

## Superintendent Township High School District 211

### DESIRED CHARACTERISTICS

After seeking input from Board members, feeder districts, parents, staff, and community, via community forums, focus groups, interviews and an online survey, the Board of Education of Township High School District 211 seeks a strong educational leader who possesses the following characteristics:

- **Collaborative** – Works well with others and builds strong partnerships.
- **Approachable** – Easy to talk to and open to feedback from all stakeholders.
- **Empathetic** – Understands and relates to the needs and concerns of students, staff, and the community.
- **Genuine** – Authentic and sincere in interactions and intentions.
- **Visible** – Regularly attends school functions and community events, and is known by students and staff.
- **Resilient** – Stays strong and effective in the face of challenges.
- **Warmth** – Exhibits kindness and a supportive attitude.
- **Good Communicator** – Clear, effective, and open in all forms of communication.
- **Sense of Humor** – Maintains a positive attitude and light-hearted approach.
- **Humble yet Confident** – Demonstrates humility while being self-assured in their role.
- **Honest and Fair** – Upholds integrity and equity in all decisions and actions.
- **Educational Leadership Experience** – Proven track record in instructional leadership and high school administration.
- **Previous Experience as a Superintendent** – Experience in a similar-sized district with comparable budget and challenges.
- **Financially Astute** – Strong understanding of budgeting, accounting, and financial management.
- **Strategic Thinker** – Capable of developing and implementing long-term plans and visions.
- **DEI Commitment** – Serious about diversity, equity, and inclusion with a demonstrated history of success in this area.

- **Instructional Expertise** – Deep knowledge of curriculum development and educational standards.
- **Negotiation Skills** – Experienced in collective bargaining and handling union negotiations.
- **Community Engagement** – Ability to build relationships with various community stakeholders, understand local demographics and navigate local community issues.
- **Cultural Competence** – Experienced in working with diverse populations and adapting to various cultural contexts.
- **High School Experience** – Experience working in multiple high school settings and understanding their unique challenges.
- **Innovative** – Open to new ideas and creative solutions to improve the district.
- **Transparent** – Provides clear and honest information, especially regarding financial matters.
- **Visionary** – Able to see and implement a forward-thinking vision for the district's future.
- **Adaptable** – Flexible and able to adjust strategies and approaches as needed.
- **Servant Leadership** – Focused on serving and developing others, with a commitment to personal and professional growth.
- **Problem Solver** – Effective at identifying issues and implementing solutions.
- **Crisis Management** – Ability to handle difficult situations and make decisions under pressure
- **Student-Centered** – Prioritizes the needs and success of students above all.
- **Open to Feedback** – Willing to listen to and act on feedback from staff, students, and the community.
- **Mentor and Developer** – Invests in the professional development of staff and builds leadership capacity.
- **Community Focused** – Engages with and understands the community, including its diverse needs and perspectives.
- **Long-Term Commitment** – Demonstrates a desire to stay with the district for a substantial period to make a meaningful impact.
- **Transparent Decision-Making** – Makes decisions openly and involves stakeholders in the process.
- **Positive Morale Builder** – Works to boost staff morale and keep employees engaged.
- **Ethical Leadership** – Acts with integrity and fairness in all decisions and actions.
- **Caring and Supportive** – Shows genuine care for the well-being of students and staff.
- **Tech-Savvy** – Keeps up with modern technology and its integration into education.

## SELECTION PROCESS

The Board of Education has retained Hazard, Young, Attea & Associates Dr. Brian Harris, Dr. Karen Sullivan, and Dr. Ken Arndt of HYA to recruit qualified candidates. The consultants will screen applications and recommend candidates to the Board for interviews and further consideration. Any questions regarding the application process and/or selection process should be directed to the consultants:

Dr. Brian Harris, (630) 639-9874 or [brianharris@hyasearch.com](mailto:brianharris@hyasearch.com)

Dr. Karen Sullivan (630) 643-3305 or [karensullivan@hyasearch.com](mailto:karensullivan@hyasearch.com)

Dr. Ken Arndt (847) 456-2738 or [kenarndt@hyasearch.com](mailto:kenarndt@hyasearch.com)