

2023 Desired Successor Superintendent Characteristics Lower Merion School District

After seeking input from students, teachers, parents, staff, and community members via focus groups, interviews, and using the previous online survey, the Lower Merion School District Board of Directors seeks an **engaging, experienced, and transparent leader** who possesses the following characteristics:

A strong leader who:

- Demonstrates the ability to connect at all levels in a diverse and complex community with multiple needs and high expectations
- Can implement the existing, and/or a refreshed Strategic Plan, in a manner that results in the achievement of the districts goals for all students and ongoing major initiatives.
- Is able to create and guide an educational institution that maximizes and supports the individual potential of each student, as well as continues the exemplary reputation for innovation and student achievement enjoyed by the District
- Is laser-focused on equity and student success; regardless of background, abilities, program of study, level of proficiency, or classification
- Builds trust and engenders respect through collaborative interactions with teachers, staff, Board, parents, community members, and township officials
- Is decisive, confident, and resilient
- Exhibits integrity, a high level of emotional intelligence and the ability to bring leadership stability

A systems thinker and proactive leader who:

- Places the well-being of students at the center of every decision
- Understands the advantages to building collaborative relationships between the District and Community stakeholders
- Seeks input prior to making decisions, communicates the rationale behind each decision, stands firm once a decision is made, holds all in the organization accountable to operationalize decisions, and understands that value of community discourse as issues are discussed
- Demonstrates courage in the face of challenges and the ability to navigate complex situations with confidence and empathy
- Understands the importance of using data to skillfully address issues of growing enrollment, changing demographics, and differences in student experiences

- Builds, supports, and supervises a leadership team utilizing a student first approach to meet specific objectives associated with the Strategic Plan
- Develops, empowers, and holds accountable the leadership team and staff
- Fiscal acumen including an understanding of Act 1, the Pennsylvania Taxpayer Relief Act

An exceptional communicator and committed consensus-builder who:

- Communicates regularly, systematically, and respectfully with all stakeholder groups
- Seeks and sustains professional and collaborative relationships with Board members based upon commonly agreed upon goals
- Promotes a vision of excellence, innovation, and equity to the staff, Board, and community
- Listens to and values the opinions of all stakeholders while demonstrating strength, empathy, and a positive disposition
- Establishes trusting and meaningful relationships with all segments of district and the community
- Is visible throughout the district and is actively engaged in building and sustaining positive relationships with all stakeholders
- Continues forefront work to be responsive and sensitive to DEIB (Diversity, Equity, Inclusion, Belonging) issues and concerns

In regard to **leadership experiences and accomplishments**, the successful candidate will:

- Have exemplary educational leadership experience in a community with similar values, demographics, strengths, and challenges
- Have or be immediately eligible for PADOE Superintendent Letter of Eligibility 90

Compensation:

Salary in the range of \$290,000 depending upon qualifications, experience, and credentials and subject to negotiations. Benefits similar to other district employees, applicable PA statues, and subject to negotiation.

Interested and qualified individuals can learn more about the position and apply at:

<https://hyasearch.com/job/superintendent-ardmore-pa/>