

# **The School District of Clayton**

## ***Criteria Sought***

After consultation with parents, staff and community members, the School District of Clayton Board of Education seeks a dynamic educational leader who has demonstrated the ability to:

- Manage a complex organization in a collaborative manner, solicit input from those affected by decisions, achieve consensus when possible, and yet recognize the need to be decisive when it serves the best interests of students.
  - Seek and consider the experiences and viewpoints of staff, students and families as important parts of the overall decision-making process.
  - While valuing both broad input and consensus, lead with conviction to achieve the best student-centered educational results.
- Enhance the positive relationships which exist between and among the staff, community, administration and Board.
- Hold individuals accountable for performance and results, while modeling high expectations for his/her own performance.
- Maintain a climate that attracts and retains a staff of teachers and administrators who have a passion for excellence and the ability to achieve it in the classroom.
- Work collaboratively with the Board as a team while respecting its distinct governance role.
- Address fiscal issues and formulate priorities relative to facility needs and operating expenses.
- Value the relationships to be developed and recognize the leadership insights to be gained by being visible in and a part of our schools and community.

The next superintendent is expected to:

- Exhibit outstanding communication skills; oral, writing and listening; be visible in the schools and community and seek meaningful interaction with constituent groups.
- Articulate a vision for the school district and the steps necessary to achieve that vision.
- Have unquestioned personal integrity and be accessible, open-minded and fair.
- Possess commitment to the full development of all children by a continued focus on instructional leadership, continuous improvement and knowledge of current research in curriculum, instruction and assessment.