

DESIRED SUCCESSOR SUPERINTENDENT CHARACTERISTICS Washington Township Public Schools

After seeking input from students, teachers, parents, staff, and community members via focus groups, interviews, and an online stakeholder survey, the Washington Township Board of Education seeks a strong, engaged, and collaborative educational leader who possesses the following characteristics:

An experienced educational leader who:

- Demonstrates the ability to connect at all levels in a diverse and complex community with different needs, expectations, and perspectives
- Displays decisive decision-making abilities regarding the organizational efficiencies of a complex school district or organization and is accountable for effective implementation
- Prioritizes equity, inclusion, and student achievement, regardless of background, abilities, school, level of proficiency, or classification
- Builds upon the academic success of the school district to leverage the instructional programming for all students and effects and manages change as deemed necessary
- Has the ability to use data to drive thoughtful decisions, district goals and strategic initiatives
- Encourages student voice, values their perspective, and uses a system-wide whole child approach to support the needs of all children
- Display fiscal responsibility through effective and equitable allocation of resources
- Exhibits integrity and a high level of emotional intelligence

A relationship builder who:

- Develops and maintains professional, collaborative, and respectful relationships with stakeholders based on a strong set of core values and mutual trust
- 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 an effective leadership team and staff
- Fosters an open and safe environment

A transparent communicator who:

- Communicates regularly, clearly, and concisely in a way that engages and values all stakeholders
- Creates a sense of community around a shared vision of excellence
- Demonstrates courage in the face of challenges and the ability to navigate complex situations with confidence and empathy
- 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

Compensation: Salary in the range of \$225,000 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 <https://hyasearch.com/job/superintendent-sewell-nj-5/>

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