

Desired Criteria for Chief Administrator Heartland AEA 11

Using input received from staff members and the Superintendents Advisory Committee, the Heartland AEA 11 Board of Directors seeks an educational leader who possesses the following attributes and skills.

An individual who has demonstrated the ability to

- Articulate and rally support for an organization's mission, vision and values.
- Make data based decisions that focus on the needs of students.
- Build an environment of mutual trust and transparency with Board, staff and member districts.
- Organize and manage a large, complex agency through effective delegation, supervision and accountability.
- Serve the needs of multiple constituencies simultaneously.
- Translate Agency goals into successful outcomes.
- Respond to meet Board expectations.

An individual who understands

- An organization's resources and efforts can be enhanced by partnering with others.
- How to work with legislators on behalf of education.
- Improving student achievement is the organization's primary goal.
- Special education and the special needs of students.
- The Agency transformation and how to continue its successful implementation.
- The service role of intermediate agencies is to assist diverse districts in meeting their educational goals.
- The respective roles of the legislature, local school boards and other political entities with which the Agency interfaces.

An individual who is

- A skilled systems thinker
- An excellent communicator and understands that listening is an essential component of communicating.
- A team builder and facilitator
- Committed to high standards for leadership, operations and student learning.
- Fair, ethical and possesses unquestionable integrity
- Open, caring, and collaborative.
- Passionate about learning.