Urbana School District #116
Profile of the Desired New Superintendent

The new superintendent should be a person who:

1) Is genuine, personable, transparent, approachable, accessible and open-minded.

2) Is a visionary leader who is forward-thinking and can inspire and empower others; leads in the development of both short and long-range planning to maintain a high level of academic and operational success in the district.

3) Becomes vested in the Urbana community; develops authentic relationships and works to establish trust.

4) Is highly visible in the schools and community, interacting with people in a variety of venues.

5) Is collaborative, seeks the voice of others, listens actively and engages in shared decision-making when appropriate.

6) Hires well, delegates effectively, ensures accountability and provides targeted professional development and mentoring services where appropriate.

7) Understands school finance and makes wise, equitable decisions regarding the allocation of limited resources; is creative and thinks outside the box.

8) Has successful experience as a teacher and building level administrator.

9) Possesses a strong academic background; is knowledgeable about curriculum, instruction, assessment and how students learn; is dedicated to the education of the whole child.

10) Embraces diversity; leads in the research, development, training and implementation of programs and initiatives to break down racial, social, ethnic and class barriers and divides that hinder student learning and achievement.

11) Works to create an environment that is conducive to learning and where students and staff feel safe and secure.

12) Understands the unique microcosm Urbana is and the effects demographic shifts have on schools and academic environments.

13) Is an outstanding communicator who delivers school and district information in an accurate, timely and straightforward manner utilizing a variety of methods and venues; works to create a more positive District image.

14) Establishes and implements an organizational system of protocols and procedures to ensure both operational and programmatic fidelity at all levels.