

BELLINGHAM SCHOOL DISTRICT SUPERINTENDENT SEARCH

Desired Superintendent Characteristics

The Bellingham School District has in place an enviable foundation for continued growth in high-performing, student-centered educational programs. The Board now seeks a dedicated, persistent leader whose exceptional organizational and collaborative skills will model and inspire high performance throughout the school community. Leadership in the following five areas is emphasized.

1. Instruction

- Vision for 21st century skills for all students
- Knowledge of research-based best practices in teaching and learning, including early childhood
- Educational accountability
- Commitment to high common standards, appropriately differentiated means

2. Data-based management of District resources

- Vision for maximizing the potential of staff and students
- Financial knowledge and skill
- Care, improvement and wise use of facilities and equipment
- Growth in technology integration and application

3. Communications

- Effective listening
- Ability to honor and validate staff and community contributions
- Respect for diverse ideas
- Enthusiasm for sharing the mission and implementing the vision

4. Focus on continuous improvement

- Learn, respect and build upon the existing professional learning community culture
- Implement a well-developed, existing strategic plan
- Continue development of a policy governance system
- Attract, develop, inspire and retain empowered leaders

5. Community connection and commitment

- Learn about, foster and use community partnerships to leverage high performance
- Live and participate in the life of the community
- Understand and honor the community's pride and desire to participate in its schools
- Make a commitment to Bellingham for five or more years