

Profile of the Desired Characteristics of the Superintendent

Superintendent of Schools School District U-46 Elgin, Illinois

After receiving input from administrators, community members, faculty, parents, students, and support staff, School District U-46 Board seeks an experienced leader, who has had successful experience in a **diverse district**, demonstrating **relationship building** and a successful track record of **student achievement** to be its next superintendent.

The Board seeks someone who is an **empathetic communicator**, who listens carefully while **collaboratively** developing and patiently implementing with the Board a vision, with its goals and the district's wide array of programs. In addition, the selected candidate will be a person of **integrity** who is **visible and approachable** in the community and the District, making **data informed decisions**, building teams, especially in the development of a team relationship with the Board.

The next superintendent of SD U-46 will work collaboratively with the staff and community as an advocate that reflects a student focus. The Board of School District U-46 is looking for a person, who will lead in diversity and equity especially as they relate to human resources and student achievement, and will commit to stay with the district for a significant tenure.

Further, School District U-46 seeks a Superintendent who has record of demonstrating the following competencies:

- Foster a positive, professional climate of mutual trust and respect among faculty, staff, and administrators.
- Establish a culture of high expectations for all students and personnel.
- Recruit, employ, and retain effective, diverse personnel throughout the District and its schools.
- Demonstrate a deep understanding of educational research and emerging best practices and implement strategies.
- Provide transparent communication.
- Understand and be sensitive to the needs of a diverse student population.
- Effectively plan and manage the long-term financial health of the District and schools.
- Be an effective manager of the District's day-to-day operations.

Approved by School District U-46 Board on April 24, 2023