

Desired Characteristics Superintendent, Helena Public Schools

After seeking input from its Board members, parents, staff, students, and community via focus groups, interviews, and an online survey, the Board of Trustees of the Helena Public Schools seeks a strong and visionary educational leader who possesses the following characteristics:

- Approachable, accessible and available – visible in classrooms, school sites and community events; a relationship builder
- Models excellent communication and influence skills – a collaborative decision maker who is decisive after gathering input from stakeholders
- Understands the demands of leadership, and delegates and prioritizes to accomplish goals
- Accepts criticism and navigates controversy well
- Believes in and practices transparency in all district matters
- Works collaboratively with the Board to develop a positive relationship through clear mutual understandings of respective roles and responsibilities
- Visionary, purposeful educational leadership – capable of inspiring and leading others to successfully operationalize innovative plans and programs for improvement
- Thinks creatively to address challenges facing the district
- Fosters a positive, professional climate of mutual trust and respect among the teachers, staff, parents, administrators and the community
- Committed to meeting the needs of a diverse student population – ensures student learning opportunities in a variety of college and career tech course offerings
- High personal standards – inspires trust, demonstrates honesty, integrity, and accountability; holds subordinates accountable to the same high standards
- Recruits, develops, and retains outstanding administrators, teachers, and staff members
- Effectively plans for and resolves budget issues associated with limited resources and declining enrollment
- Invested in Helena and looking for a long-term commitment

With regard to leadership experience and accomplishments, the ideal candidate will have:

- Experience as a Superintendent or district office administrator with successful labor-management relations and negotiations track record
- Solid background in school finance and experience in resolving budget shortfalls
- Experience working with the Board of Trustees in a similar district
- A strong educational background in instructional leadership, emerging best practices, human resources and organizational management
- Experience as a teacher, principal and district office administrator