



## **CARNEY-NADEAU SCHOOL DISTRICT SUPERINTENDENT SEARCH CRITERIA**

The Carney-Nadeau School District is seeking an experienced collaborative leader to work with the Board of Education, staff, local educational agencies, and communities to create a successful, educational experience for all students. The Board has identified the following criteria for identifying the next Superintendent/Principal:

### **VISION**

- Ability to lead and inspire others toward a shared district vision
- Desire to work collaboratively with all stakeholders
- Promotes and leads a culture of educational and academic excellence
- Identifies emerging trends and develops strategies to identify, address, and manage potential impacts
- Resourceful visionary with the ability to address district needs and goals to best serve students
- Identifies emerging trends, anticipates impact to the district and develops strategies to address impacts

### **MANAGEMENT & DECISION-MAKING**

- Partners with the Board of Education and stakeholders to develop clear, sustainable district goals
- Ability to develop creative solutions to complicated issues or problems
- Collaborator with ability to identify necessary changes in the best interest of the district
- Effective oversight and management of district's finances and facilities
- Plans forward to ensure stability for the district and families
- Effectively explains district decisions and provides timely feedback to all stakeholders

### **PROFESSIONAL**

- Master's Degree required/Administrative Degree preferred
- Previous Superintendent experience preferred
- Building-level administrative experience preferred
- K-12 teaching experience preferred
- Record of success in past administrative positions
- Background including collective bargaining and contract negotiations

### **PERSONAL QUALITIES**

- Motivates staff by cultivating a welcoming, transparent culture of belonging across the district
- Employs a collaborative and inclusive leadership style
- Honest, ethical, and responsive – follows-up and follows-through
- Effective listener and communicator in all settings
- Approachable, personable, transparent communication style
- Embodies the highest degree of moral values, professional appearance, and ethical behaviors
- Maintains visibility and accessibility to staff, parents, and community at school and community events