

The very last "panel" at the end of the brochure includes four categories of the selection criteria. The bulleted spaces under each heading can be filled in by using some of the quality characteristics commented on by the Board during our conversations.

Under the Professional Experience and Preparation heading, some of the items to be considered might include:

- Evidence of ongoing professional growth
- A variety of successful teaching experiences
- A track record of administrative accomplishments at the site and/or district level
- Ongoing community involvement and participation in Service Organizations
- Establishing a district-wide academic focus with high quality curricular and extra-curricular opportunities

Under the Personal Characteristics heading, we might be looking for some of the following beliefs/behaviors:

- Visible at the school sites and in the community
- Student and Family centered
- Participation in ongoing professional growth opportunities
- A desire to promote scholarly practices throughout the District
- The encouragement of visionary discussions among staff at all levels
- Practices an Open Door Policy

Professional Skills and Abilities should include:

- Building enduring relationships throughout the District
- Working with each of the employee organizations to identify, and act upon, issues of mutual interest
- Practice MWA (management by wandering around) to be present at the school sites and at community events
- Add value to the District by pursuing grants and special projects that may enhance the already high quality of the District's efforts
- Seek out entrepreneurial members of the District's employee groups, perhaps convening regular meetings with them
- Furthering high expectations for the students, staff and community members

Board Relationships must include:

- Keeping the Board well-informed at all times
- Meeting with the Board Members both individually and as a group

- Mutual respect between the Board and the Superintendent, which will foster a Governance Team approach
- A commitment to be forthright and candid at all times
- Respecting the need for occasional confidential matters to remain confidential

Finally, I believe that the Board, Superintendent and other key District employees must invest their time and energy to maintain high quality relationships within the District.