

# New Superintendent Profile

## Germantown School Superintendent Search 2019-20

1. Experience working with a high performing school board, administrative team and staff, with skills in strategic planning and implementation to energize continued district improvements.
2. Demonstrated ability to advance an already quality district staff through effective recruitment, retention and professional development. Balancing the need for regionally competitive compensation with the fiscal limits of the overall budget.
3. Drawn to Germantown's comprehensive instructional philosophy. Has demonstrated skills to clearly define and to implement an instructional accountability system, to create K-12 instructional cohesion to drive continuous student growth.
4. Experience of positively engaging the faculty, listening to and respecting their ideas, needs and issues. Develops effective professional relationships with a wide variety of internal and external constituencies; develops positive, professional and collaborative work culture.
5. A collaborative leader who develops effective teams that are assertive about quality, coupled with the confidence and skills to work through inevitable conflict to be addressed and resolved to keep the district moving forward. A long-term commitment to the District and the community is desired.
6. Known as an outstanding communicator among district and schools, across schools, and with parents and community, regularly communicating with multiple, effective communication techniques, to address both successes and areas for improvement. Naturally engaging and frequently visible throughout the school community.
7. Possesses school finance expertise and insight to effectively direct the use of limited resources to achieve district goals and address operational challenges in a fiscally conservative community.
8. Experience in guiding specialized instructional programs, special education and gifted and talented for example, to determine what is effective and sustainable to complement differentiated regular education programs.
9. Confidence and knowledge to advocate for public education based on needs of all students and families and the marketplace reality that the quality of public education defines the reputations of communities.