

Desired Successor Superintendent Characteristics SYRACUSE PUBLIC SCHOOLS

After seeking extensive input from multiple stakeholder groups and community members through interviews, focus groups, and a community survey, the Syracuse City Public Schools seeks a **strong, visionary, and collaborative educational leader** who possesses the following characteristics:

An experienced educational leader who:

- Is a strategic leader with a clear vision for the district, the ability to motivate and hold all accountable to achieve the vision
- Demonstrates the ability to connect at all levels of a diverse and complex community with different needs, expectations, and perspectives
- Displays effective decision-making abilities regarding the organizational efficiencies of a complex, urban school district or organization
- Prioritizes equity, inclusion, and student achievement, regardless of background, abilities, school, level of proficiency, or classification
- Superintendent with success in improving graduation rates, grade level achievement and career and college entrance rates
- Ability to address all aspects of learning that includes addressing social, emotional, and mental health needs of students
- Encourages student voice, values their perspective, and uses a system-wide, whole child approach to support the needs of all children
- Has demonstrated the ability to build relationships, motivate staff, and to develop staff morale while earning their trust
- Has demonstrated the ability to attract, recruit, onboard and maintain highly qualified, diverse staff that is representative of the students and stakeholders served
- Has proven success in advocating at all levels of government for the acquisition of resources

A visionary leader who:

- Inspires, motivates, supports, and empowers a leadership team to facilitate growth and change with transparency
- Systems thinker who can bring overall reform efforts to the district (as opposed to school-by-school programs)
- Has the ability to motivate staff and students to excel and to work out of their comfort zone

- Collaborates by seeking input prior to making decisions and communicates the rationale behind decisions
- Maintains organizational accountability when making operational decisions
- Displays the fiscal acumen and experience to responsibly manage a complex public education enterprise through the equitable allocation of resources
- Is experienced in contract negotiation, transportation, and capital improvement planning
- Has the willingness and conviction to make and stay with tough decisions that are in the interest of all the students

An exceptional communicator and committed consensus-builder who:

- Establishes trusting and meaningful relationships with all segments of the district and the community while demonstrating courage in the face of obstacles
- Communicates regularly and effectively by engaging and valuing all stakeholder groups
- Is a trust-builder and trust-gainer who is visible, present, and collaborative through interactions with students, teachers, staff, Board, parents, and community members
- Galvanizes the community to implement a shared vision towards positive student outcomes
- Demonstrates success in working and partnering with the governing body
- Visible and actively involved in the community and becomes recognized community leader

Regarding leadership experiences and accomplishments, the successful candidate will:

- Have demonstrated highly successful educational leadership experience in a community of similar complexity, size, demographics and with similar challenges.
- Have or be immediately eligible for New York State Education Department School District Leader (SDL) Certificate or hold the former School District Administrator (SDA) Certificate.
- Have met all or most of the identified desired characteristics

The successful selected candidate is expected to begin employment on or near January 1, 2023

The application deadline is September 26, 2022

Compensation:

Salary in the range of \$270,000 depending upon actual qualifications, experience, and credentials and subject to negotiations. Benefits similar to other district employees, applicable NY statutes and subject to negotiation.

Interested and qualified candidates should apply online at:

<https://hyasearch.com/job/superintendent-syracuse-ny-4/>