



## Next Superintendent Ideal Profile: Qualifications and Criteria

***The FGSD Board of Directors seeks an exceptional leader who embodies the following:***

**Learner-Centered Instructional Leader- *demonstrated by:***

- A proven record of improving student achievement, especially for historically marginalized learners, with a focus on improving instruction, curriculum, professional learning, and data informed practices
- Strong knowledge of language acquisition and development including evidence of effectively scaling systems of support for second language learners
- Comprehensive pre-K-12, classroom, campus and system level leadership experience focused on closing opportunity and achievement gaps, increasing academic rigor, implementing program improvements, and building systems of support and accountability

**Strategic Fiscal Steward - *characterized by:***

- Proven fiscal management, budget and political acumen, and ability to strategically align district resources with a compelling vision for the future
- Experience with capital projects, school construction, bond programs, and a deep commitment to the ongoing maintenance of the community investment in their public schools
- A transparent approach to budget development that engages stakeholders, fosters trust, and nurtures continued local support of the district

**Equity Champion - *deeply committed to equity and inclusion, including:***

- Fostering an environment that appreciates the uniqueness of individuals, values diversity, and actively promotes a sense of belonging for all
- Inclusive leadership that supports historically underrepresented groups, and prioritizes district equity and inclusion initiatives and programs including service to historically marginalized and differently abled student populations
- Demonstrating cultural competency, particularly with the Latinx community

**Inspiring, Courageous, and Inclusive Visionary - *revealed as:***

- The ability to articulate a compelling vision and inspire staff and community to act upon the district's "Portrait of a Graduate" and future-focused strategic plan goals
- Supporting a culture of creativity amongst staff, embracing innovation and continuous improvement
- Exercising courageous leadership for positive change, that places learners at the center of district decisions, even in the face of adversity

**Community Builder, Connector, and Communicator- *which includes:***

- The ability to build coalitions, sustain existing partnerships, and explore new community collaborations in service of children and families
- Prioritizing visibility in schools and the community, effectively inviting input and engaging a variety of stakeholders, actively listening, and providing timely, two-way, and transparent communication
- An approachable, relatable demeanor with a focus on relationships and leading from the heart