

## **Hawaii Department of Education Seeks A Superintendent Who...**

- Inspires teamwork (building trust and empowering others to achieve a common purpose).
- Encourages innovation and visionary risk-taking to develop new educational opportunities and uses and encourages creative problem solving to overcome challenges.
- Understands and can effectively implement change management in large, complex organizations and has the ability to foster a culture that generates genuine enthusiasm for positive and meaningful change.
- Is a transformational leader with a record of motivating employees to exceed expectations.
- Understands or demonstrates the ability to become familiar with Hawaii's people, culture, history, environment, geography, and politics.
- Is able to attract, identify, build, and retain a strong leadership team that is capable of advancing the Board and Department's educational vision.
- Has knowledge of research and best practice in the area of educational data and accountability systems, including knowledge of how such systems can support student achievement and equity.
- Embraces and demonstrates a strong commitment to make all decisions based on what is best for our students.
- Is able to develop, improve, and communicate strategic goals, objectives, and a vision of high quality public education.
- Is able to demonstrate openness and transparency and communicate effectively with diverse audiences to achieve desired results.
- Demonstrates a deep commitment to helping all students maximize their potential.