

Bangor Township School District Superintendent Selection Criteria

The Bangor Township School District is seeking a strong, collaborative leader to work with the board, staff, and community to create a successful educational experience for all students. The Board of Education has identified the following criteria for selecting its next superintendent.

PROFESSIONAL

- Possesses a strong background in K-12 education, administration and curriculum
- Teaching and Building-level administrative experience preferred
- Master's Degree plus Administrative Certification required
- Record of success in past positions including improving achievement for all students
- Uses a data-based strategies approach in the decision-making process
- Values professional development of staff
- Demonstrates a collaborative leadership style
- Actively engages and responds to community
- Advocates for public education at the local, county and state levels

VISION

- Thinks strategically and can *inspire* others toward a shared district vision grounded in continuous growth and student success
- Can identify and establish both short-term and long-term goals
- Demonstrates the ability to innovate with technology, integrating it effectively into the learning process and operational systems
- Identifies emerging trends, anticipates their impact, and develops strategies to address them
- Promotes a culture that *inspires* learning and growth in both the classroom and the home
- Experience with staff retention and recruitment preferred

MANAGEMENT

- Demonstrates exceptional public relations and communication skills
- Effectively oversees budget and finances
- Experience in labor relations and negotiations
- Experience in building relationships with employee groups
- Effectively explains district decisions and follows through
- Recognizes, values and affirms all staff
- Exhibits a collaborative leadership approach that values input, promotes teamwork, and strengthens relationships across the district
- Ensures a safe, secure, and supportive learning environment for all students and staff
- Understands governance roles and responsibilities
- Demonstrated ability to improve student achievement outcomes through a continuous improvement cycle (plan, implement, monitor, adjust)
- Demonstrates the ability to address and resolve conflict in a timely, fair, and respectful manner

PERSONAL QUALITIES

- Passion for students and children
- Is honest, ethical, and transparent
- High level of cultural competency and embraces diversity and equity of all kinds
- Is an effective listener and communicator
- Is visible, approachable, and accessible to staff, students, and community
- Treats others with empathy and respect
- Has strong leadership skills that can bring people together toward common goals (10)
- Prioritizes student voice and student-centered decision making
- Is able to build trust in the school district and community
- Builds strong partnerships with families, local organizations, and businesses
- Communicates clearly, consistently, and proactively across multiple platforms
- Demonstrates strong instructional leadership and understanding of effective teaching practices