

Update on Superintendent Search Process

November 19, 2018



Superintendent Search Timeline

- **September-October 2018:** Development of a Candidate Profile, utilizing inputs from community, parent, and staff.
- **November 2018:** Place Advertising for Superintendent position in key publications and outlets.
- **Winter 2018-2019:** Candidate Screening and Interviews, including reviewing resumes, screening and narrowing candidate pool, and conducting interviews of candidates.
- **Spring 2019:** Final Selection of a Superintendent, including reference checks, community engagement and final selection. The Board's goal is to appoint a new superintendent in Spring 2019.

SUPERINTENDENT SEARCH CRITERIA

- Leadership
- Management/ Operations
- Curriculum & Instruction
- Human Resources
- Community Engagement

Leadership

Demonstrate:

- Strong educational vision for, and commitment to, better and innovative opportunities for ALL students to learn
- Deep understanding of how to implement true equity in educational systems and classroom culture and a commitment to overcoming challenges that may continue to impede important learning for all students
- Ability to collaborate with the Board, while providing clear and firm guidance on the distinct roles of the Board and Administration
- Strong character including integrity, fortitude, humility, compassion
- Ability to make a strong commitment to the district for at least five years

Management / Operations

Show demonstrated success in:

- Constructing and modifying systems and structures for the effective and efficient operations of all schools and departments including planning and administering a fiscally responsible annual budget
- Establishing clear measures of success and consistently utilize data and other evaluative tools to drive improvements
- Directing the use of technology as an educational tool to enable and advance planning, ideas, teaching and learning
- Managing significant structural and cultural changes in a district
- Overseeing large construction projects including setting and adhering to timelines and budgets
- Ensuring adherence to NJ School Law

Curriculum & Instruction

Demonstrate success in:

- Establishing processes for review and revision to ensure compliance with state standards
- Evaluating and modifying curriculum, teaching practices, and learning structures to ensure rigor, innovation, and the inclusion and engagement of all students
- Solid understanding of the challenges of providing quality education for students with special needs
- Delivering year over year growth in measures of student achievement, across all groups

Human Resources

Demonstrate success in:

- Acting as an ambassador to recruit a diverse pool of educators who are committed to serving the needs of all students
- Developing strong teams through mentoring, managing building leaders and central office staff, creating clear career paths, and nurturing a collaborative environment to retain the best educators
- Coach faculty and staff on working effectively with all students, seeking always to maximize the potential for learning as opposed to discipline
- Ensure all employees are heard and have an opportunity to contribute in meaningful and impactful ways

Community / Engagement

Must:

- Be available, accessible, collaborative and involved with the whole community in an intentional, systematic fashion
- Find efficient and effective ways for students, parents, community members and township officials to provide feedback/input and incorporate contributions
- Insist on clear and timely communication for the district and community