

PROFILE FOR THE NEW SUPERINTENDENT OF SPECIAL SCHOOL DISTRICT

THE NEXT SUPERINTENDENT SHOULD BE A PERSON WHO:

- Is a dynamic experienced leader, able to build strong relationships with the Board, Parent Advisory Council, Governing Council, Partner Districts, community organizations, students, parents/guardians and all employees within the SSD organization in order to create and provide the highest quality of services to students in special education and career and technical education.
- Is able to analyze, develop, and improve systems to be effective, efficient and articulated between users within the district and in partner districts
- Is able to assess equity needs, build a strong system and culture, implement solutions that promote equity and understanding in the areas of race, ethnicity, disability and gender resulting in high quality services to all students and families pre-k through age 21 and in career and tech programs
- Has the ability to assess needs for equitable distribution of services, personnel and other resources, and then provide each as needed for the students in the partner districts and the SSD Schools and Career and Tech Programs
- Has the ability to assess, develop, implement, and provide sound management of the SSD financial resources and overall budget
- Ability to foster leadership and develop high quality, effective leaders in all areas of the organization, while setting high expectations and holding individuals accountable
- Has excellent communication skills and uses them to promote high quality communication within and outside the organization, with partner districts, and the community to mutually benefit all
- Understands the Baldrige model and the skills needed to support the implementation of continuous improvement throughout the organization
- Is a strong leader who can influence effectively at the local, state, and federal levels on behalf of the organization, the partner districts and the children and families served
- Has the ability to promote and share the effectiveness and depth of the services provided by SSD in the area of special education

- Has the ability to promote and share the effectiveness, depth, and variety of programs and certifications provided by SSD in the area of career and technical education, knowing student's leave on a career path to success
- Structures the roles and responsibilities of personnel for effective service delivery and acknowledges the impactful work of all staff
- Able to work with both the Board of Education and Governing Council, building trust and being accountable in the Governance structure so all may support the organization as a team
- Has an understanding and knowledge of best practices in both special education and career and technical education
- Is an approachable individual with integrity, honesty, and the ability to relate with students, parents/guardians, and staff