



## Cambridge Public Schools Superintendent of Schools Desired Characteristics

Based on the input from students, parents, staff, and community members gathered through focus groups, interviews, and online survey results, the School Committee of the Cambridge Public Schools seeks an ***energetic leader, bold thinker, and strategic planner*** who possesses the following characteristics:

***A knowledgeable and innovative instructional leader*** who:

- Creates and guides an educational system that maximizes and supports the individual potential of each child
- Balances the progressive roots of the Cambridge Public Schools with the need to ensure that all students are provided with a comprehensive and viable curriculum delivered by outstanding teachers
- Ensures the education of the whole child through inclusive support services, thoughtful social and emotional learning experiences, and strong technical and fine arts programming
- Hires, supports, and inspires teachers, administrators, and staff to be student focused, forward thinking, and life-long learners, while fostering collaborative relationships with all unions

***A systems thinker and proactive manager*** who:

- Communicates regularly and systematically with all stakeholder groups by both sharing information and genuinely seeking input before decisions are made
- Ensures effective/efficient daily operations of and long-range planning for the district and its schools
- Strives to have the teaching staff reflect the diversity that exists in the student population
- Supports, enhances, and expands the partnerships that exist among the school district, the city government, community agencies, and higher education institutions in Cambridge
- Understands how to create and effectively use evaluation processes and program reviews in order to enable employees to flourish and grow in a continually improving school system

***An effective communicator and committed consensus-builder*** who:

- Demonstrates a high level of emotional intelligence by gaining trust and engendering respect through collaborative interactions with students, staff, parents, and community members
- Establishes deep and meaningful relationships with all segments of the Cambridge community
- Partners with the members of the School Committee as a leadership team in providing direction and guidance for the long-term needs and interests of students
- Understands the struggles and challenges facing students of color and/or economic need and has a proven track record of improving educational opportunities in a diverse environment
- Regularly engages all segments and viewpoints in the Cambridge community, balances diverse competing interests, and brings people together around the common good for all students
- Is visible throughout the District and actively engaged in community life

In regards to ***leadership experiences*** and ***accomplishments***, the successful candidate will:

- Be certified, or capable of gaining certification, in the Commonwealth of Massachusetts
- Have experience as an educational leader in an urban district of similar size and/or complexity
- Have a proven track record of making significant progress in closing achievement gaps and/or can demonstrate the knowledge of best practices necessary to reduce those gaps