



Leadership Profile

Southeast Delco School District Superintendent Leadership Profile

The Southeast Delco School District is an urban-suburban district that is seeking a superintendent who demonstrates a high level of professionalism, strong educational leadership skills, experience with academic excellence, systems thinking approaches, fiscal planning and management, and who understands the challenges associated with a diverse district. This leader will capitalize on one's experience to develop a thorough understanding of the needs of the district and create a vision and strategic direction to drive ongoing success for all students.

The new superintendent will need to be:

- Experienced as a superintendent or assistant superintendent with a proven track record of success leading school districts.
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- Visible, approachable, good listener, and ability to connect with the Board, staff, community, and students.
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- Team builder with ability to work collaboratively with all stakeholders.
- Assists in building a strong working relationship with the School Board of Directors (team of 10) to lead the Southeast Delco School District.
- A strong leader who is able to direct others to accomplish district goals, monitor progress, and evaluate performances.
- An equitable leader who will ensure that each student has equitable access to effective teachers, learning opportunities, academic, and social and emotional supports.
- A good fiscal steward who will allocate money, personnel, and resources effectively in ways that align with the goal of achievement for all students.
- Experienced and competent with school finances in an underfunded school district and long-range planning and management of district resources.
- Fiscally responsible, budget savvy, and able to identify other fiscal resources to align with the vision and forward movement of the district.

- An implementer of best practices to recruit, hire, support, develop, and retain effective and caring teachers, other professionals, and support staffs, and lead and develop them to be an educationally effective faculty.
- A developer and cultivator of partnerships with the internal and external community (businesses, higher education establishments, and other educational entities) and understands what is needed to maintain and grow partnerships.
- A leader with deep understanding and expertise of curriculum, instruction, and assessment that promotes rigorous expectations for student learning with a systems mindset and desire for continuous improvements to ensure student learning and success.
- Someone who can build and maintain safe, caring, and healthy school environments and school cultures that meets the academic, social, emotional, and physical needs of each student.
- Experienced with evaluating systems and departments for the purpose of efficiencies and effectiveness.
- An individual who has an ability to understand and lead with strong interpersonal and communication skills, social-emotional insight, and understanding of all students, staff members, and community members from diverse backgrounds and cultures.
- Willing to cultivate and reinforce family and student engagement.
- Willing to advocate for the school district and its children at both the local, state, and federal levels.
- Willing to commit to the district and the community for a period of time, as the district will be more easily navigated with sustained leadership.
- A leader who demonstrates good judgment and a positive attitude.