

Royal Oak Schools Superintendent Selection Criteria

Royal Oak Schools is seeking a strong, collaborative leader to work with the board, staff, and community to maintain and enhance an excellent educational experience for all students. The Board of Education has identified the following criteria for selecting its next superintendent.

VISION

- Inspires others toward a shared district vision.
- Develops strategies to address emerging trends and issues.
- Supports an inclusive, diverse, safe, and student first educational community.

PROFESSIONAL

- Strong background in K-12 education and administration.
- Record of success in past positions including improving student achievement.
- Experience with finance and effective budget management.
- Experience collaborating with staff, including labor relations and negotiations.
- Knowledge of bond campaigns and implementation of capital projects.
- Collaborative leadership style.

MANAGEMENT

- Communicates district decisions and provides timely feedback to stakeholders.
- Respects, values, and supports all staff members.
- Develops strong relationships, timely communication, and collaboration with the Board.
- Efficiently and effectively manages operations and facilities.
- Develops, supports, and empowers district leadership.
- Actively engages and responds to community.
- Supports instructional programs for students of all abilities and interests.
- Will participate and represent the district at school and community events.
- Implements the district strategic plan.

PERSONAL QUALITIES

- Honest, ethical, straightforward, and transparent.
- Effective listener and strong communicator.
- Treats others with dignity, compassion, and respect.
- Values accountability for all.
- Engaging, visible, approachable, and accessible to staff, students and community.