

## Desired Successor Superintendent Characteristics FLORIDA UNION FREE SCHOOL DISTRICT

After gathering extensive input from multiple stakeholder groups and community members through interviews, focus groups, and a community survey, the Florida Union Free School District (UFSD) seeks a **strong visionary, and consensus-building educational leader** who possesses the following characteristics:

### **An experienced educational leader who:**

- Is a strategic leader who is able to develop a clear vision for the district through collaboration with all stakeholders and who possesses the ability to motivate and hold all accountable to achieve the vision
- Demonstrates the ability to connect at all levels in a diverse and complex community with different needs, expectations, and perspectives
- Displays effective decision-making abilities regarding the organizational efficiencies of a rural/suburban complex, urban school district or organization
- Prioritizes student achievement, regardless of background, abilities, school, level of proficiency, or classification
- Has a proven track record of success in improving grade level achievement and career and college entrance rates
- Demonstrates the 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
- Exhibits the ability to build relationships, motivate staff, and to improve staff morale while earning their trust
- Displays the skills needed to attract, recruit, retain and maintain a highly qualified, diverse staff
- Has experience in managing budgets and capital projects

### **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 academic improvement efforts/programs to the district
- Has the ability to motivate staff and students to excel
- 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 best interest of all 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 adversity
- 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, approachable, and actively involved in the community and becomes recognized community leader

Regarding **leadership experiences and accomplishments**, the successful candidate will:

- 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
- Demonstrate the record of a highly successful educational leader

**The successful selected candidate is expected to begin employment on or near July 1, 2023.**

**The application deadline is March 10, 2022.**

**Compensation:**

Salary is regionally competitive depending upon actual qualifications, experience, and credentials.

**Interested and qualified candidates should apply online at:**

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