

## Desired Successor Superintendent Characteristics Willingboro School District

After seeking extensive input from Board members, the leadership team, staff, parents, students, and community members via interviews, focus groups, and review the previous community survey, the Board of Education of the Willingboro Township, NJ School District seeks a **confident, courageous, and empathetic educational leader** who possesses the following characteristics:

### **An engaged and creative instructional leader who:**

- Is visionary and can create and transform curriculum and instructional practices to meet the needs of a diverse student body and prepare them for academic, interpersonal, cultural and life success after graduation.
- Prioritizes equity, inclusion, and student achievement, regardless of background, abilities, school, level of proficiency, or classification
- Develops a positive educational environment including nurturing, rigorous, and challenging pathways for students
- Inspires trust and is visible, present, and collaborative through interactions with students, teachers, staff, Board, parents, community members, and governmental officials
- Proven success in motivating and holding staff accountable at all levels
- High levels of energy and passion focused on a student first philosophy

### **A consensus builder, decision-maker, and thought leader who:**

- Motivates, supports, inspires, and compassionately leads a team utilizing metrics of accountability and transparency
- Communicates regularly and effectively by engaging and valuing all stakeholder groups
- Understands and uses a hands-on systems approach to achieve systemic change
- Respectfully utilizes diplomacy to negotiate, collaborate, and build consensus with the bargaining units always keeping the student's best interest as the priority
- Maintains organizational accountability when making operational decisions and understands the value of community discourse as issues are discussed
- Displays fiscal acumen and can responsibly address financial concerns within an educational entity through appropriate allocation of resources and fair decision-making practices
- Success in fostering a positive, professional climate of mutual trust and respect amongst faculty, staff, administrators, parents, students, and the community

### **An exceptional communicator and committed leader who:**

- Establishes trusting and meaningful relationships while demonstrating courage in the face of obstacles
- Develops and maintains professional and collaborative relationships with Board members based upon commonly agreed upon goals and a strong set of core values
- Fosters a sense of community that embraces a shared vision for excellence, equity, and student outcomes in a multicultural, multilingual community
- Exhibits high emotional intelligence, skilled in consensus building, and an experienced talent manager
- Invests in the community by being visible, active, and engaged in district and community events

**Leadership experiences and accomplishments**, the successful candidate will:

- Have demonstrated highly successful educational leadership experience in a multicultural community with similar demographics and complexities
- Demonstrates the highest level of integrity and passion about education, teaching, and learning
- Proven track record of recruiting and returning effective personnel throughout the district and schools.
- Hold or be immediately eligible for a New Jersey School Administrator Certificate.
- Must become a resident of the state of New Jersey within one year of employment in accordance with state statute.

**Compensation:**

Salary in the range of \$210,000 depending upon qualifications, experience, and credentials and subject to negotiations. Benefits similar to other district employees, applicable Board policy NJ Statutes and subject to negotiation.

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

<https://hyasearch.com/job/superintendent-willingboro-nj-2/>