



North Lake School District Next Superintendent Criteria

The North Lake School District Board of Education seeks an exceptional leader who embodies and demonstrates the following:

Community-Oriented and Visible Leadership

- Demonstrates consistent visibility in schools and community, values partnerships, and actively engages with students, staff, families and community.
- Maintains a strong presence in the rural community, investing personally and professionally in its long-term success and well-being.
- Approaches leadership with a service mindset, reflecting a deep respect for the values and culture of the local communities served.

Integrity, Trust, and Ethical Leadership

- Models honesty, transparency, and ethical behavior in all interactions, earning the trust of staff, students, and families.
- Administers policies, rules, and expectations consistently and fairly.
- Demonstrates courage and acts decisively with the best interest of students at heart.

Strong Instructional, Program, and Operational Leadership

- Brings a grounded understanding of effective classroom instruction and student needs especially in poverty impacted rural contexts.
- Navigates ambiguity and complex operational areas such as budgeting, grant management, facilities, special education, CTE, and legal compliance with strategic insight and attention to detail with ease.
- Leads with a focus on instructional quality, data-driven continuous improvement, and the alignment of resources to support improved student achievement, especially in reading and math.

Firm, Fair, and Accountable Leadership

- Holds self, staff, and students to high expectations, consistently follows through and is accountable.
- Addresses performance and behavior issues with confidence, fairness, and a commitment to improvement.
- Builds and sustains a high performing leadership team, staff, and workplace culture.

Effective and Transparent Communication Leadership

- Communicates clearly, consistently, and across multiple platforms to keep all stakeholders informed and engaged.
- Engages in timely two-way communication, listens actively and respects diverse perspectives, that informs decisions and builds trust.
- Approaches difficult conversations with professionalism and diplomacy, fostering a culture of open and honest dialogue.

Student-Centered Leadership

- Leads with empathy and compassion, advocating for the wellbeing, safety, and success of every student.
- Elevates student voice as a core district and school improvement strategy, cultivates inclusion and belonging.
- Champions, supports, and values extracurricular activities, athletics, and enrichment opportunities, promoting a well-rounded educational experience.

Visionary and Future-Focused Leadership

- Provides and articulates a clear future-focused vision that balances innovation with stable continuity.
- Builds organizational capacity and fosters shared ownership of improvement through collaborative leadership.
- Enlists and engages others to develop concrete, actionable, strategic plans that result in district and school improvement over time.

