HYA | EDUCATION EXPERTS

Desired Successor Superintendent Characteristics
Mercer County Special Services School District

To assist with the identification of the skills and characteristics required for the district's next educational leader the Mercer County Special Services School District Board of Education sought input from 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 successor superintendent, as expressed by the Board and stakeholder groups, centered around having **successful leadership experience in special education, with a reputation as a trust-builder, deep community engagement focus, and sound operational and financial expertise.** Specifically, the board is seeking an educational leader with the following characteristics in no particular order:

- **Empathetic Relationship & Trust Builder:** Ability to restore trust, bridge gaps between administration, staff, and parents; and strengthen ties with sending districts.
- **Special Education Expertise:** Experienced educational leader with a deep understanding of unique student population needs, special education laws, and expectations and concerns of families.
- **Effective & Transparent Communicator:** Ability to foster open dialogue, keep staff and parents informed, and build confidence across all district stakeholder groups.
- **Visible & Approachable Leader:** Kind, approachable, have a visible presence in schools, who listens to employee input and engages meaningfully with students, parents, and staff across all programs and services..
- **Fiscal & Operational Acumen:** Ability to manage financial sustainability, navigate funding formulas, develop creative funding sources, prioritize safety, and balance educational and operational needs.
- **Collaborative & Respectful Leader:** Collaborative bridge-builder capable of strengthening connections with respect across all stakeholder groups, supporting employees, and fostering positive staff and student morale.
- **Visionary & Strategic Advocate:** A strategic and flexible problem-solver skilled at addressing declining enrollment, promoting and marketing district programs, navigating current challenges, and articulating an innovative vision for the future.

Regarding **leadership experiences and accomplishments**, the MCSSSD successor superintendent candidate will:

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

Compensation and Starting Date:

Salary in the range of $215,000 - $227,000 subject to actual qualifications, experience, credentials and negotiations. Benefits similar to other district employees, applicable NJ statues and subject to negotiation. Start date on or around **July 1, 2027.**

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

https://hyasearch.com/job/superintendent-special-services-mercer-county-nj/