

## Desired Characteristics of the new Superintendent

This section refers to the specific criteria that the consultant will use in identifying outstanding prospects for the position of Superintendent of Schools. It is also a document which the Board will use in its deliberations in the *Select* phase of the search.

These Characteristics emanate from feedback from the Focus Groups and Interviews and from the results of the *Superintendent Search Survey*. Within our Focus Groups and Interviews, our first two questions ask about strengths and challenges of District; and the third question asks specifically about Desired Characteristics of a new leader. The responses to all three of those questions as well as the results from the widely taken *Survey* help inform and shape the establishment of this criteria.

I present to the Board this recommendation of Desired Characteristics as a composite voice from your community and your stakeholders.

### **The Board of Directors of the Richland School District seeks an exceptional educational leader who:**

1. Is known to be highly visible, relationship-oriented, and committed to culture building and the valuing of all stakeholders. A trust-builder who operates with authenticity, sincerity, and humility and is actively engaged in community life.
2. An Instructional Leader who has served as a Superintendent of a moderately-sized school district or larger; or a senior-level leader of a school district the size of Richland or larger.
3. Operates with the highest levels of integrity, and who communicates well and with transparency.
4. Possesses an ability to cultivate and communicate a shared vision of excellence, and the capacity to attain stakeholder buy-in.
5. Oversees and stewards district finances prudently and who also brings wisdom regarding resource attainment.
6. Can recruit, employ, and retain highly talented individuals to/in the organization, and who is committed to holding self and others to the highest level of accountability.
7. Has the propensity to build strong professional relationships with labor partners while remaining steadfast to the mission of the District.
8. Innovates.
9. Is known to be a highly intelligent individual who is learned and knowledgeable about educational research and trends, while still able to learn and incorporate learnings from others and from the expertise of staff.
10. Has the ability to collaboratively implement change for continuous improvement.
11. Inspires.