



## QUALIFICATIONS AND CHARACTERISTICS

The superintendent, as chief executive officer, is accountable to the Board of Trustees, which expects the superintendent to be the education leader of Pine Tree ISD. The Superintendent works closely with the Board of Trustees to develop and implement policies and programs designed to carry out the district's strategic plan.

In concert with the staff, students, and the community, the Board of Trustees has identified certain characteristics and qualifications as highly desirable in a Superintendent.

A dynamic leader who is:

- Committed to Pine Tree ISD and demonstrates active involvement in the district and community.
- Attentive to staff morale, and has proven ability in building an effective management team engaged in collaborative planning, problem solving, and decision making.
- An effective communicator with superior interpersonal skills who can make and defend difficult decisions that are best for students and the district.
- Able to work in partnership with the Board of Trustees and build a climate of candor, mutual trust, and cooperation.
- A leader with a successful record of improving student achievement with a changing student demographic.
- A strong financial manager with knowledge of all local, state and federal funding sources and applicable rules and regulations associated with each.
- Able to evaluate and hold staff accountable.
- An effective delegator who empowers staff members to carry out their responsibilities while remaining knowledgeable and



accountable for the districts overall success in carrying out its strategic plan.

- Experienced as a Superintendent (preferred); and who has past experience as a classroom teacher, campus administrator, and central office administrator (desired).