

Special Meeting

Tuesday, April 11, 2023 5:30 PM

Fridley Community Center, 6085 7th Street NE, Fridley, MN 55432

A. **Call to Order**

Presenter: Board
Chair

B. **Welcome and Purpose**

Presenter: Board
Chair

C. **Superintendent Profile and Timeline**

D. **Adjournment**

Presenter: Board
Chair

SCHOOL EXEC CONNECT
FRIDLEY PUBLIC SCHOOLS, FRIDLEY, MN
NEW SUPERINTENDENT PROFILE

APRIL 11, 2023

The ***New Superintendent Profile*** was developed utilizing the opinions expressed by School Board members, administrators, teachers, support staff, students, parents, and community members during individual and focus group interviews regarding goals for the district, the district's greatest strengths and challenges, and the attributes, skills and characteristics desired in the new superintendent. Also utilized were the responses to a survey available through the district's website.

The consultants will utilize the ***New Superintendent Profile*** in recruiting and screening potential superintendent candidates. The Board and the community are encouraged to use the ***Profile*** as they interview and evaluate candidates to determine how well they fit the current leadership needs of the district.

ATTRIBUTES DESIRED IN THE NEW SUPERINTENDENT

Fridley Public Schools

The new superintendent should be a person who:

- Advocates for education as a visible and active leader in the schools and community who is approachable and develops strong connections with staff, parents, business owners, community members, governmental agencies, and civic organizations to enhance services and build support for the school district.
- Communicates, as the primary spokesperson for the district, through effective speaking, writing, listening, and the use of technology in a manner that effectively markets the district, enhances community support, and fosters effective internal lines of communication between the administration, staff and students.
- Develops teams through positive relationships, high integrity, and excellent interpersonal skills, creates a trusting environment safe for the expression of ideas and opinions, brings out the best in others, and interacts with all people in a manner that makes them feel valued, heard, and empowered.
- Demonstrates an active commitment to equity and inclusion, understands the value of socio-economic, ethnic, and cultural diversity in an educational environment, is culturally competent and engages the staff and community in programs and initiatives that improve the learning experience and achievement of all learners.

- Motivates others, sets high expectations, makes difficult decisions, delegates appropriate authority, has excellent follow-through, and holds others accountable.
- Creates vision as a strategic instructional leader with a deep understanding of curriculum and instruction who is focused on student achievement, facilitates a strong professional development program, encourages academic rigor and innovative approaches to instruction, values career education for students, and supports the use of data in meaningful ways to foster continuous academic improvement and maximize the potential of each student.
- Puts students first and has successful experience planning, implementing and staffing programs and interventions addressing the diverse needs of students struggling with academic, socio-economic, or mental health challenges.
- Demonstrates the necessity of establishing a school culture that provides a safe, secure, and orderly learning environment.
- Develops a positive working relationship with the School Board that fosters excellent communication between the parties and a clear understanding of their respective administrative and governance roles.
- Collaborates as an open-minded consensus builder who will lead a review of the district's vision, mission and strategic plan in a way that empowers others and seeks input from the Board, staff, students, and community members in a proactive and transparent manner that enhances trust and respect between all parties.
- Demonstrates strong management skills and a deep understanding of school finance, practices solid and transparent stewardship of taxpayer dollars and will craft a long-term vision for financial stability.
- Supports the development of a communication and marketing plan that recognizes the quality programs that exist and creates a desire for parents to enroll their children in the district.
- Has successful experience with the planning, renovation, and maintenance of school facilities.
- Values and supports strong student athletic and fine arts programs designed to enhance student achievement, build community involvement and support, and offer opportunities for equitable participation by all students.
- Advocates for the Fridley Public Schools and its students through the establishment of strong legislative networks and coalitions.