

## March 16 Superintendent Criteria Agenda

Purpose: to solicit input from the CSD stakeholders on the criteria that should be used in describing the Superintendent position and the selection process.

### **Required Qualifications and Certifications:**

- Possess, or qualify for, State of Delaware *School Leader II Certification* as a Superintendent/Assistant Superintendent (See <http://regulations.delaware.gov/AdminCode/title14/1500/1593.shtml#TopOfPage>)
- Relevant Master's Degree (as required by certification); an earned doctorate preferred
- Successful completion of the Praxis I (only for those candidates not already certified)
- Minimum of eight years *full-time* combined public education experience that must include *at least five years teaching experience* and *at least three years* building-level administration and/or district-level administration

### **Desired Experience:**

- Working knowledge of Delaware's public education system laws, regulation and practices *required*
- Documented success as an instructional leader with a proven record for improving student achievement at every level; advocate for teacher/staff professional development
- Demonstrated knowledge of curriculum development, instructional practices and program evaluation in meeting the needs of a diverse student population
- Knowledge and experience in innovative program design and evaluation
- Excellent communication and interpersonal skills with the ability to work collaboratively within diverse stakeholder groups; District advocate with all relevant constituencies, elected officials and the larger community.

### **Performance Responsibilities:**

- Serve as Chief Executive Officer of the Christina School District and Executive Secretary of the Board of Education; responsible for the daily administration of the District; provide leadership in dealing with parents and/or all relevant constituencies within or outside the District
- Formulate vision and provide strategic direction for all District administrative and instructional activities; supervise directly or through delegation, all activities of the school system in an ethical manner and in accordance with the policies of the Board
- Develop educational goals and objectives for the District
- Prepare and deliver written and oral presentations to the Board of Education, district personnel, parents and community groups; prepare relevant statutory reports and recommendations
- Work with District administration to define performance expectations and evaluate the performance of principals

- Prepare and submit a recommended annual budget to the Board; Monitor and evaluate budgets and grants
- Establish District instructional and financial priorities; Collaborate with district departments to utilize various funding sources to maximize learning opportunities for students
- Represent the District in activities associated with the Reding Consortium
- Work collaboratively with the Delaware Department of Education, elected officials at every level, and other education and business leaders on initiatives and development activities related to District vision and goals.

**Preferred Management Style:**

**Interface / Relationship with the Board:**

**Decision Making Style:**

**Experience with Organizational Development:**

**Focus within the District**