

QUALIFICATIONS AND CHARACTERISTICS

The superintendent, as chief executive officer, is accountable to the Board of Trustees, which expects the superintendent to be the education leader of Kermit ISD. The Superintendent works closely with the Board of Trustees to develop and implement policies and programs designed to carry out the district's mission.

In concert with the staff, students, and the community, the Board of Trustees has identified certain characteristics and qualifications as highly desirable in a Superintendent:

- Is an effective communicator with superior interpersonal skills who can make and defend difficult decisions that are best for students and the district;
- Is an effective delegator who empowers staff members to carry out their responsibilities; independently while remaining knowledgeable and accountable for the district's overall progress in carrying out its mission;
- Is a motivational leader who is attentive to staff morale, and has a proven ability in building an effective management team engaged in collaborative planning, problem solving, and decision making;
- Is knowledgeable in school financial management and state funding laws;
- Is a person of integrity, vision and visibility;
- Is committed to Kermit ISD for the long term and demonstrates active involvement in the district and community;
- Is a team builder that is committed to work in partnership with the Board of Trustees, students, staff, parents and community to build a climate of transparency, mutual trust, and cooperation and who is committed to the continued long term success of Kermit ISD; and
- Is a progressive visionary that has had proven success in implementing instructional technology and innovative strategies in today's classroom.