

Desired Successor Superintendent Characteristics Vineland Public Schools

To assist with the identification of the skills and characteristics required for the district's next educational leader the Vineland Board of Education sought input from students, parents, staff, and community members via focus groups, interviews, community forums and a digital input process. Based on this input, the desired characteristics for the new superintendent, as expressed by the various stakeholder groups, center around **strong instructional leadership, deep community engagement, and sound operational and financial expertise.**

Instructional Leadership & Character

- **Integrity and Trust:** The superintendent should be honest, trustworthy, transparent, and operate with integrity and civility.
- **Decisive and Accountable:** A leader who is bold, decisive, willing to make hard decisions (including saying "no"), and who holds themselves and others accountable.
- **Student-Centered:** A leader who puts students first in all decision-making and focuses on student achievement and success.
- **Visionary:** Someone with a clear, long-term vision who is future-thinking and instructionally grounded.
- **Emotional Intelligence:** Described as empathetic, compassionate, kind, and able to foster a positive work climate where employees feel valued.

Community & Visibility

- **Visible and Engaged:** The new leader must be active, visible, and engaged in the schools and the broader community, willing to "roll up their sleeves."
- **Cultural Awareness:** Someone who is well-versed in and able to embrace the community's multiple cultures and socio-economic diversity, and will immerse themselves in the Vineland community.
- **Relationship Builder:** Ability to connect with parents, students, staff, business leaders, and community partners.

Communication & Collaboration

- **Outstanding Communicator:** Outstanding and effective communicator who is a straight shooter, transparent, and provides early and frequent communication.
- **Listener and Unifier:** A leader who listens effectively, accepts input and constructive criticism from all stakeholders, and acts as a unifier for the diverse district.
- **Political Acumen:** Ability to navigate local politics, work effectively with the Board of Education as the governing body, and collaborate with the city government without being drawn into political agendas.

Operational & Financial Expertise

- **Fiscal Fortitude:** Strong financial acumen and budget savvy, with the ability to manage shortfalls, allocate resources practically, and work with limited budgets.
- **Operational Experience:** Well-rounded in district operations, including transportation, and able to handle the day-to-day while visioning for the future.
- **Instructional Focus:** Experience with sound instructional practices, able to lead academics, focus on foundational skills, and support postsecondary work (college/career/trades).
- **Staff Focus:** Ability to address the need for teacher and support staff recruitment and retention and understand special education laws and needs.

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

- Have demonstrated highly successful educational and instructional 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 \$255,000 subject to actual qualifications, experience, and credentials and subject to negotiations. Benefits similar to other district employees, applicable NJ statues and subject to negotiation.

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

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