Ideal Profile of the new Chimacum Superintendent

This section refers to the specific criteria that the consultant will use in identifying outstanding prospects for the position of Superintendent of Schools. It is also a document which the Board will use in its deliberations in the Select phase of the search.

These Characteristics emanate from feedback from the Focus Groups and Interviews and from the results of the Superintendent Search Survey. Within the Focus Groups, Interviews, and Survey, our first two questions ask about strengths and complexities of District; and the third question asks specifically about Desired Characteristics of a new leader. The responses to all three of those questions help inform and shape the establishment of this criteria.

Distilling a list from so much input is both an art and a science, but ultimately must reflect the desires of the elected school board. To that end, I provide to the Board these eleven Desired Characteristics as a composite voice from your community and your stakeholders – and as a draft for you to consider.

The Board of Directors of Chimacum School District seeks an exceptional educational leader who

- Focuses on outcomes and has a results-oriented mindset.
- Engages stakeholders in a forward-thinking vision.

and who embodies the following:

- Serves as an instructional leader as well as leader within an organization.
- Holds high expectations for all staff and students and holds even higher expectations for him/herself.
- Sustains momentum of current successes and builds consensus around the future for the Chimacum School District.
- Listens. Believes teachers, students, parents and community-members have expertise to bring to the table, and that our decision-making should reflect that.
- Leads with integrity while modeling outstanding leadership.
- Communicates effectively in a multitude of venues and with a variety of audiences and can engage and validate multiple perspectives as a bridge-builder.
- Embraces and builds upon the initiatives of the District’s strategic plan with a deep commitment to place-based education.
- Actively seeks collaboration with other school districts to expand opportunities for students and identify operational efficiencies, fostering a regional network of excellent schools.
- Values relationships within the Chimacum community, a special place with a rural history, and actively participates in harnessing opportunities.
- Cares. Operates and interacts with fairness, compassion, honesty, and respect.