

## Summary of DCSD Superintendent Job Description

The Douglas County School District is conducting an internal search for a Superintendent that displays high integrity, dynamic leadership and community engagement that is focused on providing a high-quality educational foundation that empowers students to reach their individual potential.

The ideal individual will possess the following:

- A leader that is an effective communicator who excels in building relationships with students, parents/guardians, staff, and community members through authentic engagement.
- Someone who understands the culture, the current climate, and the direction the district is moving to.
- An individual who understands the community and will be committed to being a part of the community to include outside of the school district.
- A leader that is open, approachable, thoughtful, and has unquestioned integrity.
- A leader that is fully transparent with students, parents/guardians, staff, and community members.
- A leader that values diversity among students, parents, and outside groups.
- A leader with transparent personal values and an unwavering moral compass.
- A leader that inspires trust, confidence, and mutual respect.

The required qualifications for the ideal individual are as following:

- An individual committed to the Douglas County School District.
- Experience in education - either as a teacher or working closely with teachers as a school leader.
- Masters Degree in a related field is required.
- Strong interpersonal skills and ability to work with individuals at all different levels.
- Exceptional leadership, coaching and mentoring skills.
- Experience with all aspects of the position including academics, financials, operations, community, and parent engagement, and state advocacy.
- An individual that will always advocate for the students, teachers, faculty members, and administrators.
- A fully transparent and decisive leader who will stand up for the district in all circumstances.
- Willing to advocate for funding and preparing for a bond/mill initiative (if required).
- An individual that will be known and approachable at the school level.
- An individual that will ensure that equity and inclusion is offered to all students, teachers, faculty members, and administrators.

**The anticipated annual salary for this position will range from \$220,000 - \$270,000. The maximum range is \$220,000 - \$330,000.**