

**SCHOOL EXEC CONNECT**  
**FRIDLEY PUBLIC SCHOOLS, FRIDLEY, MN**  
**NEW SUPERINTENDENT PROFILE**

The *New Superintendent Profile* was developed utilizing the opinions expressed by School Board members, administrators, teachers, support staff, students, parents, and community members during individual and focus group interviews 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**

**Fridley Public Schools**

**The new superintendent should be a person who:**

- Enhances school climate and culture by holding all accountable for creating a safe, well disciplined, and productive learning environment.
- Creates a desire for parents to enroll in the Fridley Public schools as the primary spokesperson for the district, through effective speaking, writing, listening, and the use of technology in a manner that effectively markets the district, through engagement with families.
- Advocates for Fridley Public Schools as a visible and active leader in the schools and community who develops strong connections with all stakeholders to build support for the schools including legislative networks and coalitions.
- Has a track record of innovation and creativity and implements new innovative approaches to instruction, enhances IB program, engages students of all abilities, and identifies creative practices in addressing students struggling with academic, socio-economic, or mental health challenges.
- Communicates vision as a strategic instructional leader with a deep understanding of curriculum and instruction who is focused on student achievement and values career education as important as post-secondary education, including Special Education and ELL.

- Uses data in meaningful ways to foster continuous academic improvement and maximize the potential of each student.
- Demonstrates commitment to equity and inclusion, understands the value of socio-economic, ethnic, and cultural diversity in an educational environment, is culturally competent and engages families, staff and community in programs and initiatives that improve the learning experience and achievement of all learners.
- Develops teams through positive relationships, high integrity, and excellent interpersonal skills, creates a trusting environment safe for the expression of ideas and opinions, brings out the best in others, and interacts with all people in a manner that makes them feel valued, heard, and empowered.
- Collaborates as an open-minded consensus builder who will lead a review of the district's vision, mission and strategic plan in a way that empowers others and seeks input from the Board, staff, students, and community members in a proactive and transparent manner that enhances trust and respect between all parties.
- Develops a positive working relationship with the School Board that fosters excellent communication between the parties and a clear understanding of their respective administrative and governance roles.
- Motivates others, sets high expectations, creates a safe and productive learning environment that enables all to achieve, makes difficult decisions, delegates appropriate authority, has excellent follow-through, and holds others accountable.
- Demonstrates strong management skills and a deep understanding of school finance, practices solid and transparent stewardship of taxpayer dollars and will craft a long-term vision for financial stability.
- Has successful experience with the planning, renovation, and maintenance of school facilities.
- Values and supports strong student athletic, fine arts and language programs designed to enhance student achievement, build community involvement and support, and offer opportunities for equitable participation by all students.