



New Superintendent Leadership Profile Kankakee School District 111

The new Superintendent should be a person who:

- Makes decisions based on what is best for students; keeps students at the center of planning and decision-making
- Communicates a clear vision for the future of the district while inspiring others to act by that vision; establishes and maintains high expectations for all students and staff
- Demonstrates strong interpersonal skills and develops positive relationships among all district and community stakeholders
- Focuses on effective communication; listens closely and speaks and writes with a high degree of skill
- Communicates decisions with clarity, reason, and empathy after considering input from stakeholders.
- Works collaboratively and professionally with the Board, aligning decision-making with the District vision and goals and pursuing those objectives with passion, transparency, and persistence
- Establishes and maintains strong relationships with local leaders and with the local union, using networks to learn, share, and support District goals
- Promotes excellence in the quality of the teaching staff, placing a priority on hiring and retaining highly skilled educators while providing development opportunities for all
- Demonstrates proven experience as a teacher and building-level/district leader; understands curriculum, teaching, and learning and promotes instructional methods that are engaging and supportive of the needs of all students
- Exhibits a balance between self-confidence and humility; acts decisively but listens carefully before making a decision

