

## **DESIRED CHARACTERISTICS**

The Board of Education of the Akron Central School District is particularly interested in meeting with candidates who:

- primarily and passionately focus on student learning and achievement and who make decisions that are in the students' best interests
- believe in educating the whole child and who will strive to provide such in core curricula including music and fine arts and through co-curricular opportunities including athletics
- take time to learn and understand district history and culture, avoiding assumptions
- possess an approachable, welcoming, outgoing and empathetic demeanor
- behave in an open-minded, fair, trustworthy and patient manner and who are genuinely respectful of others
- practice transparency, communicate with clarity and actively listen to others
- are capable of seeing the "big picture," bridge-building and motivating others
- exude confidence rather than arrogance and are not unduly swayed by internal or external forces and who can be aggressive when appropriate
- understand that visibility and involvement in both community and school activities is extremely important
- possess strong leadership skills and empowers others
- make decisions, including the "tough decisions," in a decisive manner based on data and in consultation with appropriate staff
- respond to concerns in a timely fashion
- follow through with implementation of plans designed or decisions made
- are skilled in conflict resolution
- think "outside the box," are proactive and "ahead of the curve"

## **CHALLENGES AHEAD**

Further, the Board of Education is particularly interested in speaking with candidates who are interested and willing to accept the following challenges:

- Create an organizational environment where all are valued and in which morale is strong
- Connect with our Native American community and become informed of our Native American history, traditions and culture
- Serve as a catalyst for organizational and cultural change
- Revive shared decision-making
- Develop a shared belief system focused on students and a strategic plan that reflects same
- Promote cohesiveness among staff
- Embrace team building as a valued and viable strategy for organizational improvement
- Improve and maintain a strong chain of command
- Evaluate the relevance and effectiveness of district ad hoc and standing committees
- Establish clear expectations for all staff together with a meaningful system of staff accountability
- Understand the impact of declining enrollment and plan accordingly
- Realign administrative roles, responsibilities and span of control as necessary
- Demonstrate fidelity to district policies and administrative regulations
- Build external partnerships and create opportunities for parent and community engagement
- Balance student programming with increasing costs
- Identify and secure competitive private, state and federal grants to supplement local efforts
- Capital project management
- Contract negotiations