

## Desired Superintendent Characteristics Newton, MA

After seeking extensive input from stakeholders via interviews, focus groups, and a community survey, the Newton Public Schools' School Committee seeks a **student-centered, transparent, coalition-builder** who is able to build upon the successes of a premier school district and possesses the following characteristics:

### A mission-driven and values-led individual who:

- Believes in the enormous potential of each student and educator and fosters continued growth
- Is committed to achieving measurable success and outcomes
- Is a leader, a listener, and humble enough to change course when needed
- Considers diversity, equity, and inclusion to be essential components of the role
- Is a trust-builder and trust-gainer who is visible, present, and collaborative through interactions with teachers, staff, the school committee, parents, community members, and local officials
- Is visionary and has the ability to leverage instructional programming in a manner that results in educational excellence and academic success for all students

### An exceptional communicator who:

- Is able to see, hear, and engage with all members of the Newton community and make them feel like an integral part of the district's vision and mission
- Is able to deliver positive messages with temperance, and challenging messages with hope
- Exemplifies honesty, transparency, and accountability in word and action

### An accomplished instructional leader whose career trajectory has demonstrated:

- The ability to successfully manage a large, diverse, and complex organization
- A long-term commitment to previously-held positions
- Data-driven and research-based decision making that has raised the level of achievement for all students
- That diversity, equity, and inclusion are deeply embedded and guiding principles of action
- Fiscal acumen and the ability to manage resources while forecasting for the future

### A staunch and unrelenting advocate for:

- Every single student in the Newton Public Schools
- Ensuring that every single student's school experience is characterized by challenge, joy, belonging, and engagement
- Recruiting and retaining the best possible educators and staff

### Compensation:

Salary in the range of \$300,000 depending upon qualifications, experience, and credentials and subject to negotiation. Interested and qualified individuals can learn more about the position and apply at:

<https://hyasearch.com/job/superintendent-newton-ma/>