**Lake Wales Charter Schools Superintendent Leadership Qualities**

The following list of qualities was developed after thorough review and consideration of all responses from the online survey, as well as input received during the student, staff and community forums.

1. Successful experience improving all student performance, while identifying, narrowing/closing achievement gaps.
2. Demonstrated commitment to engage with/support students by visiting classrooms, participating in school activities and listening to the voice of students.
3. Proven success utilizing data for decision-making to review, celebrate, and improve actions, plans, processes and systems.
4. Past experience leading the articulation of a K-12 comprehensive arts program that included: music, fine arts, and performing arts .
5. Respects cultural differences and varying abilities, values diversity and celebrates achievements.
6. Builds a trusting collaborative relationship with the Trustees, administrators, teachers, support staff, students, parents and the greater community.
7. Leads with integrity and humility while demonstrating accessibility, visibility and decisiveness.
8. Unites all employees around a compelling vision, and builds a culture of commitment to excellence and respect for each other.
9. Commitment to preparing special needs students to realize their academic and career potential.
10. Proven record of leading and supporting fund raising efforts of Foundations and other philanthropic organizations.
11. Demonstrates extensive knowledge of business and finance, including the budget process and operations of a school district.
12. Views the Trustees as a leadership partner in meeting the goals of the district through honest, open communication and positive, productive working relationships that center on two-way communication.
13. Is a champion for academics, the arts and athletics as avenues for student engagement and achievement.
14. Desires to embrace the local quality of life and to be fully engaged in the greater Lake Wales community.