



**ELK ISLAND PUBLIC SCHOOLS**  
**SUPERINTENDENT OF SCHOOLS/CEO SEARCH**  
**IDEAL CANDIDATE PROFILE**

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**Academic Qualifications**

- ◆ Master's degree in education or a related area is required
- ◆ Must qualify for or hold teaching certification in the province of Alberta

**Professional Experience**

- ◆ Significant, successful, broad-based educational leadership experience including work as a system and a school-based administrator
- ◆ Demonstrated strong classroom experience
- ◆ Knowledgeable and supportive of rural and urban education differences and issues
- ◆ Familiar with various site-based decision-making models

**Leadership Style/Skills**

- ◆ Is an ethical leader who demonstrates personal and corporate integrity
- ◆ Committed to a collaborative, transparent approach to decision-making, balanced with the strength to make necessary difficult decisions
- ◆ Committed to building strong working relationships within the Division
- ◆ Ability to work synergistically with an elected Board
- ◆ Committed to continuous improvement of self, others and the organization
- ◆ Capacity to develop leadership potential of others
- ◆ Ensures accountability of self and others
- ◆ Ability to work effectively with Alberta Education and other partners – local, regional and provincial
- ◆ Ability to nurture a positive organizational culture within the Division
- ◆ Politically astute
- ◆ Knowledgeable of current legislation, educational research, issues and trends
- ◆ Models life-long learning
- ◆ Models servant leadership
- ◆ Capability to work effectively with administrators, staff, parents and school councils within the community context

### **Leadership Style/Skills (cont'd)**

- ◆ Provides balanced candid reports to the Board
- ◆ Maintains an effective process of staff evaluation
- ◆ Strong communication, interpersonal and organizational skills
- ◆ Positive ambassador within and for the Division

### **Student Focus**

- ◆ Devoted to meeting student needs first, in a twenty-first century context
- ◆ Ensures the delivery of quality education is provided to every student
- ◆ Ability to optimize financial resources for maximum student benefit
- ◆ Ability to maximize student achievement

### **Management Skills**

- ◆ Ability to supervise financial operations
- ◆ Knowledgeable and understanding of technology applications to enhance organization and learning effectiveness
- ◆ Ability to structure the organization for maximum effectiveness
- ◆ Displays an ability to facilitate the Board's work regarding governance and policy matters