

LEADERSHIP PROFILE

Based on inputs from the community, educators, students, staff, and school board members, the Charlotte Mecklenburg Board of Education is seeking a visionary leader that has a proven track record of transformational outcomes to ensure students are career and/or college ready.

The individual appointed should be:

LEADERSHIP

- A results-driven leader that has clear evidence-based strategies to implement and execute a strategic plan to ensure student achievement goals and closing educational gaps.
- A student-centered leader who demonstrates an understanding and is committed to the implementation of the student outcome focused governance model and goals.
- An educator that is knowledgeable about curriculum/instruction and professional development based on their expertise, passion, and understanding of teaching and learning for a diverse population.
- An instructional leader that exhibits an understanding of educating a diverse student population that merits diversity, inclusivity, and equity to ensure academic success for every student.
- An effective leader who can motivate employees, listen to feedback, and implement successful strategies to keep effective and diverse employees.

OPERATIONAL MANAGER

- A forward-thinking leader with strong decision-making and business managerial skills that will implement strategic, operational, and fiscal decisions and/or changes needed to improve educational outcomes and support for teachers and staff.
- A person who understands North Carolina's school finance and will collaborate on seeking additional funding resources with the financial skills and experience in operating, managing, and budgeting for a large district with over a billion dollars in expenses.

COLLABORATIVE QUALITIES

- A collaborative team builder that will utilize a wide range of networks including educators, staff, and key partners to achieve results-driven positive educational, operational, and fiscal solutions and unity with CMS.
- An individual who is politically savvy and/or aware of the political climate and recognizes the superintendent's role in the political arena to ensure the most optimal outcomes for the support of the district.
- An individual that will engage and work with multiple constituents and community partners, with the understanding and appreciation of the value of different points of view and support that they can provide in developing educational solution processes and cohesiveness with CMS.

PERSONAL CHARACTERISTICS

- A focused leader who operates with transparency and accountability to execute the best decisions for a large urban school district.
- A leader who will be highly visible in the schools and the community and is knowledgeable and exhibits an understanding of the rich history and legacy of Charlotte and CMS.
- An educator who is approachable, a good communicator, and a listener in interactions with the Board, educators, staff, and constituent groups that will operate with transparency and a high level of integrity and flexibility.