

SCHOOL EXEC CONNECT

New Superintendent Profile: Minooka CCSD 201

The new Superintendent should be a person who:

- Addresses **building capacity needs** and long-term facility planning.
- Has the ability to lead district level staff and **create a culture of high expectations** while displaying care, empathy, and compassion for the school community.
- Demonstrates the ability to **genuinely connect and build rapport** with all stakeholders across the district.
- Is able to **build trust** with all stakeholders, even when viewpoints and opinions may not align.
- **Seeks to understand the differing needs** at each school, and is able to collaboratively work with staff and administration to make a data-driven plan of action.
- Is able to **make difficult decisions** based on best practices, data, and in the best interest of students.
- **Recognizes the uniqueness of schools** and works with stakeholders to provide differing layers of programs and supports to ensure that all students succeed.
- **Models transparency**; decisions are made in the best interest of student achievement and well-being, and these decisions are communicated in a clear and timely method.
- Displays skills in fiscal responsibility, financial management, and **future-focused facilities planning**.
- **Communicates decisions** with clarity, reason, and empathy after considering input from all stakeholders.
- Is a **visionary leader who is future-focused, a strategic thinker, and a relationship builder** with staff, community, and the Board of Education.
- Serves as a **visible, hands-on leader** who becomes immersed in the district schools and community, maintaining a solid presence in classrooms and at activities, as well as at community events.
- **Possesses a genuine, warm, personable, and approachable personality** while being an active listener.
- Builds strong and effective teams and **empowers others while ensuring accountability**.
- Is highly skilled at **building trust, mutual respect, positive morale, and consistency** across the district, while strengthening a positive culture and climate for the school community.
- Demonstrates understanding of and commitment to issues of **equity, diversity, and inclusion**, focusing on the academic and social-emotional development of all students and inclusion of all families in school life.