



Superintendent Search

Profile of an Ideal Superintendent

- A respected educational leader with a demonstrated ability to improve success for all students.
- Able to effectively and efficiently communicate and collaborate with students; values and respects student opinions.
- Understands and values First Nations communities and has experience with Aboriginal Education.
- Is approachable, collaborative, inclusive and responsive to feedback.
- Accesses first hand knowledge of schools and communities in all geographic areas; understands the importance of visibility, accessibility and support throughout the District.
- Demonstrated ability to facilitate the development and implementation of the District's Strategic Plan & Student Achievement Goals.
- Effective speaker and a good listener; strong and open communicator; comfortable responding to questions at Board meetings and to inquiries from the media and the public.
- Proven expertise in staff leadership.
- Able to work effectively with the Board, parents, staff, partner groups and the community.
- Proven record of positive relationships with the Ministry of Education and Treasury Board decision-makers.
- Knowledgeable – familiar with School Act, its regulations, parliamentary procedure. Keeps up to date on educational issues, changes/upcoming changes in legislation.

- Understands and is able to balance the functions of all areas of school district: Education, Finance, Operations/Maintenance, Transportation, Human Resources, International Program, etc.
- Experienced with budget preparation and able to have active involvement with preparation of the District's Annual Operating and Capital budgets, and Special Purpose Funds.
- Has a record of positive union and staff relations and cultivates an atmosphere of respect and trust through all levels of the organization.
- Has good time management skills, is well organized and uses personnel and other resources effectively; is able to delegate effectively.
- Is intuitive, flexible, calm, has a sense of humour, is willing to take risks, and "does the right thing".
- Is an enthusiastic and motivational leader
- Will work collaboratively to create, communicate, and sustain a long-term, shared vision for the district.
- Is able to make difficult decisions and solve issues between competing interests.
- Is trustworthy, honest, has integrity and leads by example.
- Treats people with consideration, sensitivity, kindness and fairness.