



## Florida School Boards Association SUPERINTENDENT SEARCH



# QUALITIES

Based on feedback from the: Board Pre-search Interview, the Thought Exchange Survey responses, Community Forums, and the Employee Focus Groups, the School District of Osceola County is in search of an educational leader who demonstrates the following leadership qualities, skills, and abilities to serve as the next School Superintendent.

1. Collaborates with law enforcement to ensure safe and orderly schools, school campuses and all district work sites.
2. Demonstrates recent success in leading academic improvement in Reading and Math, as well as closing the achievement gaps.
3. Ensures that ESE, 504, ELL and Title I students', teachers', and parents' needs are met.
4. Continues to strengthen Early Learning Programs to improve the Kindergarten Readiness Rate.
5. Holds self and employees to impeccable standards of integrity, professionalism, and accountability.
6. Success developing, implementing, and consistently enforcing a Student Code of Conduct.
7. Accessible and approachable, listens to teachers, staff, parents, and the community and is willing to visit schools and classrooms and attend student activities.
8. Collaborates with the School Board to understand and lead from the district's Strategic Plan and its associated accountability measures.
9. Visionary and focused on the future yet honors past traditions.
10. Experience implementing and supporting choice, including magnet programs and the free college and career opportunities available to students.
11. Understands the challenges teachers face on a regular basis and shows support and appreciation for those teaching.
12. Demonstrates success working with parents and students of different multi-cultural backgrounds, as well as Osceola's unique communities.
13. Experience addressing controversial issues and building consensus among Board Members to address such concerns.



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14. Past experience analyzing budgets to find ways to increase salaries and benefits for teachers and support staff.
15. Demonstrates experience in business operations including finance, maintenance, construction, transportation and food service.
16. Demonstrates knowledge of a fast-growing school district where new school planning and older school renovation are a continual process.
17. Builds and maintains an open, honest, trusting relationship with the School Board, school and district level leaders, teachers, support staff, parents, and students.
18. Works with legislators, county and city governments, and educational and business leaders to imagine unique and applicable educational opportunities for students and teachers.
19. Practices transparency and operates without conflicts of interest.
20. Advocates for the success of the “whole child” including mental health, academics, arts, athletics, and extracurricular activities.
21. Demonstrates success in creating innovative programs that successfully recruit and retain teachers and staff.
22. Familiar with the latest technologies and their abilities to enhance educational opportunities for students.
23. Is the face of the district and promotes business partnerships and community engagement.