

Superintendent Job Description

Glen Ullin Public School

Position Overview

The Superintendent will lead the Glen Ullin School District with a commitment to improving student outcomes and fostering a culture of accountability, continuous improvement, and collaboration. This role emphasizes a strategic focus on measurable student achievement goals, engaging the community, and aligning district operations to ensure each student reaches their full potential. The Superintendent will be a change agent, recognizing that transforming student outcomes begins with changes in adult behaviors, decision-making, and resource management.

Key Responsibilities

1. Vision and Goal-Setting for Student Success

- Lead the development and implementation of the district's strategic plan focused on measurable student outcomes.
- Partner with the school board to set ambitious, data-driven goals aligned with North Dakota's K-12 Education Vision.
- Use district data to identify areas for improvement, establish annual targets, and track progress against student achievement milestones.

2. Board Relations and Strategic Communication

- Regularly report to the school board on progress toward student outcome goals, maintaining transparency and accountability.
- Foster an outcome-focused partnership with the board by aligning monthly agendas, communication, and decisions with strategic goals.
- Provide clear, accurate, and timely data to inform board decisions and community understanding of student performance.

3. Student-Centered Operational Leadership

- Ensure that district resources, including budget, staffing, and instructional programs, are strategically allocated to support student success.
- Oversee continuous improvement efforts within school operations, ensuring all decisions align with the district's vision and student-focused goals.
- Implement and monitor intervention programs for students requiring additional support, and foster environments where each student can thrive academically, socially, and emotionally.

4. Promoting Adult Behavior Change for Student Success

- Lead efforts in the district to align adult actions and behaviors with goals that support student achievement.
- Implement a data-informed evaluation system for district staff, providing professional development aligned with student outcome priorities.
- Collaborate with school leaders to encourage decision-making that supports innovation and measurable progress in their respective schools.

5. Community Engagement and Partnerships

- Cultivate strong relationships with community stakeholders, engaging them as partners in the district's mission to improve student outcomes.
- Champion district achievements and communicate progress toward goals through regular updates via newsletters, media engagement, and community forums.
- Facilitate opportunities for community input, building trust and a shared commitment to the success of every student.

Qualifications

- **Education:** Master's or PhD in Education Administration or Educational Leadership.
- **Licensure:** Valid North Dakota Teacher License and Superintendent Credential, with a minimum of two years of Principal Credential experience.
- **Experience:** At least 10 years of teaching experience and 5 years in a leadership role (principal, assistant superintendent, or superintendent).
- **Core Competencies:** Proven ability to lead change, drive strategic goals, and align resources to support a data-driven, student outcome-focused approach.

Why Join Our Team?

The Glen Ullin School District offers a supportive environment where the Superintendent has the opportunity to make a lasting impact on students, families, and the entire community. This role provides a chance to lead a district committed to academic excellence, equity, and an ambitious vision for student success. Together, we believe that "Student outcomes don't change until adult behaviors change," and we invite you to be the leader who transforms that vision into reality.