

Philomath School District Superintendent Search Adopted Qualities and Qualifications

Leadership Skills —

- Ability to provide leadership to and work cooperatively with the board, staff, students and community
- Highly visible in the school and community; actively participates in school and community activities
- Demonstrates strong decision making skills; shows integrity and involves others in the decision-making process; able to effectively delegate responsibility to others with follow-through and accountability
- Demonstrates a proactive approach to problem solving; takes initiative
- Demonstrates creativity; encourages others to be innovative
- Ability to develop, implement and promote education goals and objectives for the district
- Has a management style that is open, honest and supportive
- Ability to deal with long-term issues as well as day-to-day operations

Experienced Administrator and Educator —

- Proven, successful, broad-based teaching experience desirable, with a pattern of increasing responsibility in education administration
- Knowledge of and ability to promote effective educational improvement and instructional practices in all curricular areas; current in best practices
- Recognizes the importance of student learning in all academic areas and involvement in extra-curricular activities
- Ability to work effectively in legislative arena and advocate for education issues
- Demonstrates knowledge of successful staff development practices
- Ability to identify, select, motivate and evaluate high-quality staff
- Working knowledge of personnel issues, labor negotiations and contract management
- Demonstrated ability to improve student academic performance
- Knowledge of current Oregon laws related to budget, finance, construction bonds, collective bargaining, labor relations, charter schools, special needs students and facilities management; knowledge of federal education laws
- Demonstrates strong fiscal management skills; able to manage multi-million dollar budget
- Knowledgeable about other resources available to districts, including grants
- Comprehensive knowledge and ability to use, promote and implement technology in the district

Excellent Communication Skills —

- Communicates effectively with the community, staff, students and the board of directors; possesses strong verbal and written communication skills
- Is accessible and listens to others with an open mind; accepts differences of opinion
- Ability to develop positive community relations

Personal Traits —

- Demonstrates strong personal and professional honesty, integrity, fairness and justice
- Establishes high levels of trust with others
- Desires a long-term involvement with the district and community; willing to live in the district
- Shows a genuine concern for and understanding of students — loves kids!