

## **Avondale School District Superintendent Selection Criteria**

Avondale School District is seeking a strong, collaborative leader to work with the board, staff, and community to maintain and enhance an excellent educational experience for all students. The Board of Education has identified the following criteria for selecting its next superintendent.

### **VISION**

- Inspires others toward a shared district vision.
- Develops strategies to address emerging trends and issues.
- Supports an inclusive, diverse, and student first educational community.

### **PROFESSIONAL**

- Strong background in K-12 education and administration.
- Record of success in past positions including improving student achievement.
- Experience with finance and effective budget management.
- Experience collaborating with staff, including labor relations and negotiations.
- Collaborative leadership style.

### **MANAGEMENT**

- Provides timely and effective communication to staff and community.
- Respects, values, and supports stakeholders.
- Develops strong relationships, effective communication, and collaboration with the Board.
- Develops, supports, and empowers district leadership.
- Supports instructional programs for students of all abilities and interests.
- Manages public relations activities and serves as the face of the district to the community.
- Champions the district strategic plan.

### **PERSONAL QUALITIES**

- Honest, ethical, straightforward, and transparent.
- Effective listener and strong communicator.
- Treats others with dignity, compassion, and respect.
- Values accountability for all.
- Engaging, visible, approachable, and accessible to staff, students and community.