



Superintendent Selection Criteria

Allendale Public Schools is seeking a strong, collaborative leader who will build on the successes of this fast growing, high performing district. The Board of Education has identified the following criteria for selecting its next superintendent:

Professional Background

- Master's plus administrative certificate
- Teaching and Administrative experience
- Possesses a strong background in K-12 education, previous Superintendent/Central Office experience preferred
- An instructional leader with previous success improving achievement for all students
- Successful experience implementing instructional technology
- Experience in school construction preferred

Management & Decision Making

- Collaborative, situational leadership style
- Engages, values and affirms all staff members
- Effectively oversees budget and manages finances
- Ability to develop and direct an effective management team

Vision

- Consistently works to ensure the sustainability and exemplary reputation of the district
- Thinks strategically and inspires others toward a long-term vision – forward thinking
- Able to establish collaborative partnerships with the community
- Develops effective strategies to handle sustained multi-year enrollment and district growth
- Identifies emerging trends, anticipates their impact and develops strategies to address them

Interpersonal

- Is honest, ethical and transparent
- Exhibits high level of integrity
- Is a skilled listener and excellent communicator
- Is visible, approachable and accessible to staff, students and the community (follows through and follows up)
- Treats others with empathy and respect
- Willing to become part of the community