

Superintendent Qualities & Qualifications

APPROVED

Bandon School District

The qualities and qualifications identified below describe the leadership characteristics, professional experience, and skills the board seeks in an interim superintendent. These are the same qualities and qualifications used in the district's 2021 executive search.

Typically, an interim superintendent search would be guided by the district's Policy CBA, Duties and Responsibilities of the Superintendent; however, the district does not have a Policy CBA available for this purpose. Accordingly, the previously developed qualities and qualifications are included as reasonable and relevant criteria to guide screening, interviews, and the board's selection of an interim superintendent who can provide stability and support the district during this transition.

- Committed to serving all kids by putting students first in all decisions;
- Effective communication and listening skills, keeping the parents, board, and staff informed through clear and consistent empathetic messaging;
- High degree of integrity/honesty with strong core values. Is trustworthy and ethical in dealings with students, staff, board, and community;
- Background in teaching and building administration (instructional leadership) preferably in small rural communities;
- Proven ability to make tough decisions when necessary and effectively communicate the reasons (transparency);
- Is personable/approachable while keeping an open mind; good sense of humor;
- Ability to build and sustain strong, effective family/community partnerships that impact student success;
- Understands school finance, demonstrates sound fiscal management and strong budgeting skills;
- A well-organized, collaborative and empowering leader who can help identify the district's priorities and move the entire school district/community in that direction;

- Highly visible and meaningfully engaged in our community and schools.