

Hartford Union High School District

New Superintendent Profile

Based on the survey data and focus group feedback this profile will guide the screening, recruitment, and selection of the next superintendent.

The new Hartford UHS District Superintendent will:

1. Foster professional, positive relationships with all stakeholders. Actively reach out, engage, and respect the views of school leaders, faculty, support staff, students, parents, community/business, and Associate Districts. Take the time to understand and respect the history and uniqueness of the district, school, and community. Longevity will be needed and is desired.
2. Embrace leadership in the district and community, serve as a leader of leaders bringing clarity and accountability to the roles and expectations of each administrator and staff member.
3. Understand the uniqueness and complexity of a union high school district. Provide leadership and sustained collaboration to the transition of children throughout the K-12 experience. Develop a partnership that results in a consistent, healthy educational experience within the Associate Districts.
4. Create a culture of transparency, trust, and open, honest communication. Be the bridge that connects the entire HUHS community to our shared responsibility to achieve success for all HUHS District students.
5. Create a learning environment that is physically and emotionally safe for students and adults. Provide each student with opportunity to be actively engaged in learning and connected to the school and broader community. Ensure that each student is challenged academically and prepared for success beyond HUHS.
6. Displays a healthy vision for schools that is drawn from a passion to lead and driven by a child-centered philosophy; brings energy to develop and deploy an evolving strategic plan, and motivates faculty to embrace continuous improvement and innovation. Address the need for staff development and curriculum leadership.
7. Advance the mission of HUHS by providing energy and leadership to the implementation of the Strategic Plan.
8. Effectively develops and leads the decision-making process throughout HUHS; emphasizes teamwork with the School Board, students, staff, Associate Districts, and community/business. Ensures proposals for growth are monitored, assessed, and adjusted to successful implementation.
9. Possesses school finance expertise to direct the use of limited resources to achieve district goals. Work with the Board, staff, and community to maintain our fiscally conservative/responsible culture.

Other issues that need to be addressed in the future:

- Continue to work on administrative restructuring with a focus on effectiveness and efficiency.
- Perception of the district's public image.
- Interact with students in all those ways where they feel supported.