



Florida School Boards Association SUPERINTENDENT SEARCH



Qualities

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