

Madison Metropolitan School District Leadership Profile

Board approved desired qualities and characteristics of the next MMSD Superintendent

- ❖ Visionary team builder who can inspire, build trust and bring others along
- ❖ Experience working with diverse student populations in racial, cultural, and economic contexts
- ❖ Racially conscious, with demonstrated commitment to and success in working on issues of race and racial equality, cultural competency, and social and restorative justice
- ❖ Background as an educator with both teaching and administrative experience, experience working with special needs, multilingual, and early childhood populations
- ❖ Understanding of and commitment to high levels of academic achievement for all students, especially those of color
- ❖ An excellent communicator who values input, works transparently, and builds positive relationships with staff, parents, and the community
- ❖ Student centered – works for what is best for students
- ❖ Experience with district finance and budgeting
- ❖ Experience with recruiting and retaining staff of color
- ❖ Personal qualities: honest, ethical, confident, dedicated, sincere, thick skinned, boots-on-the-ground-leader who is visible in schools and committed to the community, exercises good judgment, and can say no
- ❖ Interpersonal skills: collaborates with a variety of stakeholder groups, seeks input, and listens to students, is accountable and approachable
- ❖ Leadership skills: can develop and articulate a vision for the district and community, strategic planner, systems thinker, able to go against the norm, holds people accountable
- ❖ Knowledge of the history of MMSD – with a desire to address issues, will reach out to “marginalized” populations