

## **Profile desired of the next Anoka-Hennepin Schools Superintendent**

### **The Superintendent should be a person who:**

- Will work with the diverse communities and district personnel to create consensus and support for the varying needs of our students and quality educational opportunities
- Understands and can address the academic, social, and emotional needs of the wide variety of students served in the district, allowing all students to reach their potential and to have multiple options upon graduation.
- Is of high integrity, trustworthy, possessing excellent interpersonal skills, approachable, friendly, and available to staff and community.
- Is an experienced, visionary/motivational leader who collaborates well with all staff, community, and business leaders to guide the district towards excellence for students and is capable of implementing that vision.
- Has a strong understanding of school finance, budget, facilities and operations, and can lead the district in maintaining a stable financial course, while advocating at the legislature for adequate, equitable and stable funding.
- Communicates well and frequently in person, and in written form, via traditional and electronic options. They should communicate with the staff, community, and parents, listening and considering input as they work in a collaborative manner.
- Be able to communicate decisions with transparency and clarity explaining the how and why of a decision.
- Has experience in a diverse, large, complex, district with achievements that show the ability to work with staff to implement curriculum, assessment, and individualizing instruction, to reach the goal of raising all student achievement while closing the achievement gap.
- Has the ability to work on critically difficult issues using an open, transparent, inclusive process which allows people to know their voice is heard and considered.
- Is an integral member of the community, and committed to their respectful inclusion in the problem-solving processes which will positively impact the school district and the community.
- Has demonstrated the ability to create a collaborative and respectful relationship with the School Board for effectively carrying out the vision and mission of the district.
- Understands and can effectively address the needs of students of diverse backgrounds including race, culture, different abilities, and experiences of each in their community.