

# Staunton City Public Schools Superintendent's Search

## Leadership Profile

The Staunton City School Board seeks a forward-thinking, dynamic instructional leader who has experienced success raising the academic achievement of all students. The successful candidate will demonstrate knowledge and expertise in multiple leadership areas to include communication, building relationships, collaboration, management of budget, finance, and construction projects, working with elected and appointed officials and the willingness to engage with all members of the community. The desired candidate will be student-focused and visible throughout the schools and community. The Board seeks candidates who can demonstrate a combination of the following qualities.

### **INSTRUCTIONAL LEADER**

- An innovative leader who will articulate a strategic vision and implement effective programs that improve learning for all students, with emphasis on addressing the needs of students who are challenged academically.
- A leader familiar with instructional practices which will promote the success of all students and posit high expectations for each student.
- An insightful leader with deep instructional knowledge and successful experience who will articulate a vision for programs that address all students' talents, interests and needs.

### **EFFECTIVE COMMUNICATOR**

- A flexible, confident and excellent communicator who will work with staff and community, employing a collaborative approach in seeking ideas that support a culture which encourages participation in the continuous improvement of programs.
- An effective communicator who encourages and practices transparency and emphasizes the importance of making student-centered decisions in order to develop trust in the school system.
- An active listener who communicates effectively both inside and outside the school system, maintains a presence in the schools and community, and models a team-oriented approach to problem solving.

### **COLLABORATIVE MANAGER**

- An experienced, transparent leader who has demonstrated fiscal expertise and the ability to lead a system which efficiently and effectively assigns fiscal and human resources to initiatives and programs that benefit all students.
- An adept politically astute manager, who can build relationships with the school board, city governmental officials, staff, students and community.
- An ethical manager who strategically utilizes operational expertise to assure the system's fiscal and human resources are assigned in the best ways to benefit students and ensures accountability in quality performance for employees at all levels.

### **PERSONAL QUALITIES**

- An approachable, insightful leader who is visible in schools, at school activities, and will fully participate in the community.
- A leader with integrity and courage who will confront disparities and will communicate effectively with constituents and build a positive culture of respect.
- An energetic problem solver who uses good judgment to make decisions which will prepare each student for the future.