

Superintendent Search Leadership Profile

(Developed in Fall 2017)

Superintendent Desired Characteristics:

Student Achievement

- Has a strong instructional background and a track record of documented successes in improving student achievement, both overall and across student subgroups.
- Has the ability to reduce or eliminate achievement gaps involving students of color, students in poverty, and students from culturally diverse backgrounds.
- Can demonstrate past support for a wide variety of student programming, both curricular and extracurricular, for college- and career-oriented graduates, along with special education and gifted students.
- Has integrity, honesty, and trustworthiness in analyzing and presenting student data.

Diversity and Inclusion

- Cares about children, their education and their well-being.
- Has demonstrated success in meaningful outreach to low-income and culturally-diverse families.
- Is creative, courageous, charismatic, and visionary in dealing with diversity and inclusion issues, and can cite past examples that illustrate these traits.
- Is culturally competent; understands and is sensitive to the needs of diverse student populations.
- Has demonstrated ability to work with school staff to improve student discipline and safety across student populations and in a variety of settings.

Human Resource Management

- Establishes a high level of expectations for students and all personnel; insists that staff and students are accountable.
- Fosters a positive, professional climate of mutual trust and respect among faculty, staff, and administration.
- Recognizes administrator, teacher, and support staff accomplishments.
- Recruits, employs, and retains effective personnel throughout the system and its schools, and can document previous successes in this area.

Budget, Finance, and Organizational Management

- Can analyze, plan for, and clearly address funding and facility needs.
- Understands the importance of district compliance with mandated requirements.
- Has proven ability to influence financial decision makers at the local and state level.
- Is able to demonstrate understanding of complex financial systems and financial planning issues; can identify past budget successes.
- Takes calculated risks; able to think creatively and "outside the box" in order to solve complex problems.

Communication and Outreach

- Has shown success in working collaboratively with business, community, and elected officials.
- Can cite examples of being visible, approachable, and engaging in staff and student interactions.
- Is politically savvy and is able to work collaboratively and effectively with the School Board, city officials, and state legislators.
- Uses strong communication skills across a variety of media platforms.
- Can simplify and communicate complex matters (such as school finance) to all audiences.

For the latest information on the Columbus City Schools Superintendent Search,
visit www.ccsok.us/SuperintendentSearch.