Desired Successor Superintendent Characteristics
Starkville Oktibbeha School District

After seeking input from students, parents, district staff, teachers, and community members via interviews, focus groups, and a community survey, the Starkville Oktibbeha School District (SOSD) Board of Education seeks an experienced, trustworthy, and innovative educational leader who possesses the following characteristics:

An engaged and creative instructional leader who:
- Is a student-centered visionary who understands the importance of meeting the needs of a diverse student population; including those who live in poverty, experience trauma, and need social-emotional support
- Will focus on equity, inclusion, and student achievement; regardless of background, abilities, school, level of proficiency, or classification
- Develops a positive educational environment that includes creating nurturing, supportive, rigorous, and challenging pathways for achievement for students and staff
- Inspires trust and is approachable, present, humble, professional, and collaborative through interactions with students, teachers, staff, Board, parents, and community members

A consensus builder and thought leader who:
- Demonstrates integrity, empathy, humility, and consistently advocates for all students
- Motivates, supports, and inspires central office and building level leadership teams to guide the district through metrics of accountability and transparency in order to improve student outcomes
- Communicates regularly and effectively by engaging and valuing input from all stakeholder groups, including those who have historically felt removed from the decision-making process
- Develops and maintains professional and collaborative relationships with Board members and can build consensus around commonly agreed upon goals

An exceptional strategic thinker and committed leader who:
- Is an agent and manager of change who is a strong decision maker who empowers others and can bring transformational progress to the SOSD
- Establishes trusting and meaningful relationships with all segments of the district and the community while demonstrating courage in the face of obstacles
- Maintains organizational accountability when making operational decisions, understands the value of transparency, and is strong in Human Resources and Facilities management
- Fosters a sense of community that embraces a shared vision for excellence, equity, and student outcomes
- Invests in the community by being visible, active, and engaged in district and community events

In regard to leadership experiences and accomplishments, the successful candidate will:
- Have demonstrated highly successful school level and executive level educational leadership experience in a multicultural and multilingual community with similar demographics and complexities
- Have or be immediately eligible for superintendent certification in Mississippi
Compensation:
Salary in the range of $180,000 depending upon qualifications, experience, and credentials and subject to negotiations. Benefits similar to other district employees, applicable Board policy, Mississippi statutes, and subject to negotiation.

Interested and qualified individuals can learn more about the position and apply at: https://hyasearch.com/job/superintendent-starkville-ms/