

Desired Superintendent Characteristics - South Orange Maplewood School District

After seeking input from the Board of Education, students, teachers, parents, staff, and community members through focus groups, interviews, community forums, and a stakeholder survey, the South Orange Maplewood Board of Education seeks an **innovative, consensus builder, equity-centered** educational leader who is **trustworthy, collaborative, and transparent**, and who possesses the following characteristics:

An experienced educational leader who:

- Has a passion for and commitment to student achievement and will work collaboratively with the Board of Education, staff, and the community.
- Has a proven track record of using research and data to inform successful implementation of education initiatives to enhance student achievement, while galvanizing community-wide support.
- Is an innovative leader who can inspire, empower, and motivate staff to achieve lofty goals.
- Has clear knowledge of public education and NJDOE rules and regulations.
- Understands best practices in curriculum and instruction and experienced in collaboratively implementing systems and procedures to support necessary improvements.
- Recognizes the intricacies of special education services and demonstrates proven success in providing exemplary special education programs and resources.
- Demonstrated ability to enhance student learning and improve outcomes for all students, particularly for ELL, SPED, and students from diverse backgrounds.
- Demonstrates fiscal acumen and can responsibly manage the equitable allocation of resources, including upgrades of District facilities to align with District needs.

A relationship builder who:

- Is committed to and prioritizes equity and inclusion and demonstrates an understanding of the diverse needs of students, regardless of background and abilities.
- Is an outstanding communicator who can gain trust through motivation and engagement with stakeholders.
- Fosters a professional and open environment when dealing with challenging issues.
- Shows caring, transparency, and honesty in public forums and small group settings.
- Values student voice and uses a whole child approach to support the needs of all children.
- Invests in the community by being visible and is actively engaged in building and sustaining positive partnerships and relationships with stakeholders.

A proven unflappable leader who:

- Displays courage in the face of challenges and has the ability to navigate complex situations with integrity, confidence, and empathy.
- Is personable, politically savvy, and astute and is also a visionary who is able to collaborate with the Board, teachers, administrative teams, parents, and community members to accomplish goals.
- Seeks input before making decisions, communicates the rationale behind each decision, and stands firm once a decision is made.
- Supports and empowers an effective leadership team and staff.

A successful candidate will:

- Have or be immediately eligible for a New Jersey School Administrator Certificate.
- Be available to begin no later than July 1, 2024.

Compensation: Salary in the range of **\$240,000** depending upon actual qualifications, experience, and credentials and subject to negotiations. Benefits similar to other district employees, applicable NJ statutes and subject to negotiation.

Interested and qualified individuals can learn more about the position and apply at:
<https://hyasearch.com/job/superintendent-maplewood-nj/>