



New Superintendent Profile: Northbrook District 28

The new Superintendent should be a person who:

- Possesses a deep knowledge of best practices in teaching and learning; the Superintendent is student-centered, innovative, confident, and resilient.
- Makes decisions based on what is best for students; keeps students at the center of planning and decision-making and communicates decisions with clarity, reason, and empathy after considering input from stakeholders.
- Possesses a genuine, warm, caring, personable, transparent, flexible, and approachable personality, and is skilled at building trust and maintaining a positive culture and climate.
- Passionately embraces the current traditions and values of the District, including a focus on the well-being of all children in every aspect of their growth and development.
- Uses a proven track record of success as an educator and leader to positively impact student achievement and District outcomes, building strong teams that focus on the mission and vision of the District.
- Models active listening, encourages and supports stakeholder voice/input, and fosters a collaborative process for shared decision-making, showing an openness, transparency, and a willingness to give credit to others.
- Exhibits excellent communication skills; builds on existing methods and strategies to ensure timely and transparent communication that keeps internal and external stakeholders informed and supports a positive image of the District.
- Communicates a clear vision for the future of District 28 and inspires others to act in accordance with that vision; establishes and maintains high expectations for all students and staff.
- Works effectively with the Board of Education, aligning decision-making with the District vision and goals and pursuing those objectives with passion, transparency, and persistence.
- Prioritizes the recruitment, training, and retention of highly effective teachers and leaders, guided by clear human resource practices; focuses on hiring staff who are diverse in race, gender, and background.
- Collaborates closely with sender elementary districts and Glenbrook North High School to align curriculum and articulate instruction and assessment across grade levels in all subjects.
- Demonstrates understanding of and commitment to issues of equity, diversity and inclusion, focusing on the academic and social-emotional development of all students and inclusion of all families in school life.
- Possesses successful experience as a teacher and building-level leader; understands curriculum, teaching, and learning and promotes instructional methods that are engaging and supportive of high academic achievement.
- Values the unique needs of every student and allocates resources for programs in and out of the classroom that support students' academic, personal, and social-emotional growth, including the development of creativity, critical thinking, and problem-solving skills.
- Displays skill in financial management and knowledge of legal requirements affecting the District; successfully forges close connections with local and state leaders and is familiar with national trends in education.
- Becomes immersed in the life of District 28 schools and the community, maintaining a strong presence in classrooms, at activities, and in community events.