



Los Angeles Unified School District Superintendent of Schools Desired Characteristics

Based on the input from students, parents, staff, and community members gathered through focus groups, interviews, and online survey results, the Board of Education of the Los Angeles Unified School District seeks a politically-savvy and experienced educational leader who possesses the following characteristics:

A knowledgeable and collaborative **instructional leader** who:

- Addresses the academic, social/emotional, and college/career learning needs of students
- Creates and guides an educational system that maximizes the supports for all students
- Holds a deep understanding of and belief in social justice and the related issues of equity, equality, diversity, and restorative justice
- Inspires teachers, administrators, and staff to be student focused, forward thinking, and life-long learners
- Understands the struggles and challenges facing students of color and/or economic need and has a proven track record of improving educational opportunities in a diverse environment

A respected and trusted **communicator** and **relationship builder** who:

- Communicates regularly and systematically with all stakeholder groups by both sharing information and genuinely seeking input before decisions are made
- Demonstrates a high level of emotional intelligence by gaining trust and engendering respect through collaborative interactions with students, staff, parents, and community members
- Develops a strong partnership with the Board of Education focused on moving the system forward through a continuous improvement philosophy
- Is visible and accessible throughout the system
- Establishes meaningful and long-term partners with a wide range of civic, community, educational, and governmental organizations throughout the greater Los Angeles area
- Understand the needs of all communities and ethnic groups within LAUSD and proactively reaches out to those communities in meaningful ways

A **systems-thinker** and financially knowledgeable **manager** who:

- Believes in a decentralized approach to decision-making and supports the current local district structure and operations
- Develops collaborative and productive working relationships with all LAUSD labor unions
- Ensures effective/efficient daily operations of and long-range planning for the district and its schools
- Establishes a district leadership team grounded in servant leadership and the importance of focusing on classroom and school needs
- Plans for the long-term financial health and stability of the system

In regards to **leadership experiences** and **credentials**, the successful candidate will likely:

- Have experience as a teacher and a principal working in an urban environment
- Have experience as an educational leader in a school district or other public institution of similar complexity
- Hold teaching, administrative, and/or superintendent endorsements
- Hold a doctorate from a fully accredited institution of higher learning