



## **Montgomery County Public Schools Superintendent of Schools Desired Characteristics**

After seeking input from its Board members, parents, staff, students, and community via focus groups, interviews, and an online survey, the Board of Education of the Montgomery County Public Schools (MCPS) seeks a strong educational leader who possesses the following characteristics:

- Creates a highly visible and approachable presence throughout the schools and community
- Fosters trust and transparency
- Is a strong communicator who can listen and be empathetic
- Is both collaborative and decisive, demonstrating both creativity and risk-taking skills, but also who will celebrate and build on the existing strengths of MCPS
- Is willing to make a long-term commitment to MCPS
- Possesses a strong vision for education and provides the leadership, courage and management to achieve that vision
- Possesses curriculum, financial, facility/construction experience
- Possesses the ability to build relationships and trust with all constituencies in Montgomery County
- Recruits, develops, evaluates and retains outstanding and diverse staff members at all levels

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

- Demonstrates a solid track record of increasing responsibilities and success
- Has experience as a teacher, school based administrator and central office administrator
- Is or able to be certified as a Virginia superintendent
- Possesses deep knowledge and experience with providing a comprehensive curriculum for all students preferably with innovative curriculums such as STEM, CTE and AP.
- Possesses doctorate (preferred)