



Leadership Profile for Salt River School Superintendent Search for 2021-2022 School Year

Summarized from Education Board Work Session (9/2020) & Stakeholder Feedback Survey (12/2020)

Talent Management

- Ability to inspire staff and create systems for continual growth and improvement
- Ability to develop a strong customer service climate
- Ability to evaluate staff with objectivity and compliance
- Ability to manage student and staff diversity
- Ability to recruit, select, and supervise staff
- Demonstrated skills in supervising and accountability for employees at all levels in a variety of school positions
- Knowledge and demonstrated skill in creating and/or enforcing policies and procedures that impact staff
- Experience developing and implementing professional development programs for staff in a variety of school positions
- Strong experience in developing educational staff evaluation systems

Financial Management

- Understands how to effectively advocate for resources needed to operate schools
- Experience managing an organization, large project, or department budgets
- Knowledge and experience with budgets for various grants, departments, and agencies.

Student Learning, Success, Management

- Culturally sensitive
- Carries out a vision that reflects the values and beliefs to guide educational programs.
- Ensures schools provide a safe, secure, and healthy environment for learning
- Understands how important it is that each student is known valued, respected, and experiences pride/appreciation for the Native American cultures(s) and language(s)
- Experience advocating for and providing assistance to children and families
- Experience carrying out an educational vision with best practices that supports, students, families, and staff
- Understands the most important job of the Education Division is to make sure all students are learning and achieving at high levels

Teaching and Learning

- Ability to implement and prioritize Native culture and language into the curriculum and educational practices
- Ability to lead and create the optimal teaching and learning environment for students and staff

- Knowledge and experience with student and family engagement
- Experience with increasing student achievement and success
- Successful experience in curriculum adoption and implementation
- Ability to lead and create data-driven instructional decisions and strategic planning to prioritize student learning

Communications

- Listens to feedback and responds accordingly
- Experience communicating effectively and engaging with students, staff, and the Community
- Receptive to new ideas
- Communicates with all stakeholders with transparency, clarity, and regularity.
- Strong public-speaking and writing abilities
- Has experience bringing a variety of special interest groups or stakeholders together.
- Ability to effectively use the current available technologies to communicate

Decision Making

- Carries out the vision and mission of Salt River Schools, reflects Community values and beliefs, and uses these to guide decision making about educational programming
- Reacts positively in stressful situations
- Coordinates and listens to a variety of stakeholder feedback for decision-making and recommendations to the Education Board
- Transparent in decision making and communicates to all involved stakeholders
- Confident leader, respectful, kind, and understanding of students, families, and staff.
- Creative problem solver and willingness to try new strategies that are in the best interest of students, families, staff, and the Community
- Accountable for decisions and action

Community Relations

- Supports student discipline with integrity and dignity
- Experience working with Tribal Nation Communities
- Maintains high visibility in Salt River Schools and spends time in our classrooms
- Visible leader within all Salt River Schools and the Community
- Active engagement in a broad range of Community groups and organizations.
- Ability to build and maintain relationships with staff, families, and the Community

Operational Management

- Knowledge of or experience with planning and implementing safety and health procedures, protocols, and policies for students and staff
- Demonstrated ability to work with a variety of stakeholders and entities with varying polices and regulations
- Has efficiently managed the operation of a school or district
- Knowledge and experience with instructional technology programs and classroom use
- Knowledge of food service and transportation operations
- Demonstrated ability or knowledge of planning for energy conversation.