

# SCHOOL EXEC CONNECT

## Superintendent Profile: Maine Township High School District 207

- Understands the need to utilize and **grow teacher collaboration** in key decision-making processes
- **Student-centered**; makes all decisions on what is best for student learning/growth/well-being
- **Achievement gaps need a clear strategy to overcome**; each campus is different and each campus will need an individualized plan to address these challenges
- Is able to **build trust** across all stakeholders
- Knows and is able to **reinforce line-staff relationships/responsibilities**
- Works to reverse the notion that **change initiatives are often top-down** without adequate input from staff/often these initiatives are not clearly linked to results data and **appropriate PD isn't offered** to ensure success
- Is able to **build the image and branding** of the district across different media
- **Delves into the issue of the differing needs** on each campus; makes a data-driven plan to remedy these issues
- **Apolitical**; makes decisions on **best practices** and is **data-driven**
- **Recognition that the three campuses are not identical** and need differing layers of interventions to ensure that all students succeed
- **Transparent**; decisions are made in the best interest of student achievement and well-being and these decisions are communicated quickly and throughout the district
- Displays skills in fiscal responsibility, financial management, and **future-focused facilities planning**.
- **Communicates decisions** with clarity, reason, and empathy after considering input from all stakeholders.
- Is a **visionary leader who is future-focused, a strategic thinker, and a relationship builder** with staff, community, and the Board of Education.
- A **visible, hands-on leader** who becomes immersed in the district schools and community, maintaining a solid presence in classrooms, activities, and community events.
- **Possesses a genuine, warm, personable, and approachable personality** while being an active listener.
- Builds good teams and **empowers others while ensuring accountability**.
- Highly skilled at **building trust, mutual respect, and consistency** systematically while strengthening a unified district-wide positive culture and climate.
- Demonstrates understanding of and commitment to issues of **equity, diversity, and inclusion**, focusing on the academic and social-emotional development of all students and inclusion of all families in school life.