
- Is honest, ethical, straightforward in all matters
- Is skilled listener and effective communicator
- Treats others with empathy and respect
- Has strong leadership skills that can bring people together toward common goals
- Will build trust within the organization and local districts
- Confident, collaborative, and strong leader
- Strategic with implementation and process