

Good Morning Louisa-Muscatine Community School District,

The School Board has been working diligently in the process to hire a new Superintendent of Schools to begin on July 1, 2025.

Thank you to the many community members who have taken the time to meet in person or submit their thoughts through the web platform. The Board will continue to gather input from stakeholders throughout the search process. At this point in the process, the Board has identified the following characteristics that they seek in a new Superintendent of Schools:

Key Leadership Qualities

- Approachable and Visible: Actively present in schools and the broader community, engaging with students, staff, and residents. They must prioritize building relationships and trust across the district's diverse communities.
- Strong Communicator: Transparent, timely, and consistent in communication with all stakeholders, addressing concerns clearly and keeping everyone informed about district initiatives and decisions.
- Equitable and Inclusive Leader: Able to create and sustain a safe, respectful, and equitable environment for all students and staff, with a commitment to addressing issues like bullying and favoritism.
- Integrity and Backbone: A principled leader who stands firm in the face of challenges, makes difficult decisions with compassion and fairness, and prioritizes the best interests of students.
- Culturally Competent and Collaborative: Sensitive to the district's rural and multi-community dynamics, capable of uniting stakeholders around shared goals.

Experience and Expertise

- Educational Leadership: In-depth understanding of rural education challenges, including funding, staff recruitment and retention, and open enrollment.
- Community Engagement: Proven ability to foster partnerships with local businesses, community members, and families, creating a culture of trust and collaboration.
- Policy and Governance: Expertise in navigating board governance, clarifying roles and responsibilities, and advocating for staff and student needs effectively.
- Crisis Management and Conflict Resolution: Skilled at navigating sensitive issues with diplomacy, managing crises, and addressing systemic concerns like student discipline, bullying, and equity.

Personal Attributes

- **Compassionate and Supportive:** Demonstrates genuine care for the well-being of students, staff, and families, ensuring a supportive and positive district culture.
- **Forward-Thinking:** Proactive in identifying and addressing emerging challenges, and planning for the district's long-term success.
- **Community-Oriented:** Committed to embedding themselves in the community and becoming an integral part of its fabric, ensuring stability and consistency in leadership.

Preferred Background

- **Professional Experience:** Proven leadership experience, ideally as a superintendent or in a senior educational role, particularly in rural or multi-community districts.
- **Community Engagement:** History of active involvement with local organizations and a demonstrated ability to build strong partnerships.
- **Innovative Thinking:** Familiarity with leveraging technology and data to improve district outcomes and enhance communication.

The position will be advertised through the Iowa Association of School Boards, the School Administrators of Iowa, IowaWORKS, the McPherson & Jacobson website, and professional associations throughout the United States.

The deadline for submitting application materials is January 3, 2024.

On January 6, 2025, the Board will meet to review the stakeholder input summary, review interview questions, and discuss the logistics of the interview process.

On January 13, 2025, the Board will meet to review candidates and select final candidates to be interviewed.

On January 17, 2025, the Board will interview the final candidates. As a part of that process, each finalist will interview with community members, students, staff, teachers, and administrators who will provide feedback that will be reviewed by the Board before making a final selection.