**SUPERINTENDENT SELECTION CRITERIA**

**Ingham intermediate school district**

The Ingham Intermediate School District Board of Education is seeking a dynamic person to lead their district at an exciting time. Ingham ISD is the eighth largest ISD in Michigan and is proud of its collaborative efforts both within the organization and with its constituent districts. The Board is looking for a highly qualified candidate who can continue the good work that is currently being done and continue to innovate and find ways to improve education for all learners within the district’s service area.

Candidates should be prepared to present evidence of demonstrated success in:

* Leading in a complex organization through a period of change
* Understanding and utilizing data/analytics for decision making and accountability
* Communicating effectively with internal and external audiences
* Building and maintaining strong, effective internal and external relationships

**MANAGEMENT & DECISION-MAKING**

* Servant leadership/collaborative approach
* Ability to build and maintain effective management teams including developing and implementing a plan for increasing staff diversity
* Assure continuous improvement of staff
* Maintain an environment of trust, responsibility, integrity and accountability
* Anticipate the needs of the ISD and its constituent districts and implement the necessary measures to help them be successful

**PROFESSIONAL BACKGROUND**

* Master’s Degree or equivalent plus Administrative Certification
* Experience as a teacher and high level administrator in a K-12 district and/or ISD
* Ideally has experience in both rural and urban settings
* Record of success in previous professional positions
* Accomplishments which reflect focus on students
* Knowledge of education research and its practical application
* Knowledge and experience in dealing with needs of diverse student population
* Experience with Multi-tiered System of Supports (MTSS) highly desirable
* Demonstrated effectiveness as an innovator

**VISION AND LONG RANGE PLANNING**

* Can work with the Board to lead staff and constituent districts towards a common vision, anticipating and addressing needs of learners and schools and create a process and environment to inspire others to understand and effectuate the district’s mission

**INTERPERSONAL**

* Ability to communicate effectively orally and in writing
* Willing to actively listen and learn from/with others
* Inspire trust and motivate people toward acommon cause
* Lead by example - inspiring others to work hard and enjoy their work
* High level of responsiveness to stakeholders (follows up and follows through)
* Visible and accessible to staff, students, constituent districts and the broader community

**PERSONAL**

* Honest and open, consistent in word, deed, and decision-making
* Oriented to the best interest of learners, community and the district
* High professional/personal ethics
* Empathetic and caring with staff and students
* Politically astute
* Highly analytical

**Compensation:** Competitive salary range of $150,000 to $180,000. Total compensation package is negotiable based on experience.

See job description for additional detail on duties and expectations.