

Jeffco Public Schools

Desired Characteristics in their Next Superintendent

Knowledgeable instructional leader who:

- Has demonstrated the ability to improve instructional performance and close achievement gaps
- Brings all stakeholder groups together around instructional priorities, defined outcomes, best practices, and performance measures
- Understands the diversity among and can meet differentiated needs of varying groups of learners within Jeffco
- Believes deeply in the importance of educating the whole child and values engaged learning
- Drives the organization to create multiple paths for success in both career and college options, and ensures that all students have access to those options.
- Aligns budgets and staffing with student learning needs, and prioritizes student learning in times of budget cuts.

Highly effective communicator and sincere relationship builder who:

- Interacts with all employee groups by seeking broad-based input, engaging in two-way dialogue, and making decisions that address the interests and well-being of all stakeholders impacted by those decisions
- Communicates frequently and regularly with the larger community to understand their perspectives and to help them understand the importance of a high quality school system to the well-being of the county
- Develops a powerful, cooperative Board/Superintendent team to guide the District forward
- Advocates for the needs of Jeffco at the state and federal levels in order to secure the necessary resources for student success

Thoughtful systems thinker who:

- Builds a coordinated and aligned administrative team focused on success at the classroom and individual learner levels
- Demonstrates the financial acumen to manage and maximize the impact of a billion dollar budget
- Aligns the central office organizational structure to support the work of schools and educators
- Holds leaders at all levels within the organization accountable for mutually agreed upon measures of success
- Has had practical experience in leadership roles in large organizations and understands the unique requirements for success in large systems

Dedicated advocate for children who:

- Champions the importance of equity throughout the school system
- Listens to and values the voice of children
- Builds partnerships with community and governmental organizations to enhance opportunities for children
- Has had practical experience in all levels of the educational system – teacher, principal, and district leader
- Wants to make a long-term commitment to Jeffco's success