

Desired Qualifications and Leadership Characteristics

Superintendent of Schools

OCTOBER 14, 2026

The Voorhees Township Board of Education seeks a student-centered educational leader who will build on the district's strengths and lead its continued improvement. Informed by input from students, families, staff, and community members through interviews, focus groups, community forums, and an online survey, the Board seeks the following qualifications and leadership characteristics.

Core Leadership Priorities

1. Instructional Leadership, Vision, and Results

An evidence-informed leader who sets clear goals, strengthens curriculum and instruction, maintains high expectations, and demonstrates measurable improvement in student learning. Promotes critical thinking, problem-solving, and the responsible, developmentally appropriate use of technology to support teaching and learning. Builds on effective practices and valued traditions while pursuing purposeful innovation and anticipating future needs.

2. Student-Centered and Inclusive Leadership

A leader who advances equitable access to rigorous instruction, opportunities, and supports across schools; understands special education and multilingual learners' needs; demonstrates cultural responsiveness; and promotes student safety, belonging, mental health, and well-being.

3. Professional Trust and Personnel Leadership

A collaborative leader with emotional intelligence who fosters mutual trust, respect, and meaningful staff participation; recruits, develops, and retains effective personnel; delegates responsibly; and maintains fair, consistent expectations and accountability. Demonstrates a commitment to attracting and retaining a diverse, highly qualified workforce.

4. Transparent Communication and Community Engagement

A visible, approachable leader who listens actively, communicates decisions and their rationale clearly, provides timely and useful information to the Board and community, and engages meaningfully with students, families, and staff.

5. Financial Stewardship and Operational Planning

A leader with demonstrated financial and administrative judgment who aligns resources with educational priorities, plans responsibly for enrollment changes and facilities capacity, evaluates staffing and organizational needs, and communicates fiscal tradeoffs transparently. Builds productive municipal and community partnerships and manages transportation, infrastructure, and other operational challenges effectively.

Board Partnership and Professional Expectations

The superintendent will work collaboratively with the Board to establish goals and priorities, provide timely information and contextualized performance data, and report progress against agreed measures. The superintendent will exercise sound independent professional judgment, offer candid recommendations and respectful challenge when warranted, and implement Board-adopted direction within applicable requirements. The superintendent will hold self and the leadership team accountable for implementation and results and demonstrate a commitment to sustained district leadership and improvement.

Experience and Qualifications

Candidates should demonstrate successful educational and instructional leadership, supported by evidence of improved outcomes and effective organizational leadership, with experience addressing needs and complexities relevant to Voorhees Township Public Schools.

Candidates must hold, or be eligible to obtain by the anticipated start date, the New Jersey School Administrator credential required for appointment as superintendent.

Compensation

The Board anticipates offering a multi-year employment contract with an annual salary range of \$237,650–\$252,350, depending on qualifications, experience, credentials, and negotiations. Benefits and other employment terms are subject to negotiation and applicable New Jersey law and approval requirements.

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

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