



**The Board of Directors of Lebanon Community Schools seeks an exceptional educational leader who embodies the following:**

**PERSONAL**

- A person of ethics, who represents the highest levels of integrity, and who speaks with honesty and transparency and authenticity.
- A leader who is widely seen as fair and equitable in her/his treatment of all individuals; a person who disparages favoritism and nepotism.
- A person who values relationships and builds strong connections with individuals from all spectrums within the community.
- A respectful and thoughtful executive who brings a high level professional conduct to the office of Superintendent.

**PROFESSIONAL**

- A moral decision-maker who listens, makes use of stakeholder input, and seeks to make the *right* decision – and then has the tenacity and fortitude to hold firm to what is right in the face of pushback.
- A visionary, insightful educator and leader with a perspective of the future of education, skilled in collaborating around and executing a vision and taking Lebanon to new heights of excellence.
- One who holds self and others accountable to establishing a culture of high expectations for all students to succeed.
- An exceedingly capable communicator. Our new superintendent must not only write and speak well, but must listen well too. The leader must do so frequently, in multiple forums, with a commitment to ensuring that staff and families have clarity about district decisions and opportunities for two-way dialogue.
- A leader who possesses a strong track record of success both within a school and a central office. A deep understanding of instructional best practice.
- One who engages and re-engages parents and community members toward fostering a higher level of involvement in District activities and mission.
- An equity-minded leader who understands the needs of underrepresented and/or marginalized populations and builds programs to support the unique needs of such students and their families.
- A collaborator who promotes working across lines and barriers, understanding that there are many different ideas and thoughts on how to solve an issue, and that there are times when the best ideas come from the outside.
- An innovator who is open to new ideas and who will bring best practices from the field of education to our schools in Lebanon.