

## Desired Superintendent Characteristics - Liverpool Central School District (LCSD)

After soliciting input from the Board of Education, students, teachers, parents, staff, and community members through focus groups, interviews, a community forum, and a stakeholder online survey, the LCSD Board of Education seeks a **forward-thinking**, and **innovative** educational leader who is a **consensus builder**, **trustworthy**, **collaborative**, **an outstanding**, **transparent communicator**, 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 ensure the 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.
- Understands best practices in curriculum and instruction and is experienced in collaboratively implementing systems and procedures to support necessary improvements.
- Demonstrates fiscal acumen and can responsibly manage the equitable allocation of resources, including upgrades of District facilities to align with District needs.

### **A relationship and consensus builder who:**

- Is an outstanding communicator who can gain trust through motivation and stakeholder engagement.
- 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 actively engaged in building and sustaining positive partnerships and relationships with stakeholders.
- Has a proven track record developing trust with the community and staff.

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

- Displays courage in the face of challenges and can navigate complex situations with integrity, confidence, and empathy.
- Is personable, politically savvy, and astute. Is also a visionary who can 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 New York State School Administrator Certification.
- Be available to begin no later than July 1, 2025.

**Compensation:** A multi-year, competitive contract will be offered based on qualifications, experience, and negotiations. Salary is in the range of \$210,000 depending upon actual qualifications, experience, and credentials and subject to negotiations. Benefits similar to other district employees, applicable New York statutes, and subject to negotiation.

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

<https://hyasearch.com/job/superintendent-liverpool-ny/>

