



## Florida School Boards Association SUPERINTENDENT SEARCH



# Qualities

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To build on the St. Johns County School District's success and based on input from an online survey and community forums, applicants must demonstrate a successful record of exemplary leadership that includes the following qualities:

### Personal Leadership Qualities

- Models integrity and ethical leadership
- Demonstrates active listening and responsive communication with all stakeholders
- Leads collaboratively and build high-performing teams
- Sets high expectations for self and the organization and holds self and others accountable for those expectations
- Leads with humility, thoughtfulness, and a servant-leader attitude
- Is accessible, approachable, and visible in schools, district departments, and throughout the community

### Instructional Excellence and Leadership

- Develops and sustains high quality and accelerated educational opportunities for all students in all schools including ESE, struggling, and high-achieving students
- Expands and supports career/technical programs aligned with workforce needs
- Demonstrates the ability to lead improvements in overall student achievement, including closing gaps in learning and access
- Exhibits a competitive edge and a willingness to compete for students
- Motivates staff and students toward excellence
- Creates positive learning and working environments for students and staff members
- Implements innovative retention and recruitment strategies to attract and retain effective and diverse teachers, staff members, and administrators

### Business, Finance, and Operations

- Maintains transparent financial practices and demonstrates fiscal responsibility
- Develops innovative programs and strategies to maximize resources
- Ensures that resources are equitably allocated throughout the school district
- Understands challenging systems operations related to transportation, food and nutrition services, maintenance, and facilities in a high-growth environment



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- Analyzes and uses data and stakeholder input for decision-making to evaluate and revise procedures, plans, processes, systems, and policies to improve operational efficiencies

### **Board, Staff, and Community Relations**

- Initiates and maintains a respectful, trusting, open and honest relationship with the School Board and the community
- Is visible and invested in schools and the community and advocates for students, teachers, and families
- Builds community partnerships to support programs, initiatives, and systems to address needs beyond the classroom
- Works with legislators, government, non-profit, and business leaders to enhance educational possibilities and economic development
- Collaborates with law enforcement agencies to ensure safe and secure campuses and activities