

Deliver what boards want



***The winning application package presents
the candidate the board is looking for***

According to a high profile national search consultant, board expectations are relatively consistent.

When board members select candidates to interview, they are asking themselves the following questions:

- Does the candidate track record match up to what I'm personally looking for in our next superintendent?
- What are the candidate's accomplishments?
- Does the candidate present a valid resume that I can defend?
- Can the candidate relate and communicate with my stakeholders?
- Is the candidate someone I can defend politically?
- Does the candidate match the profile?

Board members and stakeholders are seeking superintendent candidates they see as:

- displaying self-confident and optimism;
- exhibiting high standards of integrity and personal performance;
- possessing the leadership skills necessary in an ethnically and culturally diverse community;
- presenting evidence of strong leadership skills in previous positions;
- substantiating a commitment to a "student first" philosophy in all decisions; and
- confirming successful experience in sound management practices, collaboration, and broad-based decision-making.

Board members hire someone they are convinced will be able to:

- improve student performance and close student achievement gaps;
- inspire trust;
- competently manage district resources and command sound fiscal procedures;
- develop both short and long-term goals;
- communicate effectively speaking, listening and writing;
- work cooperatively and effectively with the board;
- delegate authority appropriately while maintaining accountability;
- develop and communicate a vision of quality education for the future to the board, staff, and community; and
- advance and supervise an effective administrative team with an emphasis on member professional growth and development.