

CCSD Leadership Profile

The Charleston County School District (CCSD) is seeking an innovative, visionary, committed servant leader who will work in partnership with diverse community stakeholders to promote equitable opportunities for all students in an environment of trust and transparency. A proven record of success as a superintendent.

The successful candidate will have the following characteristics and skill sets in these areas:

Instructional Leader

- Possesses strong instructional expertise for teaching and learning along with a deep understanding of the entire PK-12 continuum.
- Is skilled in using data and other relevant information to assess the effectiveness of instructional programs.
- Has had successful direct experience in closing achievement gaps.
- Has worked in an environment that includes traditional, neighborhood, magnet and charter schools.
- Has significant teaching and other administrative experience.
- Is tenured; experience with diverse students; cultural understanding of Charleston
- Is innovative; visionary
- Has management skills

Effective Communicator

- Is a consensus builder who has the ability to engage multiple stakeholder groups having differing perspectives.
- Demonstrates excellent interpersonal, communications and media skills.
- Is visible and approachable and willing to work with all segments of the community.
- Is an active listener who promotes transparency and active communication and works to build trust and support.
- Is a thoughtful decision-maker who will consider all points of view before deciding on a course of action.
- Is a strong advocate for students who will rally the entire community around its public schools.

Collaborative Manager

- Values working collaboratively with the school board to evaluate and monitor progress on the district's goals and guardrails for student outcomes.
- Collaborates with the board to establish and review effective guidelines for the board and superintendent's responsibilities to promote student's academic success and well-being.
- Has "hands-on" experience with strategic and long-range planning.
- Has practical expertise in fiscal planning and accountability and in support areas such as human resources, facility management, transportation, and school safety.
- Understands the organizational structure the importance of the alignment of programs, expectations and accountability.
- Shows a record of success in working with diverse student and community populations.
- Has directed and participated in meaningful systemic change and understands the dynamics of change.
- Is politically astute, and has the ability and experience to work within complex political environments.

Personal Qualities

- Sincerely believes that all children can learn.
- Works with honesty, integrity, and transparency.
- Consistently acts in the best interests of all students.
- Builds trusting relationships with stakeholders and will be visible in the schools and engage students.
- Demonstrates adaptability and flexibility.
- Seeks to be a visible and active part of the greater community.
- Truly values people and the contributions they can make to the district.
- Has a vested interest in longevity with the district
- Is approachable
- Cultural understanding of Charleston