
Appleton Area School District Superintendent Search Profile

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Summary Superintendent Profile

- ✓ The summary profile is based on survey data, survey responses, comments and perceptions from survey respondents and interview participants
 - ✓ The common threads of the survey, focus group and interview responses were combined to create this superintendent search profile.
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AASD Superintendent Search Profile

TEACHING & LEARNING

- ✓ Committed educator with a passion for student learning and teaching; deep knowledge of how students learn and best practices to advance excellence and equity for all
- ✓ Values all staff and challenges them to improve teaching and learning for all students, Birth-Five, K-12, and beyond
- ✓ Maximizes inclusive educational programs and opportunities for all students and abilities
- ✓ Recruits, develops, and retains high quality diverse teachers and staff
- ✓ Promotes excellence in STEM education, career and college readiness for all students, and the school to work transition

COMMUNICATION

- ✓ Communicator who writes well, is articulate, listens carefully to others and brings clarity and consensus to divergent opinions; gives the same message to all constituents
- ✓ Establishes a system of communication at all levels; transparent and timely updates to staff and families
- ✓ Visibility in schools and classrooms

COLLABORATION

- ✓ Collaborator and team-builder with staff and community
- ✓ Open to new ideas and willing to use the collective expertise of the staff
- ✓ Humble leader who listens and respects others

DIVERSITY

- ✓ Culturally aware; understands, appreciates and values differences; engages diverse students and families
 - ✓ Recognizes the growing poverty and diversity of the AASD; confronts achievement and opportunity gaps
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AASD Superintendent Search Profile

WORKING KNOWLEDGE & EXPERIENCE WITH EDUCATIONAL OPTIONS

- Understands and values the scope of District educational options, including intra-district open enrollment, charter schools, at-risk programs, etc.
- Works to balance and manage District educational options with equity, consistency and fiscal responsibility

FORWARD THINKING

- Visionary who promotes excellence and equity for all

COMMUNITY

- Community leader who values relationships with all people, aspects and institutions of the Appleton community
- Encourages cooperation, collaboration and partnerships with the business community and institutions of higher education
- Visible throughout the District and community

FINANCE

- Skilled in school finance and can use limited resources in an efficient manner that places students first
- Understands equity issues in distributing resources across a complex variety of schools and programs

ARTS

- Proven track record as an advocate and patron of the arts

ADVOCACY

- Enhances the District's reputation to promote AASD as a model urban school district
 - Spokesperson for public education; promotes educational issue discussions with elected officials
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