

DRAFT LEADERSHIP PROFILE 2025

The draft "Leadership Profile" below describes the qualities, characteristics, experiences, and skills the next Superintendent of Sumter School District must demonstrate and possess.

Sumter School Leadership Profile

Sumter School District is seeking a tenacious, innovative, visionary servant leader who will collaborate with internal and community stakeholders to provide equitable, forward-looking educational opportunities for all students. A proven record of success as a superintendent, deputy or assistant superintendent, and a doctoral degree are preferred. Experience in a larger, diverse district that serves military families is also preferred.

Based on the collective voices of parents, students, educators, and community members who participated in the recent community engagement process, the successful candidate will possess the following attributes:

Visionary Instruction Leader

- Possesses significant instructional expertise and a deep understanding of PK-12 instruction.
- Has meaningful teaching and instructional leadership experience and understands the complexities of teaching and learning in the current educational environment.
- Is skilled in using data, research, and other relevant information to assess the effectiveness of instructional programs.
- Has demonstrated experience and success with closing achievement gaps.
- Has demonstrated the ability to build cohesive, effective instructional leadership teams at the district and school levels.
- Is familiar with working with charter schools and post-secondary institutions

Collaborative Manager

- Has "hands-on" experience with comprehensive long-range planning.
- Has strong practical knowledge of the operational areas of a school district, including financial planning and accounting, human

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resources, construction and facility management, efficient use of facilities, transportation, safety, technology, and food service.

- Has expertise in effective strategies to attract and retain a qualified and diverse staff in a highly competitive and dynamic hiring environment.

- Has experience in streamlining instructional and operational functions and programs.
- Has experience in developing and nurturing safe and inclusive school environments.
- Has led meaningful systemic change and understands the dynamics of change.

Effective Communicator

- Is a consensus builder with the ability to engage multiple stakeholder groups having differing perspectives.
- Is politically astute and able to work within complex political environments.
- Has experience using both conventional and social media as

tools to connect with the community.

- Can explain how data and research support recommendations clearly.
- Has the ability to make a complex issue understandable to multiple audiences.

Personal Qualities

- Is an individual of integrity and sound judgment who projects confidence based on experience and expertise.
- Knows how to promote consensus within the board and the larger community.
- Can build a positive culture of trust and respect based on openness and fairness to all.

- Is a unifying individual who is intent on building strong and trust-based working relationships with diverse stakeholders.
- Seeks to be a visible and active part of the Sumter community. Is committed to Sumter
- Consistently leads by example in making all decisions in the best interests of all students

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