

Draft

Capistrano Unified School District

Criteria for Selection of Superintendent

Utilizing input received from parents, students, staff and other constituents, the Board of Trustees of the Capistrano Unified School District seeks a visionary, innovative and results oriented Superintendent who possesses the following attributes and skills.

An individual who models and reflects:

- Accountability, transparency, and visibility in the schools and community.
- A commitment to staying the course as the leader of the Capistrano Unified School District and becoming a contributing member to the communities it serves.
- An understanding of the necessity to deal directly and fairly with faculty, staff, students, parents and other stakeholders and work with them collaboratively in an inclusive framework, as appropriate, that respects all groups and individuals.
- High expectations for self and others.
- Superb communication skills that include the ability to listen in a manner that respects the opinions of everyone.
- The traits of compassion, fairness, honesty, integrity, openness, respect and trust.

A leader who has demonstrated the ability to:

- Build high performing teams and work in a team-based atmosphere.
- Build strong and healthy working relationships and partnerships with organizations both within and outside of the School District.
- Chart the future through a vision that is developed and embraced by the Board and stakeholders, and bring the vision to fruition through effective short and long term planning.
- Engage parents in the education of their children.
- Maintain and improve student performance by developing processes that are data-based and holding all members of the organization accountable for their respective roles in implementing these processes through their respective responsibilities within the District.
- Play an active and effective role as a collaborative leader within the community.
- Understand and appreciate the cultural and political nuances of California and, in particular, the Capistrano Unified School District.
- Utilize limited resources in a fiscally astute manner aligned with meeting the primary mission and goals of the Capistrano Unified School District.
- Work collaboratively with the Board, and develop a positive relationship through clear mutual understandings of their respective roles and responsibilities.

Experience as a superintendent, principal and teacher and an advanced degree from an accredited institution are preferred but not required.