



Chesterfield County Public Schools

Innovative. Engaging. Relevant.

SUPERINTENDENT LEADERSHIP PROFILE

The Chesterfield County School Board seeks a forward-thinking, dynamic instructional leader who has experience and proven success in a high-performing school system. The successful candidate will have established a record of success in all areas of management and will have demonstrated commitment to collaboration with the School Board, staff and community. The successful candidate must be a visible leader in both the schools and community. The successful candidate will have demonstrated expertise in facilitating student achievement and must be adept at enhancing the school district's supportive and innovative culture. The School Board seeks candidates who can demonstrate a combination of the following qualities:

VISIONARY EDUCATOR

- A visionary educator who understands complex organizations and the dynamics of change and has the commitment to work with staff and community in an open, encouraging manner to identify and provide educational programs that balance accountability demands with the creative learning process needed for the future
- An optimistic leader who is actively engaged and visible in schools and the community, works not for self but for the success of all students, and exhibits a “students-first” philosophy in all decisions and messages
- A problem solver who thinks critically and strategically, uses insight and good judgment to make thoughtful decisions, appreciates open discussion, and seeks to advocate for resources that will move the system from “great to greater”

INSTRUCTIONAL LEADER

- A dynamic, inquiring leader who understands teaching and learning, works with others to provide multifaceted educational programs that prepare students for the future, and understands the constructive application of technology that leads to students being equipped for future success

- A leader who has the passion to lead and work with staff in an open, encouraging manner to continue the school system's commitment to academic excellence and to the maximum performance of each student, and who both understands and is able to address the diverse needs of all students

EFFECTIVE COMMUNICATOR

- An open, approachable communicator whose key message is student-centered and works cooperatively with the School Board, county government, staff, students, parents, higher education and the greater Chesterfield County community
- An effective communicator who practices transparency and is able to communicate effectively with school system staff and diverse constituencies to build and maintain trust in the school system
- An active listener who communicates effectively both inside and outside the system, creates a positive culture of respect, maintains a presence in the schools and community, and models a team-oriented approach to problem solving

COLLABORATIVE MANAGER

- An insightful leader with an open, forward-thinking but data-informed and evidence based management style who can engage, motivate, delegate authority appropriately while maintaining accountability, and who can identify, select and support staff that will advance the district's vision and goals
- A decisive leader with energy and integrity who uses a participatory process to solve complex issues and who will make difficult decisions when needed in the best interests of students
- An ethical manager who demonstrates fiscal and operational expertise and the ability to lead a system that efficiently and effectively assigns its fiscal and human resources to priority initiatives such as the implementation of the Design for Excellence 2020 strategic innovation plan and the challenge of shifting demographics in the community