



The Saline Area Schools is seeking a strong, collaborative leader to work with the 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.

### **VISION/LONG-RANGE PLANNING**

- Continued work with the Board of Education, staff, students, parents and community on a transparent process that furthers our current strategic plan and works toward attaining the district’s vision while also maintaining and creating the appropriate processes and environment necessary to inspire others toward the district’s shared goals and vision
- Proven track record of driving academic excellence and improving the student experience
- Proven track record of active advocacy for public education

### **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
- Experience with curriculum development and evaluation
- Experience with contract/labor negotiations
- Human resource management experience
- Successful experience working with diverse communities
- Demonstrated responsiveness to students with learning differences
- Well-versed in school safety procedures and protocols

### **PERSONAL**

- Exceedingly responsive; follows up and follows through
- Embodies the highest degree of moral, professional and ethical behaviors
- Establishes and demonstrates the value of strong relationships with students, staff, families and community
- Transparent and collaborative leadership experience  
Demonstrates ability to be visible throughout the district and be actively engaged in school and community activities

### **MANAGEMENT & DECISION MAKING**

- Demonstrates a keen ability to think outside of the box and develop creative solutions to complicated problems
- Recognizes, values, and affirms staff members
- Experience with and/or ability to develop and lead effective executive and administrative teams
- Strong communicator
- Experience in board governance