



News Release

From Seattle Public Schools

For Immediate Release: January 31, 2007

Contact: Mareatha Counts or Teresa Wippel, (206) 252-0203

School Board Adopts Profile of Qualities and Qualifications for Superintendent

At a special legislative session held on Wednesday, January 31, the Seattle School Board adopted the profile that will guide recruitment of candidates for Superintendent of Seattle Public Schools. The profile identifies the qualities and qualifications that the School Board seeks in the districts' next leader and is based on input from parents, district employees, community members, city leaders and representatives of community-based organizations.

Superintendent Profile – Seattle Public Schools

Seattle Public Schools Board of Directors seeks a superintendent who....

- Has a strong commitment to public education and has a record of successfully leading a diverse, urban public school district.
- Has demonstrated ability to improve student performance and reduce the achievement gap.
- Understands institutional factors contributing to the achievement gap and has demonstrated the ability to address them.
- Has demonstrated the ability to reconcile competing interests in order to keep the needs of all students foremost in the decision-making process.
- Inspires trust and confidence, models integrity, and effectively communicates a vision of quality education.
- Has a capacity to manage complex change and consistently apply continuous improvement strategies.
- Has demonstrated ability to develop and maintain effective working relationships with public education stakeholders.
- Is able to build an effective senior leadership team and hold it accountable for advancing the district vision.
- Has successful experience in sound fiscal management of district resources.

The Board of Directors prefers a candidate with experience as a K-12 educator.

“I want to thank all of the parents, community members, and district employees who contributed to this process,” said Cheryl Chow, School Board President. “Developing the candidate profile is the most important step in the process of attracting and hiring the best possible Superintendent for our city. We will refer to the profile at every step as we screen applicants, develop interview questions, and conduct reference checks. Your input was critical in helping us identify the qualities and qualifications that will best serve the needs of our students, the district, and the community.”

Ray and Associates’ consulting team described the remarkable similarity of opinions expressed by various members of the community. “We heard a high level of agreement about the key qualities that this city desires in the next Superintendent,” said John Young of Ray and Associates. “In addition, it is very clear that this is a community with a passion for supporting public education. We are very confident that a pool of highly-qualified candidates will be attracted to this opportunity.”

During January, Ray and Associates facilitated a series of meetings to elicit opinions on the ideal traits and characteristics of a Superintendent for Seattle. More than 150 individuals attended the meetings, which were hosted by the Seattle Council PTSA. Participants included parents, community members, representatives of community-based organizations, city leaders, and district employees. Attendees discussed a series of questions posed by the consultants, and were asked to select their top 10 desired traits from a list of 32 characteristics. In addition, more than 100 written comments and recommendations were received and considered. All of this input was considered as Ray and Associates prepared a draft profile for consideration by the School Board.

Qualified candidates for Superintendent of Seattle Public Schools are encouraged to apply by the deadline of March 13, 2007. Requests for application materials and completed applications should be addressed to: Ray and Associates, Inc., 4403 1st Ave. S.E., Suite 407, Cedar Rapids, IA, 52402. Phone: (319)-393-3115; Fax: (319)-393-4931; email rayassoc@netins.net or www.rayandassociatesonline.com

###