



## Qualities and Qualifications for Superintendent

### **Leadership Qualities**

- Is direct, consistent, and fair. Puts education and interests of students first.
- Understands collaborative relationships and demonstrates collaborative decision-making.
- Exhibits thoughtful and inclusive problem-solving skills. Is a strategic thinker.
- Develops positive relationships and unifies the community, staff, students and the board of directors.
- Demonstrates ability to work with and develop positive relationships with the business community, civic organizations and other public and private agencies to maximize resources for the district.
- Visible in the school and community; actively participates in school and community activities.
- Demonstrates ability to mentor staff.
- Willing and able to continue the strategic plan, goals and actions adopted by the board.

### **An Experienced Administrator and Educator**

- Preferred five years of administrative experience.
- Successful teaching experience with a pattern of increasing responsibility in education.
- Understands and knows small school districts and rural communities.
- Possess ability to build and maintain a culture of trust.
- Demonstrates a strong academic background; able to increase students achievement and involvement in extra-curricular activities.
- Proven budget experience: financially creative.
- Extensive knowledge of current state mandated initiatives.
- Working knowledge of current Oregon laws related to budget, finance, construction bonds, collective bargaining, labor relations, charter schools, special needs students and facilities management; knowledge of federal education laws.
- Willing to be a strong advocate for the district.
- Demonstrates ability to identify, select, motivate and evaluate high-quality staff.

### **Excellent Communication Skills**

- Demonstrates strong communication skills and communicates effectively with the community, staff, students and the board of directors.
- Listens to others with an open mind, and is approachable; accepts differences of opinion.
- Open, honest and supportive; not afraid to be painfully honest if needed.

### **Personal and Professional Character**

- Treats everyone with courtesy, dignity and respect
- Demonstrates strong personal and professional integrity, upstanding code of ethics and high moral standards.
- Shows a genuine concern for and an understanding of students.
- Desires a long-term involvement with the community and district; willing to become an integral part of the community.
- Possesses a good sense of humor.
- Highly developed organizational skills.