

Leadership Profile

DESIRED QUALIFICATIONS AND CHARACTERISTICS FOR THE GARY COMMUNITY SCHOOL CORPORATION SCHOOLS SUPERINTENDENT

BWP and Associates consultants, after gathering and incorporating the quantitative and qualitative data via the community engagement process, believe the following ten skills and characteristics are the most desired in a new superintendent. All of these characteristics are important and are not listed in any ranked order.

The individual appointed should be:

- A transformational visionary who is familiar with the history of Gary and has with the ability to develop a strategic vision as a futuristic thinker who can embrace what is possible for the future;
- A person who has a passion for “putting students first” and can bring people together by working with the School Board and all constituent groups in a collaborative and all-inclusive manner;
- Someone who will be visible in the schools and community, is a good listener and communicator welcoming feedback, has integrity and is strong and confident in making tough decisions;
- Strong in their knowledge of budgeting, Indiana finances, with experience in capital building projects;
- Able to demonstrate a proven track record of success that is data-driven and has evidence of the academic achievement improvement for all children especially: special needs populations, African America students, and children from income challenged families and has an aggressive plan to address the chronic failures in students’ State proficiency (test scores);
- A professional who has demonstrated knowledge, skills and understanding of curriculum, instruction and assessment and how children learn and achieve;
- An individual who can demonstrate political savvy in working with local, state, and national government representatives and has an understanding of the ramifications of a state takeover;

- A cheerleader who can highlight Gary's successful programs and who will develop strategies to support, encourage and improve enrollment;
- A person who will be committed to the Gary community and schools, transparent in their communication, and has the ability to connect and build supportive partnerships;
- An individual who has a background or experience in school turnaround management and has a very strong perspective in pushing student opportunities and access in sports, industrial education, and post-secondary opportunities.