

San Francisco Unified School District Superintendent Search 2022 Desired Characteristics

Through the thoughtful engagement with staff, parents, governmental leaders, and community members, the SFUSD Commissioners have defined the following set of “Desired Characteristics” for the next superintendent in San Francisco Unified School District.

A Systems Thinker with a Laser Focus on Instructional Quality and Results who:

- Possesses instructional-leadership and organizational-excellence knowledge and skills, along with the ability to change organizational culture, policies, and practices in order to achieve results.
- Has a proven track record of closing opportunity and achievement gaps for students by ethnicity, socio-economic status, English Language status, and/or Special Education services.
- Balances district direction and building level autonomy by defining district level parameters around instructional and learning while supporting flexibility in the art and craft of teaching at classroom and building levels.
- Has the knowledge and capability of developing a strategic, results-focused deployment plan for Vision 2025.

A Passionate Champion for Social Justice who:

- Deeply understands issues related to Diversity, Equity, and Inclusion (DEI) and has a track record of making significant progress in creating and implementing equitable, inclusive approaches for a highly diverse student population in an urban environment.
- Possesses the awareness of and the ability to address elements of institutional racism and other forms of prejudices in organizational policies and practices.
- Proactively engages with all communities within San Francisco to fully understand the needs and issues in each community including linguistic and cultural needs.

An Effective Communicator and Relationship Builder who:

- Develops meaningful and deep working relationships with governmental leadership at the city and county levels in order to make collective progress and tap the tremendous potential of having the District, City, and County all serving the same student populations and communities.
- Creates trusting and collaborative working relationships with union partners and all stakeholders through honest and meaningful communication, along with sincere involvement in shared decision-making.
- Enhances and expands the partnerships between SFUSD and the wealth of Community Based Organizations that serve San Francisco.
- Deploys a comprehensive communication strategy for all stakeholders especially families focused on transparency, engagement, and honesty.

An Engaged Manager who:

- Understands California’s educational finance laws, develops a clearly-defined, comprehensive financial health plan for SFUSD.
- Advocates for SFUSD’s fiscal needs at the local, state and federal levels.
- Carefully assesses and redesigns the district leadership structure to support the work required of a strategic, results-focused deployment plan for Vision 2025 and beyond.
- Works to attract, support, retain, and inspire a highly-effective workforce at all levels of the organization.