



New Superintendent Profile: Oswego School District 308

- Possesses a deep knowledge of innovative **teaching and learning**.
- Displays skills in fiscal responsibility, financial management and **future-focused facilities planning**.
- Be familiar with the Oswego 308 **Envision 308 Strategic Plan** and the four priorities: Student Learning, Support for Student learning, finance and facilities and community partners
- Is focused on **student-centered decision making** and planning while concurrently being creative, confident and responsive.
- **Communicates decisions** with clarity, reason and empathy after considering input from all stakeholders.
- Is a **visionary leader who is future focused, a strategic thinker and a relationship builder with staff**, community and the Board of Education.
- **Possesses a genuine, warm, personable and approachable personality** while being an active listener.
- Highly skilled at **building trust, mutual respect and consistency** both systematically and systemically while strengthening a unified district-wide positive culture and climate.

- Passionately embraces the current traditions and values of the District, yet is open-minded, **resourceful and responsive to the diverse and changing needs** of the students and families.
- Exhibits excellent communication and **public relations skills to engage all stakeholders, celebrate the successes and bolster the brand** that enhances a positive image of the District.
- **Communicates a clear vision for the future of the District** and motivates and inspires others to act in accordance with that vision; establishes and maintains high expectations for all students and staff.
- Works effectively and collaboratively with the Board of Education, leadership team, teachers, staff, students and community members while maintaining and **fostering a growth mindset and healthy teamwork culture** to respond to the evolving needs of students and families.
- Prioritizes the recruitment, training, and retention of highly effective teachers and leaders, guided by clear human resource practices; focuses on **hiring staff who are diverse in race, gender and background**.
- Demonstrates understanding of and commitment to issues of **equity, diversity and inclusion**, focusing on the academic and social-emotional development of all students and inclusion of all families in school life.
- Possesses successful **experience as a teacher, building and district-level leader**; understands teaching, learning and behavior needs while promoting instructional and management methods that are engaging and supportive of high academic and social-emotional growth.

- **Values the unique needs of every student** and allocates resources for programs in and out of the classroom that support students' academic, personal and social-emotional growth, including the development of creativity, critical thinking and problem-solving skills.
- A **visible, hands-on leader** who becomes immersed in the life of the district schools and the community, maintaining a strong presence in classrooms, at activities and in community events.