

## Ann Arbor Public Schools Seeks a Superintendent Who ...

- Inspires trust **in all facets of the community**, has high levels of self-confidence and optimism, and models high standards of integrity and personal performance.
- Possesses the leadership skills required to respond to the challenges presented by an ethnically and culturally diverse community **containing a major university and other high tech institutions**.
- Possesses **the** ability to enhance student performance, especially in identifying and closing or narrowing ~~the~~ gaps in student achievement.
- Is a strong communicator: speaking, listening, and writing; **is the face of the district and presents a positive image of the district**.
- Is strongly committed to a “student first” philosophy in all decisions.
- Possesses excellent people skills; **enjoys coming to know personally parents, students, staff, community members and their leaders, as well as the board of education**.
- **Maintains effectiveness and confidence in the face of criticism while gleaning helpful suggestions and ideas.**
- **Has knowledge of sound fiscal procedures and experience in the management of district resources in stressful periods.**
- Has knowledge of emerging research and best practice in the area of curriculum/ instructional design and practice.
- Has demonstrated strong leadership, **negotiation, and management** skills in previous positions.
- ~~Is able to build~~ **Appreciates the value of building** consensus and commitment among individuals and groups **and is able to do this**.
- **Has strong internal and external skills with experience in current media paradigms.**
- **Advocates for district at all levels of government.**
- **Is a visionary leader who brings his or her knowledge and expertise to the pragmatic implementation of the district’s strategic plan.**
- ~~Is able to delegate authority appropriately while maintaining accountability.~~

*All items in red are additions or changes made to the profile used in the 2010-11 search. Items with a strikethrough were in the former profile and have been removed.*