



Durham Public Schools Board of Education  
Superintendent Search  
Leadership Profile  
July 18, 2017

**The Board's List of Characteristics, Experience, and Skills  
Desired in the Next Superintendent**

**Leadership and Management**

- Able to surround self with experts in other/all areas
- Experience and success in similar districts
- Deep understanding of similar demographics
- Experience with similar size district or bigger
- Track record of teacher and principal retention
- Mindful leader – understands the mission of Job One, which is academic excellence
- Advocate for what is best for students
- Can be strong with this board, including standing up to this BOE if needed
- Holds people accountable
- Experience with innovation
- Experience with success
- Prioritizes talent, human resources
- Evaluates and holds accountable people and programs
- Able to recruit, manage, and develop a high-quality staff

**Experience with Diverse Populations**

- Demonstrated knowledge of and experience in closing the achievement gap
- Understanding of the role equity plays in academic achievement
- Plan for and track record in racial equity and cultural competence
- Courageous in the advocacy for racial equity and cultural proficiency
- Understands institutional racism in schools

## Communication and Public Relations

- Experience navigating complicated political environments
- Experience building collaborative culture, including with community organizations and elected officials
- Accessible to students
- Able to deliver a consistent message and a clear direction
- Messenger that is confident, committed, and clear to the community
- Great communicator, able to get buy-in
- Relationship cultivator, build partnerships
- Transparent

## Curriculum/Instruction and Educational Experience

- Expert in curriculum and instruction
- Track record of and vision around promotion of student growth
- Able to move the needle and bring experience in transforming districts for academic success, with a laser focus on children of color
- Commitment to the move towards universal pre-K in the Durham community

## Personal Characteristics

- Integrity
- Loves children and understands their developmental needs
- Empathetic educator
- Inspires educators
- Visionary
- Believes every single child can succeed
- Innovative, problem-solver
- Bold, does not settle for status quo

## Miscellaneous

- Loves the job and loves the Durham community
- Learn about or know about Durham
- Experience with budget management that has clear goals and metrics
- Longevity