



**Leadership Profile of Superintendent
DESIRED CHARACTERISTICS
Superintendent of Schools
East Aurora School District 131, Illinois**

After requesting input from administrators, community members, faculty, parents, students, and support staff, the East Aurora School District Board of Education seeks an individual who has proven experience in a district like ours which may be characterized by its size, diversity and funding model, but still has a 'can do' attitude and a record of significant accomplishments. The next superintendent will have demonstrated leadership in academic achievement through equitable opportunities for diverse student populations resulting in positive outcomes. The next superintendent will be a trustworthy individual of integrity, who is expert at listening and valuing the successes and ideas of staff, while building on the existing momentum and communicating about the future (visionary) of the school district.

This individual will be able to manage the various and multiple needs of a district the size and complexity of East Aurora School District through demonstrated skills as a systemic thinker and strategic planner, who has successfully taken vision goals based upon a mission and core values to the point of implementation through collaborative teamwork focused on student achievement. Given the language diversity of East Aurora School District, it would be preferred if the individual ultimately selected has a working knowledge of the Spanish language. This next leader will be someone who values and embraces the diverse cultures within our District.

East Aurora School District's next leader will demonstrate the qualities of an empathetic and equitable, yet decisive leader, who makes recommendations for decisions to the Board based upon Board-selected metrics (data).

This outstanding open-minded, curriculum and instruction leader would be committed to live in the district and stay for a significant length of time ensuring stability, with a visible and approachable style of interacting with students, staff, parents and community.

Further, the East Aurora School District seeks a Superintendent who has a proven track record of implementing the following priorities:

- Foster a positive professional climate of mutual trust and respect among faculty, staff, and administrators. (CE- Community Engagement)
- Understand and be sensitive to the needs of a diverse student population (TL- Teaching Learning)
- Establish a culture of high expectations for all students and personnel (VV-Vision Values)
- Recruit, employ, and retain effective personnel throughout the District and its schools (M- Management)
- Provide a clear, compelling vision for the future. (VV- Vision and Values)
- Be an effective manager of the District's day-to-day operations. (M- Management)
- Effectively plan and manage the long-term financial health of the District. (M- Management)

Approved - East Aurora School District 131 Board of Education- February 5, 2018.