

After seeking input from its members, parents, staff and community members, the Board of Education of Riverside-Brookfield High School District 208 seeks an educational leader who possesses the following personal and professional characteristics.

Educational Philosophy- An individual who:

- ❑ Believes that Riverside-Brookfield has many excellent programs and services that support student learning and believes in the concept of strong public education institutions.
- ❑ Demonstrates understanding of learning, good teaching, data-driven decision-making, research and best practices in education and related fields.
- ❑ Is student-focused and values having **all students** achieve.
- ❑ Is open to addressing the issues and concerns of staff, students, parents and the Board of Education.
- ❑ Plans effectively and is action-oriented with a focus on setting high expectations for students and staff.
- ❑ Recognizes the importance and value of instructional leadership and success for all students.
- ❑ Respects all stakeholders and will deal directly and fairly with those in the RBHS learning community.
- ❑ Understands that meaningful involvement of stakeholders will contribute to the success of RBHS and District 208.
- ❑ Understands the role of the high school principal and acts on the important tasks, roles and responsibilities in collaboration with others to continue an effective culture of learning and teamwork.
- ❑ Values the excellence and history of RBHS, preserving those concepts and components that work well, while seeking opportunities for improvement.

Leadership Abilities and Experiences- An individual who has demonstrated the ability to:

- ❑ Act in ways to build trust, integrity, respect and accountability on behalf of RBHS and District 208. Deal directly with and fairly with stakeholders.
- ❑ Build relationships with all stakeholders for effective communication and feedback on concerns, needs and support for the school, staff and district.
- ❑ Communicate effectively, recognizing that listening is an essential component of communication, both internally and externally to present the important direction, concerns and vision to stakeholders.
- ❑ Develop and implement building level procedures that will ensure support for the instructional program, social well-being of students and staff and managing the daily operations of the school in concert with other leaders.
- ❑ Develop reports and communications that demonstrate the performance of students and the accountability of staff to continue to work on the improvement of student achievement to the Board and community.
- ❑ Establish positive relationships with all stakeholder groups and community leaders through visibility, engagement and strong communication skills.
- ❑ Lead with planning and action based on instructional data, research and best practices to ensure that all students experience success and are prepared for their futures.
- ❑ Make difficult decisions that are best for students, staff and the District.
- ❑ Study and make recommendations to the superintendent and Board regarding the educational issues facing the school after receiving input and feedback from stakeholders.
- ❑ Work with the superintendent to be an effective principal/leader.

Personal Characteristics and Behaviors- An individual who is:

- ❑ Accessible, approachable, open and responsive to stakeholders.
- ❑ Accountable and professional in all relationships.
- ❑ Committed to high standards for leadership, operations and learning.
- ❑ Encourages others to be creative, innovative, to take risks and supports those efforts.
- ❑ Ethical and possesses a strong moral belief system that builds trust and positive relationships.
- ❑ Honesty, fair and consistent.
- ❑ Strong leader, doing the right thing for the right reasons and committed to communicating the framework for decision-making.
- ❑ Thoughtful before acting; stable; sensitive to the needs of all stakeholders.