



Superintendent Search Selection Criteria

The Roscommon Area Public Schools Board of Education is looking for their next superintendent to have a professional background and experience that includes the following:

- Michigan Administrative Certificate, or equivalent
- Minimum of master's degree in educational leadership
- Teaching experience
- Building level administrative experience
- District leadership experience and/or completion of an aspiring superintendent training program desirable
- Demonstrated success in developing and implementing programs of curriculum, instruction, and assessment with a positive impact on student achievement
- Experience with facilities and budgets
- Experience with bonds, sinking funds, their uses, and campaigns for their approval
- Knowledge and experience with state and federal programs and grants and the impact they have on the district and its students
- Ability to analyze data, including enrollment trends, and identify improvement opportunities
- Success in developing and directing effective teams
- History of supporting student success beyond the classroom, including athletics and the arts
- Demonstrated ability to build and strengthen school community relationships
- Experience in communities similar in size and demographics to the district

The Roscommon Area Schools Board of Education has determined that the following attributes and qualities are the most highly sought in a new superintendent:

- A leader who can be highly collaborative in receiving and acting on input while also being firm and decisive when needed
- A compassionate, empathetic, and humble leader willing to work alongside others
- Demonstrates professional honesty and integrity
- Understands the importance of balancing fairness, equity, and consistency in responding to students and staff
- Responsive (follows through and follows up) and transparent
- Demonstrates effective communication skills (writing, public speaking and listening).
- A visionary leader with the ability to engage all stakeholders and inspire them with a shared vision of the future
- Problem solver
- A leader who is approachable, treats everyone with respect and dignity and who is open to ideas and suggestions from a variety of sources within the local community
- Maintains a consistent student first approach to decision making and is mindful of the needs of the whole child