

Desired Successor Superintendent Characteristics Newburgh Enlarged City School District

After seeking input from students, parents, district staff, teachers, and community members via interviews, focus groups, and a community survey, the Newburgh Enlarged City School District (NECSD) Board of Education seeks an **experienced, collaborative, and transformational educational leader** who possesses the following characteristics:

An engaged and creative instructional leader who:

- Is a student-centered visionary who understands the importance of meeting the needs of a diverse student population; including those who experience trauma and need social-emotional support
- Will prioritize curricular initiatives to ensure that teachers are prepared to implement instructional practices to meet the needs of the students and prepare them for success after graduation
- Will focus on equity, inclusion, and student achievement; regardless of background, abilities, school, level of proficiency, or classification
- Develops a positive educational environment that includes creating nurturing, supportive, rigorous, and challenging pathways for students and staff
- Inspires trust and is approachable, present, humble, professional, and collaborative through interactions with students, teachers, staff, Board, parents, and community members

A consensus builder and thought leader who:

- Demonstrates integrity, empathy, humility, and compassion in all interactions
- Motivates, supports, and inspires central office and building level leadership teams to guide the district through metrics of accountability and transparency in order to improve student outcomes
- Communicates regularly and effectively by engaging and valuing input from all stakeholder groups
- Develops and maintains professional and collaborative relationships with Board members and can build consensus around commonly agreed upon goals
- Respectfully utilizes diplomacy to negotiate, collaborate and build consensus with a myriad of bargaining units with the students' best interest as a priority

An exceptional strategic thinker and committed leader who:

- Is an agent and manager of change who empowers others and can bring transformational progress to the NECSD
- Establishes trusting and meaningful relationships with all segments of the district and the community while demonstrating courage in the face of obstacles
- Maintains organizational accountability when making operational decisions and understands the value of transparency
- Fosters a sense of community that embraces a shared vision for excellence, equity, and student outcomes
- Invests in the community by being visible, active, and engaged in district and community events

In regard to **leadership experiences and accomplishments**, the successful candidate will:

- Have demonstrated highly successful school level and executive level educational leadership experience in a multicultural and multilingual community with similar demographics and complexities
- Have or be immediately eligible for superintendent certification in NY State

Compensation:

Salary in the range of \$279,000 depending upon qualifications, experience, and credentials and subject to negotiations. Benefits similar to other district employees, applicable Board policy, NY statues, and subject to negotiation.

Interested and qualified individuals can learn more about the position and apply at:

<https://hyasearch.com/job/superintendent-newburgh-ny/>

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