

SCHOOL EXEC CONNECT
SARTELL-ST. STEPHEN SCHOOL DISTRICT 748, SARTELL, MN
NEW SUPERINTENDENT PROFILE

JANUARY 25, 2021

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

Independent School District 748

The new superintendent should be a person who:

- Is a supportive team builder who develops positive relationships through 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.

- Is an excellent communicator and spokesperson for the District through effective speaking, writing, listening, and the use of technology in a manner that effectively markets the District, enhances community support, and fosters effective internal lines of communication between the administration, staff and students.

- Is a visible and active leader in the schools and community who is approachable and develops strong connections with staff, parents, business owners, community members, faith groups, governmental agencies and civic organizations to enhance services and build support for the school district.

- Understands the value of economic, ethnic, cultural and all diversity in an educational environment, demonstrates cultural competency and an active commitment to equity, and engages the staff and community in programs and initiatives that implement the recommendations of the equity audit in a manner that improves the learning experience and achievement for all learners.
- Is a visionary instructional leader with a deep understanding of curriculum and instruction who is focused on student achievement, facilitates a strong professional development program, encourages academic rigor and innovative approaches to instruction, values career education for students, and supports the use of data in meaningful ways to foster continuous academic improvement and maximize the potential of each student.

- Always puts student needs first when making decisions, seeks appropriate data and input from others in the decision-making process and demonstrates excellent follow through in the implementation of decisions.

- Demonstrates a commitment to addressing the diverse needs of students struggling with academic, socio-economic or mental health challenges and has successful experience planning, implementing and staffing programs and interventions to meet those needs.
- Is a leader who motivates others, sets high expectations, makes difficult decisions, delegates appropriate authority, has excellent follow-through, and holds others accountable.
- Has a successful track record as a superintendent or assistant superintendent and demonstrates strong management skills and a deep understanding of school finance, practices solid and transparent stewardship of taxpayer dollars and is able to craft a long-term vision for financial stability.
- Is a collaborative, 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.
- Supports the utilization of technology to enhance instruction, improve efficiency and expand avenues of communication.
- Values and supports strong student athletic and academic co-curricular activities and fine arts programs designed to enhance student achievement, build community involvement and support, and offer opportunities for equitable participation by all students.
- Is politically astute in advocating for the Sartell-St. Stephen Schools and its students through the establishment of strong legislative networks and coalitions.