

**Desired Characteristics  
Superintendent of Academy District 20  
Colorado Springs, Colorado**

The Academy District 20 Board of Directors seeks an educational leader who possesses the following attributes and desired characteristics.

A leader who has demonstrated the ability to

- Address changing demographics of the student population fairly and equitably.
- Analyze, organize and lead in a complex school district.
- Articulate and rally support for the district's vision and mission.
- Make data based decisions that focus on the needs of all students.
- Manage student enrollment growth and its related impact.
- Promote and sustain an environment of mutual trust, collaboration, and transparency.
- Respond to Board expectations and build productive board-superintendent relationships.
- Serve the needs of multiple constituencies simultaneously.

A leader who believes in and understands

- Benefits of parent and student choice to maximize educational opportunity.
- Charter schools as a vital community option.
- College and career readiness programming and services.
- Educational research and emerging best practices along with implementation strategies.
- Improving student achievement and the individual.
- Innovation and challenging the status quo.
- Policy governance.
- Pressures within an educational setting in concert with mental health and social emotional needs.
- Respecting diversity among all individuals.
- School finance.
- Site-based decision making and continuous improvement.
- Special needs of students and the array of services required in supporting those needs.
- Strategic planning to provide direction, focus, and alignment of school initiatives.
- The importance of maintaining the District's reputation and relationships with all stakeholders.
- Traditions of excellence in a high expectation school district.

A leader who is

- A courageous leader in the face of adversity.
- A skilled communicator and listener.
- A systems and strategic thinker capable of leading continuous improvement and innovation.
- An instructional leader committed to professional learning and supporting staff.
- Approachable, personable and a relationship builder.
- Collaborative, a team builder and emanates a sense of humor.
- Fair, of strong moral ethics and an advocate for the students.
- Mindful of pressures within the school setting, initiative overload and delivery capable.
- Passionate about learning with demonstrated success in prior teaching and leadership.
- Student-centered in mission, current in practice and visionary in thinking.
- Visible and engaged in the community.

With regard to leadership experiences and accomplishments, the successful candidate will:

- Be or able to be certified in the State of Colorado.
- Demonstrate a solid track record of success as an educational leader in a high performing district.
- Understand instruction, instructional issues and school finance.
- Possess a doctorate (preferred).
- Reside within the boundaries of the school district (preferred).