



Superintendent Profile: Township High School District 113

- Communicates skillfully with all constituencies; listens carefully, speaks eloquently, messages clearly
- Articulates a vision that is focused on student growth and wellness and makes decisions based on that vision
- Thinks strategically, focuses on the future, and works toward consensus among all stakeholders
- Builds strong relationships and is attuned to the needs of all groups
- Inspires others to collaborate, work hard, and hold each other accountable for the success of all students in District 113
- Prioritizes student safety, collaboratively building a plan that creates a safe climate for all students
- Leads with transparency and humility, acting decisively when circumstances warrant it
- Commits to leadership that values diversity, equity and inclusion in decision-making and resource allocation; focuses on the inclusion of all families in school life
- Focuses on narrowing or erasing the achievement gap and addressing the unique needs of each school community; recognizes that the two high schools need differing layers of interventions to ensure that all students succeed
- Prioritizes building trust with all stakeholders, especially addressing morale issues among various employee groups and developing a strong relationship with the newly-formed teacher association
- Demonstrates skills in financial management and fiscal responsibility
- Leads an effort to develop a long-range facilities plan that addresses aging buildings and contemporary instructional needs
- Communicates decisions with clarity, reason, and empathy after considering input from all stakeholders
- Develops a communication plan that ensures timely dissemination of information and builds trust that important information has been shared
- Leads the Board collaboratively and transparently, making recommendations that are informed by data and focused on student needs

- Hires strategically and builds strong, productive, loyal teams that work together effectively for the betterment of the students, schools, and community
- Maintains a strong presence in the District's schools and community; demonstrates interest in District programs, classrooms, and events
- Possesses a genuine, warm personality and displays a lively sense of humor
- Uses knowledge of best practices in curriculum and teaching to ensure that all students experience engaging instruction and a 21st century curriculum
- Shows skill at building trust and mutual respect while strengthening a district-wide positive culture and climate.