Holt Superintendent Candidate Profile

Holt Public Schools is seeking a visionary leader with a proven track record of academic excellence and fiscal stewardship who combines deep PK-12 administrative expertise with the cultural competency, ethical integrity and collaborative spirit necessary to champion every student and staff member within our diverse community.

LEADERSHIP PHILOSOPHY
- Promotes and advocates for a shared vision and unified district identity through strategic planning, community engagement, operational excellence and continuous improvement
- Equity focused – Demonstrates a sustained commitment to equity through understanding student, staff and community demographics, utilization of data and addressing of resource needs
- Demonstrated commitment to creating a sense of belonging for students, staff and others in the school community

PROFESSIONAL EXPERIENCE
- PK-12 classroom teaching experience required
- Master's Degree plus Administrative Certification required
- Extensive administrative experience in PK-12 education
- Strong fiscal & operational responsibility, including budget management and bond experience
- Competency working with diverse students and communities
- Effective change management experience including planning, communicating and leading organizational change efforts for sustainable improvement
- Strong understanding and experience in negotiation

CORE EXPECTATIONS
- Models the highest degree of moral, professional and ethical behavior
- Ability to build strong, transparent relationships with the community
- Commitment to creating a welcoming and inclusive environment
- Promotes a climate of teamwork across the district while holding self and teams accountable for achieving goals, delivering results, setting clear expectations and monitoring progress
- Values and recognizes the contributions of students, teachers and staff members
- Timely and resolute decision-making
- Ability to challenge status quo and introduce innovative ideas
- Excellent communication skills
- Commitment to transparency