

## Desired Successor Superintendent Characteristics Phoenixville Area School District

After seeking input from students, teachers, parents, staff, and community members via focus groups, interviews, and an online stakeholder survey, the Phoenixville Area School District School Board seeks a **visionary leader** who is **experienced, innovative, engaged**, and who possesses the following characteristics:

### **A strong leader who:**

- Is focused on student and staff well-being and places students at the center of every decision
- Has a track record of authentic and compassionate leadership
- Demonstrates the ability to connect at all levels in a diverse and complex community with high expectations and challenges
- Is confident, decisive, and resilient and has the ability to use data to drive, thoughtful decisions, district, goals, and initiatives
- Demonstrates the ability to navigate the challenge of growing enrollment, changing demographics and differences in student experience
- A talented facilitator who can motivate and engage all stakeholders
- Displays fiscal responsibility through appropriate allocation of resources
- Exhibits integrity and a high level of emotional intelligence

### **A relationship builder who:**

- Is a trust-builder and trust-gainer who is visible, present, and collaborative
- Develops and maintains professional, collaborative, and respectful relationships with stakeholders based on a strong set of core values
- Seeks input prior to making decisions, communicates the rationale behind each decision, and stands firm once a decision is made
- Maintains organizational accountability when making operational decisions and understands the value of community discourse as issues are discussed
- Develops and empowers a leadership team
- Fosters an open and safe environment that prioritizes inclusion, diversity, and belonging

### **An exceptional, transparent communicator who:**

- Communicates regularly, clearly, and concisely in a way that engages and values all internal and external stakeholders including all English language learners
- Creates a sense of community around a shared vision of excellence
- Demonstrates courage in the face of challenges and the ability to navigate complex situations with confidence and empathy

- Seeks and sustains professional and collaborative relationships with Board members based upon commonly agreed upon goals
- Invests in the community by being visible, present, approachable, and actively engaged in district and community events
- Understands the advantages of building collaborative relationships between the district and community stakeholders

**A successful candidate will:**

- Have demonstrated highly successful educational leadership experience in a community with similar demographics, expectations and needs
- Have or be immediately eligible for a PADOE Superintendent Letter of Eligibility 90

**Compensation:**

Salary in the range of \$270,000 depending upon actual qualifications, experience, and credentials and subject to negotiations. Benefits similar to other district employees, applicable PA statutes and subject to negotiation.

**Interested and qualified individuals can learn more about the position and apply at:**

<https://hyasearch.com/job/superintendent-phoenixville-pa/>

