

Desired Successor Superintendent Characteristics Millburn Township Public Schools

After seeking input from students, teachers, parents, staff, and community members via focus groups, interviews, and an online stakeholder survey, the Millburn Township Public Schools Board of Education seeks a **transformative and inclusive leader who fosters collaboration, promotes transparency, fosters a culture of continuous improvement, and possesses the following characteristics:**

An experienced leader who:

- ⇒ Is focused on student success and well-being and places students at the center of every decision
- ⇒ Has the ability to bring about positive change and to inspire others to follow the vision
- ⇒ Is decisive, resilient, and can use data to drive thoughtful decisions, district goals, initiatives, and accountability to outcomes
- ⇒ Has a track record of success through authentic and compassionate leadership
- ⇒ Demonstrates the ability to connect at all levels in a diverse and complex community with high expectations
- ⇒ Demonstrates the ability to navigate the challenge of changing demographics and differences in student experiences and needs
- ⇒ Is a talented facilitator who can motivate and engage all stakeholders in the support of common values and goals
- ⇒ Displays fiscal responsibility and acumen through appropriate allocation of resources to achieve district goals
- ⇒ Will create and support a high-performing, rigorous teaching and learning environment that encourages student success and the ability to function in real-world circumstances
- ⇒ Builds upon the academic successes of the school district to leverage the instructional programming for all students and effectively manages change as deemed necessary
- ⇒ Exhibits integrity and a high level of emotional intelligence
- ⇒ Demonstrates empathy and the ability to connect with stakeholders in support of common goals
- ⇒ Can navigate through change and uncertainty by adjusting plans and strategies to achieve continuous improvement

A relationship builder who:

- ⇒ Is a trust-builder, trust-gainer, and unifier who is visible, present, approachable, responsive, and collaborative
- ⇒ Maintains organizational accountability when making operational decisions and understands the value of stakeholder and community discourse as issues are discussed
- ⇒ Develops and maintains professional, collaborative, and respectful relationships with stakeholders based on a strong set of core values
- ⇒ Seeks input prior to making decisions, communicates the rationale behind each decision, and stands firm once a decision is made
- ⇒ Develops, respects, and empowers the district and building-level leadership teams
- ⇒ Establishes an open and safe environment that will foster inclusion and belonging
- ⇒ Has the ability to work and partner with the governing body, staff, parents, and students regardless of philosophical differences

An engaged, innovative, and transparent communicator who:

- ⇒ Communicates regularly, clearly, and concisely in a way that engages and values both internal and external stakeholders
- ⇒ Demonstrates courage in the face of challenges and the ability to navigate complex situations with confidence and willing and able to have tough conversations with stakeholders when necessary
- ⇒ Creates a sense of community around a shared vision of excellence
- ⇒ Embraces creativity and encourages innovative thinking by seeking out new ideas and approaches to problem-solving
- ⇒ Seeks and sustains professional and collaborative relationships with Board members based upon commonly agreed-upon goals
- ⇒ Understands the advantages of building collaborative relationships between the district and community stakeholders
- ⇒ Has the ability to bounce back from setbacks and challenges by demonstrating perseverance

A successful candidate will:

- ⇒ Have demonstrated exemplary successful educational leadership experience in a community and/or school district with similar demographics, expectations, and needs
- ⇒ Be a change agent with a proven track record as an innovative leader to address changing district dynamics and challenges
- ⇒ Have a proven success record in leading and operating in a diverse and multicultural educational environment
- ⇒ Have or be immediately eligible for an NJDOE-issued School Administrator Certificate or Certificate of Eligibility required to serve as a New Jersey Superintendent of Schools.

Compensation:

Multiyear contract in the range of \$275,000 per annum subject to actual experience, qualifications, and negotiations. Benefits similar to other district employees, applicable NJ statutes, and negotiation.

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

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