



## **Superintendent Search Selection Criteria**

The Reed City 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
- Demonstrated ability to build and strengthen school community relationships
- Demonstrated success in developing and implementing programs of curriculum, instruction, and assessment with a positive impact on student achievement
- History of using data to identify improvement needs and the ability to apply research to achieve results
- Experience meeting the social, emotional, and academic needs of a diverse student body
- Experience overseeing facilities and budgets, including grant funds
- Knowledge of federal, state, and local regulations and the impact on district decision making
- Experience with bonds & sinking funds and campaigns for their approval
- History of supporting student success beyond the classroom, including athletics and the arts
- History of establishing clear district-wide expectations with accountability
- Experience and understanding of human resource management
- History of establishing respectful and positive relationships with collective bargaining groups
- Has an understanding of the dynamics of a small community and the role of the school district within the community

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

- Transparent, honest, and ethical
- Visible and approachable in schools and the community
- Strong and highly responsive communicator (follows through and follows up)
- Collaborative leader who leads consensus building and other group processes to arrive at mutually beneficial decisions
- Works collaboratively to develop a shared vision of the future and holds all persons accountable for moving forward towards it
- Ability to adapt leadership style to the needs of the situation
- Able to develop creative solutions to address complex issues
- Recognizes, affirms, and values staff members
- Ability to relate to students and demonstrate genuine care for them