

The Board of Directors of the Medford School District seeks an exceptional educational leader who embodies the following :

PROFESSIONAL

- A leader with a record of building a positive, professional climate of mutual trust and respect among faculty, staff, and administrators, community, and students.
- A leader who has recruited, employed, and retained effective personnel throughout a District and its schools.
- An experienced superintendent or district level leader in a district that is experiencing demographic and cultural shifts, and has a track record of success in closing the opportunity gap and breaking down barriers experienced by historically underrepresented students and families.
- A leader who holds high standards of accountability for all staff on the basis of what is best for students.
- An experienced superintendent or district level leader in a district that is experiencing enrollment growth.
- An analytical leader who uses data to inform decision-making
- ...and a collaborative leader who solicits and makes use of input from a variety of stakeholders, including parents, students and other stakeholders.
- A leader experienced in working in a system of schools where socioeconomic differences are often defined by geography.
- A leader who holds high expectations for student behavior and establishes strong systems of support.
- A leader with a deep understanding of Career and College Readiness and CTE programs and best practices.
- A leader who can effectively plan and manage the long-term financial health of the district, facilities, and strategic safety.
- A leader with a willingness to cultivate positive relationships with charter schools.
- A leader who is committed to fostering positive relationships with all segments of the community including business, community-based, and retirees.
- A leader who will bring a deep understanding of educational research and emerging best practices and strategies in general education, special education, and alternative education.
- An exceptionally strong communicator.
- An ambassador for the district, who speaks with diplomacy and authenticity.

PERSONAL

- Leads with the highest integrity.
- Able to develop a shared vision, communicate the vision and bring the vision to life.
- Embraces diversity, equity and inclusion.
- Builds trust through collaboration, courage and open, honest communication.
- Committed to being active and visible throughout schools, district and community.
- Relational, personable, and approachable, with a sense of humor.