

PROFILE FOR THE NEW SUPERINTENDENT

THE NEXT SUPERINTENDENT SHOULD BE A PERSON WHO:

- **Is a team builder and an involved, visible leader in the schools and community who will develop positive relationships with students, staff and school board and mutually beneficial partnerships with parents, civic organizations, faith groups, the city, townships, county and other school districts.**
- **Has the ability to unite the School Board to move in the same direction and work collaboratively making decisions that are in the best interest of students.**
- **Is fiscally transparent, demonstrates a strong understanding of school finance and is able to chart a district course for financial stability and fiscal accountability.**
- **Is a clear and effective communicator who will serve as an outstanding spokesperson for the District.**
- **Is a person of strong character and integrity, a collaborative consensus builder who values staff, student, and community voices at the table and is not a dictator, puppet or “good old boy.”**
- **Builds trust within the schools and community; an approachable, personable connector who appreciates the contributions of others and brings out the best in them.**
- **Is a proactive visionary who facilitates long range strategic planning and innovative initiatives to attract students and families while moving the district forward in a positive direction.**
- **Is skilled in planning for school facility renovation and partnering with school staff and community members to inform residents of aging facility needs.**
- **Is a marketer who touts the district’s strengths, collaborates with all constituents and harnesses community pride to help facilitate passage of a bond referendum for facilities.**
- **Is a student focused, instructional leader with a strong curriculum background and demonstrated success working with staff in improving student achievement.**
- **Is focused on academics, rigor and maximizing the potential of each student while simultaneously supporting and valuing strong athletics/activities and fine arts programs for their positive impact on student achievement, teamwork, community involvement and quality of life.**
- **Is knowledgeable in all aspects of the school district’s operation with demonstrated ability to lead, manage, delegate and hold others consistently accountable after collaboratively defining and communicating roles and responsibilities.**

- **Makes informed decisions with adequate study and due diligence, weighing pros and cons, using data and input from others, sharing the WHY with stakeholders before moving forward, and standing behind decisions once they have been made.**
- **Is a courageous leader with a tough skin and a strong backbone who will lead the district, walk the talk, tackle challenging problems, and have excellent follow through.**
- **Will plant roots in our community and will be committed to the Aitkin School District and community.**