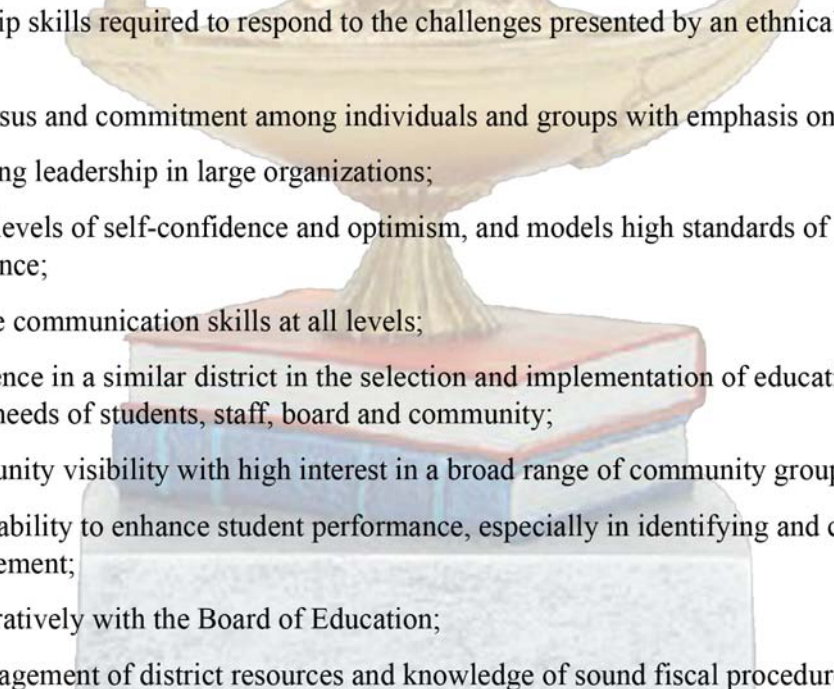


# SUPERINTENDENT SEARCH

## CRITERIA FOR SUPERINTENDENT SELECTION

*The Superintendent Search Committee, with the help of the survey results from the community forums, has determined that applicants for the position of Superintendent should be selected based on the following criteria:*

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- ~Possesses the leadership skills required to respond to the challenges presented by an ethnically and culturally diverse community;
  - ~Is able to build consensus and commitment among individuals and groups with emphasis on parental involvement;
  - ~Has demonstrated strong leadership in large organizations;
  - ~Will inspire trust, has levels of self-confidence and optimism, and models high standards of integrity, accountability and personal performance;
  - ~Demonstrates effective communication skills at all levels;
  - ~Has successful experience in a similar district in the selection and implementation of educational priorities consistent with the interests and needs of students, staff, board and community;
  - ~Will commit to community visibility with high interest in a broad range of community groups and organizations;
  - ~Has demonstrated the ability to enhance student performance, especially in identifying and closing or narrowing the gaps in student achievement;
  - ~Ability to work cooperatively with the Board of Education;
  - ~Experience in the management of district resources and knowledge of sound fiscal procedures.

*A community meeting to review the selected criteria list is scheduled per the following:*

### **CRITERIA FOR SUPERINTENDENT SEARCH**

**Paterson Public Schools  
COMMUNITY FORUM**

**December 4, 2008**

**7:00 p.m.**

**Location: John F. Kennedy High School  
61-127 Preakness Avenue  
Paterson, NJ**