

What are the two most important qualities that you look for in a school superintendent? These are unedited responses from a wide variety of retired and current educators. They represent all sizes of districts and a variety of positions, including board members.

Clear communication & visibility in schools (relationship building).

The ability to watch and listen to the community and school district needs. Communication with staff too.

1) Community building within and across schools 2) Collaborating with teachers, administrators, and parents to fulfill needs and wants, not just all the mandates.

The supt's that I've admired and worked well with believed in and actively tried to support the teachers & students. Also - friendly and treated you as an equal participant for the same cause.

Communication with the community. Hearing what the community is telling you they want. Listening to your teachers and administrators. Visibility in the schools, the community and the classrooms.

1. That they get to know and stand beside the amazing teachers and support staff. 2. Communication with community and staff.

1) Leadership- is where people look at you and gain confidence. 2) Rapport- w/ staff, kids & community.

The best Sups are the ones who understand that their job is to manage resources in support of classrooms. The worst ones seem to think that classrooms are there to support his/her policies.

Being seen within the buildings and classrooms. Getting to know the staff and students and how to support their needs.

1. Aren't resume building 2. A clear plan for the district and community, which can be implemented by the next super, which supports the students who struggle with traditional school.

1) Clear communication with admin and teachers. 2) Putting kids best interests first.

Someone who understands the needs of the specific community as a whole, and shows respect and value for each district employee.

A strong vision for the district and the leadership skills to guide and facilitate an administrative staff to carry this vision out in the teachers and community.

Sorry, I need 3 - 1. Visionary-lead the district, 2. Honesty, 3. Connections-staff, community, students, etc.

Advocate for staff...don't be a stranger to Special Education...

Advocate for Special Education. We shouldn't have the oldest computers in the system. Our kids often depend on technology more than typical students but aren't always the best in libraries...

Support/Mandate Training for staff, all SpEd staff, all counseling staff...all crisis staff.

Communication and support of teachers, staff and community. Being effective in allocation of spending so it goes directly to programs for students.

Be a driven and hardworking person who is not hidden in the DO, but is actively seen in schools weekly interacting with students and staff. 2) Be strong enough to say no to state/school board on piling more senseless initiatives or programs on the teachers and district. When making every decision, ask "is this better for our students and staff".

Visionary & can describe & reflect that vision in all his/her actions or dealings. Visible, open, & involved. Leader vs manager. Delegates, gets out of the way, & cheer leads.

Two that come to mind: 1. Skills to build trusting professional relationships with staff 2. Skills to communicate vision and mission and consistency in pursuit of it.

I look for someone relatable and personable with their staff. I don't want to be afraid to talk to my superintendent or superior in general.

Someone who talks to the teachers about what will help them in the classroom, not just assume.

My two qualities would be trustworthiness (honesty, transparency, telling it like it is whether that's bad or good) and the ability to not only articulate a vision, but to bring others - community, staff, admins - into the formation and re-creation of the vision over time so that it's sustainable and "owned" by all. That's what keeps it going and in the end provides continuity to the community and the whole organization.

Clear goals, communicating, and realizing it takes all to make a school run.

Superintendents or Higher Ed Presidents that fostered a sense of teamwork among the cabinet and directors/principals. You had each other's back and could fill in during an unexpected absence. Also, a mentor to help direct reports grow professionally.

A devoted education visionary with both strong communication skills and a positive work ethic.

The ability to do the difficult things and not ask anyone to do something that you wouldn't be willing to do yourself. Second thing is to be in the classrooms and be active with your teachers they will follow your clear leadership and vision of education.

Two important attributes in qualities to look to an a superintendent is a laser focus on teaching and learning; growth and achievement for all. The second important attribute is a connector of people who can build positive lasting relationships with students, teachers, paraprofessionals, parents, community members and business-partners. At the end of the day; is he/she doing what is truly best for kids 😊.

In my experience I believe there are two additional items that raise to the top. First the Superintendent/ administrator must put children/ kids first in the decision making and thought processes. Schools exist for the purpose of education our children. Decisions, goals, and intention should be focus on what is aligned to supporting the education of our children. With that vision, staff and community are automatically included in the conversation and decision making. The second is absolute honesty. Regardless of the message. Honesty is key as it will always hold true.

I think being able to be visible and work with the teachers and students in schools and communication with the community. Transparency and support :)

Exemplary communication with staff and community and across-the-board transparency.

Compassion, integrity and doing the right thing even when no one is watching or holding you accountable.

Seeing issues from the point of view of the teacher and choosing to do things because they work for the specific community not just because it's the latest and greatest.

Trusting your staff to do the right things, having their backs, knowing strengths and shortcomings, and not "reinventing the wheel" for the sake of something to do during staff trainings.