



The Leadership Profile describes the qualities, characteristics, experiences, and skills the next Superintendent of Fort Mill Schools must demonstrate and possess. This document helps clarify the type of leader who is the best match and fit to lead Fort Mill Schools forward.

FORT MILL LEADERSHIP PROFILE

The Fort Mill School District seeks a forward-thinking, innovative, entrepreneurial leader who will partner with internal and community stakeholders to continue the district's longstanding academic and extracurricular excellence legacy. A proven record of success as a superintendent, assistant superintendent, or equivalent level administrative position and a doctoral degree are preferred. "Hands-on" experience in a fast-growing school district is also preferred.

The successful candidate will reflect the following attributes:

- Desires to serve the school district and the community for an extended tenure.
- Demonstrates the ability to build upon the district's strengths and accomplishments to foster a culture of continuous growth.
- Possesses expertise in enhancing the professional capacity and knowledge of district staff.
- Exhibits skill in nurturing unity and collaboration as the community grows and evolves.

VISIONARY INSTRUCTIONAL LEADER

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| <ul style="list-style-type: none">• Possesses significant instructional expertise and the ability to analyze data and other pertinent information to assess the effectiveness of instructional programs and services and initiate needed improvements.• Has significant teaching and instructional leadership experience, | <ul style="list-style-type: none">including significant expertise in special education.• Has demonstrated the ability to develop cohesive and collaborative instructional leadership teams at the district and school levels.• Respects, values, and utilizes the expertise and experience of the district's educators. |
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COLLABORATIVE MANAGER

- Seeks constant improvement in all aspects of the district's operations.
 - Has strong practical knowledge of financial planning and accounting,
- human resources, construction and facility management, transportation, safety, technology, and food service.

EFFECTIVE COMMUNICATOR

- Has experience in managing rapid enrollment growth and changing community demographics.
- Has expertise in effective strategies to attract and retain a qualified and diverse staff in a challenging hiring environment.
- Has specific experience with strategic and long-range planning.
- Can work in good faith with the community to resolve difficult or controversial challenges.
- Is a consensus builder able to engage and collaborate with multiple stakeholder groups with differing viewpoints.
- Is politically astute and can work within complex political environments and develop working relationships with political leaders.
- Can clearly explain district policies and **decisions to internal and external stakeholders.**

PERSONAL QUALITIES

- Fosters a strong sense of “family” within the district and community.
- Seeks to be a visible and active part of the greater community.
- Respects the community's history, culture, and values.
- Works with honesty, integrity, and transparency and builds trust-based relationships with stakeholders.
- Demonstrates the courage to act in the best interests of all students and consistently makes students the top priority.