



*Together, Educating Every Student for Excellence*

## **Position Description for the Christina School District in Wilmington, Delaware.**

The Christina School District Board of Education is seeking an enthusiastic, communicative, and outcome-driven superintendent. The Board intends to have the position filled on or before July 1, 2020.

The Delaware Academy for School Leadership is assisting the Board in their search process. They will assist in the screening and interviewing process and help the Board to identify the candidate who is best positioned to meet the needs of the Christina School District and its community.

### **District Overview**

Student Population: 14,400

Schools: The district consists of 2 Early Education Centers, 14 Elementary Schools, 2 Elementary/Middle Schools, 3 Middle Schools, 3 High Schools, and 9 other important schools and programs.

Community: The Christina School District serves the City of Newark and its surrounding suburban areas as well as a portion of the City of Wilmington.

### **Position Qualifications:**

A subcommittee of the Board of Education has identified the essential qualifications for the critically important position and decision to be made by the School Board Members. They have also identified the desired skills, abilities, and behaviors of their future leader which are articulated in an expectations paragraph.

- Meet the certification requirements of the Delaware Department of Education for Superintendent
- 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
- Working knowledge of Delaware's public education system, laws, regulation, and practices preferred
- Documented success as an instructional leader with a proven record for improving student achievement at every level; advocate for teacher/staff professional development

- Demonstrated experience in curriculum development, instructional practices, program evaluation, and 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.

### **Desired Skills, Abilities, and Behaviors:**

Using an inclusive management style, the superintendent will work in conjunction with the Board of Education to develop a vision for the District that can be understood and communicated to the entire district community. In doing so, they will help to create a shared vision that facilitates positive change through informed yet decisive decision-making. The superintendent should be a team builder, one who finds the best in people and gets the most out of them, especially in times of crisis. This starts with the recruitment and retainment of excellent colleagues. They also accomplish this by being a leader first and manager second. Finally, the superintendent will have a firm grasp of organizational dynamics and have the wherewithal to pull the collective work of all departments and staff together to ensure equity and excellence for every student.

### **To be considered for the position:**

1. The candidate should submit a resume or CV along with a statement about why they believe they are the best candidate for the position.
2. The candidate should submit a proposed entry plan with primary goals for the first year as superintendent.
3. The candidate should submit a statement on diversity and equity supported by demonstrated experiences (to be no more than 250 words).
4. The candidate should submit two letters of recommendation that include specific information on their effective communication skills.

All materials must be emailed to:

DASLsearch@udel.edu

University of Delaware

***Posting closes at noon on Monday, May 4, 2020***