

SCHOOL EXEC CONNECT

WEST ST. PAUL-MENDOTA HEIGHTS-EAGAN AREA SCHOOLS

NEW SUPERINTENDENT PROFILE

January 12, 2017

The *New Superintendent Profile* was developed utilizing the opinions expressed by School Board members, administrators, teachers, support staff, students, parents and other community members during individual and focus group interviews and at a community forum regarding goals for the district, the district's greatest strengths and challenges, and the attributes, skills and characteristics desired in the new superintendent. Also utilized were the responses to a survey available through the district's website.

The consultants will utilize the *New Superintendent Profile* in recruiting and screening potential superintendent candidates. The Board and the community are encouraged to use the *Profile* as they interview and evaluate candidates to determine how well they fit the current leadership needs of the district.

ATTRIBUTES DESIRED IN THE NEW SUPERINTENDENT

West St. Paul-Mendota Heights-Eagan Area Schools

The new superintendent should be a person who:

- Is an experienced, goal-oriented leader who can build upon the district's Strategic Framework and lead its implementation.
- Is a visionary, strategic, instructional leader with a strong background in curriculum articulation and instructional best practices, which facilitates a strong professional development program that supports a continuous improvement mindset, and encourages creative and innovative approaches to instruction.
- Understands the value of economic, ethnic and cultural diversity in an educational environment, demonstrates cultural competency and a commitment to equity, has successful experience working in a culturally diverse environment, and engages the staff and community in programs and initiatives that improve achievement for all learners and help close the achievement gap.
- Builds positive relationships through high integrity and excellent interpersonal skills, creates a trusting environment safe for the expression of ideas and opinions, and focuses on each individual's strengths to build a cohesive and effective team.

- Is a relationship builder and an excellent communicator who will serve as an outstanding spokesperson for the district, including marketing the district through effective speaking, writing, and listening and the appropriate use of social media.
- Is a visible and active leader in the schools and community, who is approachable and develops strong connections with the staff, parents, other educational institutions, governmental agencies and legislators to enhance services and build support for the school district.
- Has successful experience with the planning, development and renovation of school facilities along with galvanizing community support for the planned facility upgrades.
- Is a collaborative consensus builder and a data-driven, student-based decision maker, who seeks input from the Board, staff, students, and community members in a proactive and transparent manner that enhances trust and respect between all parties.
- Is a leader who motivates others, sets high expectations, makes difficult decisions, has excellent follow-through, delegates appropriate authority, and holds others accountable while building a cohesive and effective team.
- Has a strong understanding of school finance, will chart a course of financial stability and fiscal accountability, and is adept at exploring creative ways to support educational programs.
- Understands and supports the utilization of technology to enhance instruction, and improve efficiency.
- Supports the development of high quality early learning programs to enhance school readiness and family support for learning.
- Values and supports strong student athletic and fine arts programs designed to enhance student achievement and build community involvement and support.