

Desired Successor Superintendent Characteristics Old Bridge Township Public Schools

After seeking extensive input from students, parents, district staff teachers, and community members via interviews, focus groups, and a community survey, the Old Bridge Township Board of Education seeks an educational leader who is **engaged, visionary, and trustworthy** and who processes the following characteristics:

- **Financial Acumen/Fiscal Management:** Ability to navigate budget challenges, state aid, revenue shortfalls, and tax increases. Ability to bring impacted stakeholders into difficult budget decisions.
- **Visible, Accessible, and Present:** This includes being actively involved in both the community and school events. The community desires a leader who is approachable, passionate, and relational. Someone who is engaged and connected with all levels of the district and its constituents. Someone who wants to know and become a part of the district community.
- **Ability to Unify/Trust Builder:** The ability to build trust, unify different stakeholder groups, and bring people together for the best interest of students.
- **Strong Communication Skills (Clear, Consistent, Transparent):** Ability to communicate clearly, concisely and consistently is essential for timely information sharing and open dialogue. This includes communication about policies, finances, decisions, and overall district goals, as well as the ability to effectively navigate controversial topics and misinformation.
- **Manage Change and Strategic Planning Experience:** Ability to lead and manage significant changes, particularly concerning redistricting, facility consolidation, and adapting to changing demographics. The ability to engage in long-range and strategic planning.
- **Courage/Ability to Make and Stand by Difficult Decisions:** Crucial for navigating financial and redistricting challenges. Leader who is bold, firm, unafraid to say no, and able to stand by difficult decisions for the benefit of the students and the community.
- **Relational/Personable/Empathetic:** Being able to connect with staff, students, parents and the community on a personal level. This includes empathy, a sense of humor, and the ability to develop rapport.
- **Accountability (Holds Self and Others Accountable):** Demonstrated ability to ensure policies, procedures, and decisions are upheld and results are achieved.
- **Experience/Understanding of Special Education:** Given the influx of special education students and the concerns about staffing, services, and inclusion, stakeholders want a leader with a strong understanding of special education programs and the unique needs of these students and their families.
- **Other Desired Traits:** Additional desired traits include legislative acumen, experience with construction projects, commitment to longevity, and the ability to work with stakeholders who may have divergent opinions.

In regard to **leadership experiences and accomplishments**, the OBTPS successor superintendent candidate will:

- Have demonstrated highly successful educational leadership experience in a community with similar strengths, complexities, demographics and challenges.
- Have or be immediately eligible for New Jersey School Administrator Certificate or a Letter of Eligibility for the same.

Compensation:

Salary in the range of \$270,000 subject to 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-old-bridge-nj/>