



Candidate Profile/Selection Criteria

OVERVIEW

The next superintendent of Pewamo-Westphalia Community Schools shall be a servant leader who will collaborate with the Board of Education, staff, students, parents, and community in creating and executing a vision of successful achievement for all learners.

QUALIFICATIONS

- Master's Degree in Educational Administration or other appropriate area of study
- Administrative Certification in Michigan or ability to obtain
- Significant experience in a high-level leadership position such as a superintendent or principal
- Financial acumen
- Knowledge of essential functions of a school system

PREFERRED EXPERIENCES

- Classroom teaching or working directly with students
- Curriculum and instruction
- Track record of raising student achievement levels of all learners
- Strategic planning and successful attainment of goals
- Working in a rural setting
- Building partnerships
- Negotiations

PROFESSIONAL SKILLS

- Communicates in different ways, reaches out to ensure inclusivity of entire community
- Trusts, supports, and values staff
- Visible, approachable, and engaging
- Transparent

- Empowers others
- Teamwork
- Responsive
- Innovative. Makes best use of resources
- Proactive, “big picture” thinker

PERSONAL TRAITS AND CHARACTERISTICS

- High moral character
- Demonstrates honesty and integrity. Holds self to high standards
- Puts students first
- Open-minded and flexible
- Passionate about the work of student success
- Willing to make tough decisions
- Values that align with the community