

SUPERINTENDENT/CEO RECRUITMENT

IDEAL CANDIDATE PROFILE

1. Academic Qualifications

- 1.1. A master's degree as a minimum;
- 1.2. Be eligible for or be in a position to qualify for Alberta teaching certification, Alberta Leadership certification and superintendent leadership certification; and
- 1.3. Significant, successful, broad-based K-12 public educational leadership experience at the school and division levels.

2. Student Focus

- 2.1. Devoted to meeting student needs first and makes decisions based on what is best for students;
- 2.2. Demonstrate ability to continue to improve measurable student outcomes;
- 2.3. Ensure the delivery of quality education to each student;
- 2.4. Committed to providing welcoming, caring and respectful learning and working environments;
- 2.5. Is knowledgeable of and successful in supporting First Nations, Métis, and Inuit education and
- 2.6. Demonstrated ability to develop a team of professionals united to meet the needs of all students.

3. Superintendent/Board Relations

- 3.1. Work effectively with the corporate Board through ongoing, open and honest communication;
- 3.2. Implement Board direction with integrity in a timely fashion;
- 3.3. Politically astute;
- 3.4. Support the Board in the fulfillment of its governance function in the fiduciary, strategic and generative realms;
- 3.5. Continue to maintain a powerful first team; and
- 3.6. Committed to and demonstrates intentional servant leadership.

4. Staff Relations

- 4.1. Model strong purposeful presence in schools and other Division worksites;
- 4.2. Consistently and clearly articulate the Division's mission and inspire people to work toward that mission;
- 4.3. Build instructional skills;
- 4.4. Develop leadership capacity;
- 4.5. Build positive, professional relationships with staff;
- 4.6. Effective listener and communicator;
- 4.7. Ability to mentor staff for maximum effectiveness and to utilize their unique gifts, strengths and talents;
- 4.8. Committed to a collaborative approach to decision-making, balanced with the strength to make necessary difficult decisions;
- 4.9. Set high standards and hold themselves and others accountable for meeting those standards;
- 4.10. Nurtures a positive organizational culture within the Division; and
- 4.11. Inspire trust and confidence in their leadership.

5. Leadership Skills

- 5.1. Demonstrates exemplary interpersonal skills and personal humility;
- 5.2. Fiscally responsible and demonstrated ability to optimize financial operations for maximum student advantage;
- 5.3. Strong strategic planning and reporting skills;
- 5.4. An ethical leader who demonstrates personal and corporate integrity;
- 5.5. Innovative, inspiring and visionary leader who builds on current Division strengths; and
- 5.6. Demonstrated commitment to continuous professional learning for self and others.

6. Community Connections

- 6.1. Committed to building strong working relationships within the Division and with community stakeholders;
- 6.2. Strong public relations skills that result in positive ambassadorship within and for the Division;
- 6.3. Lead Elk Island Public Schools in increasingly becoming the Division of choice;
- 6.4. Seek out new opportunities for collaborative partnerships at municipal, provincial and national levels;
- 6.5. Facilitate strong public engagement in a manner that strategically advances the interests of the Division;
- 6.6. Work effectively with parents and caregivers, School Councils and the Committee of School Councils;
- 6.7. Demonstrate strong communication and facilitation skills, including public engagement; and
- 6.8. A passionate advocate for public education.