

**Qualities of a Regional Assistant Superintendent
Superintendent's Focus Group
January 18, 2018**

Essential Questions:

<u>Interpersonal Skills</u>	<u>Personality Traits</u>	<u>Professional Characteristics</u>	<u>Values</u>	<u>Work Experience(s)</u>
<ul style="list-style-type: none"> • Willing to communicate often • <i>'people person'</i> • Personable • People want to work with and for • Able to positively address concerns • Good rapport • Leader • Positive customer service • Great communication • Approachable • Supportive • Cooperative • Collaborative • Easy to respect • Mentors people to move up • Sets examples and expectations • Ability to delegate-not micromanage • True open-door policy 	<ul style="list-style-type: none"> • Realistic • Fair • Compromising • Open-minded • Charismatic • Even temperament • Compassionate • Non-defensive • Sense of humor • Creative • Patient • Good listener • Respectable • Motivating • Friendly • Young(ish) • Firm • Energetic • King but strong • Timely but fun • Level-headed 	<ul style="list-style-type: none"> • Accessible-regular site visits • Problem solver • Follow district policy-discipline • Supports teachers • Visible • Timely/punctual • <i>'business smart'</i> • <i>'delegate without abdication'</i> • Organized • Detail oriented • Provide expeditious feedback • Flexible • Follow through • Proactive not reactive • Sense of urgency • Provide feedback for sites • <i>Willing to explain 'Why'</i> • Consistent-daily and long term • Willing to learn • Analytical decision making • <i>Able to see 'big picture'</i> • Works longer hours than teachers • Never stops going 	<ul style="list-style-type: none"> • Honesty • Integrity • Educational advocate • Solution focused • Advocate for teachers/students • Success oriented • Resourcefulness • Committed • Invested in TUSD • Student-oriented • Determination • Willingness to spend time in classrooms • Believe in TUSD • Willing to stay the distance • Focus on what they can do for teachers • Service oriented • Life-long learning • Advocate of teamwork • Appreciation of diversity • Positive commitment to excellence • Appreciation of individual site needs • Focuses on strengths of people and systems • Time and interest to talk to teachers 	<ul style="list-style-type: none"> • Teaching experience • 5 years teaching, 5 years Admin. • ExEd knowledge • Experience at all levels (K-12) • Fresh-face – outside of district • Knowledge of all levels (K-12) • Hands-on experience • 5+ years classroom experience • Experience in similar district • Proven leadership • Experience with diversity • Know the school communities • 3+ years Admin. experience • Knowledgeable about C&I • Understands population of region • Familiar with large district • Diverse experiences • Knowledge of technology • Recently in the classroom • Strong teaching background • Understands the families of our students