



HUMAN CAPITAL ENTERPRISES
REDEFINING HUMAN RESOURCES LEADERSHIP

Mount Mansfield Unified Union School District Next Superintendent Criteria

The MMUUSD Board of Directors seeks an exceptional leader who is an:

Accomplished educator who champions the district's students, staff, schools, and communities, and who:

- Has experience in, and a deep appreciation of, rural school districts and communities.
- Thoughtfully and innovatively develops, sustains, and expands academic and co-curricular programs to attract, retain, and engage families and prepare students for future success.
- Brings sophistication in language immersion; literacy; early childhood education; outdoor education; and career-technical education.
- Has an established track record of developing student-centered budgets, prudently stewarding finances, and allocating resources to equitably and efficaciously meet the needs of all students.
- Understands systems of sustaining an exceptionally talented workforce. Hires, develops, and retains highly qualified staff and collaborates with them to sustain a positive, professional work culture.
- Unabashedly focuses on student well-being and consistently prioritizes students when making decisions.
- Actively engages in the day-to-day work of schools. Leads by doing, and models service.
- Demonstrates commitment to advancing Vermont's Education Quality Standards and IRIS Framework.

Authentic communicator who seeks input, listens deeply to others, and who:

- Demonstrates humility, integrity, and trustworthiness in all communications.
- Is naturally curious. Listens to understand.
- Honors, celebrates, and rises to the expectation of transparent communication in communities like ours.
- Communicates with skill and ease. Understands the importance of well-executed, strategic communication.

Approachable, strategic, forward-thinking, and connected leader who:

- Is seen by, is relatable to, and is accessible to students, staff, and families.
- Steadfastly ensures safe, welcoming, and inclusive learning environments for all.
- In conjunction with the elected Board, leads the district in utilizing a policy governance model built on deep and trusting relationships with each Director.
- Involves oneself in legislative advocacy and policy development in support of the District's strategic goals and initiatives. Is seen to be politically wise.
- Develops and sustains public, private, and non-profit partnerships.
- Cultivates and nurtures collaborative relationships with regional education leaders and partners.
- Demonstrates a long-term commitment to the community and district by deep engagement with and participation in community and school events, visibly engaging in school life.
- Inspires joyfulness, hope, and a sense of belonging among students, staff, families, and the greater community.

Updated: Oct 28, 2024