

Harrisonburg City Schools

Superintendent Search

Leadership Profile

The Harrisonburg City School Board seeks an outstanding visionary and innovative instructional leader with successful experience with a culturally diverse student population. The successful candidate will have a proven record of positive student achievement and experience working in a similar type community. The desired candidate will have demonstrated a commitment to working collaboratively with the School Board, staff, elected officials and the community. The final candidate will be student-focused and visible throughout the schools and community. The Board seeks candidates who can demonstrate a combination of the following qualities.

VISIONARY LEADER

- An innovative thinker who demonstrates a vision of instruction beyond test scores.
- A leader with successful experience in a multicultural community and has implemented successful programs that improve learning for all students, with emphasis on closing the achievement gap.
- A leader with a strong instructional background who will work with staff and community partners in an open, encouraging manner to build upon and expand instructional programs that meet the needs of the spectrum of students who attend school in Harrisonburg.

EFFECTIVE COMMUNICATOR

- An approachable, visible, and personable leader who will work effectively to bring all segments of a diverse community together.
- An excellent communicator and team builder who will work with both staff and the community, employing a collaborative approach to seeking ideas that support a culture that emphasizes the importance of making student-center decisions.
- A good listener who encourages open communication, practices transparency, and works to build trust and support.

COLLABORATIVE MANAGER

- A leader who has demonstrated fiscal expertise and experience with the politics of equity.
- An adept politically astute manager who can build relationships with the School Board, elected and appointed officials, staff, students, parents and the university communities.
- A transparent and confident leader who utilizes a participatory process to identify and solve complex issues with experience in both strategic planning and facilities development.

PERSONAL QUALITIES

- An approachable and compassionate leader, who communicates effectively with all segments of the community to build relationships, develops strong partnerships, and consistently advocates and supports what is best for students.
- A diplomatic leader who can build trust, will listen to understand and make collaborative decisions.
- A transparent leader with strong people skills who is a balanced, thoughtful and deliberate decision maker with the courage to address necessary issues for the benefit of students.