

Qualities Sturgis Staff Desires in a School Leader

Relationships		
Students	Staff	Community
<ul style="list-style-type: none"> • Is dedicated to the notion that all students can learn at high levels and that all students belong here. • Communicates well with and respects all students. • Is devoted to non-coercive discipline • Encourages extracurricular activities, clubs, field trips • Articulates Sturgis' Core values and vision explicitly. 	<ul style="list-style-type: none"> • Solicits involvement from faculty in decision-making. • Recognizes and capitalizes on strengths of administrators/staff • Respects the professionalism of faculty and staff. • Believes in shared leadership • Expects collaboration among teachers • Expects teachers to reflect on instruction and provides opportunities to do so. • Promotes unity among staff. • Supports risk-taking and teacher-led initiatives. • Understands that the staff is responsible for curricular decisions as stated in the charter. 	<ul style="list-style-type: none"> • Communicates effectively with board of trustees and parents. • Active in the community, is willing to recruit students and share vision of the school with the public.

Philosophies, Beliefs and Practices

- Has strong leadership skills, based on the ability to listen to others; to respond directly and genuinely to different perspectives, ideas and perceived needs; to turn conflict into constructive outcomes, to promote a collegial academic environment and to build consensus.
- Demonstrates a commitment to lifelong learning.
- Is understanding and enthusiastic about internationalism and is committed to the creation and sustenance of a renaissance academic community, supportive of all disciplines, including art and music.
- Understands the unique needs of the science department, especially regarding facilities necessary to fulfill IBO requirements.
- Has a sense of the big picture and long term vision
- Believes in heterogeneous grouping *Note: (this was disputed in one of the four groups).
- Is willing to work as a team with other administrators.

Background and Experience

- Supports and is active in the charter school movement.
- Is aware of but not entrenched in the policies, procedures and expectations of traditional public schools.
- Understands the history and uniqueness of Sturgis and has read and internalized the values and goals of our charter.
- Has experience with fundraising and public relations.
- Combines significant experience as a high school teacher and administrator with solid business management skills.
- Believes in, and has experience with the IBO or is willing to learn.
- Is appropriate and currently educated/trained in leadership (as distinct from management).

Personal Attributes

- Sense of humor.
- Articulate and poised.
- Creative.
- Honest and fair.
- A listener, warm, welcoming.
- Non-judgmental.
- Focused.
- Open-minded
- An excellent communicator with trustees, parents, administrators, staff and students.
- Positive and enthusiastic.
- Realistic but optimistic