



Ideal Profile of the new Dallas Superintendent

This section refers to the specific criteria that the consultant will use in identifying outstanding prospects for the position of Superintendent of Schools. It is also a document which the Board will use in its deliberations in the *Select* phase of the search. These Characteristics emanate from feedback from the Focus Groups and Interviews and from the results of the *Superintendent Search Survey*. Within the Focus Groups, Interviews, and Survey, our first two questions ask about strengths and complexities of District; and the third question asks specifically about Desired Characteristics of a new leader. The responses to all three of those questions help inform and shape the establishment of this criteria.

Distilling a list from so much input is both an art and a science, but ultimately must reflect the desires of the elected school board. To that end, I provide to the Board these Desired Characteristics as a composite voice from your community and your stakeholders – and as a draft for you to consider.

The Board of Directors of Dallas School District seeks an exceptional educational leader who

1. Is an experienced school district leader.
2. Has a track record of educational success in a community with similar attributes to Dallas.

and who embodies the following:

3. A leader who operates with the highest level of integrity and who leads with honesty and transparency and authenticity.
4. Brings a demonstrated commitment to collaboration, relationship building, and shared decision-making, with employees, labor partners, and community partners.
5. A leader with a long-term commitment to Dallas who enjoys engaging in all that the community has to offer.
6. A prudent steward of district finances who also brings wisdom regarding bond work.
7. Possesses outstanding communication skills. A leader who can communicate effectively in a multitude of venues and with a variety of audiences and is strategic about communicating across the organization and beyond.
8. An inclusive leader who knows people by name and cares about them.
9. A superintendent who knows our students and values them as key stakeholders.
10. An empowering leader who has a clear vision for the district, while believing in and strongly supporting the district's strategic plan.
11. An instructional leader who makes certain students are learning and achieving at high levels and is knowledgeable of best practices for maximizing student achievement.