

PROFESSIONAL AND PERSONAL ATTRIBUTES FOR THE WEST DES MOINES COMMUNITY SCHOOLS SUPERINTENDENT

The following desired characteristics represent themes consistently reported by various stakeholder groups and survey responses. The listing is alphabetical and does not represent any priority of one quality over another.

Experienced Educator and Leader

- Authentic communicator across all platforms and audiences, leading to solutions and unifying efforts.
- Experienced in a successful progression of leadership roles.
- Guided and centered on what is best for all students.
- Models collaboration and problem-solving.
- Recognize, retain and recruit top quality teachers, support staff and administrators.
- Skilled leader who can guide and assist the board in board governance, policy development and teamwork.
- Strong financial acuity with school budgets, management, and forecasting.
- Understand facilities design, construction oversight and future ready learning environments.

Visionary Leader

- Courageous and decisive in representing the best interests of students.
- Intentionally thoughtful in implementing change processes and in building support among stakeholders.
- Leads from the forefront with a passionate commitment for research-based practices to serve all students.
- Understand and competent to lead current strategic district initiatives, including the Iowa Core Standards, Danielson Framework, Effective Grading Practices, Professional Learning Communities, Multi-Tiered System of Supports and DEI.
- Visionary with the ability to lead, monitor and evaluate a strategic plan to extend the district's mission.

Advocate for Equity

- Champion for public education.
- Confident, resilient and impervious in the face of challenge.
- Culturally competent in educational diversity, equity and inclusion (DEI) for all.
- Ensure the well-being and safety of all students and staff in a respectful learning environment.
- Skilled with knowledge and demonstrated abilities in leading best practices to ensure diversity, equity and inclusion are authentically valued and evident throughout the school system.
- Vested in Social Emotional Learning and mental health strategies for student and staff wellness.

School - Community Partner

- Accessible, approachable, and outgoing with an engaging personality.
- Bridge-builder dedicated to enriching school-community partnerships for the betterment of student outcomes.
- Collaborative, a team and relationship builder.
- Committed to serving and being an integral part of the school and community.
- Engages the community across multiple platforms and opportunities, formal and informal, with passion and inspiration.
- Foster a positive, professional climate of mutual trust and respect.
- Politically astute in understanding the community and its social strata while valuing the importance of intergovernmental alliances and partnerships.
- Trust builder in all interactions among individuals and stakeholders, both within the school system and community.
- Visible and highly engaged in school buildings, classrooms and student and community events.

A Leader Who is

- Grounded in building a solid culture of growth, respect and inspiration among staff.
- Honest, fair and exudes a positive and approachable presence.
- Humbly kind, thoughtful and authentic through all interactions.
- Relationship centered, unifier, collaborator and consensus builder.
- Skilled listener of constituent voices to inform decision-making and high expectations for ALL students.
- Supportive of district staff, mindful of the pressures within the school setting.

The Successful Candidate will

- Exemplify demonstrated K-12 educational leadership experience in a community with similar demographics and/or complexities.
- It is preferred but not required that the successful candidate will live and become fully engaged in the West Des Moines community with its many cultural, entertainment and amenities enjoyed by district residents.
- Possess or be immediately eligible for professional credentials and licensure in the State of Iowa as a school superintendent.

SELECTION PROCESS

The Board of Education has retained Ted Blaesing and John Perdue of HYA to recruit qualified candidates. The consultants will screen applications and recommend candidates to the Board for interviews and further consideration. Any questions regarding the application process and/or selection process should be directed to the consultants:

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