

# **Arlington Public Schools Superintendent Search**

## **LEADERSHIP PROFILE**

The Arlington School Board seeks an experienced, educational leader to serve as Superintendent of Arlington Public Schools (APS). The Board will select the candidate who has demonstrated the ability to work collaboratively with a diverse community, will become invested as a member of the community, and will encourage and support a culture of excellence and high-quality instruction for all our students. The successful candidate will lead Arlington County forward on its path to foster and ensure equity and inclusion for all students. The successful candidate will exhibit integrity in all actions and will be respected as a leader who can successfully engage, inspire and manage a diverse and progressive system that is growing.

The successful candidate will possess and demonstrate the following skills and knowledge:

### **Instructional Leader**

- A dynamic leader with a firm grasp of excellent instruction and teaching methods while collaborating with others to provide multifaceted educational programs that prepare students for the future.
- A leader who has the passion to lead and work with staff in an open, encouraging manner and continue the school system's commitment to academic excellence, maximize performance of each student, and there by address the disparity in opportunity gaps.
- An innovative leader who will articulate and advance our strategic vision and implement effective programs that improve learning for all students.
- A leader with familiarity of, and experience in, a high-profile diverse school system and community where high expectations from an engaged community are the norm.

### **Communications**

- A skilled listener and collaborator who practices and encourages transparency and will communicate and work to build relationships and trust with the community and staff at all levels.
- An active and engaged listener who creates a positive culture of respect, maintains a visibility in all sectors of the school system and community and models a team-oriented approach to problem solving.
- An approachable, visible, and personable leader who can work effectively to bring all segments of a diverse community together.

## **Management**

- A leader who has demonstrated fiscal expertise and experience with an equity lens.
- An ethical manager who has successful experience overseeing boundary changes and managing student enrollment growth.
- An adept leader who has demonstrated success managing change while implementing a systems approach and organizational structures that support districtwide consistency, continuity, and accountability.
- A leader who has the operational expertise and ability to lead a system that assigns resources to priority initiatives and can realign resources to those priorities.
- An innovative, detail-oriented leader who has a firm grasp on:
  - strategic planning,
  - experience with the challenge of continuous enrollment growth, and
  - establishing and maintaining programs and services that equitably benefit all students.
- A decisive and courageous decision maker, who uses a participatory process to solve complex and difficult issues for the benefit of all students.
- A manager who will build relationships with the School Board, Arlington County officials, staff, students, parents, and community.

## **Personal Qualities and Leadership Attributes**

- A leader with the desire, commitment and understanding of how to serve as a unifying force in a diverse school system and community and inspire others through ethical leadership, and a focus on fairness and equity.
- A leader with the courage to confront multifaceted challenges, complex issues and disparities and will practice open communication in order to build a positive culture.
- A transparent leader with strong people skills who is a balanced, thoughtful decision maker and will encourage and support quality experiences for all students.
- An approachable and compassionate leader, who communicates effectively with all segments of the community to build relationships, develop strong partnerships, and consistently advocates and supports what is best for students.