

## Desired Characteristics of New Superintendent Ramapo Indian Hills School District - 2024

After seeking input from students, teachers, parents, staff, and community members via an online survey, the Ramapo Indian Hills School District Board of Education seeks a **visionary and collaborative leader** who possesses the following characteristics:

### **An innovative instructional thinker who:**

- Builds trust and engenders respect through positive interactions with students, teachers, staff, Board, parents, and community members
- Collaboratively develops a vision for the future of the District, effectively communicates and articulates the vision, and demonstrates the ability to make strategic decisions to realize the vision
- Is able to create and guide an educational institution that maximizes and supports the individual potential of each student, as well as continues the exemplary reputation for innovation and student achievement enjoyed by the District
- Is laser-focused on academics and overall student success; regardless of school, program of study, level of proficiency, or classification

### **A systems thinker and proactive leader who:**

- Can work with stakeholders to address the perceived and actual disparities between schools in a fiscally responsible manner
- Communicates regularly and systematically with all stakeholder groups
- Understands the advantages of building a collaborative relationship with the Board of Education in order to achieve commonly agreed upon goals
- Has demonstrated expertise and experience in implementing programs that result in improved student achievement
- Is resilient and can withstand pressure and criticism while remaining focused on the mission and vision of the District

### **An exceptional communicator and committed consensus-builder who:**

- Promotes a vision of excellence to the staff, Board, and community
- Builds and maintains effective teams while demonstrating a commitment to ethical leadership
- Listens to and values the opinions of all stakeholders while demonstrating empathy, a positive disposition, and the ability to adapt to changing circumstances
- Uses data to inform decision making and communicates the rationale behind decisions effectively
- Establishes trusting and meaningful relationships with all segments of District and the community
- Is visible throughout the District and is actively engaged in building and sustaining positive relationships with all stakeholders

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

- Have successful educational leadership experience in a community with similar demographics and/or challenges
- Have or be immediately eligible for NJ School Administrator Certification

### **Compensation:**

Salary in the range of \$268,000 depending upon qualifications, experience, and credentials and subject to a background search and negotiations. Benefits similar to other district employees, applicable NJ statues and subject to negotiation.

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

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