

DESIRED SUPERINTENDENT CHARACTERISTICS

Hudson City School District

After seeking input from students, teachers, parents, staff, and community members via focus groups, and interviews the Hudson City School District Board of Education seeks an **innovative, experienced consensus-building educational leader** who is **trustworthy, collaborative, and transparent** and who possesses the following characteristics:

A strong leader who:

- Demonstrates the ability to connect at all levels in a diverse and changing community with multiple needs
- Displays the fiscal acumen and experience to responsibly manage a complex public education enterprise through the equitable allocation of resources
- Demonstrates the ability to address all aspects of learning that includes addressing social, emotional, and mental health needs of students in an innovative manner
- Maintains organizational accountability when making operational decisions
- Exhibits high integrity and is confident, decisive, objective, and resilient
- Is able to energize the community around the vision of the strategic plan and who possesses the ability to motivate and hold all accountable to achieve the vision
- Systems thinker who can bring overall academic improvement efforts/programs to the district

A relationship builder who:

- Places the students at the center of every decision
- Seeks input prior to making decisions, communicates the rationale behind each decision, and stands firm once a decision is made
- Develops and maintains professional, collaborative, and respectful relationships with stakeholders based on a strong set of core values and mutual trust
- Demonstrates success in working and partnering with the governing body
- Fosters an open and safe environment that prioritizes inclusion and diversity
- Inspires, supports, and empowers a leadership team to facilitate growth and change with transparency
- Able to motivate staff and students to excel

An exceptional communicator who:

- Communicates regularly, clearly, and concisely in a way that engages and values all stakeholders
- Collaborates by seeking input prior to making decisions and communicates the rationale behind decisions
- Is a trust-builder and trust-gainer who is visible, available, and collaborative through interactions with students, teachers, staff, Board, parents, and community members
- Can galvanize the community to implement a shared vision towards positive student outcomes
- Invests in the community by being present, approachable, and engaged in district and community events

Regarding **leadership experiences and accomplishments**, the successful candidate will:

- Have or be immediately eligible for New York State Education Department School District Leader (SDL) Certificate or hold the former School District Administrator (SDA) Certificate
- Have met all or most of the identified desired characteristics
- Demonstrate the record of a highly successful educational leader

The successful selected candidate is expected to begin employment on or near August 1, 2023.

The application deadline is June 15, 2023.

Salary is regionally competitive depending upon actual qualifications, experience, and credentials.

Interested and qualified individuals can learn more about the position and apply at:

<https://hyasearch.com/job/superintendent-hudson-ny/>