

# Harper Woods School District

## CANDIDATE PROFILE

The School District of the City of Harper Woods is seeking a superintendent who can build on the successes of this supportive, urban/suburban district. The successful applicant will have a vision of how to continue the many good things happening and the ability to move the district forward. Candidates should be prepared to present evidence of demonstrated success of the following:

- Proven record of raising student achievement
- Thinks strategically and innovatively with the ability to inspire others toward the shared district vision
- Understands teaching and student learning is the main mission of the school district
- Recognizes, values and affirms staff members

### Professional Background

- Minimum of a Master's degree required
- Teaching experience required (five years preferred)
- Experience as a principal and/or in central office required
- Possesses a strong background in K-12 education, administration and curriculum/instruction
- Strong knowledge and experience in school financial matters
- Record of success in past positions including achievement for all students

### Personal Qualities

- Is a good communicator and skilled listener
- Is visible, approachable and accessible to staff, students and community
- Excellent public speaker, presenter and communicator
- Creative problem solver
- Is honest, ethical and transparent
- Leads by example...encouraging others to work hard and enjoy their work
- Has high levels of responsiveness to stakeholders (follows up and follows through)

### Management

- Demonstrated outside the box thinker
- Has a "presence" that conveys confidence and trust
- Collaborates with stakeholders and transparency in decision-making
- Ensures best practices in teaching and curriculum management
- Willing to be transparent in making difficult decisions
- Ability to develop and lead effective leadership teams
- Experience with teacher evaluations
- Experience in contract negotiations
- Success working in a diverse community