

Profile of the Desired Characteristics of the Superintendent

Superintendent of Schools Cedar Rapids Community School District, Iowa

After receiving input from administrators, community members, faculty, parents, students, and support staff, the Cedar Rapids Community School District Board seeks an experienced leader, who has had successful experience in a **diverse school district**, demonstrating a track record of **relationship building** and **student achievement** to be its next superintendent.

The Board seeks someone who is an effective **communicator** and **visionary** who listens carefully while **collaboratively** developing and implementing with the Board a vision and then articulating and advocating for that vision for the school district, locally, regionally and on a state level. In addition, the selected candidate will be a **visible and approachable** member of the community and the District, who is present in schools and community using exemplary **people and problem solving skills**, building teams, especially in the development of a team relationship with the Board.

The next superintendent of CRCSD will work collaboratively with the staff and community as an **advocate** that reflects a **student focus**. The Board of the Cedar Rapids Community School District is looking for a **decisive** person, who will live and become involved in the community, leading in **diversity and equity** especially as they relate to **human resources** and **student achievement**, and committing to stay with the district for a significant tenure.

Further, the Cedar Rapids Community School District seeks a Superintendent who has record of demonstrating the following competencies ...

- Foster a positive, professional climate of mutual trust and respect among faculty, staff, and administrators
- Recruit, employ, and retain effective personnel throughout the District and its schools
- Provide transparent communication
- Be visible throughout the District and actively engaged in community life
- Understand and be sensitive to the needs of a diverse student population
- Provide a clear compelling vision for the future.
- Establish a culture of high expectations for all students and personnel

Approved by Cedar Rapids Community School District Board on November 21, 2022.