

# Superintendent Leadership Profile

At its meeting on Tuesday, August 8, 2023, the Board approved the superintendent leadership profile.

## Superintendent Leadership Profile

### Visionary Instructional Leader

- Possesses a strong instructional background, with documented success in improving student achievement and reducing or eliminating achievement gaps.
- Is a student-centered leader who ensures schools are safe places for learning, with clear plans to provide equitable access to mental health resources and services.
- Commits to addressing individual student needs and maintaining high-performance expectations.
- Has a firm grasp of how students learn, ensuring that every school in the MPS system offers programs that students can access to meet their diverse needs.

### Effective Communicator

- Ensures people feel valued, heard, and respected through strong communication and listening skills.
- Collaborates with stakeholders to identify and address barriers and inequities that impact students' opportunities.
- Builds authentic relationships with students, parents, teachers, administrators, union representatives, and community members through thoughtful communication, engagement, and actions.
- Serves as MPS leading advocate for education at the district, city, and state levels.

### Collaborative Manager

- Analyzes and then addresses demographic and attendance changes impacting the MPS schools and works with the community to develop plans to address student enrollment, facilities, and financial issues.
- Is politically savvy with the experience and skills to navigate the political landscape and build strong partnerships with government officials, school employees, and community organizations to create renewed trust.
- Has fiscal and operational expertise to lead a system that efficiently and effectively assigns fiscal and human resources to priority initiatives, such as implementing the strategic plan and enrollment challenges.

- Implements programs to retain talented staff and attract others who reflect the students served and embrace the MPS' values and beliefs.
- Is a decisive leader who uses a participatory process with integrity to solve complex issues and, when needed, make difficult decisions that are in the best interests of students.

## **Leadership Attributes and Personal Qualities**

- Fosters unity within the MPS community and serves as a healing presence.
- Maintains a visible and active presence in the community, engaging with stakeholders and seeking their input.
- Values the community's role in decision-making and respects their perspectives, always remembering MPS are the community's schools.
- Remains connected and engaged with staff to understand the administrative and teaching challenges affecting student learning.
- Champions diversity, equity, and inclusion, addressing inequities and racism in policies programs, services, facilities, and curriculum.
- Builds strong teams, acts with integrity, and relentlessly advocates for diversity, inclusion, and equity throughout the MPS organization.