



## Superintendent Profile – Deerfield Public Schools District 109

The new Superintendent should be a person who:

- Communicates a clear vision that engages, inspires, and empowers students, teachers, parents, and community members
- Demonstrates strong leadership skills, considering input from all constituencies but keeping the best interests of students at the center of decision-making
- Uses extensive experience in administration and strong personal skills to lead with grace and compassion, demonstrating self-reflection and humility in interactions with others
- Develops and maintains a culture of collaboration, working with parents and with District and building-level teachers, support staff, and leaders to make plans and implement decisions
- Values clear, coherent communication to parents, community, and employees, demonstrating excellence in listening, writing, and speaking
- Builds and retains a highly skilled administrative team through collaboration, mentoring, and communication; empowers others to fully develop and utilize their leadership capacity and to accept responsibility for their work
- Demonstrates expertise in child development, teaching, learning, and leading; has a clear understanding of special education, gifted education, and all programs which address the unique needs of all students
- Prioritizes visibility, approachability, and engagement with members of the school and community
- Values innovation but respects the importance of careful planning, implementation, and evaluation of change
- Leads with compassion and empathy; recognizes the unique and challenging circumstances of our current times
- Acts decisively and holds self and others accountable
- Understands all operations of the school district and takes responsibility for oversight of finance, human resources, and all aspects of building and district management
- Fosters teacher-leadership and encourages both autonomy and accountability among the faculty and staff
- Promotes a healthy and positive school climate that facilitates student growth and teacher development
- Maintains an effective working relationship with the Board of Education, committing to transparency, honesty, and respect in the process of pursuing agreed-upon personal, professional, and District goals