

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

STAUNTON CITY LEADERSHIP PROFILE

Staunton City Schools seeks an energetic, innovative, and visionary leader who will collaborate with internal and community stakeholders to provide equitable and forward-looking educational opportunities for all students. A proven record of success as a classroom teacher, school-based administrator or executive leadership position in a similar diverse district is preferred.

The successful candidate will reflect the following attributes:

- Is a dynamic, progressive leader with a strong understanding of the complexities of teaching and learning who will initiate, build upon, and support educational programs that prepare our diverse students for further education and the 21st-century workplace.
- Demonstrates the ability to build upon the district's strengths and accomplishments to promote our present culture of continuous growth.
- Possesses expertise in expanding the professional capacity and knowledge of district staff.
- Exhibits skill in cultivating unity and collaboration as the community continues its current positive momentum.
- Possesses the courage to make decisions that prioritize students' best interests.

VISIONARY INSTRUCTIONAL LEADER

- Possesses significant instructional expertise and a deep understanding of the PK-12 continuum, including expertise working with SPED and ELL students.

- Is a forward-thinking progressive leader with a solid understanding of teaching and learning, and will initiate and support multifaceted educational programs that prepare each student for post-secondary and career readiness.
- Demonstrated experience implementing initiatives that expand opportunities to meet the needs of all students and close achievement gaps.
- Respects, values, and utilizes the expertise and experience of the district's educators.

COLLABORATIVE MANAGER

- Seeks constant improvement in all aspects of the district's operations.
- Demonstrated strong practical knowledge of the operational areas of a school district, including financial planning, human resources, construction, addressing aging infrastructure challenges, transportation, safety, technology, and food service.
- Demonstrated expertise in effective strategies to attract and retain a qualified and diverse staff in a challenging hiring environment.
- Successful specific experience leading strategic and long-range planning.

EFFECTIVE COMMUNICATOR

- Is a consensus builder and collaborator who will be visible and approachable in the schools and community especially with students and the community, and models a team-oriented approach.
- Engages as an active listener who values transparent and open communication and will be a visible presence in the schools, Is politically astute and can work within complex political environments and develop working relationships with political leaders.

PERSONAL QUALITIES

- Seeks to be a visible and active part of the greater community.
- Respects the community's history, culture, values and current positive momentum.
- Works with honesty and integrity 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.