

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

Transparent and Effective Communication

- Communicates with clarity, candor, and consistency, ensuring stakeholders are informed proactively and in a timely manner.
- Actively listens and fosters open, two-way dialogue that builds shared understanding and trust across the district and community.

Integrity, Honesty, and Trustworthiness

- Demonstrates unwavering integrity, modeling ethical behavior, professionalism, and confidentiality in all decisions and interactions.
- Builds trust by aligning words and actions, consistently choosing what is right over what is convenient or expedient.

Strong Fiscal Management and Budget Acumen

- Exercises strategic fiscal stewardship, aligning financial decisions with long-term sustainability and student-centered priorities.
- Demonstrates disciplined, transparent resource management that anticipates challenges and protects community investment in their public schools.

Accountability and Follow-Through

- Holds self and others accountable to clearly defined expectations and performance standards routinely.
- Takes ownership of decisions and outcomes, addressing performance concerns directly and constructively.

Learner-Centered Leadership

- Embraces a growth mindset that places student learning and well-being at the center of every decision, policy, and resource allocation.
- Advocates for equitable access to diverse college and career ready pathways and supports that meet the needs of all learners.

Community-Focused and Visible Leadership

- Maintains a consistent and visible presence in schools and the broader community, building authentic relationships across stakeholder groups.
- Honors the district's small-town and rural identity by demonstrating long-term commitment and respect for local values.

Decisive, Courageous Leadership

- Makes timely, evidence-based decisions, even in the face of adversity or competing pressures.
- Leads with confidence and steadiness, addressing conflict directly while maintaining fairness and composure.

Relationship-Oriented and Personable

- Cultivates a culture of mutual respect, approachability, and collaboration across staff, students, families, and partners.
- Leads with emotional intelligence, balancing firmness with empathy while empowering others to contribute and grow.

Experience and Competence in Educational Leadership

- Demonstrates comprehensive understanding of instructional leadership, district operations, capital bond programs, and system-level governance.
- Applies practical experience to strengthen organizational coherence, operational efficiency, and instructional quality.