

Desired Characteristics for the next Superintendent of Schools of the Ames Community School District

After reviewing input from the 631 online survey respondents and interviews with individual school board members, the School Board of the Ames Community School District is seeking an educational leader who possesses the following characteristics, attributes and skills.

Relationship Builder & Politically Astute

- Team builder to include building effective central office and building leadership teams.
- Willing to do a deep dive into the culture of the District and individual classrooms.
- Politically astute in understanding the Ames community and values the importance of intergovernmental partnerships.
- Provides leadership and guidance to foster healthy, productive working relationships with the school board, staff and numerous school and community organizations in an inclusive framework that respects all groups and individuals.
- Visible and engaged in schools, classrooms and student and community events.

Pedagogical Expertise

- Leads with a depth of pedagogical knowledge in the many aspects of providing an effective educational experience for **all** learners.
- Experienced in implementing the Danielson Framework for instructional practice.
- Courageous in defending and implementing recommendations that benefit all students.
- Understands and utilizes the latest research, trends and innovations within curriculum, instruction, assessment and special education.
- Establishes a culture of high expectations for all students and all personnel.

Management and Leadership Skills

- Embraces the Ames strategic plan and has experience executing the implementation of a strategic plan.
- Strong leader who can go the front on day #1.
- Self-Confident and decisive; able to make difficult decisions in all areas of district operation to include personnel, budgeting and operations.
- Fiscal acumen in the management of limited resources.

- Leads recruitment and retention of effective staff members in all employee groups.

Communicator extraordinaire

- Possess strong communication skills with all parties, both internal and external.
- Comfortable using a full complement of communication mediums.
- Communicate as an effective spokesperson for the School District. Able to clearly articulate the District's vision, successes and challenges.

Culturally competent

- Views diversity and changing demographics as an opportunity for innovation.
- Models inclusive practices and approaches in the work of the School District.
- Respects and celebrates the many different cultures found within Ames.

The successful candidate must possess or be immediately eligible for professional credentials and licensure in the State of Iowa as a school superintendent. Additionally, this person will need to become familiar with the history, culture, and needs of the Ames Community School District, the City of Ames and the State of Iowa. The expectation is the next superintendent will continue to serve the District for many years.

SELECTION PROCESS

The Board of Education has retained Dr. Ted Blaesing of Hazard, Young & Attea to recruit qualified candidates. The consultant will screen applications beginning immediately, concluding no later than March 24. Selected candidates will be recommended to the Board for interviews and further consideration. Apply online at www.HYAsearch.com. Any questions regarding the application process and/or selection process should be directed to the consultant:

Dr. Ted Blaesing

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