

Desired Leadership Characteristics

Superintendent, Mountain View Los Altos Union High School District

After seeking input from its Board members, parents, staff, students, and community via focus groups, interviews, and an online survey, the Board of Trustees of the Mountain View Los Altos Union High School District seeks a strong educational leader who possesses the following characteristics:

An individual who models and reflects:

- Visionary, educational leadership - capable of inspiring and leading others in a high performing district where academic rigor and student success are the focus of the entire school community.
- Effective, transparent communication – an active listener with excellent written and verbal communication skills. An effective public speaker who fosters a positive, professional climate of mutual trust and respect among faculty, staff and administrators.
- A keen understanding of MVLA educational programs - visible in classrooms, school sites and at community events. Understands and is sensitive to the needs of a diverse student population and consistently seeks value-added opportunities for all.
- High personal standards –inspires trust demonstrates honesty, integrity, and accountability; holds subordinates accountable to the same high standards.

A proven leader who has the ability to:

- Boldly lead MVLA with a commitment to enhancing the academic success and social emotional well-being of all District students.
- Recruit, develop, evaluate, and retain outstanding administrators, teachers, and staff members at all levels.
- Demonstrate success with educational agendas and moving systems forward: is collaborative, innovative, and transparent in his/her approach to the future.
- Engage in regular, direct conversation and dialogue with staff, parents, students, and community including partner schools, non-profit partners, COE, businesses, and the county and city government in Mountain View, Los Altos and Los Altos Hills.
- Effectively plan for and resolve budget issues associated with the competing demands of a high performing, locally funded school district, including growing enrollment.
- Identify, confront, and resolve issues and concerns in a timely manner.
- Oversee that District construction projects fulfill community expectations and adequately address school facility needs, as well as mitigate all impacts on the instructional program.
- Work collaboratively 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, educational research, emerging best practices, human resources, and organizational management.
- Experience as a teacher (high school preferred), principal and district office administrator.
- Experience in a similar, high performing district.
- An understanding of California laws and the California Education Code.
- Doctorate preferred.