



The Sand Creek Community Schools Board of Education is seeking a superintendent who will work collaboratively with the Board of Education, staff, families, and community to provide transformational leadership while implementing student-centered programming and embracing the district's strategic plan that supports student growth and strengthens relationships throughout the community.

#### VISION & LEADERSHIP PHILOSOPHY

Works collaboratively with the Board of Education, staff, families, and community to create a tangible plan for attaining the District's vision and creates the appropriate processes and environment to empower others to work toward that shared vision. Demonstrates the ability to think outside the box and develop creative solutions to complicated problems while being adaptable to different situations and needs.

#### QUALIFICATIONS

- Master's Degree plus Administrative Certification
- K-12 classroom teaching experience
- Building-level administrative experience
- Previous superintendent experience preferred
- Demonstrated experience in developing and managing complex budgets in an educational setting
- Proven track record with curriculum development and evaluation
- Experience with contract management and negotiation, labor relations, and human resource management
- Experience with facilities management
- Experience with school bond/millage/sinking fund elections and implementation efforts

#### ESSENTIAL COMPETENCIES

- **Curriculum & Student Achievement** - Deep understanding of curriculum development with a proven track record of raising student achievement through a student-first approach and responsiveness to diverse learning needs
- **Budget & Financial Management** - Strong knowledge of school financial matters with proven ability to develop, manage, and communicate complex budgets and bond/millage initiatives
- **Communication & Community Relations** - Exceptional communication skills across all formats; demonstrates transparency, accessibility, and responsiveness with the School Board, staff, parents, students, and broader community.
- **Team Development & Human Resources** - Proven ability to develop and direct effective management teams; recognizes, values, and affirms staff members; fosters professional development; experienced with contract administration and labor negotiations

#### MANAGEMENT STYLE

- Exceedingly responsive - Consistently follows up and follows through on commitments
- Visible and accessible - Maintains strong presence with staff, parents, students, and community
- Collaborative - Employs consensus-building in decision-making processes
- Innovative - Thinks outside the box to develop creative solutions to complex problems

#### PERSONAL CHARACTERISTICS

- Honest, ethical, and transparent in all professional conduct
- Strong communicator and active listener who is approachable and accessible
- Problem solver with a resourceful, goal-oriented attitude
- Personable, kind, and empathetic while building strong relationships
- Tenacious, thick-skinned, and collaborative with the ability to work effectively with varied groups
- Visionary in planning for the district's future while remaining flexible and adaptable

The successful candidate will be ready to bring their perspectives and innovative approaches while honoring the district's commitment to student-centered education and the ongoing strategic planning that the district prioritizes.