



New England School Development Council

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Hingham Public Schools Superintendent Search Successful Candidate Profile

The Hingham School Committee, with assistance from the New England School Development Council (NESDEC), has developed the following Superintendent *Successful Candidate Profile* using information generated through focus groups conducted in 2017-2018, online surveys, input from staff and leadership, and the School Committee's own perspective on the qualities, skills, character traits, knowledge, and experience that we need in our next Superintendent. This *Profile* will guide the Superintendent Screening Committee and the School Committee as it considers candidates for the position of Superintendent of Schools.

Student-Focused Leader

- Makes student-focused, data driven decisions to support and meet the differentiated educational needs of ALL students
- Fosters and models a positive, secure, respectful, nurturing, and safe learning environment
- Articulates a vision for an effective learning environment aimed at expanding student potential
- Well-researched on and committed to educational practices and initiatives that promote diversity, equity, inclusivity and belonging
- Strong understanding of Special Education current educational practices, trends, mandates, and initiatives for inclusive programming
- Experienced in integrating technology for future-focused student learning and innovative teaching
- Understanding of METCO and its ideals and values
- Embraces Hingham's expectations to provide excellent, well-rounded educational programming in core subjects, arts, vocational/technical, and enrichment areas and prepares students well for active citizenship and post-secondary work or study

Effective and Experienced School District Operations

- Classroom teaching and building-based leadership experience strongly preferred
- Experience working collaboratively with all stakeholders to develop and oversee annual school budget
- Skilled in identifying and advocating for the financial needs of the school district
- Understands the school district's budget in the context of the municipal organization
- Engages in critical and creative thinking to identify and implement cost efficiencies
- Experience with developing and implementing a strategic plan
- Experience with major building projects, including renovation and new constructions (MSBA or comparable experience preferred)

- Proactive and effective management of facilities and district assets
- Demonstrated ability to work with municipal leaders around budget development and major capital projects
- Access to resources, professional networks, state leaders and colleagues

Inspirational and Accessible Leader

- Provides support and uses sound evaluative practices to develop a highly-skilled and engaged staff
- Experienced mentor/coach with a goal of motivating autonomous, independent thinking leaders who are held accountable for their decision making
- Proven experience identifying and fostering talent
- Cultivates a climate of mutual trust and respect with all district personnel
- Maintains a calm, professional demeanor in all interactions
- Inclusive, thoughtful, innovative problem solver with the ability to act decisively
- Skilled at conflict management
- Leads by example and is visible and approachable to staff, parents and community

Effective and Dynamic Community Leader

- Ability to educate and inform the community on both the success and challenges of the district
- Acts with integrity
- Excellent interpersonal and communication skills using traditional and innovative tools
- Visible in, engaged with and well-informed of the district and community
- Establishes meaningful relationships throughout the community (parents, Town personnel, elected officials, community members)
- Works collaboratively with community stakeholders to build trust and access expertise within the community to benefit students