

# SCHOOL EXEC CONNECT

## New Superintendent Profile: Kildeer CCSD 96

### The new Superintendent should be a person who:

- Possesses a genuine, warm, caring, personable, transparent, flexible, and approachable personality, and is skilled at building trust and maintaining a positive culture and climate.
- Passionately embraces the current traditions and values of the District and the communities it serves and is committed to personal growth as an educator and leader.
- Uses a proven track record of success as an educator and leader to effectively maintain/impact student achievement and District outcomes.
- Leads with both the head and heart and possesses a deep knowledge of best practices in teaching and learning; the Superintendent is student-centered, innovative, confident, and resilient.
- Models active listening, encourages and supports stakeholder voice/input, and fosters a collaborative process for shared decision-making, showing an openness, transparency, and a willingness to give credit to others.
- Builds strong teams and inspires adherence to the guiding principles of the District mission, vision, and values, focusing on every child, every school, every day.
- Exhibits excellent communication skills; builds on existing methods and strategies to ensure timely and transparent communication that keeps internal and external stakeholders informed and supports a positive image of the District.
- Makes decisions based on what is best for students; keeps students at the center of planning and decision-making and communicates decisions with clarity, reason, and empathy after considering input from stakeholders.
- Communicates a clear vision for the future of District 96 and inspires others to act in accordance with that vision; establishes and maintains high expectations for all students and staff.
- Works effectively with the Board of Education, aligning decision-making with the District vision and goals and pursuing those objectives with passion, transparency, and persistence.
- Prioritizes the recruitment, training, and retention of highly effective teachers and leaders; focuses on hiring staff whose demographic makeup reflects that of the District's students and families.
- Collaborates closely with sender elementary districts and Stevenson High School to align curriculum and articulate instruction and assessment across grade levels in all subjects.
- Demonstrates understanding of and commitment to issues of equity, diversity and inclusion, focusing on the academic and social-emotional development of all students and inclusion of all families in school life.
- Possesses successful experience as a teacher and building-level leader; understands curriculum, teaching, and learning and promotes instructional methods that are engaging and supportive of high academic achievement.
- Values the unique needs of every student and allocates resources for programs in and out of the classroom that support students' academic, personal, and social-emotional growth.
- Displays skill in financial management and knowledge of legal requirements affecting the District; successfully forges close connections with local and state leaders and is familiar with national trends in education.
- Becomes immersed in the life of District 96 schools and the community, maintaining a strong presence in classrooms, at activities, and in community events.