



# Louisa-Muscatine Community School District Superintendent Search Profile

## 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.