

## DESIRED SUCCESSOR SUPERINTENDENT CHARACTERISTICS Ocean Springs School District

After seeking input from students, teachers, parents, staff, and community members via focus groups, interviews, and an online stakeholder survey, the Ocean Springs Board of Trustees seeks a **student-centered, courageous, innovative, & collaborative leader** who is an **outstanding communicator**, and who possesses the following characteristics:

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

- Has a passion for student success in academics and all other areas of growth and development
- Can successfully enhance the district's reputation for excellence
- Is confident, visionary, collaborative, and resilient
- Is a talented facilitator with incredible communication skills who can motivate and engage all stakeholders
- Displays fiscal acumen and can responsibly manage the allocation of resources while understanding the financial challenges that result when budgets are predominantly based on local property taxes
- Exhibits integrity, empathy, and determination
- Is a servant leader who has effectively led a successful school by fostering the morale of the staff to serve the students

### **A compassionate leader who:**

- Places student success and well being at the center of every decision
- Builds positive relationships with all stakeholder groups in order to create a healthy climate for teaching and learning
- Creates and fosters a safe and open environment for dialogue and discussion even when dealing with complex situations and challenging issues
- Demonstrates flexibility, transparency, and honesty while earning the trust of all members of the school community

### **A proven unflappable leader who:**

- Demonstrates a keen understanding of best practices in K-12 academic curriculum, instruction & assessment, special education, and professional development
- Solicits input and divergent perspectives from stakeholders prior to making decisions
- Empowers staff and believes in growing a leadership team from within the organization
- Is an innovative and forward-thinking leader who is not satisfied with with status quo
- Is visible throughout the district and is actively engaged in building and sustaining positive relationships with all stakeholders

### **A successful candidate will:**

- Have outstanding, successful experience in K-12 instructional and administrative leadership
- Have a track record of implementing successful initiatives designed to enhance student achievement
- Have or be immediately eligible for certification in MS

**Compensation:** Salary in the range of **\$200,000** depending upon qualifications, experience, and credentials and subject to negotiations. Benefits similar to other district employees, applicable MS statutes and subject to negotiation.