

SCHOOL EXEC CONNECT
ALTOONA SCHOOL DISTRICT
NEW SUPERINTENDENT PROFILE

December 3, 2018

The ***New Superintendent Profile*** was developed utilizing the opinions expressed by School Board members, administrators, teachers, support staff, students, parents and community members during individual and focus group interviews and at a community forum regarding goals for the district, the district's greatest strengths and challenges, and the attributes, skills and characteristics desired in the new superintendent. Also utilized were the responses to a survey available through the district's website.

The consultants will utilize the ***New Superintendent Profile*** in recruiting and screening potential superintendent candidates. The Board and the community are encouraged to use the ***Profile*** as they interview and evaluate candidates to determine how well they fit the current leadership needs of the district.

ATTRIBUTES DESIRED IN THE NEW SUPERINTENDENT

Altoona School District

The new superintendent should be a person who:

- **Is highly visible throughout the schools and community, a personable leader with integrity who develops trusting relationships with the School Board, staff, students, parents and the entire community.**
- **Is an approachable and supportive team builder who brings out the best in others and interacts with all people in a manner that makes them feel valued, heard and empowered.**
- **Reaches out to all people with strong engagement and communication skills, and seeks to build and maintain mutually beneficial partnerships with the City of Altoona, along with area organizations, civic groups and businesses.**
- **Builds positive relationships through high integrity and excellent interpersonal skills, fosters a trusting environment safe for the expression of ideas and opinions, and focuses on each individual's strengths to build capacity in others and a cohesive and effective team.**

- **Is a leader who motivates others, sets high expectations, makes difficult decisions, has excellent follow-through, delegates appropriate authority, and holds others accountable.**
- **Is a student centered, instructional leader with a deep understanding of curriculum and instruction who facilitates a strong professional development program and supports the use of data in meaningful ways to foster continuous academic improvement.**
- **Is a collaborative consensus builder who listens with an open mind, uses data and input from those with multiple or diverse perspectives, and is able to synthesize, compromise and craft a shared vision before taking action.**
- **Has a successful track record as an administrator and demonstrates a strong understanding of school finance, practices solid and transparent stewardship of taxpayer dollars and is able to craft a long-term vision to lead the District down a path of financial stability.**
- **Embraces the important role of technology in today's global society, facilitates improved infrastructure, works toward equity of access to technology for all students, supports best practices of technology integration, and ensures that the District provides professional development in the use of technology for all staff.**
- **Values and supports strong student athletic and academic co-curricular activities and fine arts programs designed to enhance student achievement, build community involvement and support, and offer opportunities for equitable participation by all students.**