

The Arlington School Board identified eight (8) qualities they would be looking for in their next superintendent. I paired the eight qualities into four categories called (1) School Community Relations, (2) Financial Leadership, (3) Instructional Leadership and (4) Visionary Leadership. I then incorporated Arlington's four (4) District goals inside three of the four categories.

We recommend selecting less performance objectives than superintendent selection criteria. I will be encouraging the board to again select the two to three most important areas to concentrate on. Here are the eight superintendent selection criteria and district goals for you to consider.

Superintendent Selection Criteria and District Goals

School Community Relations:

1. A leader who is honest, genuine, transparent, and accountable throughout all interactions with stakeholders.

2. A student-centered leader who displays and commits to high visibility and is able to build positive relationships with students and staff.

3. A community-minded leader that is open-minded with a high level of integrity and able to collaborate and be actively involved with the community to cultivate partnerships and engage stakeholder groups.
 - a. Work proactively with the community to improve the educational and enrichment programs. (District Goal)

Financial Leadership

4. A visionary leader who demonstrates strong financial skills and is able to manage district resources while seeking out unconventional resources.
 - b. Work effectively with the board of education, administration, and stakeholders to provide quality facilities to enhance educational programs and extracurricular programs. (District Goal)
 - c. Maximize district resources to provide quality facilities and educational programs. (District Goal)

Instructional Leadership

5. An instructional leader who positively impacts the needs of diverse learners by emphasizing research-based teaching and learning strategies in all PreK-12th grade areas.
- d. Develop and implement plans using best practices, formative and summative assessments and student data to ensure all students are college and career ready.

Visionary Leadership

6. A strategic leader who demonstrates outstanding leadership skills in their ability to build effective teams.
7. A confident leader with a great work ethic and high expectations who is able to analyze needs and develop creative solutions that challenge conventional thinking.
8. A forward-thinking leader who demonstrates the ability to recruit, retain, and develop quality personnel.