

WAKE COUNTY BOARD OF EDUCATION

January 31, 2006 Board Meeting

LIST OF CHARACTERISTICS AND SKILLS THE BOARD DESIRES TO SEE IN A NEW SUPERINTENDENT OF SCHOOLS

Communications/Community Relations Skills

- Motivates staff, students, parents and community to work together
- Communicates well with all segments of the community
- Builds relationships with staff and community
- Works well with diverse groups
- Is an advocate for the schools
- Has good public speaking skills
- Has the ability to write well
- Is willing to continue community exchange
- Values accessibility
- Is accessible to different groups

Strong Leadership Skills

- A leader who “does the right thing”
- Is visionary and creative; is able to look at issues and solve them creatively
- Has the ability to recognize skills he/she has and does not have and hire managers to compliment him or her
- Is decisive and results-oriented
- Is proactive
- Is fair
- Is compassionate

Understanding of Wake County Public School System

- Thoroughly understands the history that has guided our system and why we are successful
- Understands the culture in Wake County, including the political culture
- Understands and has knowledge of the current instructional programs of the school system

Educational Management Abilities, Knowledge and Goals

- A manager, who “does things right”
- Is committed to the continuous improvement model
- Can work with a board of nine members effectively and cooperatively

- Ability to use ABC criteria as a measure to assess the needs of children for the future
- Ability to use data and make data-based decisions
- Long-range strategic planning ability/experience
- Attuned with the best educational practices nationally and internationally
- Values a safe learning environment
- Either has experience as a classroom teacher or is willing to learn what a classroom teacher does today.
- Is willing to continue to build on what we have done well in Wake County
- Is committed to teamwork
- Has strong supervisory skills

Business Management Skills and Abilities

- Has good management/business skills
- Has the ability to look at streamlining our operations and running them efficiently
- Has the ability to address pressing management issues, such as lack of classroom space and reassignment
- Has the business skills and ability to take all the school system's financial, personnel and physical resources and produce a great product
- Understands the finance and budget process
- Is alert to potential business pitfalls and can anticipate problems and address them

Personal Characteristics

- Is of high integrity, honesty and character
- Is a good listener
- Is able to look at different points of view and find solutions
- Stands under pressure
- Is "high energy"
- Is able to take constructive criticism and use it to improve
- Someone the staff can admire and look up to

Commitment to Children and Education

- Passion for children
- Passion for learning
- Strong commitment to public education
- Commitment to assure all children's needs are addressed