

DESIRED SUCCESSOR SUPERINTENDENT CHARACTERISTICS Ridgewood Public Schools

After seeking input from students, teachers, parents, staff, and community members via focus groups, interviews, and an online stakeholder survey, the Ridgewood Board of Education seeks an **engaged leader** who is **experienced, innovative, and transparent**, and who possesses the following characteristics:

A strong leader who:

- Demonstrates the ability to connect at all levels in a diverse and complex community with multiple needs and high expectations
- Builds upon the academic success of the school district and understands the cognitive science of developmental stages of learning to leverage instructional programming for all students
- Has the ability to use data to drive thoughtful decisions, district goals and initiatives
- Display fiscal responsibility through appropriate allocation of resources and fiscal forecasting for the future
- Maintains organizational accountability when making operational decisions
- Knows, understands, and will implement with fidelity applicable education statutes and regulations
- Is confident, decisive, and resilient
- Exhibits integrity and a high level of emotional intelligence
- Has a track record of authentic and compassionate leadership

A relationship builder who:

- Places the students at the center of every decision
- Seeks input prior to making decisions, communicates the rationale behind each decision, and stands firm once a decision is made
- Develops and empowers a leadership team and staff
- Develops and maintains professional, collaborative, and respectful relationships with stakeholders based on a strong set of core values and mutual trust
- Demonstrates success in working and partnering with the governing body
- Fosters an open and safe environment that prioritizes inclusion and diversity

An exceptional communicator who:

- Communicates regularly, clearly, and concisely in a way that engages and values all stakeholders
- Demonstrates courage in the face of challenges and the ability to navigate complex situations with confidence and empathy
- Creates a sense of community around a shared vision of excellence
- Invests in the community by being visible, present, approachable, and actively engaged in district and community events

A successful candidate will:

- Have exemplary, executive-level educational leadership experience
- Have or be immediately eligible for a New Jersey School Administrator Certificate
- Doctoral or terminal degree preferred

Compensation:

Salary in the range of \$260,000 depending upon qualifications, experience, and credentials and subject to negotiations. Benefits similar to other district employees, applicable NJ statutes and subject to negotiation.

Interested and qualified individuals can learn more about the position and apply at:

<https://hyasearch.com/job/superintendent-ridgewood-nj/>