

Desired Leadership Characteristics Superintendent, Mountain View Los Altos Union High School District (MVLA)

After previously seeking input from Board members, parents, staff, students, and community via focus groups, interviews, and surveys, the MVLA Board of Trustees compiled a comprehensive list of desirable leadership traits for its superintendent. To update and meet current expectations, this leadership profile underwent modification and enhancement on April 15, 2024.

The Board of Trustees seeks a strong educational leader who:

Models and reflects

- The understanding that the Board and the Superintendent make up the District's leadership team.
- The values of the District - excellence, equity and engagement.
- Commitment to MVLA's adoption of the National Equity Project's definition of educational equity as each child receiving what they need to develop to their full academic and social potential.
- Visionary, educational leadership - capable of inspiring and guiding others in a high performing district where academic rigor and excellence, paired with opportunities for all, constitute the focus of the entire District.
- Communication that is effective, clear and sympathetically honest - an active listener who engages regularly in dialogue with students and staff and writes and speaks exceptionally well in all settings to foster a positive, professional climate of mutual trust and respect among all stakeholders.
- A keen understanding of MVLA's educational programs in frequent visits to classrooms, school sites, District and site meetings, and at community events.
- Sensitivity to and understanding of a diverse student population; consistently seeking value-added opportunities and continuous improvement for all.
- High professional standards - demonstrates deliberate, methodical data-driven decision-making while building consensus, and promoting a sense of belonging for everyone.
- High personal standards is by nature approachable, kind, fair and just; inspires trust, demonstrates honesty, integrity, and accountability; and holds subordinates accountable to the same high standards.

Has demonstrated the ability to

- Lead MVLA with a commitment to enhancing the academic success and social-emotional well-being of all District students.
- Be a leader whom teachers and all other staff respectfully follow - recruiting, developing, evaluating, and retaining outstanding administrators, teachers, and staff members at all levels – a thought-partner to many.
- Mentor and support a districtwide administrative team to ensure success in new and existing roles.
- Lead the District to achieve its stated goals.
- Use relevant feedback to implement change as necessary.

- Hold a deep understanding of curriculum and instruction that meets the needs of high achieving students, struggling students, English Language Learners and students in community programs including Career Technical Education and Adult Education.
- Use data to ensure that District resources are equitably provided across sites.
- Build relationships and partnerships with staff, students and families.
- Recognize and allocate resources to support wellness and mental health for all students.
- Succeed with educational agendas and moving systems forward - is collaborative, innovative, and transparent in his/her approach to the future.
- Continue and strengthen current initiatives such as: A-G for All, Family Partnership Council, Student Advisory Council and the Graduate Profile.
- Engage in community outreach, direct conversation and dialogue with staff, parents, students, and community, including Foundation members, partner schools, non-profit partners, COE, businesses, and Mountain View, Los Altos and Los Altos Hills city and county government.
- Effectively plan for and resolve budget issues associated with the competing demands of a high performing, locally funded school district with increasing enrollment.
- Deftly identify, confront, and resolve safety issues and concerns in a calm, timely and consistent manner.
- Oversee District construction projects to fulfill community expectations and adequately address school facility needs, as well as mitigate all impacts on the instructional program.
- Collaborate with the Board to develop a positive relationship through clear mutual understandings of respective roles and responsibilities.

With regard to leadership experiences and accomplishments, the ideal candidate will have

- A strong educational background in instructional leadership, pedagogical research, emerging best practices, human resources, business and fiscal knowledge, labor relations and organizational management.
- Experience as a teacher (high school preferred), principal and high-level district office administrator.
- Experience in a similar, high performing district.
- An understanding of California laws and the California Education Code.
- A Doctorate preferred.