

## ATTRIBUTES DESIRED IN THE NEXT SUPERINTENDENT

The new Superintendent should be a person who:

- Understands school finance and will quickly become adept with the present agreement between the school district and Exelon.
- Is visible, accessible and approachable in the schools, in the classrooms and in the community.
- Is personable and engaging with staff and community members, and knows them by name.
- Able to organized the administrative staff and effectively use their unique talents.
- Possesses an understanding of school improvement based a structured, on-going program of curriculum review and development, and driven by assessment data.
- Is able to define the goals and vision of the District and communicate these to the various constituencies of the school District.
- Has integrity, and is honest, trustworthy, thoughtful, and an active listener.
- Is a strategic thinker and team builder, able to effectively engage the Board, District staff and community in the development of a comprehensive, long-range plan consistent with a District mission and vision.
- Is a strong, creative educational leader, open to ideas but can make decisions based on what is best for the students of the District. The new Superintendent should be a person who empowers the administration and faculty to do their jobs, inspires leadership, is collaborative, but knows that he/she is where “the buck stops.”
- Is politically astute, involved with the community, and comfortable working in partnership and collaborating with government officials and other business and community groups.
- Will provide leadership to the Board and appropriately influence the actions and decisions of the Board.
- Possesses excellent communication skills with both groups and individuals, and uses them to build strong relationships with all audiences. The new Superintendent will also have the ability to make tough decisions, stand by them, and communicate difficult information in a manner that brings people together to encourages a positive team problem solving response to the problem or situation - is an optimist.
- Ensures clear, accurate and frequent communication of District issues, and provides the rationale for decisions that are under consideration or have already been made.
- Genuinely seeks and uses input in making decisions.
- Who can effectively recruit and retain staff.
- Works to understand the culture, climate, key figures, history, and the current issues and concerns of the community.