

Richland School District 1 seeks an energetic, innovative, visionary leader who will partner with internal and community stakeholders to provide equitable and forward-looking educational opportunities for all students. A proven record of success as a superintendent, assistant superintendent, or equivalent level administrative position and a doctoral degree are preferred. Experience in a large, highly diverse district is also preferred.

The successful candidate will reflect the following attributes:

VISIONARY INSTRUCTIONAL LEADER

- Possesses significant instructional expertise and a deep understanding of the PK-12 continuum.
- Is a forward-thinking progressive leader with a solid understanding of teaching and learning and will initiate/support multifaceted educational programs that prepare each student for post-secondary and career readiness.
- Has demonstrated experience in implementing initiatives that expand opportunities to meet the needs of all students and close achievement gaps.
- Has shown the ability to develop cohesive and effective instructional leadership teams at the district and school levels.

COLLABORATIVE MANAGER

- Has strong practical knowledge of the operational areas of a school district, including financial planning and accounting, human resources, construction and facility management, and addressing aging infrastructure challenges, transportation, safety, technology, and food service.
- Has expertise in effective strategies to attract and retain qualified and diverse staff through transparent hiring processes.
- Has “hands-on” experience with strategic and long-range planning.
- Is strategic, innovative, and demonstrates the experience to build upon existing strengths, will enhance areas needing improvement, and will make sound, equitable decisions.

EFFECTIVE COMMUNICATOR

- Is a consensus builder and collaborator who will bring all segments of a diverse community together in engaging multiple stakeholder groups with differing perspectives.
- Is politically astute and has the ability to work within complex political environments.
- Is an active listener who understands, and values transparency, and builds trust throughout the community.

PERSONAL QUALITIES

- Can build a positive culture of trust and respect based on openness and fairness.
- Is a unifying individual intent on building strong working relationships with internal and external stakeholders.
- Seeks to be visible in the schools and active in the greater community.
- Has the courage to always be guided in making decisions that are in the best interests of all students.