

SCHOOL EXEC CONNECT
BEMIDJI AREA SCHOOLS
NEW SUPERINTENDENT PROFILE

February 20, 2018

The ***New Superintendent Profile*** was developed utilizing the opinions expressed by School Board members, administrators, teachers, support staff, students, parents and community members during individual and focus group interviews and at a community forum regarding goals for the district, the district's greatest strengths and challenges, and the attributes, skills and characteristics desired in the new superintendent. Also utilized were the responses to a survey available through the district's website.

The consultants will utilize the ***New Superintendent Profile*** in recruiting and screening potential superintendent candidates. The Board and the community are encouraged to use the ***Profile*** as they interview and evaluate candidates to determine how well they fit the current leadership needs of the district.

ATTRIBUTES DESIRED IN THE NEW SUPERINTENDENT

Bemidji Area Schools

The new superintendent should be a person who:

- **Is an approachable and supportive team builder who brings out the best in others and interacts with all people in a manner which makes them feel valued, heard and empowered.**
- **Is highly visible throughout the schools and community, a personable leader with integrity who develops trusting relationships with the School Board, staff, students, parents and the entire community.**
- **Demonstrates cultural competence and experience working with racially and culturally diverse populations, seeks to recruit and hire staff who reflect the diversity of our students, and is committed to creating and maintaining a culture that is respectful, responsive and focused on closing achievement gaps and providing equitable opportunities for all.**
- **Reaches out to all people with strong engagement and communication skills, and seeks to build and maintain mutually beneficial partnerships with the city, township, county, organizations, civic groups, businesses, and Bemidji State University.**

- **Has successful experience planning, implementing and staffing programs and interventions addressing the diverse needs of students struggling with academic, socio-economic, or mental health challenges.**
- **Is a student centered, instructional leader with a deep understanding of curriculum and instruction who facilitates a strong professional development program and supports the use of data in meaningful ways to foster continuous academic improvement.**
- **Is a creative visionary willing to take on difficult challenges and who encourages innovative approaches to improve student learning, increase funding, and create partnerships with parents, business, community, government entities, and higher education in order to strengthen Bemidji Area Schools.**
- **Is a collaborative consensus builder who listens with an open mind, uses data and input from those with multiple or diverse perspectives, and is able to synthesize, compromise and craft a shared vision before taking action.**
- **Has a successful track record as a superintendent or assistant superintendent and demonstrates a strong understanding of school finance, practices solid and transparent stewardship of taxpayer dollars and is able to craft a long-term vision to lead the District down a path of financial stability.**
- **Embraces the important role of technology in today's global society, facilitates improved infrastructure, works toward equity of access to technology for all students, supports best practices of technology integration, and ensures that the District provides technology professional development for all staff.**
- **Values and supports strong student athletic and academic co-curricular activities and fine arts programs, designed to enhance student achievement and build community involvement and support with opportunities for equitable participation by all students.**
- **Supports the development of high quality early learning programs to enhance school readiness and family support for learning.**
- **Is politically astute in advocating for Bemidji Area Schools and its students, establishing strong legislative networks and coalitions.**

